2007 APA Early Career Psychologists Survey

June 2008

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ACKNOWLEDGEMENTS

The APA Center for Workforce Studies (CWS) administered the 2007 Early Career Psychologists Survey at the request of the Committee on Early Career Psychologists and the Membership Services Office. We acknowledge the support of Dr. Norman B. Anderson, Executive Vice-President and Chief Executive Officer of the APA, and Dr. Steven Breckler, Executive Director of the Science Directorate. We thank the Membership Services Office and the Practice and Education Directorates for their input in the creation of the instrument.

Finally, we are most appreciative of APA's early career psychologists who responded to the survey and provided feedback, and to the early career psychologists who participated but are not members of APA. Without their cooperation in completing the questionnaire, this report would not be possible.

AMERICAN PSYCHOLOGICAL ASSOCIATION
Early Career Psychologists Survey 2007

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To: All APA Boards and Committees

From: Committee on Early Career Psychologists (CECP)

Date: July 9, 2008

Re: **2007 APA Early Career Psychologist Survey**

The Committee on Early Career Psychologists (CECP) represents the unique interests and concerns of early career psychologists within seven years of the receipt of their doctorate degree. The mission of CECP is to build bridges across constituencies within and outside of APA to promote, advocate, and develop resources for early career psychologists.

CECP is dedicated to helping early career psychologists establish an identity within our professional community. Currently, the American Psychological Association has over 17,320 early career members. Early career membership continues to grow with a significant increase of more than 4% in 2007. However, this group continues to confront many new responsibilities and challenges that are unique to their cohort. Given the changing demographics of APA membership, CECP is dedicated to creating opportunities for early career members to engage, learn, network, and become leaders in the discipline of psychology.

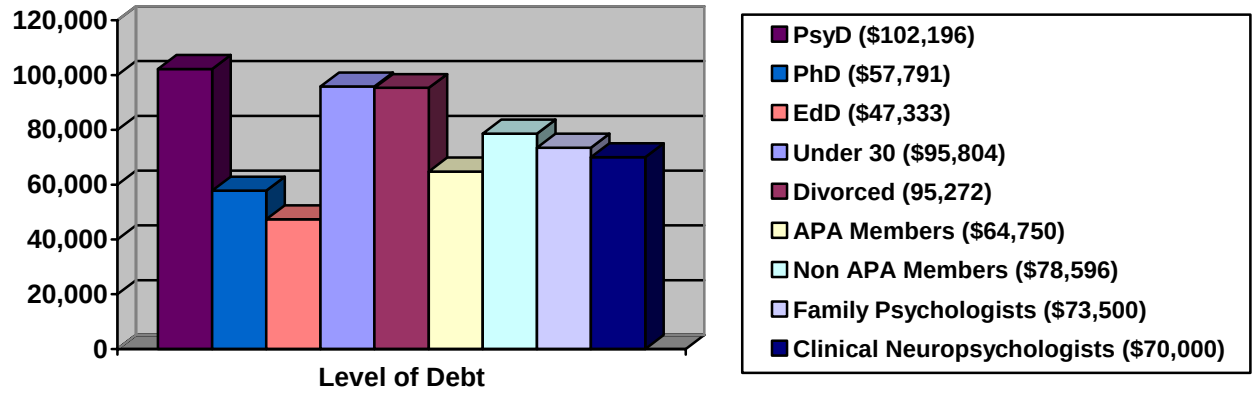
One of the primary objectives of the committee is to identify the needs unique to early career psychologists. In 2007, CECP worked with the APA Center for Workforce Studies (CWS formerly CPWAR) to develop and execute the first APA survey solely focused on early career psychologists. This survey aims to identify career barriers of early career psychologists.

The 2007 APA Early Career Psychologist Survey was launched at APA's 2007 Convention in San Francisco, California and included 176 participants. An additional 1,396 APA members and 904 non APA members who were early career psychologists completed the survey via email resulting in a total of 2,476 participants. The convention, member, and non member participants were mostly female (73%, 72% and 77% respectively). Sixty-five percent of respondents reported they were 35 years old or older.

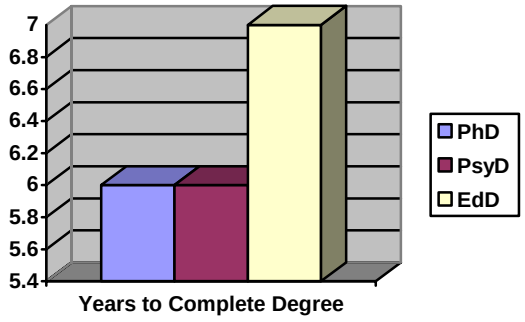
Several key findings emerged from the survey and CECP is pleased to share these results with the entire APA governance body. We welcome your feedback and need both your support and active participation in addressing some of the findings that emphasize the negative impact on the careers of early career psychologists. The following are some noteworthy highlights from the survey results:

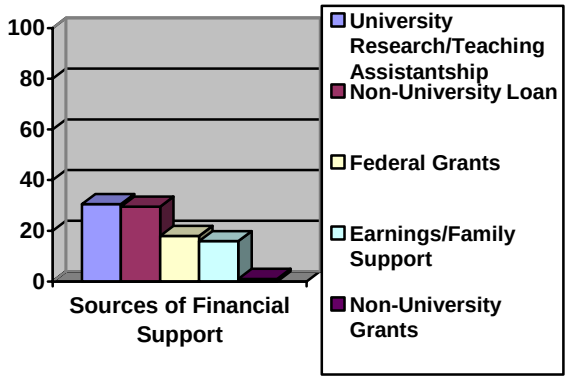
1. Debt Load

Overall, debt amounts continue to increase and are a major challenge for early career psychologists. Living expenses and tuition appear to be a significant factor in debt accumulations with both APA members and non-members reporting that finances was the factor most impacting their career. Over ¾ of survey participants had education-related debt upon receipt of their doctoral degree with ethnic minorities having slightly higher debt levels than non-ethnic minorities.



PsyDs had almost double the mean debt levels when compared to PhDs and EdDs. Individuals under 30 had the highest level of debt with those who were divorced having the second highest debt level. APA members tended to have lower mean debt levels than non-members. When looking at debt by subfield, family and clinical neuropsychologists had the highest debt levels.





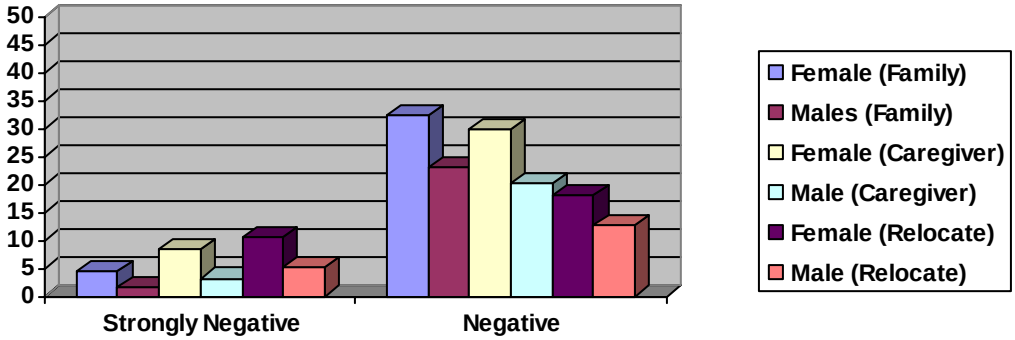
Time for completion of degree did not appear to affect debt load. For those with any amount of debt upon receipt of their doctoral degrees, sources of support for education funding were as follows: university research/teaching assistantship, non-university loans, federal government grants, earnings/family support, and less non university grants.

2. Factors impacting careers

Thirty-two percent of early career psychologists work in more than one setting with 30% of members and 35% of non members noting finances as having the greatest

negative impact. The largest percentage of respondents (35% non-members; 39% members and 36.9% convention attendees) noted that their graduate departments did not provide training in how to obtain research funding.

Nearly half of the respondents (43%) indicated they have dependents under the age of 21 at home. Additionally, females were more likely than males to be negatively impacted by family responsibilities, caregiver responsibilities and spouse's job (having to relocate) than males.



3. Licensure and postdoctoral impacts

The biggest licensure barrier was the inability to obtain post-doc hours. Thirty-four percent of respondents noted that their programs did not provide adequate information about licensure requirements. Other factors included the cost of the EPPP and application for licensure. Although 81% of participants in the survey completed a post-doc, 19% who applied for a post-doc were unable to get a postdoctoral position. When looking at ethnic minority women, percentages of the above factors almost doubled. This is especially problematic given the high percentage of women in subfields where the EPPP and licensing are critical (i.e. health service providers).

Summary and Recommendations:

To summarize, this survey indicated that overall, early career APA members and non-members are more alike than different. On the positive side, data show that the overwhelming majority of survey participants were employed, suggesting a sustainable need for the services that psychologists provide. However, several problems were highlighted by participants. Most importantly, many participants reported high and increasing debt levels. Additionally, over a third of participants identified finances and family and caregiver responsibilities (especially for women) as factors negatively impacting their career. Finally, more than one third of participants were dissatisfied with the lack of information their graduate institutions provided about licensure and research funding.

CECP believes that as an organization that supports and nurtures its members, APA has an opportunity to partner with CECP to remove the identified barriers facing early

career psychologists and address the needs of this vital constituency. The following are CECP's recommendations from the survey results:

A. CECP supports continued collaborations with the APA Directorates and affiliate organizations to promote and educate members on external programs and opportunities that provide debt relief (e.g. National Health Service Corps Loan Repayment Program, National Institutes of Health Loan Repayment Program). CECP also strongly recommends that APA maintain an up-to-date database of funding opportunities available to psychologists, such as the previously developed 'A to Z Funding Opportunities' resource. CECP encourages the establishment of additional scholarship and funding opportunities for economically disadvantaged students and early career psychologists.
B. There is a significant discrepancy between early career psychologist initial salaries and education related debt. Therefore, CECP supports the continued work of the APA Practice Organization in its legislative advocacy to increase or maintain reimbursement rates for practicing psychologists. CECP also supports the advocacy provided by the Education Directorate and other groups in educating employers and consumers about the advanced level of training received by psychologists, which serves to establish fair salaries for doctoral-level psychologists in all areas where psychologists may work. CECP encourages continued advocacy to increase the initial salaries for early career psychologists to keep up with the cost of living and ever-rising levels of educational debt.
C. CECP also recommends advocacy aimed at increasing salaries of internship and post-doctoral positions earlier on and strongly encourages ongoing efforts to address the internship crisis which creates additional career and financial burden on students unable to secure internships.
D. CECP invites collaboration with APAGS to develop resources and educational materials for students early in their educational training on graduate debt issues. As an example, CECP will be introducing the *2008 Financial Planning Workbook for ECPs* to address debt management and financial planning which would also be applicable to students.
E. CECP encourages the APA Education Directorate to work with the graduate education and training community to develop materials that inform prospective graduate students about the rising student loan debt and about starting salary data to allow them to make informed decisions about their career choices.
F. CECP welcomes collaboration with CESPPA, CAPP, CEMA, and BAPPI to develop additional resources targeted at licensure issues that include a focus on ethnic minority women.
G. CECP strongly supports and encourages the recommendation in the change in licensure sequencing as outlined in the revised *Model Act for State Licensure of Psychologists*. This will relieve some burden for those early career psychologists who have struggled to secure a position to complete post-doctoral hours for licensure. This will also help enhance financial opportunities for early career psychologists seeking licensure for independent practice (i.e. insurance provider panels, loan repayment programs, certain employment positions).

H. CECP encourages collaboration between the directorates and scientific and education related divisions to develop resources specifically for early career psychologists and students on how to secure research funding.
I. CECP encourages the development of resources on professional development that focus on the balance between career and family issues. This may be best achieved through articles in the *Monitor* written by an experienced psychologist on certain topics regarding balance (e.g. balancing work schedule with caregiver responsibilities, adaptation to partner relocation). CECP currently offers annual convention programming on balancing family, work life, and self-care, which is well attended each year. These efforts could reach more constituents if offered as electronic media (i.e., podcasts, blogs, etc.) and included a resource guide on self-care for early career psychologists. In addition, CECP further encourages exploration of mentoring opportunities via electronic social networking capabilities of the new APA website.
J. CECP strongly recommends that APA maintain direct ongoing (electronic) communication with early career psychologists about future and existing resources available to address their specific needs.

This survey comprises a snapshot of the experiences of the current early career psychologist workforce: their graduate school and post-doctoral training experiences, licensure attainment, initial employment history, assessment of finances, and elements of their home life that may impact their careers. As such, this survey did not delve into questions regarding membership satisfaction issues related to APA, nor did it provide insight as to why respondents from the non-member group are not members. This survey also did not identify changes in the highlighted problem areas that occur within the first seven years of receipt of degree.

The survey was also the first in what is planned to be a series of surveys, polls and other communications aimed at increasing our knowledge about the needs and concerns of early career psychologists. CECP recommends using the results of this survey (and others to come) as a guide to help APA develop new programs and improve services and resources that add real value for early career constituents. APA has voiced a commitment to addressing the specific needs and interests of early career psychologists. CECP looks forward to collaborating with APA boards and committees to address these issues. CECP welcomes your feedback and suggestions to develop value added resources for early career members and to increase engagement of early career constituents.

Introduction and Method

In 2006, the Committee on Early Career Psychologists was formed to investigate the experiences and opportunities for growth and development, as well as possible unique challenges among psychologists who are classified as being in the early stages of their careers. Early Career Psychologists (ECPs) are defined as individuals who are within 7 years of earning a doctorate. To that end, the Committee, with help from the Member Services Office and the Center for Psychology Workforce Analysis and Research (CPWAR), launched an effort to survey the American Psychological Association's early career population.

The survey inquired about (a) the demographic characteristics of Early Career Psychologists, (b) current employment setting and position, (c) educational background and education-related debt, (d) current factors impacting their careers (both positively and negatively), (e) licensure status and factors related to licensure, and (f) research and teaching experiences.

The current effort represents the first wave of data collection on APA's Early Career Psychologist population. The 2007 APA Early Career Psychologists Survey was conducted in three phases: 1) APA 2007 Convention Effort, 2) 2007 APA Member Effort, and 3) 2007 Non-APA Member Effort.

The APA 2007 Convention Effort (Phase One) was launched at APA's 2007 Annual Convention held in San Francisco, California. Computers equipped with access to the survey were available at APA's Early Career Booth in the Convention Hall. As an added incentive to participate in the survey it was advertised at the booth that all participants could choose to be entered into a drawing to win an Apple Ipod Nano. A total of 208 individuals participated in the survey during its availability at the Early Career Booth. After excluding participants who did not meet ECP criteria, 176 individuals' data from convention was analyzed.

The APA Member Effort (Phase Two) was launched after the 2007 Annual Convention, after some minor adjustments to the instrument. All APA members who were 7 years or less from receipt of their doctorates were pulled as a sample and asked to participate via email invitation. As an added incentive to participate it was advertised at the beginning of the survey that all respondents could choose to be entered into a drawing to win a trip to APA's 2008 Annual Convention in Boston, Massachusetts. Members were given a unique passcode for tracking and follow-up purposes. Reminder emails were sent out to non-respondents every two weeks. A total of 1,396 out of 8,814 APA members who qualified as early career psychologists completed the survey, yielding an overall response rate of 14%. After excluding members with bad email addresses (N~453), the true response rate for the member population was 17%.

Phase Three of the survey effort (APA Non-member Effort) aimed to capture data on the experiences and challenges of early career psychologists who may not necessarily be APA members. To that end, email solicitations were sent out to early career psychologist listserv owners (e.g. NewPsychList), as well as all APA division chairs asking for their help in recruitment by posting a link to the Early Career Survey on their listserv or website. A total of 956 participants completed the survey, and after excluding responses that did not match the criteria for the definition of an early career psychologist (N~53), the total response for Phase Three was 904 participants.

The total number of participants for all three phases combined was 2,475.

Results

Early Career Psychologists Survey 2007 Convention Data

Tables 1 through 5 include ECPs' demographic data (**Section 1**) including respondents gender, age, race/ethnicity, marital status, and number of dependents still living at home. The majority of the ECPs were female (73%), with less than one percent of the population indicating transgender. In regard to age, the largest percent of the population (78%) were 39 and under, with 36% being between 31-34 years of age. Another 18% were between the ages of 40-54. Most ethnic minorities were represented in the ECP convention population. Sixty-six percent of participants reported they were Caucasian, 14% Asian or Pacific Islander, 11% Hispanic/Latino(a), 8% Black or African-American, 2% Native American, and 5% Other race/ethnicity. Just over half of ECP convention participants reported they were married (51%), while another 33% reported they have never been married, 10% were partnered, and 6% were divorced. Finally, 66% of the population reported they had no dependent(s) currently living at home, while 27% reported they had at least one dependent under the age of 21 currently living at home, and 3% reported having at least one dependent over the age of 21 currently living at home.

Education data (**Section 2**) including degree, subfield, sources of doctoral support, and education- related debt for ECPs are found in Tables 6 through 19. Thirty-nine percent of the population took between 5 to 6 years to complete their doctorate, while another 27% took 7 to 8 years, and 20% took 3 to 4 years. The mean number of years to complete a doctorate was 6.1, with an SD of 2.18. The minimum number of years taken to complete a doctorate for the ECP convention population was 2, and the maximum 17. Over ¾ of respondents received a PhD in psychology, while 24% received a PsyD. Almost half of ECPs (49%) reported having a clinical subfield, and another 24% reported a counseling subfield. Common subfields also included school (5%), other psychology subfields (4%), educational (3%), developmental (2%), and health (2%) psychology.

The majority of the population (77%) reported using their own earnings or family support for their doctoral training, university research/teaching assistantships (68%), federal and other government grants (43%), non-university loans (38%), other sources of support (15%), and non-university grants (10%). The **primary** source of support for doctoral training was university research/teaching assistantships (29%), followed by non-university loans (20%), federal and other government grants (18%), own earnings/family support (15%), and other sources of support (5%).

Over half the ECP convention population (51%) reported having undergraduate debt at the time of their graduation with a bachelor's degree. Regarding amount of debt, the largest percent of the population (43%) reported owing $30,000 or less upon receipt of their baccalaureate, with 17% reporting $11,000-$20,000, 15% reporting $1,000-$10,000, and 11% reporting $21,000-$30,000 in debt. Another 5% reported having $31,000-$40,000 in debt upon graduation with a bachelor's degree.

Just under ¾ of the population (74%) reported having graduate debt (including debt from a terminal master's degree) at the time of their graduation with a doctorate. Regarding amount of graduate debt, the largest percent of the population (34%) reported having $50,000 or less upon receipt of their doctorate, with 16% reporting $21,000-$40,000, 13% $1,000-$20,000, and 5% $41,000-$50,000. Another 27% reported having over $81,000 in debt upon graduation with a doctoral degree. Fifteen percent of the ECP convention population said they had over $81,000 in total education-related debt upon receipt of their doctoral degree. By type of degree, 31% of ECPs who received a PsyD and 10% of ECPs who received a PhD reported over $81,000 worth of total education-related debt upon receipt of their doctorate.

For items about possible contributors to education-related debt, means were coded on a Likert Scale where 1=lowest contributor and 5= highest contributor. The **highest** contributors reported were: no research or teaching assistantships available (3.4), and inability to get into a funded program (3.4), and relocation costs (3.3).The **lowest** contributors to debt reported were living expenses (mortgage, rent, food, transportation)(1.8), tuition costs (2.1), and other causes (2.7). Forty-three percent of ECPs stated that their partner did not have any education- related debt. Finally, 61% reported that they were able to obtain a postdoctorate position.

Tables 20-29 (Section 3) include data about postdoctorate experiences. Forty-two percent of participants reported they had a formal postdoctorate, while another 27% reported having an informal position, and 30% reported that a postdoctorate was not relevant to their training. Thirty-eight percent of ECPs reported already completing their fellowship/traineeship, and over half of participants reported that it was a full-time position (over 35 hours per week). The median length of fellowship/traineeship was 12 months, with an SD of 10.19. The minimum length of fellowship was 1 month and the maximum was 48 months. The primary emphases reported were clinical service (37%), followed by both research and practice (10%), and research training (9%). Almost ½ of the population (49%) reported that one of their reasons for accepting a postdoctoral fellowship/traineeship was to obtain supervised postdoctorate hours for licensing exam. This was followed by, in descending order, specialized clinical training (40%), to become more employable (40%), complement research knowledge in same field as doctorate (34%), to work with a particular scientist or research group (13%), and to gain research knowledge in a different subfield than doctorate (10%) as reasons for accepting a postdoctoral fellowship/traineeship. Nine percent reported that other employment was not available. The **primary** reason for accepting a postdoctorate fellowship/traineeship was to obtain supervised hours for the licensing exam (26%), followed by obtaining specialized clinical training (10%), and to complement research knowledge in the same field (7%).

Fourteen percent of ECPs stated the source of their monthly stipend was “other” sources, 13% chose a federal fellowship/traineeship grant, another 13% named university or college support, and 7% stated they did not receive a stipend for their fellowship/traineeship. The majority of the population (27%) reported receiving $2,000-$3,000 a month for their stipend, and 12% reported their monthly stipend was above $3,000 a month. When asked if their stipend covered their living expenses, 23% reported somewhat, 20% reported that it did, and 12% that it did not.

Employment data (**Section 4**) including status, settings and positions are included in Tables 30-38. Thirty-six percent of ECPs stated they were currently employed after having previously completed a postdoctorate fellowship/traineeship, another 31% stated they were currently employed having never had a postdoctorate fellowship/traineeship, 15% stated they were currently employed and currently have a postdoctorate fellowship/traineeship, and 10% are currently completing their fellowship/traineeship. Conversely, 3% stated they were currently unemployed, 3% that they were employed in a temporary position other than their postdoctoral fellowship, and 1% stated they were unemployed and had already completed a postdoctorate fellowship/traineeship. The majority of the population (57%) reported having only one employment position, while 26% reported having two, and 9% reported having three. Mean hours spent in a primary position was 40.8, with a SD of 11.31, mean hours spent in a secondary position was 10 with a SD of 4.93, and mean hours spent in a tertiary position was 6, with a SD of 2.39. The most common primary employment position was direct human services (40%), followed by assistant professor (18%), and research (11%). The most common secondary employment position was also direct human services (14%), followed by lecturer/instructor (faculty) (6%) and research (4%).

The most common primary employment setting reported was psychology department (14%), followed by student counseling or service center (9%), and education department (7%). Individual private practice (9%) was

the most common secondary employment setting, followed by psychology department (5%), and education department (2%).

Section 5 (Tables 39-40) contained items about participant's education, work and life factors which were rated on a scale from 1=not at all provided, to 4=always provided. In regard to ECPs satisfaction with their graduate department and current employer, the **highest** levels were reported for the statements "I find mentoring by my colleagues where I work currently is valuable to my career development" (3.1), "There are opportunities for professional development in my current place of work" (2.9), and "My graduate department did a good job mentoring students" (2.6). The **lowest** levels were reported for the statements "My graduate program provided clear and up to date information about employment opportunities" (2.1), "I am able to get release time for writing/professional development" (2.3), and "My employer has demonstrated a willingness to work with dual career couples/spouses" (2.5). Regarding participant's life factors impacting or influencing career, the positive aspects reported were participant's marriage/divorce (3.5), participant's health (3.3), relocation for an internship (3.3), and the health of a spouse or child (3.3). Some **negative** aspects reported were participant's finances (2.6), participant's caregiver responsibilities (2.9), other family responsibilities (2.9), and relocation for a spouse's job (2.9).

Tables 41-43 (**Section 6**) include data on ECPs including licensure status, and experiences relevant to practice. Fifty-six percent of participants reported they were not yet licensed, or did not need licensure for their work, while 43% reported they were licensed. When asked why they had not yet obtained licensure, 23% reported it was not necessary for their work, 11% that they have been unable to obtain postdoctoral hours, 8% that the cost of the Examination for Professional Practice in Psychology (EPPP) was a preventive, and 7% that the cost of the licensing application was a preventative. Regarding practice experiences the majority of participants "**agreed**" or "**strongly agreed**" they were able to locate materials to prepare for the EPPP (4.7), they had minimal trouble providing training records to licensing boards (4.0), and that the lack of licensure mobility has proven to be a detriment to career advancement (3.5). Conversely, participants "**disagreed**" or "**strongly disagreed**" with the statements that their graduate department did a good job of informing them about the licensing process (2.6), that the lack of standardized, appropriately funded postdoctoral experiences has proven to be a detriment to career advancement (2.7), and that they have found credentialing banks to be effective (2.8).

Finally, Table 44 (**Section 7**) contains data on research and teaching experiences of ECPs. For items about research and teaching experiences, means were coded on a Likert Scale where 1=not at all, and 4= always. The lowest means recorded were for the statements "My graduate department provided training in how to obtain research funding" (1.9), "Availability of startup funds from my department" (2.1), "Employer provides release time for developing a research program" (2.1), and "Funding amounts are not worth the effort it takes to apply" (2.1). The highest means were reported for the statements "My graduate department provided teaching training to graduate students" (2.5), "Availability of knowledge about funding opportunities" (2.4), and "Employer provides release time for career development opportunities" (2.4).

Early Career Psychologists Survey 2007 Member Data

Tables 1 through 5 include demographic data for ECP APA members (**Section 1**) including respondents' gender, age, race/ethnicity, marital status, and number of dependents still living at home. The majority of the ECPs were female (72%), with 1% percent of the population indicating transgender. In regard to age, the largest percent of the population (62%) were 39 and under, with 35% being between 35-39 years of age, slightly higher than the convention participants. Another 21% were between 40 and 50 years of age. Eighty-two percent of participants reported they were Caucasian, 6% Asian or Pacific Islander, 5% Hispanic/Latino(a), 5% Black or African-American, 1% Native American, and 2% Other race/ethnicity. The majority of the member population (70%) reported they were married, while 16% reported they have never been married, 5% were divorced, 5% partnered, 1% separated, and 1% widowed. Finally, 47% reported they had at least one dependent under the age of 21 currently living at home, and 3% reported having at least one dependent over the age of 21 currently living at home. These ECP data were comparable to the ECP convention data.

Education data (**Section 2**) including degree, subfield/specialty, sources of doctoral support, and education-related debt for ECPs are found in Tables 6 through 19. Forty-two percent of the population took between 5 to 6 years to complete their doctorate, while 25% took 3 to 4 years, and 18% took 7 to 8 years. The mean number of years to complete a doctorate was 6.2, with an SD of 1.87. Almost ¾ of respondents received a PhD in psychology (72%), while 24% received a PsyD. Again these data are comparable to the convention population data. Over ½ of ECPs (51%) reported clinical as a subfield, and another 13% claimed counseling. Other common subfields included school (5%), developmental (4%), social (4%), clinical neuropsychology (3%), industrial/organizational (3%), other in psychology (3%), and educational (2%) psychology.
The majority of the respondents (83%) reported using their own earnings or family support for their doctoral training, university research/teaching assistantships (70%), non-university loans (40%), federal and other government grants (37%), other sources of support (11%), and non-university grants (6%). The **primary** source of support for doctoral training was university research/teaching assistantships (32%), followed by own earnings/family support (24%), non-university loans (20%), federal and other government grants (15%), and other source of support (2%).

Sixty-one percent of the ECP member population reported having **no** undergraduate debt at the time of their graduation with a bachelor's degree. This is in contrast to the ECP convention population, where the majority reported they did have undergraduate debt. Just under ¾ of the population (68%) reported having graduate debt (including debt from a terminal master's degree) at the time of their graduation with a doctorate. Thirty-one percent of the ECP population reported that between 10%-20% of their graduate related debt could be attributed to their internship year, while 7% reported that 10%-20% of their debt could be attributed to their fellowship year.

Mean amount of debt for undergraduate education was $13,944 (SD=$11,428). Median amount of debt for undergraduate education for the ECP member population was $10,000. Minimum amount of debt reported for undergraduate education was $500, and the maximum was $80,000. Mean amount of debt for graduate education for the ECP member population $59,667 (SD=$47,684) with a median amount of $49,000. Minimum amount of debt reported for graduate education was $1,000, and the maximum was $279,000. Mean amount of total cumulative education-related debt for the ECP member population was $64,812 (SD=$50,664), with a median of $50,000. Minimum amount of debt reported for graduate education was $1000, and the maximum was $320,000.

By type of degree, the mean amount of cumulative education-related debt for member ECPs who received a Ph.D. was $51,952.00 (SD=$43,662), with a median of $40,000. For member ECPs who received a Psy.D. the

mean was $96,649.00 (SD=$51,413), with a median of $90,000. For respondents earning an Ed.D in psychology the mean amount was $48,800 (SD=49,519), with a median of $20,000 (there was no data for J.D. recipients).

For items about possible contributors towards member ECP's education-related debt, means were coded on a Likert Scale where 1=lowest contributor and 5= highest contributor. The **highest** contributors reported were: living expenses (4.1), tuition costs (3.9), and other contributors (3.5). The **lowest** contributors to debt reported were relocation costs (2.2), inability to get into a funded program (2.2), and no research or teaching assistantships available (2.5). These responses were in contrast to the convention ECP population responses. Thirty-nine percent of ECPs stated that their partner did not have any education- related debt. Finally, 65% reported that they were able to obtain a postdoctorate position.

Tables 20-28 (**Section 3**) include data about postdoctorate experiences. Thirty-nine percent of participants reported they had a formal postdoctorate, while 27% reported having an informal position, and 32% reported that a postdoctorate was not relevant to their training. These data are comparable to the ECP convention population data. Sixty-two percent of ECPs reported already completing their fellowship/traineeship, and over half of participants (56%) reported that it was a full-time position (over 35 hours per week). The median length of fellowship/traineeship was 12 months, the mean was 17 (SD= 9.01). The minimum length of fellowship was 1 month and the maximum was 48 months. The primary emphases reported were clinical service (37%), followed by both research and practice (12%), and research training (12%). Reasons for choosing a postdoctorate included in descending order, to obtain supervised postdoctorate hours for licensing exam (47%), to become more employable (36%), specialized clinical training (36%), complement research knowledge in same field as doctorate (26%), to work with a particular scientist or research group (17%), to obtain research knowledge in a different subfield than doctorate (13%), other employment was not available (6%), and other reason (4%) as reasons for accepting a postdoctoral fellowship/traineeship. The **primary** reason for accepting a postdoctorate fellowship/traineeship was to obtain supervised hours for the licensing exam (32%), followed by obtaining specialized clinical training (9%), and to complement research knowledge in the same field (5%).

Sixteen percent of ECPs stated that the source of their monthly stipend was "other" sources, 12% chose a university or college, 9% chose a federal fellowship/traineeship grant, another 8% reported it was through client fees, 7% reported a federal research grant or contract, and 6% stated they did not receive a stipend for their fellowship/traineeship. The mean monthly stipend amount for a full-time fellowship/traineeship for the ECP member population was $2,485 (SD=$958.85), with a median of $2,500 and for part-time it was $1,490 (SD=$956.55), with a median of $1,200. When asked if the stipend covered their living expenses, 22% reported somewhat, 21% reported that it did, and 15% that it did not. Again these numbers are comparable to the ECP convention population data.

Employment data (**Section 4**) including status, settings and positions are included in Tables 29-36. Fifty-six percent of ECPs stated they were currently employed after having previously completed a postdoctorate fellowship/traineeship, another 36% stated they were currently employed, having never had a postdoctorate fellowship/traineeship, 2% stated they were currently employed and currently have a postdoctorate fellowship/traineeship, and less than 1% are currently completing their fellowship/traineeship. Conversely, less than 1% stated they were currently unemployed, and 1% stated they were unemployed and had already completed a postdoctorate fellowship/traineeship. The majority of the population (66%) reported having only one employment position, while 29% reported having two, and 2% reported having none. The majority of respondents (80%) spent more than 35 hours per week in their primary employment position. Mean hours spent in a primary position were 40.6, with an SD of 12.83; mean hours spent in a secondary position were 10 with an SD of 6.35. The most common primary employment position was direct human services (42%), followed by assistant professor (17%), and research (8%). The most common secondary employment position was also

direct human services (18%), followed by faculty adjunct/visiting faculty (6%), lecturer/instructor (faculty) (2%) and research (2%).

The most common primary employment setting reported was psychology department (14%), followed by individual private practice (13%), and group psychological practice (5%). Individual private practice (9%) was the most common secondary employment setting, followed by psychology department (4%), and group psychological practice (3%).

Section 5 (Tables 37-38) contained items about the participants' education, and work experiences which were rated on a scale from 1=not at all provided, to 4=always provided. In regard to ECP's satisfaction with their graduate department and current employer, the **highest** levels were reported for the statements "I find mentoring by my colleagues where I work currently is valuable to my career development" (3.1), "There are opportunities for professional development in my current place of work" (3.1). The **lower** levels were reported for the statement "My graduate program provided clear and up to date information about employment opportunities" (2.2). Regarding life experiences impacting or influencing careers, a rating scale of 1=strongly negative and 5=strongly positive was used. The **positive** aspects reported were participant's marriage/divorce (3.6), relocation for an internship (3.4), and availability of a formally funded postdoctorate experience (3.4). Some slightly more **negative** aspects reported were other family responsibilities (2.9), relocation for a spouse's job (2.9), and caregiver responsibilities (2.8).

Tables 39-41 (**Section 6**) include data on ECPs including licensure status, and experiences relevant to practice. Sixty-seven percent of participants reported they were already licensed, while 22% reported they were not, and another 8% not yet licensed. When asked why they had not yet obtained licensure, 23% reported it was not necessary for their work, 3% that the cost of the EPPP was a deterrent, 3% that they had been unable to obtain postdoctoral position yet, 2% family conflicts, and 2% that the cost of the licensing application was a disincentive. Regarding practice experiences the majority of participants "**agreed**" or "**strongly agreed**" they were able to locate materials to prepare for the EPPP (4.7), and they had minimal trouble providing training records to licensing boards (4.1). Conversely, participants "**disagreed**" or "**strongly disagreed**" with the statements that the lack of standardized, appropriately funded postdoctoral experiences has proven to be a detriment to career advancement (2.5), and that their graduate department did a good job of informing participants of the licensing process (2.8).

Finally, Table 42 (**Section 7**) contains data on the research and teaching experiences of ECPs. For items about research and teaching experiences, means were coded on a Likert Scale where 1=not at all, and 4= always. The **lowest** means recorded were for the statements "My graduate department provided training in how to obtain research funding" (1.8), "Availability of startup funds from my department" (2.1), "Employer provides release time for developing a research program" (2.1), and "Funding amounts are not worth the effort it takes to apply" (2.1). While the **highest** means reported were for the statements "My graduate department provided teaching training to graduate students" (2.3), "Availability of knowledge about funding opportunities" (2.3), and "Employer provides release time for career development opportunities" (2.3).

Early Career Psychologist Survey 2007 Non-Member Data

Tables 1 through 5 include APA non-members who are ECPs' demographic data (**Section 1)** including respondent's gender, age, race/ethnicity, marital status, and number of dependents still living at home. The majority of the non-member ECPs were female (77%). In regard to age, the largest percent of the population (70%) were 39 and under, with 32% being between 31-34 years of age, similar to the ECP convention participants, and slightly lower than the member participants. Another 26% were between the ages of 35-39. Eighty-three percent of participants reported they were Caucasian, 6% Asian or Pacific Islander, 7% Black or African-American, 5% Hispanic/Latino(a), 1% Native American, and 3% Other race/ethnicity. The majority of the non-member population (63%) reported they were married, while 21% reported they have never been married, 7% partnered, 7% divorced, 1% separated, and less than 1% widowed. Finally, 37% reported they had at least one dependent under the age of 21 currently living at home, and 2% reported having at least one dependent over the age of 21 currently living at home. This ECP on-member data was comparable to the ECP convention and member data.

Education data (**Section 2**) including degree, subfield/specialty, sources of doctoral support, and education-related debt for ECPs are found in Tables 6 through 21. Forty-nine percent of the population took between 5 to 6 years to complete their doctorate, while another 24% took 3 to 4 years, and 17% took 7 to 8 years. The mean number of years to complete a doctorate was 6.1, with an SD of 1.75. The minimum number of years taken to complete a doctorate for the ECP convention population was 2, and the maximum 14. Almost ¾ of respondents received a PhD in psychology (72%), while 28% received a PsyD. Again this data is comparable to the convention population. Over half of ECPs (56%) reported having a clinical subfield, and another 13% reported a counseling subfield. Common subfields also included clinical neuropsychology (6%), sport (4%), other in psychology (4%), personality (3%), industrial/organizational (3%), and health (2%) psychology.

The majority of the population (86%) reported using their own earnings or family support for their doctoral training, university research/teaching assistantships (68%), non-university loans (47%), federal and other government grants (38%), other sources of support (11%), and non-university grants (7%). The **primary** source of support for doctoral training was other source of support (32%), followed by university research/teaching assistantships (23%), non-university loans (23%), federal and other government grants (15%), and own earnings/family support (3%0.

Sixty-one percent of the ECP non-member population reported having **no** undergraduate debt at the time of their graduation with a bachelor's degree. Mean amount of debt for undergraduate education for the ECP non-member population was $16,004 (SD=$12,482.388), with a median of $13,000. Minimum amount of debt reported for undergraduate education was $500, and the maximum was $80,000.

Just over ¾ of the population (77%) reported having graduate debt (including debt from a terminal master's degree) at the time of their graduation with a doctorate. Mean amount of debt for graduate education for the ECP non-member population was $72,108 (SD=$51,524), with a median of $62,000. Minimum amount of debt reported for graduate education was $1,200, and the maximum was $300,000. Mean amount of total cumulative education-related debt for the ECP non-member population was $78,596 (SD=$55,307), with a median amount of $70,000. Minimum amount of debt reported for graduate education was $1,200, and the maximum was $430,000.

By type of degree, the mean amount of cumulative education-related debt for non-member ECPs who received a Ph.D. was $64,699 (SD=$51,878), with a median of $50,369, and for non-member ECPs who

received a Psy.D. was $108,370 (SD=$49,730), with a median of $105,000 (there was insufficient data to discuss analysis Ed.D. recipients educational debt amount). Forty percent of the ECP non-member population reported that between 10%-20% of their graduate related debt could be attributed to their internship year, while 9% reported that 10%-20% of their debt could be attributed to their fellowship year. For items about possible contributors towards member ECP's educational-related debt, means were coded on a Likert Scale where 1=Lowest contributor and 5= Highest contributor. The **highest** contributors reported were: tuition costs (3.9), and other contributors (3.4). While the **lowest** contributors to debt reported were inability to get into a funded program (2.2), and relocation costs (2.4). Forty-four percent of non-members stated their spouse did not have education-related debt. Finally, 73% reported that they were able to obtain a postdoctorate position, which is higher than both the convention and the member ECP population's data for that particular item.

Tables 22-31 (**Section 3**) include data about postdoctorate experiences. Forty-three percent of participants reported they had a formal postdoctorate, while another 30% reported having an informal position, and 26% reported that a postdoctorate was not relevant to their training. This data is comparable to the ECP convention and member population data. Fifty-seven percent of ECPs reported already completing their fellowship/traineeship, and more than half of participants (63%) reported that it was a full-time position (over 35 hours per week). The mean length of fellowship/traineeship was 17.3, with an SD of 8.08, and a median length of 12 months. The minimum length of fellowship was 1 month and the maximum was 48 months. The primary emphases reported were clinical service (46%), followed by both research and practice (15%), and research training (8%). Reasons for choosing a postdoctorate included in descending order, to obtain supervised postdoctorate hours for licensing exam (60%), to become more employable (43%), specialized clinical training (41%), complement research knowledge in same field as doctorate (30%), to work with a particular scientist or research group (16%), to obtain research knowledge in a different subfield than doctorate (12%), employment was not available (7%), and other (5%) as reasons for accepting a postdoctoral fellowship/traineeship. The **primary** reason for accepting a postdoctorate fellowship/traineeship was to obtain supervised hours for the licensing exam (39%), followed by obtaining specialized clinical training (11%), and to complement research knowledge in the same field (6%). These results are comparable to both the convention and member ECP populations.

Seventeen percent of ECPs stated their monthly stipend came from "other" sources, 16% reported it was a university or college, 10% chose a federal fellowship/traineeship grant, another 10% reported it was through client fees, 5% reported a federal research grant or contract, and 8% stated they did not receive a stipend for their fellowship/traineeship. The mean monthly stipend amount for a full-time fellowship/traineeship for the ECP non-member population was $2,553 (SD=$952.04), with a median of $2,500, and for part-time it was $1,492 (SD=$1,087.64), with a median of $1,200. When asked if their stipend covered their living expenses, 25% reported somewhat, 24% reported that it did, and 18% that it did not really. Again these numbers are comparable to the ECP convention and member population data.

Employment data (**Section 4**) including status, settings and positions are included in Tables 32-39. Fifty-two percent of ECPs stated they were currently employed after having previously completed a postdoctorate fellowship/traineeship, another 28% stated they were currently employed, having never had a postdoctorate fellowship/traineeship, 7% stated they were currently employed and currently have a postdoctorate fellowship/traineeship, 7% are currently completing their fellowship/traineeship, and 2% are currently employed in a temporary position other than their postdoctoral fellowship. Conversely, 2% stated they were currently unemployed, and 1% stated they were unemployed and had already completed a postdoctorate fellowship/traineeship. The majority of the population (64%) reported having only one employment position, while 29% reported having two, and 6% reported having none. This is slightly higher than the convention and member population's data for that particular item. The majority of respondents (78%) spent

more than 35 hours per week in their primary employment position. Mean hours spent in a primary position was 39.4, with an SD of 12.38; mean hours spent in a secondary position was 10.33 with an SD of 6.22. The most common primary employment position was direct human services (49%), followed by assistant professor (13%), and research (9%). The most common secondary employment position was also direct human services (17%), followed by faculty adjunct/visiting faculty (5%), lecturer/instructor (faculty) (3%) and research (3%).

The most common primary employment setting reported was individual private practice (11%), followed by psychology department (9%), group psychological practice (6%), city/county/state psychiatric hospital (5%), military hospital (e.g. Air Force) (4%), community mental health center (4%), professional school of psychology (affiliated with a university) (3%), elementary or secondary school (3%), and education department (3%). Individual private practice (8%) was the most common secondary employment setting, followed by psychology department (6%), and group psychological practice (3%).

Section 5 (Tables 40-41) contained items about participant's education, work, and life factors which were rated on a scale from 1=Not at all provided, to 4=Always provided. In regard to ECPs satisfaction with their graduate department and current employer, the **highest** levels were reported for the statements "I find mentoring by my colleagues where I work currently is valuable to my career development" (3.1), "There are opportunities for professional development in my current place of work" (3.0). The **lower** levels were reported for the statement "My graduate program provided clear and up to date information about employment opportunities" (2.2). Regarding life experiences impacting or influencing careers, a rating scale of 1=strongly negative and 5=strongly positive was used. The **positive** aspects reported were participant's marriage/divorce (3.4), and availability of a formally funded postdoctorate experience (3.3). Some slightly more **negative** aspects reported were other family responsibilities (2.9), relocation for a spouse's job (2.9), and caregiver responsibilities (2.8). This data is comparable to ECP member data.

Tables 42-44 (**Section 6**) include data on ECPs including licensure status, and experiences relevant to practice. Fifty-six percent of participants reported they were already licensed, while 25% reported they were not, and another 18% not yet licensed. When asked why they had not yet obtained licensure, 22% reported it was not necessary for their work, 8% that they had been unable to obtain postdoctoral hours, 7% that the cost of the EPPP was a preventative, 6% that the cost of the licensing application was a preventative, 2% reported family conflicts, and 1% the unavailability of licensing study materials. Regarding practice experiences the majority of participants "**agreed**" or "**strongly agreed**" they were able to locate materials to prepare for the EPPP (4.7), and they had minimal trouble providing training records to licensing boards (4.0). Conversely, participants "**disagreed**" or "**strongly disagreed**" with the statements that the lack of standardized, appropriately funded postdoctoral experiences has proven to be a detriment to career advancement (2.5), and that their graduate department did a good job of informing participants of the licensing process (2.6).

Finally, Table 45 (**Section 7**) contains data on research and teaching experiences of ECPs. For items about research and teaching experiences, means were coded on a Likert Scale where 1=Not at all, and 4= Always. The **lowest** means recorded were for the statements "My graduate department provided training in how to obtain research funding" (1.9), "Availability of startup funds from my department" (2.0), "Employer provides release time for developing a research program" (2.2), and "Funding amounts are not worth the effort it takes to apply" (2.2), among others. While the **highest** means reported were for the statements "Other research and teaching experiences" (2.6), "My graduate department provided teaching training to graduate students" (2.4), and "Employer provides release time for career development opportunities" (2.4).

Conclusion

Overall demographics revealed that the ECP convention population tended to be younger and ethnically more diverse than either the member or non-member populations. In regard to psychology pipeline and workforce the convention population does not seem to accurately reflect overall trends we are seeing in the field. We do not recommend that Member Services use ECP convention attendee data for planning purposes.

Concerning education, populations were similar with respect to time to degree, with approximately 2/3 of all participants seeking either a clinical or counseling subfield. Over ¾'s of the ECP population as a whole had education-related debt upon receipt of their doctoral degree. Median amount of graduate and total education-related debt tended to be slightly higher for ECP non-members than members. Overall graduate and total debt amounts continue to be large, and continue to increase (see CPWAR 2005 Doctorate Employment Survey, http://research/apa.org). Tuition costs and living expenses seem to be one of the driving forces behind education-related debt for the ECP population as a whole, as opposed to years spent completing an internship and/or fellowship, or other factors including the ability to attain assistantships or get into funded programs. Primary reason and percent of the population that had a formal postdoctoral fellowship or traineeship was similar across groups.

The overwhelming majority of ECPs are currently employed. The percent of ECPs who were currently employed reflect the overall employment percentages for the field of psychology. Similarly, the percent of ECPs who were currently unemployed also reflect the unemployment rate for the larger population of individuals with a degree in psychology (see National Science Foundation's 2003 Survey of Doctorate Recipients, http://www.nsf.gov/statistics). ECP convention attendee participants are dissimilar to the member and non-member population in respect to their employment settings and number of positions (it is not typical to see large percentages with a doctorate in psychology employed at student counseling centers or education departments). Additionally ECP convention attendees tended to have more employment positions than either members or non-members.

Caregiver responsibilities and relocation for a spouse's job were somewhat negative for entire ECP population regarding work and life factors affecting or influencing their career. This data is in alignment with research conducted in other fields. Further analysis could be conducted for possible gender differences.

Across the board, respondents noted less agreement with statements that their graduate departments provided training in how to obtain research funding, that departments were not likely to provide startup funds and that departments were less apt to provide release time for employees to devote to a research program. These areas may be ones where APA could provide supplemental assistance for future ECPs.

Areas for further research by the CECP could include the amount of information ECPs received as graduate students from their departments in regard to employment opportunities. Data gathered determined that overall respondents were dissatisfied with the amount of information departments provided. However it is unclear what type of information and in what amount they would be comfortable with. Identifying what type of employment data ECPs would like and what would be helpful to them in their search for employment would be necessary to make any recommendations for future member services initiatives.

Overall the ECP populations (members and non-member) are more alike than not. Hence, CECP and member services can work together with a single approach, as opposed to creating population specific interventions and programs for members and non-members as the two are similar demographically, educationally, in their postdoctoral experience, and in terms of employment setting and type of position.

2007 Early Career Psychologists Survey

The survey is now closed.
The purpose of this survey is to get feedback from early career psychologists (those within 7 years of earning their doctorate degree) about their experiences and opportunities for professional growth and development. In the course of the survey we also will be asking for feedback on educational backgrounds, employment and demographics as these all provide contexts within which to analyze these factors.

Name:
Email:
Cell Phone:

Section 1 - Demographics

1. What is your gender:
- ○ Male
- ○ Female
- ○ Transgender

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2. What is your age?

---

3. Indicate your racial/ethnic background. (Mark all that apply)
- ☐ American Indian or Alaskan Native
  (please specify principal or enrolled tribe)
- ☐ Asian or Pacific Islander (please specify)
- ☐ Black or African American
- ☐ Hispanic/Latino(a) (please specify)
- ☐ Caucasian/White
- ☐ Other (please specify)

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4. What is your marital status?
- ○ Never Married
- ○ Married
- ○ Partnered
- ○ Separated
- ○ Divorced
- ○ Widowed

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5. How many children do you have living at home? Please provide counts by ages below. If *None* please enter ZERO (0) in the first box.

Age of **Count**

child
None
Under 5
6-10
11-15
16-20
21+

Section 2 - Education

6. When did you begin your current psychology doctoral program? Include time spent on masters- level study if part of the doctoral program or required by the doctoral program. Indicate the month and year in which you began.

Select Month Select Year

7. Using the dropdown menu, indicate the month and year in which you were awarded your doctorate in psychology.

Select Month Select Year

8. Indicate doctoral degree(s) earned: (Mark all that apply)

- ☐ Ph.D.
- ☐ Ed.D.
- ☐ Psy.D.
- ☐ J.D.
- ☐ Other Doctorate (please specify _____)

9. Please indicate the subfield or specialty of your doctorate.

Select Subfield or Specialty

Other, in psychology (please specify _____)

Other, not in psychology (please specify _____)

10. Sources of Support for Doctoral Training

In the left column, indicate all sources of support during your doctoral training. (Mark all that apply)		**In the right column, indicate the major source of support during your doctoral training.** (Mark one only)
☐	Own Earnings/Family Support	○
☐	University Research/Teaching Assistantship	○
☐	Federal and other Government Grants	○
☐	Non-university loans	○
☐	Non-university grants	○

☐ Other ○

---

11. Upon receipt of your UNDERGRAUATE degree, did you have any debt directly related to your UNDERGRADUATE education (Tuition, fees, loans, living expenses, books and supplies, etc.)?

○ Yes - if yes, please answer question 11a about debt related to your UNDERGRADUATE education

○ No - please skip to Question 12

11a. IF YES, what was the level of your cumulative UNDERGRADUATE debt at the time of graduation with your BACCALAUREATE? $ .00 (Please enter dollar amount with no commas or decimal points.)

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12. Upon receipt of your doctoral degree, did you have any debt directly related to your GRADUATE education (including expenses incurred obtaining a masters degree if applicable)? (Tuition, fees, loans, living expenses, books and supplies, etc.)?

○ Yes - if yes, please answer question 12a about debt related to your GRADUATE education

○ No - please skip to Question 16

12 a. IF YES, what was the level of your cumulative GRADUATE debt at the time graduation with your doctorate? $ .00 (Please enter dollar amount with no commas or decimal points.)

12 b. Approximately what percentage of your graduate school debt can be attributed to your internship year? Select Percentage

12 c. Approximately what percentage of your graduate school debt can be attributed to your fellowship year? Select Percentage

---

13. At the time of graduation with your doctorate what was your level of total education-related debt?

$ .00 (Please enter dollar amount with no commas or decimal points)

---

14. Using the list below, please rank in order from highest to lowest (1= the lowest contributor, 5= highest contributor) the causes to your resultant educational debt listed below.

	1 lowest	2	3	4	5 highest	N/A
A. Tuition costs	○	○	○	○	○	○
B. No research or teaching assistantships available	○	○	○	○	○	○
C. Inability to get into funded program	○	○	○	○	○	○
D. Living expenses (mortgage, rent, food, transportation)	○	○	○	○	○	○
E. Relocation costs	○	○	○	○	○	○
F. Other (please specify)	○	○	○	○	○	○

15. If married/partnered, did your spouse or partner also carry education-related debt? Please answer even if you have already paid this debt off.

- ○ Yes
- ○ No

If "yes", then what was the combined educational debt of you and your spouse/partner? _____

16. I was able to obtain a postdoctorate position

- ○ Yes - complete next section
- ○ No - skip to employment section
- ○ No postdoctorate - not relevant to my training

Section 3 - Postdoctorate Experience

17. Is/was your fellowship/traineeship: (Mark one only)

- ○ Formal
- ○ Informal (I put it together)

18. Is/was your fellowship/traineeship: (Mark one only)

- ○ Current
- ○ Already completed

19. Is/was your fellowship/traineeship: (Mark one only)

- ○ Full time (35 or more hours per week)
- ○ Part time (less than 35 hours per week)

20. What is/was the duration of your fellowship/traineeship?

Select Total Number of Months

21. Is/was the primary emphasis of your fellowship /traineeship? (Mark one only)

- ○ Research training
- ○ Clinical service
- ○ Both research and practice
- ○ Other (please specify _____)

22. In the left column, indicate all your reasons for accepting a postdoctoral/fellowship/traineeship. In the right column, indicate your primary reason for accepting this fellowship/traineeship.

Mark all that apply		Mark one only
☐	To complement research knowledge and skills in the same subfield as my doctorate	○
☐	To obtain research knowledge or training in a different subfield than doctorate	○
☐	To work with a particular scientist or research group	○

☐	To obtain specialized clinical training	○
☐	To obtain supervised postdoctoral hours so as to take the licensing exam	○
☐	To switch from research to practice	○
☐	To become more employable	○
☐	Employment not available	○
☐	Other (please specify _____)	○

23. What is/was the source of your stipend? (Mark one only)

○ Not applicable, no stipend
○ Federal fellowship/traineeship grant
○ Federal research grant or contract
○ Canadian provincial/federal fellowship/traineeship
○ Nonfederal nationally-awarded fellowship/traineeship (e.g., private foundation)
○ University or college
○ Client fee
○ Other (please specify)

24. Indicate the amount of monthly stipend to the nearest dollar from your postdoctoral position.

$ .00 (Please enter dollar amount with no commas or decimal points)

25. Did the postdoctorate stipend cover your living expenses?

○ Yes, completely
○ Somewhat
○ Not really

Section 4 - Employment

26. What is your CURRENT employment status? (Mark one only)

○ Currently employed, do NOT have/never have had a postdoctoral fellowship/traineeship
○ Currently employed, have completed a postdoctoral fellowship/traineeship previously
○ Currently employed and currently have postdoctoral fellowship/traineeship
○ Currently employed in a temporary position other than a postdoctoral fellowship/traineeship
○ Currently I am completing a postdoctoral fellowship/traineeship
○ Not Currently Employed
○ Unemployed and already completed postdoctorate

In this section we are interested in your current employment: where you work, how many hours per week you work, your work activities and so forth. The section is designed so that people holding more than one position (e.g., two 20-hour per week jobs), as well as those holding one position can accurately complete the questions. Thus, some of the questions refer to both "primary" and "secondary" employment positions. If you have a postdoctoral fellowship /traineeship in addition to your employment, report ONLY your employment in this section. DO NOT DESCRIBE YOUR POSTDOCTORAL FELLOWSHIP/ TRAINEESHIP IN THIS SECTION.

27. How many employment positions do you currently have? (Mark one only)

- ○ 1 position
- ○ 2 positions
- ○ 3 positions
- ○ None - please skip to Question 28

a) Do you spend a total of 35 or more hours/week in this (these) position(s)?

- ○ Yes
- ○ No

b) In the boxes below indicate the number of hours per week you spend in each employment position. Primary position is the one in which you spend the most time.

Primary Position: Number of Hours per Week

Secondary Position: Number of Hours per Week

Tertiary Position: Number of Hours per Week

c) When did you find your present primary employment (i.e., accepted the job offer)? (Mark one only OR proceed to (d))

- ○ Not applicable, already employed in the position when I started my doctoral program
- ○ Not applicable, before completing requirements for doctorate.

d) If applicable, indicate below the month and year in which you found your present primary employment (i.e. not doctorate practicum).

Select Month Select Year

e) Type of position. Please select the category that best describes the type of position you hold in your primary and secondary (if any) work setting(s). You may be involved in several types of work activities; however, your employment position can usually be described by one of the following categories. PRIMARY POSITION IS THE ONE IN WHICH ONE TYPICALLY SPENDS THE HIGHEST NUMBER OF HOURS/WEEK (mark only one in each column).

Primary Position		Secondary Position
	Faculty position. Includes teaching and/or research activities appropriate to your academic setting. If you are primarily employed in a faculty position (including being chair of a department) please indicate your academic rank	
Primary		**Secondary**
○	Full Professor	○
○	Associate Professor	○
○	Assistant Professor	○
○	Adjunct/Visiting Faculty	○
○	Lecturer/Instructor	○
○	Other Faculty Position (please specify)	○
○	**Educational Administration.** Includes college or university administrative positions (such as provost or dean) although you also may have a faculty appointment. Does **not** include department chair.	○

Also includes superintendent of school district or other administrative position related to education.

- ○ **Research.** Includes basic or applied research in any field. Includes **non-faculty** research positions, work in a laboratory or research institute in government or private setting. ○
- ○ **Administration of Research.** Includes managing a research organization or program. Although you may be directly involved in research design, data collection, and so forth, your primary responsibility is administering research activities, including the supervision of research personnel. ○
- ○ **Direct Human Services.** Includes direct clinical services, counseling or guidance, or school psychological services, consultation, assessment. ○
- ○ **Administration of Human Services.** Includes managing a program of human services. Although you may be directly involved in delivering human services, your primary responsibility is administering human service activities, including supervising human service personnel. ○
- ○ **Applied Psychology.** Includes the practice of industrial/organizational psychology, personnel selection or assessment, systems or equipment design, organizational consultation, analysis or training. ○
- ○ **Administration of Applied Psychology.** Includes managing an applied psychology organization or program, such as the management of a consulting firm specializing in industrial/organizational psychology. Although you may be directly involved in applied psychology activities, your primary responsibility is administering the program, including supervising personnel. ○
- ○ **Other Administrative Position.** Includes management or administration in a business, government setting, or non-profit organization that **cannot** be described as the **direct** administration of educational, research, human service, or applied psychology activities. Often this type of position is related to psychology such as the administration of a government program to fund psychological research. Includes policy or program development or review, personnel administration, budgeting. ○
- ○ **Other Position.** Includes any position that cannot be reasonably assigned to the above categories (e.g., sales, publishing, secondary school teacher). Please specify ○

f) Using the code list below, indicate in the boxes the employment setting(s) of your primary and secondary (if any) positions

Primary Position: Select Code Secondary Position: Select Code

Educational Institutions and School Systems

University (not medical or professional school)
01 Psychology department
02 Education department
03 Business school or department
04 Other academic department or unit
05 Management or administrative office

Human Service Settings
41 Individual private practice
42 Group psychological practice
43 Medical/psychological group practice
31 Public general hospital
32 Private general hospital
33 City/county/state psychiatric hospital
34 Not for profit, private psychiatric hospital
36 For profit, private psychiatric hospital

06 Student counseling or service center
07 Research center or institute
09 Other university setting

Four-year College

11 Psychology department
12 Education department
13 Business school or department
14 Other academic department or unit
15 Management or administrative office
16 Student counseling or service center
17 Research center or institute
19 Other four-year college setting
21 Two-year college
22 Medical school, psychiatry department
23 Medical School, other than psychiatry department
24 Professional school of psychology, affiliated with a university
28 Professional school of psychology, free-standing
29 Professional schools not listed above (e.g., law, nursing)
25 Elementary or secondary school
26 School system district office
27 Other educational setting (e.g., vocational or special education)

35 VA hospital
37 Military hospital (e.g., Air Force)
71 Rehabilitation facility
47 Counseling or guidance center (not university or college)
44 Outpatient mental health clinic, free-standing
45 Community mental health center or clinic (CHMC)
40 Nursing home
48 Specialized health service (e.g., substance abuse or mental retardation)
39 Preferred Provider Organization (PPO)
38 Independent Practice Association (IPA)
46 Health Maintenance Organization (HMO), excluding IPA
70 Other managed care setting
49 Other human service setting not listed above

Other Employment Settings

51 Self-employed (not private practice)
52 Consulting firm
53 Private research organization or lab
54 Govt. research organization or lab
56 Independent consultant
72 Union
55 Business or industry (excluding consulting firm or research organization)
61 Criminal justice system
62 Military service (not military hospital)
63 Federal government agency (other than above settings)
64 State government agency (other than above settings)
65 Local government agency (other than above settings)

Section 5 - Education, Work and Life Factors

28. Please indicate to what extent you feel your graduate department and employer have provided you with the following:

	Not at All	Somewhat	Often	Always	Not Applicable
A) My graduate program provided clear and up to date information about employment opportunities	○	○	○	○	○
B) My graduate program did a good job mentoring students	○	○	○	○	○
C) I find that mentoring by colleagues where I work currently is valuable to career development	○	○	○	○	○
D) There are opportunities for professional development in my current place of work	○	○	○	○	○

E) I am able to get release time for writing/professional development	○	○	○	○	○
F) My employer has demonstrated a willingness to work with dual career couples/spouses	○	○	○	○	○

29. Have the factors listed below had an impact (or influence) on your career?

	Strongly Negative	Negative	Neither	Positive	Strongly Positive	Not Applicable
A) Your health	○	○	○	○	○	○
B) Health of spouse or child	○	○	○	○	○	○
C) Family responsibilities	○	○	○	○	○	○
D) Responsibilities as a parent	○	○	○	○	○	○
E) Caregiver responsibilities	○	○	○	○	○	○
F) Other family responsibilities	○	○	○	○	○	○
G) Marriage/Divorce	○	○	○	○	○	○
H) Relocation for spouse's job	○	○	○	○	○	○
I) Relocation for an internship	○	○	○	○	○	○
J) Finances	○	○	○	○	○	○
K) Availability of formally funded post-doc	○	○	○	○	○	○

Comments:

Section 6 - Practice

30. Are you licensed for the independent practice of psychology?

- ○ Yes (please skip to Question 32)
- ○ No, not necessary for work I do (please answer Question 31)
- ○ Not yet (please answer Question 31)

31. If no or not yet, please tell us why you are not licensed and then skip ahead to section 7.

- ☐ A) Licensure not necessary for the work I do
- ☐ B) Cost of the EPPP
- ☐ C) Cost of the licensing application
- ☐ D) Unavailability of licensing study materials
- ☐ E) Non accredited doctoral program was a barrier
- ☐ F) Non accredited internship was a barrier
- ☐ G) Family conflicts
- ☐ H) Unable to obtain postdoctoral hours

32. When were you first licensed? Select Year

33. Please indicate the extent to which you agree or disagree with the following statements.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
A) I was able to locate materials to prepare for the EPPP	○	○	○	○	○	○
B) I had minimal trouble providing my training records to licensing boards	○	○	○	○	○	○
C) I have found credentials banks to be effective	○	○	○	○	○	○
D) The lack of licensure mobility has proven to be a detriment to my career advancement	○	○	○	○	○	○
E) My graduate program did a good job informing me about the licensing process	○	○	○	○	○	○
F) The state psychology licensing board did a good job informing me about the licensing process	○	○	○	○	○	○
G) The lack of standardized, appropriately funded postdoctoral experiences has proven to be a detriment to my career advancement	○	○	○	○	○	○

Section 7 - Research and Teaching Experiences

34. Please indicate the extent to which each of the following has had an impact on your ability to pursue your research and teaching interests?

	Not at All	Somewhat	Often	Always	Not Applicable
A) My graduate department provided training in how to obtain research funding (locating/writing grants)	○	○	○	○	○
B) My graduate department provided teaching training to graduate students	○	○	○	○	○
C) Availability of federal funding for research in my interest area	○	○	○	○	○
D) Availability of other sources of funding for research in my interest area	○	○	○	○	○
E) Funding amounts that are not worth the effort it takes to apply	○	○	○	○	○
F) Availability of knowledge about	○	○	○	○	○

funding opportunities					
G) Employer provides release time for career development opportunities	○	○	○	○	○
H) Employer provides release time for developing a research program	○	○	○	○	○
I) Availability of startup funds from department	○	○	○	○	○
J) Other (please specify _____)	○	○	○	○	○
K) My graduate department/university offered the opportunity to participate in a Preparing Future Faculty program.	○	○	○	○	○

Submit

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Early Career Psychologists Survey 2007 Convention Data

Table 1
Q1: Respondent Gender

Gender	N	%
Female	128	*72.7*
Male	47	*26.7*
Transgender	1	*0.6*
Total	**176**	***100.0***

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 2
Q3: Respondent Age

Age Range	N	%
Under 30	30	*17.0*
31-34	64	*36.4*
35-39	44	*25.0*
40-44	15	*8.5*
45-49	9	*5.1*
50-54	9	*5.1*
55-59	2	*1.1*
Missing/Not Specified	3	*1.7*
Total	**176**	***100.0***

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 3
Q3: Respondent Racial/Ethnic Background

Race/Ethnicity	N	%
Caucasian/White	116	*65.9*
Asian or Pacific Islander	25	*14.2*
Hispanic/Latino(a)	19	*10.8*
Black or African-American	14	*8.0*
American Indian/Alaskan Native	4	*2.3*
Other Ethnicity	10	*5.7*

Notes: N=176. Respondents could select multiple options. Percentages total greater than 100.

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 4
Q4: Respondent Marital Status

Marital Status	N	%
Married	89	*50.6*
Never married	58	*33.0*
Partnered	18	*10.2*
Divorced	10	*5.7*
Widowed	0	*0.0*
Not specified/missing	1	*0.6*
Total	**176**	***100.0***

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 5
Q5: Respondent Household Dependents

Response	N	%
No Dependents at home	116	*65.9*
Dependents under the age of 21 at home	47	*26.7*
Dependents over the age of 21 at home	5	*2.8*
Not Specified	8	*4.5*
Total	**176**	***100.0***

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 6
Q6 and Q7: Time to Completion of Doctorate

Number of Years	N	%
1-2	1	*0.6*
3-4	35	*19.9*
5-6	68	*38.6*
7-8	48	*27.3*
9-10	10	*5.7*
11-12	5	*2.8*
13-14	2	*1.1*
15-17	1	*0.6*
Incompatible Response	6	*3.4*
Total	**176**	***100.0***

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 6B
Q6 and Q7: Time to Completion of Doctorate
Number of Years

N	Mean	Median	SD	Minimum	Maximim
170	6.20	6.00	2.180	2	17

Note: Does not include "Not Specfied/Missing" responses (N=6).

Source: 2007 Non-Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 7
Q8: Doctoral Degree Earned

Degree	N	%
Ph.D.	133	*75.6*
Psy.D.	42	*23.9*
Ed.D.	1	*0.6*
J.D.	0	*0.0*
Other	0	*0.0*
Total	**176**	***100.0***

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 8
Q9: Doctorate Subfield or Speciality

Subfield/Speciality	N	%
Clinical	87	*49.4*
Counseling	42	*23.9*
School	8	*4.5*
Educational	6	*3.4*
Developmental	4	*2.3*
Health	4	*2.3*
Clinical Neuropsychology	3	*1.7*
Social	3	*1.7*
Experimental	2	*1.1*
Neurosciences (not clinical Neuropsychology)	2	*1.1*
Psychopharmacology	2	*1.1*
Cognitive	1	*0.6*
Community	1	*0.6*
Family	1	*0.6*
Geropsychology	1	*0.6*
Industrial/Organizational	1	*0.6*
Personality	1	*0.6*
Other in psychology	7	*4.0*
Total	**176**	***100.0***

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 9
Q10a: All Sources of Support for Doctoral Training

Source of Support	N	%
Own Earnings/Family Support	135	*76.7*
University Research/Teaching Assistantship	119	*67.6*
Federal and other Government Grants	75	*42.6*
Non-University loans	66	*37.5*
Non-University grants	17	*9.7*
Other	26	*14.8*

Notes: N=176. Respondents could select multiple options. Percentages total greater than 100.
Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 10
Q10b: Major Source of Support for Doctoral Training

Source of Support	N	%
University Research/Teaching Assistantship	51	*29.0*
Non-University loans	35	*19.9*
Federal and other Government Grants	31	*17.6*
Own Earnings/Family Support	27	*15.3*
Other	8	*4.5*
Non-University grants	1	*0.6*
Not Specified/Missing	23	*13.1*
Total	**176**	***100.0***

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 11
Q11a: Undergraduate Related Debt

Response	N	%
Yes	89	*50.6*
No	84	*47.7*
Missing/Not Specified	3	*1.7*
Total	**176**	***100.0***

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 12
Q11b: Total Debt from Undergraduate Education

Debt Amount in Dollars	N	%
$1,000 to $10,000	26	*14.8*
$11,000 to $20,000	29	*16.5*
$21,000 to $30,000	20	*11.4*
$31,000 to $40,000	8	*4.5*
$41,000 to $50,000	1	*0.6*
$51,000 +	4	*2.3*

Notes: N=176. Percentages total less than 100 as those with no undergraduate education debt were excluded from this analysis.

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 13
Q12a: Graduate Education Related Debt (Including terminal masters)

Response	N	%
Yes	131	*74.4*
No	37	*21.0*
Missing/Not Specified	8	*4.5*
Total	**176**	***100.0***

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR),

Table 14
Q12b: Total Debt from Graduate Education (Including terminal masters)

Debt Amount in Dollars	N	%
$1,000 to $10,000	13	*7.4*
$11,000 to $20,000	10	*5.7*
$21,000 to $30,000	16	*9.1*
$31,000 to $40,000	11	*6.3*
$41,000 to $50,000	9	*5.1*
$51,000 to $60,000	9	*5.1*
$61,000 to $70,000	8	*4.5*
$71,000 to $80,000	7	*4.0*
$81,000 +	48	*27.3*

Notes: N=176. Percentages total less than 100 as those with no graduate education debt were excluded from this analysis.

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 15
Q13: Level of Total Education-related debt

Amount of Debt (in thousands)	N	%
$1,000 to $10,000	10	5.7
$11,000 to $20,000	7	4.0
$21,000 to $30,000	7	4.0
$31,000 to $40,000	5	2.8
$41,000 to $50,000	5	2.8
$51,000 to $60,000	5	2.8
$61,000 to $70,000	1	0.6
$71,000 to $80,000	5	2.8
$81,000 +	26	14.8
Missing/not specified	95	54.0
Not applicable	10	5.7
Total	**176**	***100.0***

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 16
Q13: Level of Total Education-related debt (by degree type)

Degree Type	Amount of Debt (in thousands)	N	%
Ph.D.	$1,000 to $10,000	8	6.0
	$11,000 to $20,000	7	5.3
	$21,000 to $30,000	6	4.5
	$31,000 to $40,000	4	3.0
	$41,000 to $50,000	4	3.0
	$51,000 to $60,000	5	3.8
	$61,000 to $70,000	1	0.8
	$71,000 to $80,000	3	2.3
	$81,000 +	13	9.8
	Missing/Not specified	74	55.6
	Not applicable	8	6.0
	Total	**133**	***100.0***
Psy.D.	$1,000 to $10,000	2	4.8
	$11,000 to $20,000	0	0.0
	$21,000 to $30,000	1	2.4
	$31,000 to $40,000	1	2.4
	$41,000 to $50,000	1	2.4
	$51,000 to $60,000	0	0.0
	$61,000 to $70,000	0	0.0
	$71,000 to $80,000	2	4.8
	$81,000 +	13	31.0
	Missing/Not specified	20	47.6
	Not applicable	2	4.8
	Total	**42**	***100.0***
Ed.D.	Missing/Not specified	1	100.0
	Total	**1**	***100.0***

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 17
Q14: Causes of Educational Debt

Contributers of Educational Debt		Lowest	2	3	4	Highest	Not Applicable	Missing	Mean	SD
Tuition costs	N	74	19	11	10	18	10	34	2.1	1.48
	%	42.0	10.8	6.3	5.7	10.2	5.7	19.3		
No research or teaching assistantships available	N	8	13	19	19	23	42	52	3.4	1.32
	%	4.5	7.4	10.8	10.8	13.1	23.9	29.5		
Inability to get into funded program	N	6	17	14	10	24	52	53	3.4	1.39
	%	3.4	9.7	8.0	5.7	13.6	29.5	30.1		
Living expenses (mortgage, rent, food, transportation)	N	65	37	16	6	4	11	37	1.8	1.04
	%	36.9	21.0	9.1	3.4	2.3	6.3	21.0		
Relocation costs	N	14.0	12.0	20.0	11.0	26.0	38.0	55	3.3	1.47
	%	8.0	6.8	11.4	6.3	14.8	21.6	31.3		
Other	N	3	1	4	0	2	24	142	2.7	1.49
	%	1.7	0.6	2.3	0.0	1.1	13.6	80.7		

Note: Means were coded on a Likert Scale where 1=Lowest Contributer and 5=Highest Contributer.
Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workfoce Analysis and Research (CPWAR), January, 2008.

Table 18
Q15: Spouse's Educational-related Debt

Response	N	%
No	75	*42.6*
Yes	40	*22.7*
Missing/Not specified	61	*34.7*
Total	**176**	***100.0***

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 19
Q16: Respondent able to obtain a postdoctorate position

Response	N	%
Yes	107	*60.8*
No	66	*37.5*
Missing/not specified	3	*1.7*
Total	**176**	***100.0***

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 20

Q17: Type of Postdoctorate Position

Response	N	%
Formal	73	*41.5*
Informal	47	*26.7*
Not Applicable	51	*29.0*
Missing/not specified	5	*2.8*
Total	**176**	***100.0***

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 21

Q18: Status of Fellowship/Traineeship

Response	N	%
Already Completed	66	*37.5*
Current	41	*23.3*
Not Applicable	66	*37.5*
Missing/Not specified	3	*1.7*
Total	176	***100.0***

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 22

Q19: Fellowship/Traineeship Work Hours per Week

Response	N	%
Full-time (35+ hrs/week)	96	*54.5*
Part-time (less than 35 hrs/week)	11	*6.3*
Missing/Not specified	3	*1.7*
Not Applicable	66	*37.5*
Total	**176**	***100.0***

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 23
Duration of Fellowship

	Duration in Months				
N	Mean	Median	SD	Minimum	Maximum
105	16.97	12.00	10.190	1	48

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 24
Q21: Primary Emphasis of Fellowship/Traineeship

Response	N	%
Clinical Service	65	*36.9*
Both Research and Practice	18	*10.2*
Research Training	15	*8.5*
Other	8	*4.5*
Missing/Not specified	4	*2.3*
Not Applicable	66	*37.5*
Total	**176**	***100.0***

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 25
Q22a: All Reasons for Accepting a Postoctoral/Fellowship/Traineeship

Reason	N	%
Supervised postdoc hours for exam	86	*48.9*
Specialized clinical training	71	*40.3*
To become more employable	70	*39.8*
Complement research knowledge in same subfield as doctorate	60	*34.1*
Work with a particular scientist or research group	22	*12.5*
Research knowledge in different subfield than doctorate	18	*10.2*
Employment was not available	16	*9.1*
Switch from research to practice	7	*4.0*
Other reason for accepting postdoc	2	*1.1*

Notes: N=176. Respondents could select multiple options. Percentages total greater than 100.

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 26
Q22b:Primary Reason for Accepting a Postdoc

Reason	N	%
Supervised hours for licensing exam	46	*26.1*
Obtain specialized clinical training	18	*10.2*
To complement research knowledge in same subfield	13	*7.4*
To become more employable	9	*5.1*
To work with a articular scientist or group	4	*2.3*
Employment not available	2	*1.1*
To switch from research to practice	1	*0.6*
To obtain research knowledge in a different subfield	1	*0.6*
Other	2	*1.1*
Missing/Not specified	14	*8.0*
Not Applicable	66	*37.5*
Total	**176**	***100.0***

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 27
Q23: Source of Stipend

Source	N	%
Federal fellowship/traineeship grant	23	*13.1*
University or college	23	*13.1*
Federal research grant/contract	11	*6.3*
Client fee	7	*4.0*
Non-federal nationally award fellow/traineeship (e.g. private foundation)	5	*2.8*
Canadian provincial fellowship/traineeship	1	*0.6*
Other	25	*14.2*
Not Applicable	66	*37.5*
Not Applicable; No Stipend	12	*6.8*
Missing/Not specified	3	*1.7*
Total	**176**	***100.0***

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 28
Q24: Amount of Monthly Stipend

Amount in Dollars	N	%
$1100-$1199	3	*1.7*
$1200-$1299	2	*1.1*
$1300-$1399	1	*0.6*
$1400-$1499	1	*0.6*
$1500-$1599	2	*1.1*
$1800-$1899	2	*1.1*
$1900-$1999	1	*0.6*
$2000-$2099	5	*2.8*
$2100-$2199	5	*2.8*
$2200-$2299	5	*2.8*
$2300-$2399	3	*1.7*
$2400-$2499	3	*1.7*
$2500-$2599	10	*5.7*
$2700-$2799	3	*1.7*
$2800-$2899	4	*2.3*
$2900-$2999	10	*5.7*
Above $3000	21	*11.9*
Total	**176**	***100.0***

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 29
Q25: Stipend Coverage of Living Expenses

Response	N	%
Yes, completely	35	*19.9*
Somewhat	40	*22.7*
Not really	21	*11.9*
Not Applicable	66	*37.5*
Missing/Not specified	14	*8.0*
Total	176	***100.0***

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 30
Q26: Current Employment Status

Response	N	%
Currently employed completed postdoctoral fellowship previously	64	*36.4*
Currently employed do NOT have postdoctoral fellowship	55	*31.3*
Currently employed currently have postdoctoral fellowship	26	*14.8*
Currently completing postdoctoral fellowship	18	*10.2*
Currently employed temporary position other than a postdoctoral fellowship	5	*2.8*
Not Currently Employed	5	*2.8*
Unemployed and already completed postdoctorate	2	*1.1*
Missing/Not specified	1	*0.6*
Total	**176**	***100.0***

Source: 2007 Convention Data, Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 31
Q27: Number of Employment Positions

Response	N	%
1 position	101	*57.4*
2 positions	45	*25.6*
3 positions	15	*8.5*
Missing/Not specified	15	*8.5*
Total	176	***100.0***

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 32

Q27a: More than 35 hours per week in employment positions

Response	N	%
Yes	150	*85.2*
No	12	*6.8*
Missing/Not specified	14	*8.0*
Total	**176**	***100.0***

Source: 2007 Convention Data, Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 33

Q27b: Number of hours per week in each employment position

Response	N	Mean	Median	SD
Primary Hours	158	40.8	40.0	11.31
Secondary hours	60	10.0	10.0	4.93
Tertiary Hours	15	6.0	5.0	2.93

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 34

Q27c: When Employment was Found

Response	N	%
Before completing requirements for doctorate	39	*22.2*
Already employed in the position started doctoral program	10	*5.7*
Missing/Not specified	127	*72.2*
Total	**176**	***100.0***

Source: 2007 Convention Data, Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 35

Q27e(1): Primary Employment Position

Position	N	%
Direct Human Services	71	*40.3*
Faculty Assistant Professor	31	*17.6*
Research	19	*10.8*
Faculty Other	6	*3.4*
Educational Administration	5	*2.8*
Other Administrative Position	5	*2.8*
Administration of Human Services	4	*2.3*
Faculty Adjunct/Visiting Faculty	4	*2.3*
Other Position	4	*2.3*
Applied Psychology	2	*1.1*
Faculty Associate Professor	2	*1.1*
Administration of Research	1	*0.6*
Missing/Not specified	22	*12.5*
Total	**176**	***100.0***

Source: 2007 Convention Data, Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 36
Q27e(2): Secondary Employment Position

Position	N	%
Direct Human Services	24	*13.6*
Faculty Lecturer/Instructor	11	*6.3*
Research	7	*4.0*
Faculty Adjunct/Visiting Faculty	6	*3.4*
Administration of Human Services	5	*2.8*
Applied Psychology	5	*2.8*
Faculty Other	2	*1.1*
Educational Administration	1	*0.6*
Faculty Assistant Professor	1	*0.6*
Faculty Associate Professor	1	*0.6*
Other Administrative Position	1	*0.6*
Other Position	1	*0.6*
Missing/Not specified	111	*63.1*
Total	**65**	***36.9***

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 37
Q27f(1): Primary Employment Setting

Employment Setting	N	%
Psychology department	25	14.2
Student counseling or service center	15	8.5
Education department	12	6.8
Four-year college: psychology department	10	5.7
Individual private practice	7	4.0
Medical school, psychiatry department	6	3.4
Community mental health center or clinic (CHMC)	6	3.4
City/county/state psychiatric hospital	5	2.8
VA hospital	5	2.8
Public general hospital	4	2.3
Group psychological practice	4	2.3
Outpatient mental health clinic, free-standing	4	2.3
Local government agency (not specified)	4	2.3
Other university setting	3	1.7
Medical school, other than psychiatry department	3	1.7
Private general hospital	3	1.7
Not for profit, private psychiatric hospital	3	1.7
Other human service setting not listed	3	1.7
Business or industry (excluding consulting firm or research organization)	3	1.7
Rehabilitation facility	3	1.7
Other academic department or unit	2	1.1
Research center or institute	2	1.1
Two-year college	2	1.1
Elementary or secondary school	2	1.1
Military hospital (e.g. Air Force)	2	1.1
Criminal justice system	2	1.1
Federal government agency (not specified)	2	1.1
State government agency (not specified)	2	1.1
Other managed care setting	2	1.1
Four-year college: education department	1	0.6
Professional school of psychology, affiliated with a university	1	0.6
School system district office	1	0.6
Other educational setting (e.g., vocational or special education)	1	0.6
Independent Practice Association (IPA)	1	0.6
Nursing home	1	0.6
Medical/psychological group practice	1	0.6
Counseling or guidance center (not university or college)	1	0.6
Self-employed (not private practice)	1	0.6
Private research organization or lab	1	0.6
Independent consultant	1	0.6
Not Specified/Missing	19	10.8
Total	**176**	**100**

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 38
Q27f(2): Secondary Employment Setting

Employment Setting	N	%
Individual private practice	15	8.5
Psychology department	8	4.5
Education department	4	2.3
Group psychological practice	4	2.3
Other academic department or unit	3	1.7
Self-employed (not private practice)	3	1.7
Business school or department	2	1.1
Student counseling or service center	2	1.1
Four-year college: psychology department	2	1.1
Military hospital (e.g. Air Force)	2	1.1
Rehabilitation facility	2	1.1
Other university setting	1	0.6
Four-year college: student counseling or service center	1	0.6
Two-year college	1	0.6
Medical school, psychiatry department	1	0.6
Public general hospital	1	0.6
Not for profit, private psychiatric hospital	1	0.6
VA hospital	1	0.6
For profit, private psychiatric hospital	1	0.6
Outpatient mental health clinic, free-standing	1	0.6
Community mental health center or clinic (CHMC)	1	0.6
Counseling or guidance center (not university or college)	1	0.6
Other human service setting not listed	1	0.6
Consulting fimr	1	0.6
Independent consultant	1	0.6
State government agency (not specified)	1	0.6
Missing/Not specified	11	6.3
Not Applicable	103	58.5
Total	**176**	**100**

Source: 2007 Convention Data, Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 39
Q28: Graduate Department and Employer Provisions

		Not at all	Somewhat	Often	Always	Not Applicable	Missing	Mean	SD
My graduate program provided clear and up to date information about employment opportunities	N	43	76	37	13	2	5	2.12	0.878
	%	24.4	43.2	21.0	7.4	1.1	2.8		
My graduate program did a good job mentoring students	N	11	72	57	31	0	5	2.63	0.853
	%	6.3	40.9	32.4	17.6	0.0	2.8		
I find that mentoring by colleagues where I work currently is valuable to career development	N	10	29	56	68	7	6	3.12	0.912
	%	5.7	16.5	31.8	38.6	4.0	3.4		
There are opportunities for professional development in my current place of work	N	14	40	53	58	6	5	2.94	0.967
	%	8.0	22.7	30.1	33.0	3.4	2.8		
I am able to get release time for writing/professional development	N	43	46	35	32	15	5	2.36	1.095
	%	24.4	26.1	19.9	18.2	8.5	2.8		
My employer has demonstrated a willingness to work with dual career couples/spouses	N	24	32	25	26	63	6	2.50	1.093
	%	13.6	18.2	14.2	14.8	35.8	3.4		

Note: Means were coded on a Likert Scale where 1=Not at all Provided, and 4=Always Provided.

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workfoce Analysis and Research (CPWAR), January, 2008.

Early Career Psychologists Survey 2007 Convention Data

Table 40
Q29: Life factors impacting or influencing career

		Strongly Negative	Negative	Neither	Positive	Strongly Positive	Not Applicable	Missing	Mean	SD
Your health	N	3	20	65	32	16	34	6		
	%	1.7	11.4	36.9	18.2	9.1	19.3	3.4	3.28	0.932
Health of spouse or child	N	5	5	45	18	7	89	7		
	%	2.8	2.8	25.6	10.2	4.0	50.6	4.0	3.21	0.924
Family responsibilities	N	4	40	50	35	9	32	6		
	%	2.3	22.7	28.4	19.9	5.1	18.2	3.4	3.04	0.962
Responsibilities as a parent	N	3	18	28	14	4	100	9		
	%	1.7	10.2	15.9	8.0	2.3	56.8	5.1	2.97	0.953
Caregiver responsibilities	N	3	16	31	10	1	106	9		
	%	1.7	9.1	17.6	5.7	0.6	60.2	5.1	2.84	0.820
Other family responsibilities	N	3	25	43	18	3	74	10		
	%	1.7	14.2	24.4	10.2	1.7	42.0	5.7	2.92	0.855
Marriage/Divorce	N	7	11	31	34	20	66	7		
	%	4.0	6.3	17.6	19.3	11.4	37.5	4.0	3.48	1.128
Relocation for a spouse's job	N	7	5	26	11	2	117	7		
	%	4.0	2.9	14.9	6.3	1.1	66.9	4.0	2.92	1.017
Relocation for an internship	N	6	13	37	29	12	73	5		
	%	3.4	7.4	21.1	16.6	6.9	41.7	2.9	3.29	1.050
Finances	N	33	56	32	24	15	8	7		
	%	18.9	32.0	18.3	31.7	8.6	4.6	4.0	2.58	1.236
Availability of formall funded post-doc	N	17	15	25	29	15	64	10		
	%	9.7	8.6	14.3	16.6	8.6	36.6	5.7	3.10	1.308

Note: Means were coded on a Likert Scale where 1=Strongly Negative Impact and 5=Strongly Positive Impact.
Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workfoce Analysis and Research (CPWAR), January, 2008.

Table 41
Q30: Licensure Status

Response	N	%
Yes	75	42.6
Not yet	67	38.1
No, not necessary for my work	32	18.2
Missing/Not specified	2	1.1
Total	**176**	**100.0**

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 42
Q31: Reasons for lack of licensure

Reason	N	%
Licensure not necessary for the work I do	41	23.3
Unable to obtain postdoctoral hours	20	11.4
Cost of the EPPP	14	8.0
Cost of the licensing application	12	6.8
Family conflicts	5	2.8
Unavailability of licensing study materials	4	2.3
Non accredited doctoral program was a barrier	0	0.0
Non accredited internship was a barrier	0	0.0

Notes: N=176. Respondents could select none or multiple reasons. Percentages total less than 100.
Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Early Career Psychologists Survey 2007 Convention Data

Table 43
Q33: Practice Experiences

Statement		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable	Missing	Mean	SD
I was able to locate materials to prepare for the EPPP	N	0	0	1	23	48	100	4	4.70	0.510
	%	0.0	0.0	0.6	13.1	27.3	56.9	2.3		
I had minimal trouble providing my training records to licensing boards	N	3	5	5	34	25	100	3	4.00	1.040
	%	1.7	2.8	2.8	19.3	14.2	56.8	1.7		
I have found credentials banks to be effective	N	4	4	13	4	1	147	3	2.80	1.030
	%	2.3	2.3	7.4	2.3	0.6	83.5	1.7		
The lack of licensure mobility has proven to be a detriment to my career advancement	N	5	4	15	13	12	124	3	3.50	1.240
	%	2.8	2.3	8.5	7.4	6.8	70.5	1.7		
My graduate program did a good job informing me about the licensing process	N	18	26	9	13	8	99	3	2.60	1.330
	%	10.2	14.8	5.1	7.4	4.5	56.3	1.7		
The state psychology licensing board did a good job informing me about the licensing process	N	7	13	13	27	12	100	4	3.30	1.230
	%	4.0	7.4	7.4	15.3	6.8	56.8	2.3		
The lack of standardized, appropriately funded postdoctoral experiences has proven to be a detriment to my career advancement	N	12	15	16	14	4	112	3	2.70	1.210
	%	6.8	8.5	9.1	8.0	2.3	63.6	1.7		

Note: Means were coded on a Likert Scale where 1=Strongly Disagree and 5=Strongly Agree.

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workfoce Analysis and Research (CPWAR), January, 2008.

Table 44
Q34: Research and Teaching Experiences

		Not at All	Somewhat	Often	Always	Not Applicable	Missing	Mean	SD
My graduate department provided training in how to obtain research funding	N	65	52	23	12	13	11	1.90	0.940
	%	36.9	29.5	13.1	6.8	7.4	6.3		
My graduate department provided teaching training to graduate students	N	32	52	38	32	11	11	2.50	1.040
	%	18.2	29.5	21.6	18.2	6.3	6.3		
Availability of federal funding for research in my interest area	N	41	44	30	15	33	13	2.20	1.000
	%	23.3	25.0	17.0	8.5	18.8	7.4		
Availability of other sources of funding for research in my interest area	N	42	42	40	15	26	11	2.20	0.990
	%	23.9	23.9	22.7	8.5	6.3	14.8		
Funding amounts that are not worth the effort it takes to apply	N	41	36	35	10	41	13	2.10	0.970
	%	23.3	20.5	19.9	5.7	23.3	7.4		
Availability of knowledge about funding opportunities	N	30	49	39	23	23	12	2.40	1.000
	%	17.0	27.8	22.2	13.1	13.1	6.8		
Employer provides release time for career development opportunities	N	35	38	46	21	25	11	2.40	1.020
	%	19.9	21.6	26.1	11.9	14.2	6.3		
Employer provides release time for developing a research program	N	48	42	30	13	32	11	2.10	0.990
	%	27.3	23.9	17.0	7.4	18.2	6.3		
Availability of startup funds from department	N	55	22	27	17	44	11	2.10	1.120
	%	31.3	12.5	15.3	9.7	25.0	6.3		
Other	N	2	0	0	0	24	150	1.00	0.000
	%	1.1	0.0	0.0	0.0	13.6	85.2		

Note: Means were coded on a Likert Scale where 1=Not at all and 4=Always.

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workfoce Analysis and Research (CPWAR), January, 2008.

Early Career Psychologists Survey 2007 Member Data

Table 1: Member Data
Q1: Respondent Gender

Gender	N	%
Female	1007	*72.1*
Male	357	*25.6*
Transgender	1	*0.1*
Not specified/missing	31	*2.2*
Total	**1396**	***100.0***

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 2: Member Data
Q3: Respondent Age

Age Range	N	%
Under 30	19	*1.4*
31-34	365	*26.1*
35-39	486	*34.8*
40-44	187	*13.4*
45-49	111	*8.0*
50-54	90	*6.4*
55-59	55	*3.9*
60 +	32	*2.3*
Missing/Not specified	51	*3.7*
Total	**1396**	***100.0***

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 3: Member Data
Q3: Respondent Racial/Ethnic Background

Race/Ethnicity	N	%
Caucasian/White	1146	*82.1*
Asian or Pacific Islander	80	*5.7*
Hispanic/Latino(a)	66	*4.7*
Black or African-American	68	*4.9*
American Indian/Alaskan Native	10	*0.7*
Other Ethnicity	29	*2.1*

Notes: N=1396. Respondents could select multiple options. Percentages total greater than 100.

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Early Career Psychologists Survey 2007 Member Data

Table 4: Member Data
Q4: Respondent Marital Status

Marital Status	N	%
Married	976	*69.9*
Never married	218	*15.6*
Partnered	67	*4.8*
Seperated	11	*0.8*
Divorced	74	*5.3*
Widowed	10	*0.7*
Missing/Not specified	40	*2.9*
Total	**1396**	***100.0***

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 5: Member Data
Q5: Respondent Household Dependents

Response	N	%
Dependents under the age of 21 at home	647	*46.3*
Dependents over the age of 21 at home	35	*2.5*
Missing/Not specified	47	*3.4*

Notes: N=1396. Respondents could select multiple options. Percentages total less than 100.

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 6: Member Data
Q6 and Q7: Time to Completion of Doctorate

Number of Years	N	%
1-2	6	*0.4*
3-4	346	*24.8*
5-6	584	*41.8*
7-8	240	*17.2*
9-10	82	*5.9*
11+	28	*2.0*
Missing/Not Specified	110	*7.9*
Total	**1396**	***100.0***

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Early Career Psychologists Survey 2007 Member Data

Table 7B: Member Data
Q6 and Q7: Time to Completion of Doctorate
Number of Years

N	Mean	Median	SD	Minimum	Maximim
1,286	6.2	5.8	1.9	2	17

Note: Does not include "Not Specfied/Missing" responses (N=110).

Source: 2007 Non-Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 8: Member Data
Q8: Doctoral Degree Earned

Degree	N	%
Ph.D.	1013	*72.6*
Psy.D.	334	*23.9*
Ed.D.	12	*0.9*
J.D.	11	*0.8*
Other	4	*0.3*

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 9: Member Data
Q9: Doctorate Subfield

Subfield	N	%
Biological	1	*0.1*
Clinical	711	*50.9*
Clinical Neuropsychology	41	*2.9*
Cognitive	26	*1.9*
Community	8	*0.6*
Comparative	1	*0.1*
Counseling	187	*13.4*
Developmental	60	*4.3*
Educational	27	*1.9*
Engineering	1	*0.1*
Experimental	23	*1.6*
Family	4	*0.3*
General	3	*0.2*
Geropsychology	3	*0.2*
Health	19	*1.4*
Industrial/Organizational	47	*3.4*
Neurosciences (not clinical Neuropsychology)	3	*0.2*
Personality	9	*0.6*
Psycholinguistics	1	*0.1*
Psychometrics	2	*0.1*
Psychopharmacology	1	*0.1*
Quantitative	2	*0.1*
School	66	*4.7*
Social	54	*3.9*
Sport	3	*0.2*
System/History/Methods	1	*0.1*
Other in psychology	37	*2.7*
Other not in psychology	7	*0.5*
Not specified/missing	48	*3.4*
Total	**1396**	***100.0***

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 10a: Member Data
Q10a: All Sources of Support for Doctoral Training

Source of Support	N	%
Own Earnings/Family Support	1151	*82.4*
University Research/Teaching Assistantship	963	*69.0*
Federal and other Government Grants	515	*36.9*
Non-University loans	551	*39.5*
Non-University grants	84	*6.0*
Other	146	*10.5*

Notes: N=1396. Respondents could select multiple options. Percentages total greater than 100.
Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 10b: Member Data
Q10b: Major Source of Support for Doctoral Training

Source of Support	N	%
Federal and other Government Grants	215	*15.4*
Non-university grants	5	*0.4*
Non-university loans	280	*20.1*
Own Earnings/Family Support	328	*23.5*
University Research/Teaching Assistantship	449	*32.2*
Other	34	*2.4*
Not specified/missing	85	*6.1*
Total	**1396**	***100.0***

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 11: Member Data
Q11: Undergraduate Related Debt

Response	N	%
Yes	510	*36.5*
No	846	*60.6*
Missing/Not specified	40	*2.9*
Total	**1396**	***100.0***

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 12: Member Data
Q12: Graduate Education Related Debt (Including terminal masters)

Response	N	%
Yes	948	*67.9*
No	399	*28.6*
Missing/Not specified	49	*3.5*
Total	**1396**	***100.0***

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Early Career Psychologists Survey 2007 Member Data

Table 13: Member Data
Q12b: Percentage of Graduate School Debt attributed to Internship Year

Percentage	N	%
0%	71	*5.1*
10%	221	*15.8*
20%	212	*15.2*
30%	55	*3.9*
40%	14	*1.0*
50%	19	*1.4*
60%	2	*0.1*
70%	11	*0.8*
80%	3	*0.2*
90%	3	*0.2*
100%	7	*0.5*
Not Applicable	740	*53.0*
Missing/Not Specified	109	*7.8*
Total	**1396**	***100.0***

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 14: Member Data
Q12c: Percentage of Graduate School Debt attributed to Fellowship Year

Percentage	N	%
0%	91	*6.5*
10%	63	*4.5*
20%	33	*2.4*
30%	6	*0.4*
40%	6	*0.4*
50%	5	*0.4*
60%	2	*0.1*
70%	1	*0.1*
80%	1	*0.1*
90%	0	*0.0*
100%	3	*0.2*
Not Applicable	1147	*82.2*
Missing/Not specified	38	*2.7*
Total	**1396**	***100.0***

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Early Career Psychologists Survey 2007 Member Data

Table 15: Member Data
Q13: Amount of Total Education-related debt at Graduation with Doctorate

	Valid N	Mean	Median	SD	Minimum	Maximum
Undergraduate debt amount	483	$13,944.00	$10,000.00	$11,428.00	500.00	80,000.00
Graduate debt amount	896	$59,667.12	$49,000.00	$47,684.26	1,000.00	279,000.00
Total debt	922	$64,812.00	$50,000.00	$50,664.68	1,000.00	320,000.00

Notes: N=1396. Mean, Median, and SD numbers are in dollars. Outliers (participants with over 100k in undergraduate debt) were removed from sample (N=2).

Source: 2007 Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 15B: Member Data
Q13: Level of Total Education-related debt (by degree type)
Debt Amount in USD

Degree Type	N	Mean	Median	SD	Minimum	Maximum
Ph.D.	651	$51,952.00	$40,000.00	$43,662.00	$1,000.00	$320,000.00
Psy.D.	256	$96,649.00	$90,000.00	$51,413.00	$2,500.00	$250,000.00
Ed.D.	5	$48,800.00	$20,000.00	$49,519.00	$15,000.00	$129,000.00

Source: 2007 Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Ce nter for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 16: Member Data
Q14: Causes of Educational Debt

Contributers of Educational Debt		Lowest 1	2	3	4	Highest 5	Not Applicable	Missing	Valid N	Mean	SD
Tuition costs	N	118	69	75	157	466	105	406	885	3.9	1.45
	%	*8.5*	*4.9*	*5.4*	*11.2*	*33.4*	*7.5*	*29.1*			
No research or teaching assistantships available	N	190	117	120	88	53	346	482	568	2.5	1.34
	%	*13.6*	*8.4*	*8.6*	*6.3*	*3.8*	*24.8*	*34.5*			
Inability to get into funded program	N	217	95	78	75	37	401	493	502	2.2	1.34
	%	*15.5*	*6.8*	*5.6*	*5.4*	*2.7*	*28.7*	*35.3*			
Living expenses (mortgage, rent, food, transportation)	N	31	49	133	256	446	76	405	915	4.1	1.07
	%	*2.2*	*3.5*	*9.5*	*18.3*	*31.9*	*5.4*	*29.0*			
Relocation costs	N	237	151	133	86	29	277	484	635	2.2	1.21
	%	*17.0*	*10.8*	*9.5*	*6.1*	*2.1*	*19.8*	*34.7*			
Other	N	16	10	20	30	36	177	1107	112	3.5	1.40
	%	*1.1*	*0.7*	*1.4*	*2.1*	*2.6*	*12.7*	*79.3*			

Note: Means were coded on a Likert Scale where 1=Lowest Contributer and 5=Highest Contributer.

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workfoce Analysis and Research (CPWAR), February, 2008.

Table 17: Member Data
Q15: Spouse's Educational-related Debt

Response	N	%
No	540	*38.7*
Yes	358	*25.6*
Missing/Not specified	498	*35.7*
Total	**1396**	***100.0***

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Early Career Psychologists Survey 2007 Member Data

Table 18: Member Data

Q16: Respondent able to obtain a postdoctorate position

Response	N	%
Yes	912	*65.3*
No	281	*20.1*
No Postdoctorate/Not relevant to training	160	*11.5*
Missing/Not Specified	43	*3.4*
Total	**1396**	***100.0***

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 19: Member Data

Q17: Type of Postdoctorate Position

Response	N	%
Formal	537	*38.5*
Informal	371	*26.6*
Not Applicable	441	*31.6*
Missing/Not specified	47	*3.4*
Total	**1396**	***100.0***

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 20: Member Data

Q18: Status of Fellowship/Traineeship

Response	N	%
Already Completed	858	*61.5*
Current	38	*2.7*
Not Applicable	441	*31.6*
Missing/Not specified	59	*4.2*
Total	**1396**	***100.0***

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 21: Member Data

Q19: Fellowship/Traineeship Work Hours per Week

Response	N	%
Full-time (35+ hrs/week)	778	*55.7*
Part-time (less than 35 hrs/week)	106	*7.6*
Not Applicable	441	*31.6*
Missing/Not specified	71	*5.1*
Total	**1396**	***100.0***

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 22: Member Data

Q20: Fellowship/Traineeship Duration in Months

Response	N	%
3 or less	39	*2.8*
4-12	421	*30.2*
13-23	129	*9.2*
24-35	221	*15.8*
36 and greater	61	*4.4*
Not Applicable	441	*31.6*
Missing/Not specified	84	*6.0*
Total	**1396**	***100.0***

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 22B: Member Data
Duration of Fellowship

	Duration in Months		
N	**Mean**	**Median**	**SD**
871	17.00	12.00	9.000

Source: 2007 Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), January, 2008.

Table 23: Member Data
Q21: Primary Emphasis of Fellowship/Traineeship

Response	N	%
Clinical Service	521	*37.3*
Both Research and Practice	161	*11.5*
Research Training	160	*11.5*
Other	40	*2.9*
Not Applicable	281	*20.1*
Missing/Not Specified	233	*16.7*
Total	**1396**	***100.0***

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 24: Member Data
Q22a: All Reasons for Accepting a Postoctoral/Fellowship/Traineeship

Reason	N	%
Specialized clinical training	497	*35.6*
To become more employable	507	*36.3*
To obtain supervised postdoctoral hours	658	*47.1*
To obtain research knowledge in different subfield than doctorate	184	*13.2*
Complement research knowledge in same subfield as doctorate	372	*26.6*
Work with a particular scientist or research group	242	*17.3*
Employment was not available	85	*6.1*
Switch from research to practice	17	*0.1*
Other reason for accepting postdoc	49	*3.5*

Notes: N=1396. Respondents could select multiple options. Percentages total greater than 100.
Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Early Career Psychologists Survey 2007 Member Data

Table 25: Member Data
Q22b:Primary Reason for Accepting a Postdoc

Reason	N	%
To complement research knowledge	67	*4.8*
To obtain research knowledge	43	*3.1*
To work with a particular scientist	56	*4.0*
To obtain specialized clinical training	129	*9.2*
To obtain supervised postdoctoral hours	442	*31.7*
To switch from research to practice	1	*0.1*
To become more employable	53	*3.8*
Employment not available	16	*1.1*
Other	30	*2.1*
Not Applicable	281	*20.1*
Missing/Not Specified	278	*19.9*
Total	**1396**	***100.0***

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 26: Member Data
Q23: Source of Stipend

Source	N	%
Federal fellowship/traineeship grant	125	*9.0*
Federal research grant or contract	101	*7.2*
Canadian provincial/federal fellowship/traineeship	5	*0.4*
Nonfederal nationally-awarded fellowship/traineeship	37	*2.7*
University or college	165	*11.8*
Client fee	112	*8.0*
Other	226	*16.2*
Not applicable, no stipend	78	*5.6*
Not Applicable, no fellowship	281	*20.1*
Not Specified/Missing	266	*19.1*
Total	**1396**	***100.0***

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 27: Member Data
Q24: Amount of Monthly Stipend from Postdoctoral Position

Response	Valid N	Mean	Median	SD
Full-time	657	$2,485.08	$2,500.00	$958.86
Part-time	68	$1,490.85	$1,200.00	$956.55

Notes: N=1396. Mean, Median, and SD numbers are in dollars.
Source: 2007 Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 28: Member Data
Q25: Stipend Coverage of Living Expenses

Response	N	%
Yes, completely	292	*20.9*
Somewhat	311	*22.3*
Not really	208	*14.9*
Not Applicable	281	*20.1*
Missing/Not Specified	304	*21.8*
Total	**1396**	***100.0***

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Early Career Psychologists Survey 2007 Member Data

Table 29: Member Data
Q26: Current Employment Status

Response	N	%
Currently employed do NOT have postdoctoral fellowship	505	*36.2*
Currently employed completed postdoctoral fellowship previou	777	*55.7*
Currently employed currently have postdoctoral fellowship	25	*1.8*
Currently employed temporary position other than a postdocto	12	*0.9*
Currently completing postdoctoral fellowship	7	*0.5*
Not Currently Employed	10	*0.7*
Unemployed and already completed postdoctorate	20	*1.4*
Missing/Not specified	40	*2.9*
Total	**1396**	***100.0***

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 30: Member Data
Q27: Number of Employment Positions

Response	N	%
1 position	921	*66.0*
2 positions	398	*28.5*
None	29	*2.1*
Missing	48	*3.4*
Total	**1396**	***100.0***

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 31: Member Data

Q27a: More than 35 hours per week in employment positions

Response	N	%
Yes	1124	*80.5*
No	190	*13.6*
Not Applicable	29	*2.1*
Missing/Not specified	53	*3.8*
Total	**1396**	***100.0***

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 32: Member Data

Q27b: Number of hours per week in each employment position

Response	Valid N	Mean	Median	SD
Primary hours	1310	40.6	40.0	12.83
Secondary hours	404	10.0	10.0	6.35

Note: N=1396

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Early Career Psychologists Survey 2007 Member Data

Table 33: Member Data

Q27e(1): Primary Employment Position

Position	N	%
Administration of Applied Psychology	6	*0.4*
Administration of Human Services	70	*5.0*
Administration of Research	26	*1.9*
Applied Psychology	45	*3.2*
Direct Human Services	581	*41.6*
Educational Administration	12	*0.9*
Faculty Adjunct/Visiting Faculty	10	*0.7*
Faculty Assistant Professor	242	*17.3*
Faculty Associate Professor	77	*5.5*
Faculty Full Professor	2	*0.1*
Faculty Lecturer/Instructor	17	*1.2*
Faculty Other	19	*1.4*
Other Administrative Position	18	*1.3*
Other Position	36	*2.6*
Research	113	*8.1*
Missing/Not specified	122	*8.7*
Total	**1396**	***100.0***

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Early Career Psychologists Survey 2007 Member Data

Table 34: Member Data
Q27e(2): Secondary Employment Position

Position	N	%
Administration of Applied Psychology	4	*0.3*
Administration of Human Services	15	*1.1*
Administration of Research	10	*0.7*
Applied Psychology	20	*1.4*
Direct Human Services	240	*17.2*
Educational Administration	4	*0.3*
Faculty Adjunct/Visiting Faculty	78	*5.6*
Faculty Assistant Professor	24	*1.7*
Faculty Associate Professor	3	*0.2*
Faculty Lecturer/Instructor	23	*1.6*
Faculty Other	9	*0.6*
Other Administrative Position	9	*0.6*
Other Position	24	*1.7*
Research	27	*1.9*
Missing/Not specified	906	*64.9*
Total	**1396**	***100.0***

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Early Career Psychologists Survey 2007 Member Data

Table 35: Member Data
Q27f(1): Primary Employment Setting

Employment Setting	N	%
Psychology department	196	*14.0*
Education department	52	*3.7*
Business school or department	9	*0.6*
Other academic department or unit	27	*1.9*
Management or administrative office	3	*0.2*
Student counseling or service center	47	*3.4*
Research center or institute	23	*1.6*
Other university setting	6	*0.4*
Four-year college: psychology department	45	*3.2*
Four-year college: education department	1	*0.1*
Four-year college: business school or department	3	*0.2*
Four-year college: other academic department or unit	6	*0.4*
Four-year college: student counseling or service center	9	*0.6*
Four-year college: research center or institute	3	*0.2*
Two-year college	8	*0.6*
Medical school, psychiatry department	40	*2.9*
Medical school, other than psychiatry department	36	*2.6*
Professional school of psychology, affiliated with a university	8	*0.6*
Elementary or secondary school	30	*2.1*
School system district office	11	*0.8*
Other educational setting (e.g., vocational or special education)	18	*1.3*
Professional school of psychology, free-standing	7	*0.5*
Professional schools not listed above	4	*0.3*
Public general hospital	33	*2.4*
Private general hospital	32	*2.3*
City/county/state psychiatric hospital	21	*1.5*
Not for profit, private psychiatric hospital	6	*0.4*
VA hospital	32	*2.3*
For profit, private psychiatric hospital	2	*0.1*
Military hospital (e.g. Air Force)	4	*0.3*
Independent Practice Association (IPA)	6	*0.4*
Preferred Provider Organization (PPO)	1	*0.1*
Nursing home	1	*0.1*
Individual private practice	183	*13.1*
Group psychological practice	71	*5.1*
Medical/psychological group practice	26	*1.9*
Outpatient mental health clinic, free-standing	23	*1.6*
Community mental health center or clinic (CHMC)	50	*3.6*
Health Maintenance Organization (HMO), excluding IPA	5	*0.4*
Counseling or guidance center (not university or college)	6	*0.4*
Specialized health service (e.g., substance abuse)	11	*0.8*
Other human service setting not listed	31	*2.2*
Self-employed (not private practice)	14	*1.0*
Consulting firm	22	*1.6*
Private research organization or lab	15	*1.1*
Government research organization or lab	8	*0.6*
Business or industry (excluding consulting firm or research)	22	*1.6*
Independent consultant	4	*0.3*
Criminal justice system	17	*1.2*
Military service (not miliatary hospital)	5	*0.4*
Federal government agency (not specified)	14	*1.0*
State government agency (not specified)	9	*0.6*
Local government agency (not specified)	9	*0.6*
Rehabilitation facility	14	*1.0*
Not Specified/Missing	107	*7.7*
Total	**1396**	***100.0***

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 36: Member Data
Q27f(2): Secondary Employment Setting

Employment Setting	N	%
Psychology department	57	4.1
Education department	10	0.7
Business school or department	4	0.3
Other academic department or unit	11	0.8
Student counseling or service center	7	0.5
Research center or institute	4	0.3
Other university setting	3	0.2
Four-year college: psychology department	14	1.0
Four-year college: education department	2	0.1
Four-year college: business school or department	1	0.1
Four-year college: other academic department or unit	2	0.1
Four-year college: student counseling or service center	1	0.1
Two-year college	2	0.1
Medical school, psychiatry department	20	1.4
Medical school, other than psychiatry department	11	0.8
Professional school of psychology, affiliated with a university	5	0.4
Elementary or secondary school	2	0.1
School system district office	1	0.1
Other educational setting (e.g., vocational or special education)	1	0.1
Professional school of psychology, free-standing	4	0.3
Professional schools not listed above	1	0.1
Public general hospital	9	0.6
Private general hospital	7	0.5
City/county/state psychiatric hospital	3	0.2
Not for profit, private psychiatric hospital	4	0.3
VA hospital	3	0.2
For profit, private psychiatric hospital	1	0.1
Nursing home	1	0.1
Individual private practice	127	9.1
Group psychological practice	35	2.5
Medical/psychological group practice	8	0.6
Outpatient mental health clinic, free-standing	8	0.6
Community mental health center or clinic (CHMC)	11	0.8
Counseling or guidance center (not university or college)	6	0.4
Specialized health service (e.g., substance abuse)	5	0.4
Other human service setting not listed	7	0.5
Self-employed (not private practice)	17	1.2
Consulting firm	6	0.4
Private research organization or lab	1	0.1
Business or industry (excluding consulting firm or research)	2	0.1
Independent consultant	10	0.7
Criminal justice system	2	0.1
Federal government agency (not specified)	1	0.1
State government agency (not specified)	4	0.3
Local government agency (not specified)	4	0.3
Other managed care setting	1	0.1
Rehabilitation facility	2	0.1
Not Specified/Missing	948	67.9
Total	**1396**	**100.0**

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Early Career Psychologists Survey 2007 Member Data

Table 37: Member Data
Q28: Graduate Department and Employer Satisfaction

		Not at all	Somewhat	Often	Always	Not Applicable	Missing	Valid N	Mean	SD
My graduate program provided clear and up to date information about employment opportunities	N	284	612	310	118	25	47	1324	2.2	0.9
	%	20.3	43.8	22.2	8.5	3.4	1.8			
My graduate program did a good job mentoring students	N	107	456	492	290	5	46	1345	2.7	0.9
	%	7.7	32.7	35.2	20.8	0.4	3.3			
I find that mentoring by colleagues where I work currently is valuable to career development	N	64	258	405	496	125	48	1223	3.1	0.9
	%	4.6	18.5	29.0	35.5	9.0	3.4			
There are opportunities for professional development in my current place of work	N	55	292	437	480	85	47	1264	3.1	0.9
	%	3.9	20.9	31.3	34.4	6.1	3.4			
I am able to get release time for writing/professional development	N	215	402	252	241	238	48	1110	2.5	1.0
	%	15.4	28.8	18.1	17.3	17.0	3.4			
My employer has demonstrated a willingness to work with dual career couples/spouses	N	98	217	196	279	554	52	790	2.8	1.0
	%	7.0	15.5	14.0	20.0	39.7	3.7			

Notes: N=1396. Means were coded on a Likert Scale where 1=Not at all Provided by Graduate Department, and 4=Always Provided by Graduate Department.

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workfoce Analysis and Research (CPWAR), February, 2008.

Table 38: Member Data
Q29: Life factors impacting or influencing career

		Strongly Negative	Negative	Neither	Positive	Strongly Positive	Not Applicable	Missing	Valid N	Mean	SD
Your health	N	34	119	560	239	120	272	52	1072	3.3	0.9
	%	2.4	8.5	40.1	17.1	8.6	19.5	3.7			
Health of spouse or child	N	36	107	507	158	87	442	59	895	3.2	0.9
	%	2.6	7.7	36.3	11.3	6.2	31.7	4.2			
Family responsibilities	N	38	349	380	256	105	209	59	1128	3.0	1.0
	%	2.7	25.0	27.2	18.3	7.5	15.0	4.2			
Responsibilities as a parent	N	47	314	204	166	112	493	60	843	3.0	1.2
	%	3.4	22.5	14.6	11.9	8.0	35.3	4.3			
Caregiver responsibilities	N	48	181	303	84	45	673	62	661	2.8	1.0
	%	3.4	13.0	21.7	6.0	3.2	48.2	4.4			
Other family responsibilities	N	33	188	449	121	42	500	63	833	2.9	0.9
	%	2.4	13.5	32.2	8.7	3.0	35.8	4.5			
Marriage/Divorce	N	32	96	305	303	179	419	62	915	3.6	1.0
	%	2.3	6.9	21.8	21.7	12.8	30.0	4.4			
Relocation for a spouse's job	N	37	67	244	56	26	901	65	430	2.9	0.9
	%	2.7	4.8	17.5	4.0	1.9	64.5	4.7			
Relocation for an internship	N	39	62	254	184	104	690	63	843	3.4	1.1
	%	2.8	4.4	18.2	13.2	7.4	49.4	4.5			
Finances	N	99	372	370	255	127	110	63	1223	3.0	1.1
	%	7.1	26.6	26.5	18.3	9.1	7.9	4.5			
Availability of formall funded post-doc	N	52	100	241	192	132	608	71	717	3.4	1.1
	%	3.7	7.2	17.3	13.8	9.5	43.6	5.1			

Notes: N=1396. Means were coded on a Likert Scale where 1=Strongly Negative Impact and 5=Strongly Positive Impact.

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workfoce Analysis and Research (CPWAR), February, 2008.

Table 39: Member Data
Q30: Licensure Status

Response	N	%
Yes	928	66.5
No	310	22.2
Not yet	109	7.8
Missing/Not specified	49	3.5
Total	**1396**	**100.0**

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Early Career Psychologists Survey 2007 Member Data

Table 40: Member Data
Q31: Reasons for lack of licensure

Reason	N	%
License not necesarry for work	315	22.6
Cost of the EPPP	36	2.6
Cost of the licensing applicatioin	24	1.7
Unavailability of licensing study materials	7	0.5
Non-accredited doctoral program was a barrier	8	0.6
Non-accredited internship was a barrier	3	0.2
Family conflicts	31	2.2
Unable to obtain a postdoctoral position	38	2.7

Notes: N=1396. Respondents could select none or multiple reasons. Percentages total less than 100.

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 41: Member Data
Q33: Practice Experiences

Statement		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable	Missing	Valid N	Mean	SD
I was able to locate materials to prepare for the EPPP	N	6	7	7	250	687	64	375	957	4.7	0.6
	%	0.4	0.5	0.5	17.9	49.2	4.6	26.9			
I had minimal trouble providing my training records to licensing boards	N	29	103	60	357	399	71	377	948	4.1	1.1
	%	2.1	7.4	4.3	25.6	28.6	5.1	27.0			
I have found credentials banks to be effective	N	25	37	150	40	38	725	381	290	3.1	1.1
	%	1.8	2.7	10.7	2.9	2.7	51.9	27.3			
The lack of licensure mobility has proven to be a detriment to my career advancement	N	64	139	172	161	81	399	380	617	3.1	1.2
	%	4.6	10.0	12.3	11.5	5.8	28.6	27.2			
My graduate program did a good job informing me about the licensing process	N	164	306	187	229	85	44	381	971	2.8	1.2
	%	11.7	21.9	13.4	16.4	6.1	3.2	27.3			
The state psychology licensing board did a good job informing me about the licensing process	N	54	141	192	438	136	54	381	961	3.5	1.1
	%	3.9	10.1	13.8	31.4	9.7	3.9	27.3			
The lack of standardized, appropriately funded postdoctoral experiences has proven to be a detriment to my career advancement	N	160	262	166	108	51	267	382	747	2.5	1.2
	%	11.5	18.8	11.9	7.7	3.7	19.1	27.4			

Notes: N=1396. Means were coded on a Likert Scale where 1=Strongly Disagree and 5=Strongly Agree.

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workfoce Analysis and Research (CPWAR), February, 2008.

Early Career Psychologists Survey 2007 Member Data

Table 42: Member Data
Q34: Research and Teaching Experiences

		Not at All	Somewhat	Often	Always	Not Applicable	Missing	Valid N	Mean	SD
My graduate department provided training in how to obtain research funding	N	545	427	150	77	144	53	1199	1.6	0.9
	%	39.0	30.6	10.7	5.5	3.6	10.3			
My graduate department provided teaching training to graduate students	N	298	445	246	233	116	58	1222	2.3	1.0
	%	21.3	31.9	17.6	16.7	8.3	4.2			
Availability of federal funding for research in my interest area	N	285	307	204	133	406	61	929	2.2	1.0
	%	20.4	22.0	14.6	9.5	29.1	4.4			
Availability of other sources of funding for research in my interest area	N	242	364	212	117	397	64	935	2.2	1.0
	%	17.3	26.1	15.2	8.4	28.4	4.6			
Funding amounts that are not worth the effort it takes to apply	N	259	282	193	73	514	75	807	2.1	1.0
	%	18.6	20.2	13.8	5.2	36.8	5.4			
Availability of knowledge about funding opportunities	N	225	420	235	141	303	72	1021	2.3	1.0
	%	16.1	30.1	16.8	10.1	21.7	5.2			
Employer provides release time for career development opportunities	N	223	357	225	156	363	72	961	2.3	1.0
	%	16.0	25.6	16.1	11.2	26.0	5.2			
Employer provides release time for developing a research program	N	307	277	160	137	445	70	881	2.1	1.1
	%	22.0	19.8	11.5	9.8	31.9	5.0			
Availability of startup funds from department	N	331	186	125	151	530	73	793	2.1	1.2
	%	23.7	13.3	9.0	10.8	38.0	5.2			
Other	N	19	1	8	21	426	921	49	2.0	1.4
	%	1.4	0.1	0.6	1.5	30.5	66.0			

Notes: N=1396. Means were coded on a Likert Scale where 1=Not at all and 4=Always.

Source: 2007 APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workfoce Analysis and Research (CPWAR), February, 2008.

Early Career Psychologists Survey 2007 Non-Member Data

Table 1: Non-Member Data
Q1: Respondent Gender

Gender	N	%
Female	693	*76.7*
Male	209	*23.1*
Not specified/missing	2	*0.2*
Total	**904**	***100.0***

Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 2: Non-Member Data
Q3: Respondent Age

Age Range	N	%
Under 30	105	*11.6*
31-34	290	*32.1*
35-39	234	*25.9*
40-44	110	*12.2*
45-49	62	*6.9*
50-54	51	*5.6*
55-59	30	*3.3*
60 +	17	*1.9*
Not specified/missing	5	*0.6*
Total	**904**	***100.0***

Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 3: Non-Member Data
Q3: Respondent Racial/Ethnic Background

Race/Ethnicity	N	%
Caucasian/White	752	*83.2*
Asian or Pacific Islander	51	*5.6*
Hispanic/Latino(a)	43	*4.8*
Black or African-American	61	*6.7*
American Indian/Alaskan Native	12	*1.3*
Other Ethnicity	26	*2.9*

Notes: N=904. Respondents could select multiple options. Percentages total greater than 100.

Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 4: Non-Member Data
Q4: Respondent Marital Status

Marital Status	N	%
Never married	193	*21.3*
Married	568	*62.8*
Partnered	63	*7.0*
Seperated	11	*1.2*
Divorced	60	*6.6*
Widowed	3	*0.3*
Not specified/missing	6	*0.7*
Total	**904**	***100.0***

Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 5: Non-Member Data
Q5: Respondent Household Dependents

Response	N	%
Dependents under the age of 21 at home	334	*36.9*
Dependents over the age of 21 at home	17	*1.9*
Not specified/missing	7	*0.8*

Notes: N=904. Respondents could select multiple options. Percentages do not total 100.
Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Early Career Psychologists Survey 2007 Non-Member Data

Table 6: Non-Member Data
Q6 and Q7: Time to Completion of Doctorate

Number of Years	N	%
1-2	3	*0.3*
3-4	214	*23.7*
5-6	443	*49.0*
7-8	147	*16.3*
9-10	56	*6.2*
11+	15	*1.7*
Missing/not specified	26	*2.9*
Total	**904**	***100.0***

Source: 2007 Non-Members Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 6B: Non-Member Data
Q6 and Q7: Time to Completion of Doctorate

	Number of Years				
N	Mean	Median	SD	Minimum	Maximim
878	6.1	5.8	1.7	2	14

Note: Does not include "Not Specfied/Missing" responses (N=26).

Source: 2007 Non-Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 7: Non-Member Data
Q8: Doctoral Degree Earned

Degree	N	%
Ph.D.	646	*71.5*
Psy.D.	252	*27.9*
Ed.D.	5	*0.6*
J.D.	2	*0.2*
Other	5	*0.6*

Notes: N=904. Respondents could select multiple options. Percentages total greater than 100.

Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Early Career Psychologists Survey 2007 Non-Member Data

Table 8: Non-Member Data
Q9: Doctorate Subfield

Subfield	N	%
Biological	1	*0.1*
Clinical	502	*55.5*
Clinical Neuropsychology	50	*5.5*
Cognitive	7	*0.8*
Community	9	*1.0*
Comparative	1	*0.1*
Counseling	119	*13.2*
Developmental	21	*2.3*
Educational	17	*1.9*
Engineering	1	*0.1*
Experimental	3	*0.3*
Family	9	*1.0*
General	2	*0.2*
Geropsychology	1	*0.1*
Health	19	*2.1*
Industrial/Organizational	23	*2.5*
Neurosciences (not clinical Neuropsychology)	4	*0.4*
Personality	27	*3.0*
Psychometrics	3	*0.3*
Quantitative	5	*0.6*
School	1	*0.1*
Social	1	*0.1*
Sport	40	*4.4*
Other in psychology	32	*3.5*
Other not in psychology	1	*0.1*
Not specified/missing	5	*0.6*
Total	**904**	***100.0***

Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Early Career Psychologists Survey 2007 Non-Member Data

Table 9: Non-Member Data
Q10a: All Sources of Support for Doctoral Training

Source of Support	N	%
Own Earnings/Family Support	773	*85.5*
University Research/Teaching Assistantship	608	*67.3*
Federal and other Government Grants	344	*38.1*
Non-University loans	428	*47.3*
Non-University grants	61	*6.7*
Other	100	*11.1*

Notes: N=904. Respondents could select multiple options. Percentages total greater than 100.
Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 10: Non-Member Data
Q10b: Major Source of Support for Doctoral Training

Source of Support	N	%
Federal and other Government Grants	131	*14.5*
Non-university grants	6	*0.7*
Non-university loans	211	*23.3*
Own Earnings/Family Support	26	*2.9*
University Research/Teaching Assistantship	212	*23.5*
Other	291	*32.2*
Not specified/missing	27	*3.0*
Total	**904**	***100.0***

Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 11: Non-Member Data
Q11a: Undergraduate Related Debt

Response	N	%
Yes	355	*39.3*
No	547	*60.5*
Not specified/missing	2	*0.2*
Total	**904**	***100.0***

Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Early Career Psychologists Survey 2007 Non-Member Data

Table 12: Non-Member Data
Q11b: Total Debt from Undergraduate Education

	Debt Amount in USD				
N	Mean	Median	SD	Minimum	Maximim
341	$16,004.48	$13,000.00	$12,482.39	$500.00	$80,000.00

Notes: N=904.Those with no undergraduate education debt were excluded from this analysis (two outliers with an undergraduate debt below $100 were excluded).

Source: 2007 Non-Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 13: Non-Member Data
Q12a: Graduate Education Related Debt (Including terminal masters)

Response	N	%
Yes	695	*76.9*
No	198	*21.9*
Not specified/missing	11	*1.2*
Total	**904**	***100.0***

Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 14: Non-Member Data
Q12b: Total Debt from Graduate Education (Including Terminal Masters)

	Debt Amount in USD				
N	Mean	Median	SD	Minimum	Maximim
668	$72,108.70	$62,000.00	$51,524.55	$1,200.00	$300,000.00

Notes: N=904.Those with no graduate education debt were excluded from this analysis.

Source: 2007 Non-Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 15: Non-Member Data
Q12c: Percentage of Graduate School Debt attributed to Internship Year

Percentage	N	%
10%	167	*18.5*
20%	196	*21.7*
30%	49	*5.4*
40%	11	*1.2*
50%	10	*1.1*
60%	2	*0.2*
70%	2	*0.2*
80%	4	*0.4*
90%	3	*0.3*
100%	10	*1.1*
Not Applicable	410	*45.4*
Missing/Not Specified	39	*4.3*
Total	**904**	***100.0***

Source: 2007 APA Non-Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 16: Non-Member Data
Q12d: Percentage of Graduate School Debt attributed to Fellowship Year

Percentage	N	%
10%	51	*5.6*
20%	34	*3.8*
30%	7	*0.8*
40%	5	*0.6*
50%	2	*0.2*
60%	1	*0.1*
80%	1	*0.1*
100%	2	*0.2*
Not Applicable	751	*83.1*
Missing/Not specified	50	*5.5*
Total	**904**	***100.0***

Source: 2007 APA Non-Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Early Career Psychologists Survey 2007 Non-Member Data

Table 17: Non-Member Data
Q12b: Total Cumulative Education Debt

	Debt Amount in USD				
N	Mean	Median	SD	Minimum	Maximim
677	$78,596.00	$70,000.00	$55,307.91	$12,000.00	$430,000.00

Notes: N=904.Those with no education debt were excluded from this analysis.

Source: 2007 Non-Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 18: Non-Member Data
Q13: Level of Total Education-related debt (by degree type)
Debt Amount in USD

Degree Type	N	Mean	Median	SD	Minimum	Maximum
Ph.D.	458	$64,699.52	$50,369.00	$51,878.27	$1,200.00	$430,000.00
Psy.D.	211	$108,370.19	$105,000.00	$49,730.02	$5,000.00	$250,000.00
Ed.D.	1	$40,000.00	$40,000.00	$40,000.00	$40,000.00	$40,000.00
J.D.	0	**	**	**	**	**

Source: 2007 Non-Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 19: Non-Member Data
Q14: Causes of Educational Debt

Contributers of Educational Debt		Lowest 1	2	3	4	Highest 5	Not Applicable	Missing	Mean	SD
Tuition costs	N	78	43	72	104	334	73	200	3.9	1.4
	%	*8.6*	*4.8*	*8.0*	*11.5*	*36.9*	*8.1*	*22.1*		
No research or teaching assistantships available	N	144	82	87	74	42	224	251	2.5	1.4
	%	*15.9*	*9.1*	*9.6*	*8.2*	*4.6*	*24.8*	*27.8*		
Inability to get into funded program	N	174	56	63	37	38	278	258	2.2	1.4
	%	*19.2*	*6.2*	*7.0*	*4.1*	*4.2*	*30.8*	*28.5*		
Living expenses (mortgage, rent, food, transportation)	N	19	36	91	169	343	43	203	4.2	1.1
	%	*2.1*	*4.0*	*10.1*	*18.7*	*37.9*	*4.8*	*22.5*		
Relocation costs	N	148	98	109	79	27	188	255	2.4	1.3
	%	*16.4*	*10.8*	*12.1*	*8.7*	*3.0*	*20.8*	*28.2*		
Other	N	16	11	17	35	24	110	691	3.4	1.4
	%	*1.8*	*1.2*	*1.9*	*3.9*	*2.7*	*12.2*	*76.4*		

Note: Means were coded on a Likert Scale where 1=Lowest Contributer and 5=Highest Contributer.

Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workfoce Analysis and Research (CPWAR), February, 2008.

Table 20: Non-Member Data
Q15: Spouse's Educational-related Debt

Response	N	%
No	396	*43.8*
Yes	216	*23.9*
Not specified/missing	292	*32.3*
Total	**904**	***100.0***

Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Early Career Psychologists Survey 2007 Non-Member Data

Table 21: Non-Member Data

Q16: Respondent able to obtain a postdoctorate position

Response	N	%
Yes	662	*73.2*
No	151	*16.7*
No Postdoctorate/Not relevant to training	87	*9.6*
Not specified/missing	4	*0.4*
Total	**904**	***100.0***

Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 22: Non-Member Data

Q17: Type of Postdoctorate Position

Response	N	%
Formal	385	*42.6*
Informal	273	*30.2*
Not Applicable	238	*26.3*
Not specified/missing	8	*0.9*
Total	**904**	***100.0***

Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 23: Non-Member Data

Q18: Status of Fellowship/Traineeship

Response	N	%
Already Completed	514	*56.9*
Current	140	*15.5*
Not Applicable	238	*26.3*
Not specified/missing	12	*1.3*
Total	**904**	***100.0***

Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Early Career Psychologists Survey 2007 Non-Member Data

Table 24: Non-Member Data
Q19: Fellowship/Traineeship Work Hours per Week

Response	N	%
Full-time (35+ hrs/week)	565	*62.5*
Part-time (less than 35 hrs/week)	85	*9.4*
Missing/Not specified	16	*1.8*
Not Applicable	238	*26.3*
Total	**904**	***100.0***

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 25: Non-Member Data
Q19: Fellowship/Traineeship Duration in Months

Response	N	%
3 or less	30	*3.3*
4-12	306	*33.8*
13-23	74	*8.2*
24-35	181	*20.0*
36 and greater	43	*4.8*
Not Applicable	238	*26.3*
Not specified/missing	32	*3.5*
Total	**904**	***100.0***

Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 25B: Non-Member Data
Duration of Fellowship

	Duration in Months		
N	Mean	Median	SD
634	17.27	12.00	8.801

Source: 2007 Non-Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 26: Non-Member Data

Q21: Primary Emphasis of Fellowship/Traineeship

Response	N	%
Clinical Service	413	*45.7*
Both Research and Practice	134	*14.8*
Research Training	72	*8.0*
Other	28	*3.1*
Not specified/missing	106	*11.7*
Not Applicable	151	*16.7*
Total	**904**	***100.0***

Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 27: Non-Member Data

Q22a: All Reasons for Accepting a Postoctoral/Fellowship/Traineeship

Reason	N	%
Supervised postdoc hours for exam	545	*60.3*
Specialized clinical training	370	*40.9*
To become more employable	385	*42.6*
Complement research knowledge in same subfield as doctorate	270	*29.9*
Work with a particular scientist or research group	143	*15.8*
Research knowledge in different subfield than doctorate	110	*12.2*
Employment was not available	62	*6.9*
Switch from research to practice	15	*1.7*
Other reason for accepting postdoc	44	*4.9*

Notes: N=904. Respondents could select multiple options. Percentages total greater than 100.

Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Early Career Psychologists Survey 2007 Non-Member Data

Table 28: Non-Member Data
Q22b:Primary Reason for Accepting a Postdoc

Reason	N	%
To complement research knowledge	54	*6.0*
To obtain research knowledge	15	*1.7*
To work with a particular scientist	14	*1.5*
To obtain specialized clinical training	103	*11.4*
To obtain supervised postdoctoral hours	349	*38.6*
To switch from research to practice	1	*0.1*
To become more employable	47	*5.2*
Employment not available	8	*0.9*
Other	20	*2.2*
Not specified/missing	142	*15.7*
Not Applicable	151	*16.7*
Total	**904**	***100.0***

Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 29: Non-Member Data
Q23: Source of Stipend

Source	N	%
Federal fellowship/traineeship grant	90	*10.0*
Federal research grant or contract	49	*5.4*
Canadian provincial/federal fellowship/traineeship	1	*0.1*
Nonfederal nationally-awarded fellowship/traineeship	33	*3.7*
University or college	144	*15.9*
Client fee	86	*9.5*
Other	154	*17.0*
Not Applicable	151	*16.7*
Not Applicable; No Stipend	70	*7.7*
Not specified/missing	126	*13.9*
Total	**904**	***100.0***

Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 30: Non-Member Data
Q24: Amount of Monthly Stipend by Hours per Week
Amount of Stipend in USD

Hrs. Per Week	N	Mean	Median	SD	Minimum	Maximum
Full-time	486	$2,553.60	$2,500.00	$952.04	$200.00	$6,000.00
Part-time	55	$1,492.56	$1,200.00	$1,087.64	$250.00	$5,000.00

Source: 2007 Non-Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 31: Non-Member Data
Q25: Stipend Coverage of Living Expenses

Response	N	%
Yes, completely	212	*23.5*
Somewhat	225	*24.9*
Not really	159	*17.6*
Not Applicable	151	*16.7*
Missing/Not specified	157	*17.4*
Total	**904**	***100.0***

Source: 2007 Convention Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Early Career Psychologists Survey 2007 Non-Member Data

Table 32: Non-Member Data
Q26: Current Employment Status

Response	N	%
Currently employed completed postdoctoral fellowship previously	473	*52.3*
Currently employed do NOT have postdoctoral fellowship	256	*28.3*
Currently employed currently have postdoctoral fellowship	61	*6.7*
Currently completing postdoctoral fellowship	61	*6.7*
Currently employed temporary position other than a postdoctoral fellowship	19	*2.1*
Not Currently Employed	16	*1.8*
Unemployed and already completed postdoctorate	10	*1.1*
Not specified/missing	8	*0.9*
Total	**904**	***100.0***

Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 33: Non-Member Data
Q27: Number of Employment Positions

Response	N	%
None	50	*5.5*
1 position	574	*63.5*
2 positions	258	*28.5*
Not specified/missing	22	*2.4*
Total	**904**	***100.0***

Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 34: Non-Member Data
Q27a: More than 35 hours per week in employment positions

Response	N	%
Yes	708	*78.3*
No	116	*12.8*
Not Applicable	50	*5.5*
Not specified/missing	30	*3.3*
Total	**904**	***100.0***

Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 35: Non-Member Data
Q27b: Number of hours per week in each employment position

Response	N	Mean	Median	SD
Primary Hours	829	39.38	40.00	12.378
Secondary hours	263	10.33	10.00	6.219

Source: 2007 Non-Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Early Career Psychologists Survey 2007 Non-Member Data

Table 36: Non-Member Data
Q27e(1): Primary Employment Position

Position	N	%
Administration of Applied Psychology	6	*0.7*
Administration of Human Services	34	*3.8*
Administration of Research	13	*1.4*
Applied Psychology	17	*1.9*
Direct Human Services	443	*49.0*
Educational Administration	9	*1.0*
Faculty Adjunct/Visiting Faculty	11	*1.2*
Faculty Assistant Professor	117	*12.9*
Faculty Associate Professor	20	*2.2*
Faculty Full Professor	4	*0.4*
Faculty Lecturer/Instructor	12	*1.3*
Faculty Other	14	*1.5*
Other Administrative Position	13	*1.4*
Other Position	16	*1.8*
Research	82	*9.1*
Not specified/missing	93	*10.3*
Total	**904**	***100.0***

Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Early Career Psychologists Survey 2007 Non-Member Data

Table 37: Non-Member Data
Q27e(2): Secondary Employment Position

Position	N	%
Administration of Applied Psychology	3	*0.3*
Administration of Human Services	13	*1.4*
Administration of Research	10	*1.1*
Applied Psychology	10	*1.1*
Direct Human Services	154	*17.0*
Educational Administration	3	*0.3*
Faculty Adjunct/Visiting Faculty	48	*5.3*
Faculty Assistant Professor	19	*2.1*
Faculty Associate Professor	3	*0.3*
Faculty Lecturer/Instructor	25	*2.8*
Faculty Other	16	*1.8*
Other Administrative Position	7	*0.8*
Other Position	10	*1.1*
Research	29	*3.2*
Not specified/missing	554	*61.3*
Total	**904**	***100.0***

Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Early Career Psychologists Survey 2007 Non-Member Data

Table 38: Non-Member Data
Q27f(1): Primary Employment Setting

Employment Setting	N	%
Psychology department	81	9.0
Education department	24	2.7
Business school or department	6	0.7
Other academic department or unit	19	2.1
Management or administrative office	3	0.3
Student counseling or service center	41	4.5
Research center or institute	11	1.2
Other university setting	3	0.3
Four-year college: psychology department	16	1.8
Four-year college: education department	2	0.2
Four-year college: business school or department	1	0.1
Four-year college: other academic department or unit	5	0.6
Four-year college: student counseling or service center	1	0.1
Four-year college: research center or institute	3	0.3
Two-year college	2	0.2
Medical school, psychiatry department	1	0.1
Medical school, other than psychiatry department	4	0.4
Professional school of psychology, affiliated with a university	30	3.3
Elementary or secondary school	30	3.3
School system district office	4	0.4
Other educational setting (e.g., vocational or special education)	12	1.3
Professional school of psychology, free-standing	4	0.4
Professional schools not listed above	2	0.2
Public general hospital	2	0.2
Private general hospital	1	0.1
City/county/state psychiatric hospital	44	4.9
Not for profit, private psychiatric hospital	33	3.7
VA hospital	18	2.0
For profit, private psychiatric hospital	6	0.7
Military hospital (e.g. Air Force)	37	4.1
Independent Practice Association (IPA)	3	0.3
Preferred Provider Organization (PPO)	6	0.7
Nursing home	3	0.3
Individual private practice	103	11.4
Group psychological practice	55	6.1
Medical/psychological group practice	14	1.5
Outpatient mental health clinic, free-standing	16	1.8
Community mental health center or clinic (CHMC)	36	4.0
Health Maintenance Organization (HMO), excluding IPA	4	0.4
Counseling or guidance center (not university or college)	4	0.4
Specialized health service (e.g., substance abuse)	8	0.9
Other human service setting not listed	23	2.5
Self-employed (not private practice)	8	0.9
Consulting firm	12	1.3
Private research organization or lab	13	1.4
Government research organization or lab	5	0.6
Business or industry (excluding consulting firm or research)	8	0.9
Independent consultant	2	0.2
Criminal justice system	10	1.1
Military service (not miliatary hospital)	10	1.1
Federal government agency (not specified)	10	1.1
State government agency (not specified)	6	0.7
Local government agency (not specified)	3	0.3
Rehabilitation facility	9	1.0
Not Specified/Missing	87	9.6
Total	**904**	100.0

Source: 2007 Non-Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Early Career Psychologists Survey 2007 Non-Member Data

Table 39: Non-Member Data
Q27f(2): Secondary Employment Setting

Employment Setting	N	%
Psychology department	50	5.5
Education department	4	0.4
Business school or department	3	0.3
Other academic department or unit	16	1.8
Research center or institute	1	0.1
Other university setting	3	0.3
Four-year college: psychology department	8	0.9
Four-year college: education department	3	0.3
Four-year college: business school or department	1	0.1
Four-year college: other academic department or unit	2	0.2
Four-year college: student counseling or service center	1	0.1
Two-year college	2	0.2
Medical school, psychiatry department	12	1.3
Medical school, other than psychiatry department	5	0.6
Professional school of psychology, affiliated with a university	1	0.1
Elementary or secondary school	4	0.4
Other educational setting (e.g., vocational or special education)	3	0.3
Professional school of psychology, free-standing	4	0.4
Public general hospital	7	0.8
Private general hospital	10	1.1
City/county/state psychiatric hospital	1	0.1
Not for profit, private psychiatric hospital	2	0.2
VA hospital	1	0.1
For profit, private psychiatric hospital	1	0.1
Nursing home	2	0.2
Individual private practice	68	7.5
Group psychological practice	29	3.2
Medical/psychological group practice	2	0.2
Outpatient mental health clinic, free-standing	4	0.4
Community mental health center or clinic (CHMC)	13	1.4
Counseling or guidance center (not university or college)	3	0.3
Specialized health service (e.g., substance abuse or mental)	2	0.2
Other human service setting not listed	6	0.7
Self-employed (not private practice)	5	0.6
Consulting firm	4	0.4
Private research organization or lab	2	0.2
Business or industry (excluding consulting firm or research)	2	0.2
Independent consultant	8	0.9
Military service (not miliatary hospital)	1	0.1
State government agency (not specified)	3	0.3
Local government agency (not specified)	2	0.2
Other managed care setting	1	0.1
Rehabilitation facility	2	0.2
Not Specified/Missing	600	66.4
Total	**904**	100.0

Source: 2007 Non-Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Early Career Psychologists Survey 2007 Non-Member Data

Table 40: Non-Member Data
Q28: Graduate Department and Employer Satisfaction

		Not at all	Somewhat	Often	Always	Not Applicable	Missing	Mean	SD
My graduate program provided clear and up to date information about employment opportunities	N	223	387	186	86	11	11	2.2	0.9
	%	24.7	42.8	20.6	9.5	1.2	1.2		
My graduate program did a good job mentoring students	N	107	301	305	175	2	14	2.6	0.9
	%	11.8	33.3	33.7	19.4	0.2	1.5		
I find that mentoring by colleagues where I work currently is valuable to career development	N	42	170	260	340	79	13	3.1	0.9
	%	4.6	18.8	28.8	37.6	8.7	1.4		
There are opportunities for professional development in my current place of work	N	42	212	261	327	49	13	3.0	0.9
	%	4.6	23.5	28.9	36.2	5.4	1.4		
I am able to get release time for writing/professional development	N	155	244	181	176	134	14	2.5	1.1
	%	17.1	27.0	20.0	19.5	14.8	1.5		
My employer has demonstrated a willingness to work with dual career couples/spouses	N	72	135	132	155	395	15	2.8	1.1
	%	8.0	14.9	14.6	17.1	43.7	1.7		

Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workfoce Analysis and Research (CPWAR), February, 2008.

Note: Means were coded on a Likert Scale where 1=Not at all Provided, and 4=Always Provided.

Table 41: Non-Member Data
Q29: Life factors impacting or influencing career

		Strongly Negative	Negative	Neither	Positive	Strongly Positive	Not Applicable	Missing	Mean	SD
Your health	N	35	98	389	120	71	177	14		
	%	3.9	10.8	43.0	13.3	7.9	19.6	1.5	3.1	0.9
Health of spouse or child	N	22	67	315	83	50	352	15		
	%	2.4	7.4	34.8	9.2	5.5	38.9	1.7	3.1	0.9
Family responsibilities	N	30	212	286	147	62	149	18		
	%	3.3	23.5	31.6	16.3	6.9	16.5	2.0	3.0	1.0
Responsibilities as a parent	N	32	157	140	72	57	427	19		
	%	3.5	17.4	15.5	8.0	6.3	47.2	2.1	2.9	1.1
Caregiver responsibilities	N	26	106	200	41	18	496	17		
	%	2.9	11.7	22.1	4.5	2.0	54.9	1.9	2.8	0.9
Other family responsibilities	N	18	135	275	74	30	350	22		
	%	2.0	14.9	30.4	8.2	3.3	38.7	2.4	2.9	0.9
Marriage/Divorce	N	28	88	200	166	111	294	17		
	%	3.1	9.7	22.1	18.4	12.3	32.5	1.9	3.4	1.1
Relocation for a spouse's job	N	31	56	166	33	19	579	20		
	%	3.4	6.2	18.4	3.7	2.1	64.0	2.2	2.9	1.0
Relocation for an internship	N	29	67	181	147	57	401	22		
	%	3.2	7.4	20.0	16.3	6.3	44.4	2.4	3.3	1.0
Finances	N	109	288	206	151	74	54	22		
	%	12.1	31.9	22.8	16.7	8.2	6.0	2.4	2.8	1.2
Availability of formall funded post-doc	N	64	93	172	139	111	300	25		
	%	7.1	10.3	19.0	15.4	12.3	33.2	2.8	3.3	1.2

Note: Means were coded on a Likert Scale where 1=Strongly Negative Impact and 5=Strongly Positive Impact.

Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workfoce Analysis and Research (CPWAR), February, 2008.

Table 42: Non-Member Data
Q30: Licensure Status

Response	N	%
Yes	502	55.5
Not yet	160	17.7
No, not necessary for my work	229	25.3
Not specified/missing	13	1.4
Total	904	100.0

Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Early Career Psychologists Survey 2007 Non-Member Data

Table 43: Non-Member Data
Q31: Reasons for lack of licensure

Reason	N	%
Licensure not necessary for the work I do	199	22.0
Cost of the EPPP	63	7.0
Cost of the licensing application	51	5.6
Unavailability of licensing study materials	11	1.2
Non accredited doctoral program was a barrier	3	0.3
Non accredited internship was a barrier	2	0.2
Family conflicts	20	2.2
Unable to obtain postdoctoral hours	70	7.7

Notes: N=904. Respondents could select none or multiple reasons.
Percentages total less than 100.
Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), February, 2008.

Table 44: Non-Member Data
Q33: Practice Experiences

Statement		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable	Missing	Mean	SD
I was able to locate materials to prepare for the EPPP	N	3	2	8	155	404	45	287	4.7	0.6
	%	0.3	0.2	0.9	17.1	44.7	5.0	31.7		
I had minimal trouble providing my training records to licensing boards	N	21	65	38	183	249	54	294	4.0	1.2
	%	2.3	7.2	4.2	20.2	27.5	6.0	32.5		
I have found credentials banks to be effective	N	17	27	90	27	26	424	293	3.1	1.1
	%	1.9	3.0	10.0	3.0	2.9	46.9	32.4		
The lack of licensure mobility has proven to be a detriment to my career advancement	N	31	70	106	95	63	246	293	3.2	1.2
	%	3.4	7.7	11.7	10.5	7.0	27.2	32.4		
My graduate program did a good job informing me about the licensing process	N	121	190	110	105	59	28	291	2.6	1.3
	%	13.4	21.0	12.2	11.6	6.5	3.1	32.2		
The state psychology licensing board did a good job informing me about the licensing process	N	48	95	108	244	82	36	291	3.4	1.2
	%	5.3	10.5	11.9	27.0	9.1	4.0	32.2		
The lack of standardized, appropriately funded postdoctoral experiences has proven to be a detriment to my career advancement	N	117	148	86	60	54	147	292	2.5	1.3
	%	12.9	16.4	9.5	6.6	6.0	16.3	32.3		

Note: Means were coded on a Likert Scale where 1=Strongly Disagree and 5=Strongly Agree.
Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workfoce Analysis and Research (CPWAR), February, 2008.

Early Career Psychologists Survey 2007 Non-Member Data

Table 45: Non-Member Data
Q34: Research and Teaching Experiences

		Not at All	Somewhat	Often	Always	Not Applicable	Missing	Mean	SD
My graduate department provided training in how to obtain research funding	N	316	287	102	68	106	25	1.9	0.9
	%	35.0	31.7	11.3	7.5	11.7	2.8		
My graduate department provided teaching training to graduate students	N	174	300	163	160	81	26	2.4	1.0
	%	19.2	33.2	18.0	17.7	9.0	2.9		
Availability of federal funding for research in my interest area	N	192	206	113	94	268	31	2.2	1.0
	%	21.2	22.8	12.5	10.4	29.6	3.4		
Availability of other sources of funding for research in my interest area	N	166	240	133	69	263	33	2.2	1.0
	%	18.4	26.5	14.7	7.6	29.1	3.7		
Funding amounts that are not worth the effort it takes to apply	N	163	205	131	59	312	34	2.2	1.0
	%	18.0	22.7	14.5	6.5	34.5	3.8		
Availability of knowledge about funding opportunities	N	152	232	189	94	202	35	2.3	1.0
	%	16.8	25.7	20.9	10.4	22.3	3.9		
Employer provides release time for career development opportunities	N	127	226	164	111	238	38	2.4	1.0
	%	14.0	25.0	18.1	12.3	26.3	4.2		
Employer provides release time for developing a research program	N	178	170	107	88	321	40	2.2	1.1
	%	19.7	18.8	11.8	9.7	35.5	4.4		
Availability of startup funds from department	N	243	115	71	86	352	37	2.0	1.1
	%	26.9	12.7	7.9	9.5	38.9	4.1		
Other	N	14	5	9	17	275	584	2.6	1.3
	%	1.5	0.6	1.0	1.9	30.4	64.6		

Note: Means were coded on a Likert Scale where 1=Not at all and 4=Always.

Source: 2007 Non-APA Member Data, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workfoce Analysis and Research (CPWAR), February, 2008.

ECP Survey Data

Amount of total education-related debt upon graduation, years to complete school, and minority status

		Minority	Non-Minority
Total cumulative debt	N	311	1,279
	Mean	$77,922.00	$68,913.00
	Median	$65,000.00	$58,000.00
	SD	$60,708.00	$51,053.00
	Not specified	119	543
Years to complete school	N	404	1749
	Mean	6	6
	Median	6	6
	SD	2.00	2.00
	Not specified	26	73

Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), May, 2008

Causes of education-related debt and minority status

		Tuition costs	No r/t assistantships available	Inability get in funded program	Living expenses	Relocation costs	Other
Minority	N	287	182	167	299	206	42
	Mean	4.05	2.51	2.35	4.23	2.58	3.71
	Median	5.00	2.00	2.00	5.00	3.00	4.00
	Std. Deviation	1.354	1.448	1.379	1.055	1.365	1.293
	Missing	143	248	263	131	224	388
Non-Minority	N	1219	807	697	1263	885	173
	Mean	3.85	2.47	2.20	4.14	2.26	3.40
	Median	5.00	2.00	2.00	4.00	2.00	4.00
	Std. Deviation	1.459	1.324	1.356	1.062	1.197	1.397
	Missing	603	1,015	1,125	559	937	1,649

Notes: N=2,300. Means were coded on a Likert Scale where 1=Lowest Contributor and 5=Highest Contributor.
Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), May, 2008.

Early Career Psychologists Survey 2007 Supplemental Data

ECP Survey Data
Descriptives
Factors Impacting Career

Demographics		Health	Health of spouse or child	Family responsibilities	Parenting responsibilities	Caregiver responsibilities	Other family responsibilities	Marriage/Divorce	Relocation for a spouse's job	Relocation for an internship	Finances	Ability of formally funded postdoc
APA Member	N	627	525	659	484	358	462	538	232	376	713	410
	Mean	3.33	3.25	3.08	3.05	2.93	3.00	3.61	3.03	3.48	3.01	3.54
	Median	3.00	3.00	3.00	3.00	3.00	3.00	4.00	3.00	3.00	3.00	4.00
	SD	.917	.922	1.002	1.154	.979	.851	1.003	.911	1.030	1.085	1.094
	Missing	155	257	123	298	424	320	244	550	406	69	372
Non-Member	N	384	288	393	233	203	280	313	152	259	444	302
	Mean	3.14	3.14	3.05	2.99	2.77	2.95	3.48	2.84	3.42	2.81	3.46
	Median	3.00	3.00	3.00	3.00	3.00	3.00	4.00	3.00	3.00	3.00	4.00
	SD	.932	.908	.999	1.133	.873	.860	1.124	.938	1.006	1.121	1.205
	Missing	96	192	87	247	277	200	167	328	221	36	178
Male	N	279	229	294	216	167	226	227	98	182	316	177
	Mean	3.44	3.27	3.20	3.19	3.04	3.04	3.55	3.03	3.43	2.92	3.49
	Median	3.00	3.00	3.00	3.00	3.00	3.00	4.00	3.00	3.00	3.00	4.00
	SD	.828	.870	.950	1.130	.881	.845	1.039	.752	1.021	1.104	1.139
Female	N	731	583	757	501	394	515	623	286	453	840	534
	Mean	3.19	3.19	3.02	2.96	2.80	2.95	3.56	2.92	3.47	2.93	3.51
	Median	3.00	3.00	3.00	3.00	3.00	3.00	4.00	3.00	3.00	3.00	4.00
	SD	.953	.936	1.016	1.148	.963	.859	1.056	.977	1.021	1.103	1.146
Under 30	N	56	38	53	17	19	28	46	26	47	66	45
	Mean	3.16	3.13	3.11	3.12	2.95	3.00	3.52	2.92	3.38	2.83	3.33
	Median	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
	SD	.848	.906	.847	.697	.405	.471	.836	.688	.922	1.104	.929
30-34	N	336	271	340	203	158	231	282	124	224	383	240
	Mean	3.26	3.20	3.01	2.88	2.91	2.97	3.65	2.98	3.55	3.02	3.56
	Median	3.00	3.00	3.00	3.00	3.00	3.00	4.00	3.00	4.00	3.00	4.00
	SD	.877	.871	.950	1.072	.877	.818	1.002	.865	1.036	1.071	1.081
35-39	N	325	268	348	264	183	234	289	137	220	370	236
	Mean	3.28	3.16	3.08	3.06	2.82	3.01	3.57	2.98	3.54	2.88	3.74
	Median	3.00	3.00	3.00	3.00	3.00	3.00	4.00	3.00	3.00	3.00	4.00
	SD	.925	.948	1.019	1.185	.923	.889	1.029	.974	.981	1.050	1.063
40-44	N	120	98	123	98	73	101	97	42	62	135	82
	Mean	3.16	3.24	3.12	3.06	2.89	2.97	3.44	3.05	3.18	2.81	3.29
	Median	3.00	3.00	3.00	3.00	3.00	3.00	4.00	3.00	3.00	3.00	3.00
	SD	.917	.942	1.037	1.242	.994	.854	1.108	.987	1.017	1.075	1.242

Early Career Psychologists Survey 2007 Supplemental Data

ECP Survey Data
Descriptives
Factors Impacting Career

Demographics		Health	Health of spouse or child	Family responsibilities	Parenting responsibilities	Caregiver responsibilities	Other family responsibilities	Marriage/Divorce	Relocation for a spouse's job	Relocation for an internship	Finances	Ability of formally funded postdoc
45-49	N	75	59	80	57	48	56	60	21	34	85	43
	Mean	3.35	3.49	3.08	3.14	3.04	2.96	3.55	3.14	3.47	3.08	3.58
	Median	3.00	3.00	3.00	3.00	3.00	3.00	4.00	3.00	3.00	3.00	4.00
	SD	1.059	.817	1.028	1.125	1.091	.873	1.213	.854	.992	1.227	1.401
50-54	N	48	35	53	39	38	44	37	17	27	59	32
	Mean	3.25	3.23	3.17	3.23	3.03	2.89	3.24	3.06	3.04	2.76	2.72
	Median	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	2.00	3.00
	SD	1.000	.910	1.105	1.224	.915	.784	1.116	.827	1.091	1.250	1.085
55-59	N	24	24	28	21	21	25	25	10	11	32	18
	Mean	3.38	3.21	3.25	3.24	2.52	3.12	3.44	2.10	3.09	3.25	2.89
	Median	3.50	3.00	3.50	3.00	2.00	3.00	4.00	2.00	3.00	3.50	3.00
	SD	1.245	1.250	1.351	1.261	1.250	1.301	1.356	.876	1.300	1.368	1.410
60+	N	18	13	18	13	15	15	9	*	7	17	11
	Mean	3.17	3.08	2.94	3.00	2.60	3.00	3.89		3.29	2.76	2.82
	Median	3.00	3.00	3.00	3.00	3.00	3.00	4.00		3.00	2.00	3.00
	SD	1.098	1.038	.802	1.000	1.242	.845	.782		1.254	1.200	1.168
Minority	N	184	146	193	129	111	150	147	69	102	213	110
	Mean	3.27	3.32	3.21	3.12	2.97	2.99	3.66	2.88	3.42	2.96	3.51
	Median	3.00	3.00	3.00	3.00	3.00	3.00	4.00	3.00	3.00	3.00	3.00
	SD	.987	1.009	1.052	1.179	.948	.980	1.126	1.105	1.103	1.136	1.179
Non-Minority	N	822	664	852	583	445	588	700	313	533	936	600
	Mean	3.25	3.18	3.03	2.99	2.85	2.98	3.54	2.95	3.47	2.93	3.51
	Median	3.00	3.00	3.00	3.00	3.00	3.00	4.00	3.00	3.00	3.00	4.00
	SD	.911	.892	.985	1.134	.937	.820	1.032	.870	1.004	1.094	1.135
Never married	N	182	37	127	29	60	95	27	25	114	203	131
	Mean	3.10	2.92	2.95	2.97	2.78	2.93	2.89	2.92	3.46	2.83	3.55
	Median	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	4.00	3.00	4.00
	SD	.905	.722	.844	.865	.922	.775	.847	.759	1.006	1.091	1.118
Married	N	708	682	808	609	434	554	726	319	449	812	493
	Mean	3.31	3.27	3.12	3.06	2.92	3.02	3.69	2.98	3.46	2.99	3.51
	Median	3.00	3.00	3.00	3.00	3.00	3.00	4.00	3.00	3.00	3.00	4.00
	SD	.914	.927	1.032	1.159	.953	.874	.985	.955	1.013	1.094	1.122
Partnered	N	51	40	49	22	20	39	28	17	28	59	38
	Mean	3.31	3.05	2.82	2.55	2.55	2.85	3.36	2.88	3.43	2.63	3.50
	Median	3.00	3.00	3.00	2.00	2.50	3.00	3.00	3.00	3.50	2.00	4.00
	SD	.927	.783	.834	.912	.605	.630	1.129	.697	1.136	1.113	1.390
Separated	N	8	6	10	10	6	9	11	*	6	10	6
	Mean	3.25	3.00	2.60	2.40	2.33	2.78	2.55		2.50	2.70	2.83
	Median	3.50	3.00	3.00	3.00	2.50	3.00	2.00		2.50	2.00	3.00
	SD	1.282	1.095	1.075	1.075	1.211	.833	.934		.548	1.059	.753

Early Career Psychologists Survey 2007 Supplemental Data

ECP Survey Data
Descriptives
Factors Impacting Career

Demographics		Health	Health of spouse or child	Family responsibilities	Parenting responsibilities	Caregiver responsibilities	Other family responsibilities	Marriage/Divorce	Relocation for a spouse's job	Relocation for an internship	Finances	Ability of formally funded postdoc
Divorced	N	51	35	45	35	32	36	49	13	31	60	36
	Mean	3.16	2.91	2.96	3.11	2.88	2.94	2.31	2.77	3.81	2.77	3.56
	Median	3.00	3.00	3.00	3.00	3.00	3.00	2.00	3.00	4.00	2.00	4.00
	SD	1.027	.853	.928	1.132	.871	.893	.940	.725	.873	1.155	1.157
Widowed	N	*	6	6	5	*	*	*	*	*	6	*
	Mean		2.17	2.83	2.80						3.50	
	Median		2.00	3.00	3.00						4.00	
	SD		.753	.753	1.483						1.761	
Have Dependant(s) Under 21 Living at Home	N	454	465	542	549	334	393	446	199	291	517	312
	Mean	3.33	3.20	3.06	3.03	2.90	3.01	3.62	2.99	3.43	2.98	3.45
	Median	3.00	3.00	3.00	3.00	3.00	3.00	4.00	3.00	3.00	3.00	3.50
	SD	.904	.953	1.092	1.203	.983	.906	1.034	.918	1.019	1.095	1.161
Do Not Have Dependant(s) Under 21 Living at Home	N	544	337	498	155	219	339	391	181	337	626	393
	Mean	3.19	3.22	3.07	3.03	2.81	2.94	3.49	2.91	3.49	2.87	3.56
	Median	3.00	3.00	3.00	3.00	3.00	3.00	4.00	3.00	4.00	3.00	4.00
	SD	.936	.870	.891	.900	.867	.781	1.076	.933	1.018	1.097	1.128
Have Dependant(s) 21+ Living at Home	N	23	25	25	25	19	22	19	9	11	28	14
	Mean	3.57	3.44	3.12	3.20	2.89	2.86	3.37	3.11	3.18	2.39	2.36
	Median	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	2.00	2.00
	SD	.788	1.003	1.130	1.000	.994	.834	1.065	.601	.982	1.100	1.216
Do Not Have Dependant(s) 21+ Living at Home	N	988	788	1027	692	542	720	832	375	624	1129	698
	Mean	3.25	3.20	3.07	3.02	2.87	2.98	3.56	2.95	3.46	2.95	3.53
	Median	3.00	3.00	3.00	3.00	3.00	3.00	4.00	3.00	3.00	3.00	4.00
	SD	.929	.915	.998	1.152	.944	.855	1.050	.932	1.021	1.100	1.130

Note: * signifies an insufficient number of respondents for analysis (N < 5).
Source: 2007 APA ECP Survey Data-Special Analysis, 2007 Early Career Psychologist Survey, American Psychological Association, CPWAR, May, 2008.

Early Career Psychologists Survey 2007 Supplemental Data

Q29 by Member StatusECP Survey Data

		Member Status				Total	
		APA Member		Non Member			
		N	%	N	%	N	%
Health	Strongly Negative	34	3.2	35	4.9	69	3.9
	Negative	119	11.1	98	13.7	217	12.2
	Neither	560	52.2	389	54.6	949	53.2
	Positive	239	22.3	120	16.8	359	20.1
	Strongly Positive	120	11.2	71	10.0	191	10.7
Health of spouse or child	Strongly Negative	36	4.0	22	4.1	58	4.1
	Negative	107	12.0	67	12.5	174	12.2
	Neither	507	56.6	315	58.7	822	57.4
	Positive	158	17.7	83	15.5	241	16.8
	Strongly Positive	87	9.7	50	9.3	137	9.6
Family responsibilities	Strongly Negative	38	3.4	30	4.1	68	3.6
	Negative	349	30.9	212	28.8	561	30.1
	Neither	380	33.7	286	38.8	666	35.7
	Positive	256	22.7	147	19.9	403	21.6
	Strongly Positive	105	9.3	62	8.4	167	9.0
Parenting responsibilities	Strongly Negative	47	5.6	32	7.0	79	6.1
	Negative	314	37.2	157	34.3	471	36.2
	Neither	204	24.2	140	30.6	344	26.4
	Positive	166	19.7	72	15.7	238	18.3
	Strongly Positive	112	13.3	57	12.4	169	13.0
Caregiver responsibilities	Strongly Negative	48	7.3	26	6.6	74	7.0
	Negative	181	27.4	106	27.1	287	27.3
	Neither	303	45.8	200	51.2	503	47.8
	Positive	84	12.7	41	10.5	125	11.9
	Strongly Positive	45	6.8	18	4.6	63	6.0
Other family responsibilities	Strongly Negative	33	4.0	18	3.4	51	3.7
	Negative	188	22.6	135	25.4	323	23.7
	Neither	449	53.9	275	51.7	724	53.0
	Positive	121	14.5	74	13.9	195	14.3
	Strongly Positive	42	5.0	30	5.6	72	5.3
Marriage/Divorce	Strongly Negative	32	3.5	28	4.7	60	4.0
	Negative	96	10.5	88	14.8	184	12.2
	Neither	305	33.3	200	33.7	505	33.5
	Positive	303	33.1	166	28.0	469	31.1
	Strongly Positive	179	19.6	111	18.7	290	19.2
Relocation for a spouse's job	Strongly Negative	37	8.6	31	10.2	68	9.3
	Negative	67	15.6	56	18.4	123	16.7
	Neither	244	56.7	166	54.4	410	55.8
	Positive	56	13.0	33	10.8	89	12.1
	Strongly Positive	26	6.0	19	6.2	45	6.1
Relocation for an internship	Strongly Negative	39	6.1	29	6.0	68	6.0
	Negative	62	9.6	67	13.9	129	11.5
	Neither	254	39.5	181	37.6	435	38.7
	Positive	184	28.6	147	30.6	331	29.4
	Strongly Positive	104	16.2	57	11.9	161	14.3
Finances	Strongly Negative	99	8.1	109	13.2	208	10.1
	Negative	372	30.4	288	34.8	660	32.2
	Neither	370	30.3	206	24.9	576	28.1
	Positive	255	20.9	151	18.2	406	19.8
	Strongly Positive	127	10.4	74	8.9	201	9.8
Ability of formally funded postdoc	Strongly Negative	52	7.3	64	11.1	116	9.0
	Negative	100	13.9	93	16.1	193	14.9
	Neither	241	33.6	172	29.7	413	31.9
	Positive	192	26.8	139	24.0	331	25.5
	Strongly Positive	132	18.4	111	19.2	243	18.8

Source: 2007 APA ECP Survey Data-Special Analysis, 2007 Early Career Psychologist Survey, APA, CPWAR, May, 2008.

Early Career Psychologists Survey 2007 Supplemental Data

ECP Survey Data
Q29 by Gender

		Gender					
		Male		Female		Total	
		N	%	N	%	N	%
Health	Strongly Negative	8	1.8	60	4.5	68	3.8
	Negative	17	3.8	199	14.9	216	12.1
	Neither	254	57.1	694	51.9	948	53.2
	Positive	117	26.3	242	18.1	359	20.1
	Strongly Positive	49	11.0	142	10.6	191	10.7
Health of spouse or child	Strongly Negative	10	2.7	48	4.5	58	4.1
	Negative	41	11.0	133	12.6	174	12.2
	Neither	213	57.0	608	57.6	821	57.4
	Positive	76	20.3	164	15.5	240	16.8
	Strongly Positive	34	9.1	103	9.8	137	9.6
Family responsibilities	Strongly Negative	7	1.5	61	4.4	68	3.7
	Negative	109	23.1	451	32.4	560	30.1
	Neither	191	40.5	474	34.1	665	35.7
	Positive	119	25.2	283	20.4	402	21.6
	Strongly Positive	46	9.7	121	8.7	167	9.0
Parenting responsibilities	Strongly Negative	10	2.8	68	7.2	78	6.0
	Negative	111	31.4	359	38.0	470	36.2
	Neither	97	27.4	247	26.1	344	26.5
	Positive	81	22.9	157	16.6	238	18.3
	Strongly Positive	55	15.5	114	12.1	169	13.0
Caregiver responsibilities	Strongly Negative	9	3.2	64	8.3	73	6.9
	Negative	56	20.1	231	29.9	287	27.3
	Neither	145	52.0	358	46.4	503	47.9
	Positive	52	18.6	73	9.5	125	11.9
	Strongly Positive	17	6.1	46	6.0	63	6.0
Other family responsibilities	Strongly Negative	8	2.2	42	4.2	50	3.7
	Negative	80	21.9	243	24.3	323	23.7
	Neither	188	51.5	535	53.6	723	53.0
	Positive	66	18.1	129	12.9	195	14.3
	Strongly Positive	23	6.3	49	4.9	72	5.3
Marriage/Divorce	Strongly Negative	13	3.6	46	4.0	59	3.9
	Negative	35	9.7	148	13.0	183	12.2
	Neither	128	35.4	376	32.9	504	33.5
	Positive	121	33.4	348	30.5	469	31.2
	Strongly Positive	65	18.0	224	19.6	289	19.2
Relocation for a spouse's job	Strongly Negative	9	5.2	58	10.4	67	9.1
	Negative	22	12.6	101	18.1	123	16.8
	Neither	117	67.2	293	52.4	410	55.9
	Positive	20	11.5	68	12.2	88	12.0
	Strongly Positive	6	3.4	39	7.0	45	6.1
Relocation for an internship	Strongly Negative	17	5.9	51	6.1	68	6.1
	Negative	28	9.7	101	12.1	129	11.5
	Neither	112	38.8	323	38.8	435	38.8
	Positive	97	33.6	233	28.0	330	29.4
	Strongly Positive	35	12.1	125	15.0	160	14.3
Finances	Strongly Negative	47	9.1	161	10.5	208	10.2
	Negative	170	32.9	489	31.9	659	32.2
	Neither	133	25.7	443	28.9	576	28.1
	Positive	121	23.4	283	18.5	404	19.7
	Strongly Positive	46	8.9	155	10.1	201	9.8
Ability of formally funded postdoc	Strongly Negative	26	8.6	90	9.1	116	9.0
	Negative	36	11.8	156	15.8	192	14.9
	Neither	102	33.6	310	31.4	412	31.9
	Positive	89	29.3	241	24.4	330	25.5
	Strongly Positive	51	16.8	191	19.3	242	18.7

Source: 2007 APA ECP Survey Data-Special Analysis, 2007 Early Career Psychologist Survey, American Psychological Association, CPWAR, May, 2008.

Early Career Psychologists Survey 2007 Supplemental Data

ECP Survey Data
Q29 by Age

		Age																	
		Under 30		30-34		35-39		40-44		45-49		50-54		55-59		60+		Total	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Health	Strongly Negative	*		14	2.7	20	3.6	11	4.7	5	3.6	5	4.7	7	10.3	*		69	3.9
	Negative	10	10.1	59	11.3	61	10.9	34	14.5	16	11.5	16	15.0	7	10.3	9	23.7	212	12.0
	Neither	64	64.6	289	55.6	307	54.7	121	51.7	67	48.2	52	48.6	28	41.2	13	34.2	941	53.3
	Positive	12	12.1	109	21.0	122	21.7	48	20.5	24	17.3	19	17.8	14	20.6	5	13.2	353	20.0
	Strongly Positive	9	9.1	49	9.4	51	9.1	20	8.5	27	19.4	15	14.0	12	17.6	8	21.1	191	10.8
Health of spouse or child	Strongly Negative	*		15	3.6	18	3.9	10	4.9	*		5	6.0	*		*		58	4.1
	Negative	5	7.8	41	9.9	55	12.0	26	12.7	10	9.2	17	20.2	11	19.3	7	21.2	172	12.1
	Neither	42	65.6	253	61.3	270	59.1	111	54.1	63	57.8	43	51.2	19	33.3	14	42.4	815	57.3
	Positive	8	12.5	67	16.2	79	17.3	36	17.6	21	19.3	13	15.5	11	19.3	5	15.2	240	16.9
	Strongly Positive	6	9.4	37	9.0	35	7.7	22	10.7	14	12.8	6	7.1	12	21.1	5	15.2	137	9.6
Family responsibilities	Strongly Negative	*		14	2.6	15	2.5	11	4.4	7	4.9	10	8.8	8	11.4	*		68	3.7
	Negative	21	21.9	157	29.6	197	32.6	87	34.5	33	23.1	28	24.8	18	25.7	14	35.0	555	30.0
	Neither	44	45.8	204	38.4	211	34.9	84	33.3	50	35.0	35	31.0	17	24.3	14	35.0	659	35.6
	Positive	25	26.0	114	21.5	118	19.5	51	20.2	38	26.6	30	26.5	16	22.9	9	22.5	401	21.7
	Strongly Positive	*		42	7.9	63	10.4	19	7.5	15	10.5	10	8.8	11	15.7	*		166	9.0
Parenting responsibilities	Strongly Negative	*		17	5.5	20	4.3	15	7.3	6	5.8	10	11.4	6	10.3	*		79	6.1
	Negative	5	17.2	122	39.7	190	40.4	87	42.2	29	27.9	24	27.3	8	13.8	*		468	36.2
	Neither	17	58.6	87	28.3	106	22.6	43	20.9	26	25.0	21	23.9	27	46.6	13	43.3	340	26.3
	Positive	5	17.2	47	15.3	82	17.4	36	17.5	32	30.8	21	23.9	7	12.1	7	23.3	237	18.3
	Strongly Positive	*		34	11.1	72	15.3	25	12.1	11	10.6	12	13.6	10	17.2	*		168	13.0
Caregiver responsibilities	Strongly Negative	*		14	5.6	18	5.3	11	7.1	7	7.7	9	10.2	9	16.1	5	15.6	74	7.1
	Negative	6	19.4	74	29.6	92	27.1	44	28.4	20	22.0	24	27.3	17	30.4	7	21.9	284	27.2
	Neither	22	71.0	122	48.8	177	52.1	68	43.9	40	44.0	36	40.9	21	37.5	13	40.6	499	47.8
	Positive	*		27	10.8	35	10.3	22	14.2	15	16.5	14	15.9	*		5	15.6	124	11.9
	Strongly Positive	*		13	5.2	18	5.3	10	6.5	9	9.9	5	5.7	5	8.9	*		62	5.9
Other family responsibilities	Strongly Negative	*		12	3.3	11	2.5	9	4.5	*		5	4.9	7	10.3	*		51	3.8
	Negative	9	18.8	79	21.8	101	23.4	53	26.2	25	24.3	26	25.5	17	25.0	9	27.3	319	23.6
	Neither	29	60.4	203	55.9	234	54.2	109	54.0	47	45.6	51	50.0	29	42.6	14	42.4	716	53.0
	Positive	8	16.7	56	15.4	57	13.2	21	10.4	21	20.4	16	15.7	8	11.8	7	21.2	194	14.4
	Strongly Positive	*		13	3.6	29	6.7	10	5.0	6	5.8	*		7	10.3	*		71	5.3

Early Career Psychologists Survey 2007 Supplemental Data

ECP Survey Data
Q29 by Age

		Age																	
		Under 30		30-34		35-39		40-44		45-49		50-54		55-59		60+		Total	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Marriage/Divorce	Strongly Negative	*		10	*2.3*	14	*2.8*	12	*5.8*	*		8	*9.1*	7	*11.1*	*		59	*3.9*
	Negative	9	*11.0*	50	*11.7*	55	*11.0*	28	*13.6*	12	*11.3*	17	*19.3*	9	*14.3*	*		180	*12.0*
	Neither	30	*36.6*	129	*30.3*	184	*36.7*	71	*34.5*	38	*35.8*	28	*31.8*	17	*27.0*	8	*32.0*	505	*33.7*
	Positive	32	*39.0*	149	*35.0*	154	*30.7*	63	*30.6*	22	*20.8*	19	*21.6*	16	*25.4*	9	*36.0*	464	*31.0*
	Strongly Positive	9	*11.0*	88	*20.7*	94	*18.8*	32	*15.5*	30	*28.3*	16	*18.2*	14	*22.2*	6	*24.0*	289	*19.3*
Relocation for a spouse's job	Strongly Negative	*		16	*7.8*	17	*6.9*	13	*12.1*	*		6	*12.2*	7	*24.1*	*		66	*9.1*
	Negative	7	*16.7*	30	*14.7*	45	*18.4*	17	*15.9*	7	*17.5*	6	*12.2*	*		*		120	*16.5*
	Neither	25	*59.5*	108	*52.9*	140	*57.1*	61	*57.0*	24	*60.0*	30	*61.2*	15	*51.7*	6	*46.2*	409	*56.1*
	Positive	6	*14.3*	36	*17.6*	26	*10.6*	9	*8.4*	6	*15.0*	*		*		*		89	*12.2*
	Strongly Positive	*		14	*6.9*	17	*6.9*	7	*6.5*	*		*		*		*		45	*6.2*
Relocation for an internship	Strongly Negative	*		24	*6.9*	13	*3.5*	14	*10.0*	*		8	*13.6*	*		*		68	*6.1*
	Negative	12	*15.8*	37	*10.6*	36	*9.7*	16	*11.4*	10	*15.9*	9	*15.3*	*		*		127	*11.3*
	Neither	22	*28.9*	112	*32.0*	162	*43.4*	60	*42.9*	27	*42.9*	26	*44.1*	16	*41.0*	9	*47.4*	434	*38.8*
	Positive	28	*36.8*	121	*34.6*	104	*27.9*	36	*25.7*	16	*25.4*	10	*16.9*	12	*30.8*	*		329	*29.4*
	Strongly Positive	11	*14.5*	56	*16.0*	58	*15.5*	14	*10.0*	10	*15.9*	6	*10.2*	*		*		161	*14.4*
Finances	Strongly Negative	13	*10.8*	53	*9.0*	58	*8.9*	24	*8.8*	18	*11.9*	23	*18.1*	13	*16.5*	6	*15.4*	208	*10.2*
	Negative	49	*40.8*	180	*30.4*	210	*32.2*	96	*35.3*	38	*25.2*	41	*32.3*	23	*29.1*	14	*35.9*	651	*32.0*
	Neither	30	*25.0*	184	*31.1*	195	*29.9*	71	*26.1*	39	*25.8*	27	*21.3*	19	*24.1*	6	*15.4*	571	*28.1*
	Positive	19	*15.8*	126	*21.3*	134	*20.6*	55	*20.2*	28	*18.5*	21	*16.5*	14	*17.7*	8	*20.5*	405	*19.9*
	Strongly Positive	9	*7.5*	49	*8.3*	55	*8.4*	26	*9.6*	28	*18.5*	15	*11.8*	10	*12.7*	5	*12.8*	197	*9.7*
Ability of formally funded postdoc	Strongly Negative	8	*9.4*	21	*5.5*	18	*4.4*	20	*11.4*	12	*14.3*	16	*20.8*	14	*28.0*	6	*24.0*	115	*8.9*
	Negative	15	*17.6*	53	*13.8*	50	*12.3*	27	*15.3*	8	*9.5*	19	*24.7*	13	*26.0*	6	*24.0*	191	*14.9*
	Neither	29	*34.1*	117	*30.5*	134	*33.0*	60	*34.1*	27	*32.1*	23	*29.9*	14	*28.0*	8	*32.0*	412	*32.0*
	Positive	22	*25.9*	115	*30.0*	108	*26.6*	40	*22.7*	17	*20.2*	14	*18.2*	7	*14.0*	*		325	*25.3*
	Strongly Positive	11	*12.9*	77	*20.1*	96	*23.6*	29	*16.5*	20	*23.8*	5	*6.5*	*		*		243	*18.9*

Note: * signifies an insufficient number of respondents for analysis (N < 5).
Source: 2007 APA ECP Survey Data-Special Analysis, 2007 Early Career Psychologist Survey, American Psychological Association, CPWAR, May, 2008.

Early Career Psychologists Survey 2007 Supplemental Data

ECP Survey Data
Q29 by Minority Status

		Minority Status					
		Yes		No		Total	
		N	%	N	%	N	%
Health	Strongly Negative	18	*5.6*	51	*3.5*	69	*3.9*
	Negative	48	*14.9*	167	*11.5*	215	*12.1*
	Neither	163	*50.5*	780	*53.7*	943	*53.1*
	Positive	60	*18.6*	299	*20.6*	359	*20.2*
	Strongly Positive	34	*10.5*	155	*10.7*	189	*10.6*
Health of spouse or child	Strongly Negative	12	*4.7*	46	*3.9*	58	*4.1*
	Negative	41	*15.9*	132	*11.3*	173	*12.1*
	Neither	134	*51.9*	684	*58.6*	818	*57.4*
	Positive	37	*14.3*	204	*17.5*	241	*16.9*
	Strongly Positive	34	*13.2*	101	*8.7*	135	*9.5*
Family responsibilities	Strongly Negative	12	*3.5*	56	*3.7*	68	*3.7*
	Negative	102	*29.4*	459	*30.5*	561	*30.3*
	Neither	106	*30.5*	554	*36.8*	660	*35.6*
	Positive	83	*23.9*	318	*21.1*	401	*21.6*
	Strongly Positive	44	*12.7*	120	*8.0*	164	*8.8*
Parenting responsibilities	Strongly Negative	16	*6.9*	63	*5.9*	79	*6.1*
	Negative	78	*33.5*	393	*37.1*	471	*36.5*
	Neither	60	*25.8*	281	*26.5*	341	*26.4*
	Positive	42	*18.0*	194	*18.3*	236	*18.3*
	Strongly Positive	37	*15.9*	128	*12.1*	165	*12.8*
Caregiver responsibilities	Strongly Negative	11	*5.1*	62	*7.5*	73	*7.0*
	Negative	65	*30.0*	221	*26.8*	286	*27.4*
	Neither	91	*41.9*	409	*49.5*	500	*47.9*
	Positive	33	*15.2*	90	*10.9*	123	*11.8*
	Strongly Positive	17	*7.8*	44	*5.3*	61	*5.8*
Other family responsibilities	Strongly Negative	14	*5.1*	37	*3.4*	51	*3.8*
	Negative	76	*27.7*	244	*22.5*	320	*23.6*
	Neither	123	*44.9*	598	*55.2*	721	*53.1*
	Positive	42	*15.3*	152	*14.0*	194	*14.3*
	Strongly Positive	19	*6.9*	52	*4.8*	71	*5.2*
Marriage/Divorce	Strongly Negative	12	*4.4*	48	*3.9*	60	*4.0*
	Negative	28	*10.2*	155	*12.6*	183	*12.2*
	Neither	94	*34.3*	409	*33.4*	503	*33.5*
	Positive	77	*28.1*	390	*31.8*	467	*31.1*
	Strongly Positive	63	*23.0*	224	*18.3*	287	*19.1*
Relocation for a spouse's job	Strongly Negative	17	*11.8*	51	*8.7*	68	*9.3*
	Negative	28	*19.4*	94	*16.0*	122	*16.7*
	Neither	69	*47.9*	339	*57.8*	408	*55.9*
	Positive	15	*10.4*	74	*12.6*	89	*12.2*
	Strongly Positive	15	*10.4*	28	*4.8*	43	*5.9*
Relocation for an internship	Strongly Negative	12	*6.3*	56	*6.0*	68	*6.1*
	Negative	30	*15.9*	98	*10.5*	128	*11.4*
	Neither	80	*42.3*	352	*37.8*	432	*38.6*
	Positive	38	*20.1*	293	*31.5*	331	*29.6*
	Strongly Positive	29	*15.3*	132	*14.2*	161	*14.4*
Finances	Strongly Negative	47	*12.0*	159	*9.7*	206	*10.1*
	Negative	112	*28.6*	545	*33.1*	657	*32.3*
	Neither	110	*28.1*	463	*28.1*	573	*28.1*
	Positive	79	*20.2*	323	*19.6*	402	*19.7*
	Strongly Positive	44	*11.2*	155	*9.4*	199	*9.8*
Ability of formally funded postdoc	Strongly Negative	20	*8.8*	96	*9.0*	116	*9.0*
	Negative	30	*13.3*	162	*15.2*	192	*14.9*
	Neither	85	*37.6*	325	*30.5*	410	*31.8*
	Positive	46	*20.4*	284	*26.7*	330	*25.6*
	Strongly Positive	45	*19.9*	197	*18.5*	242	*18.8*

Source: 2007 APA ECP Survey Data-Special Analysis, 2007 Early Career Psychologists Survey, American Psychological Association, CPWAR, May, 2008.

Early Career Psychologists Survey 2007 Supplemental Data

ECP Survey Data
Q29 by Marital Status

		Marital Status													
		Never married		Married		Partnered		Separated		Divorced		Widowed		Total	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%
Health	Strongly Negative	10	*3.1*	43	*3.5*	5	*4.7*	*		6	*5.9*	*		68	*3.8*
	Negative	53	*16.5*	124	*10.2*	14	*13.2*	*		21	*20.8*	*		217	*12.2*
	Neither	176	*54.8*	657	*53.8*	56	*52.8*	6	*35.3*	43	*42.6*	*		942	*53.1*
	Positive	58	*18.1*	260	*21.3*	19	*17.9*	*		17	*16.8*	*		358	*20.2*
	Strongly Positive	24	*7.5*	137	*11.2*	12	*11.3*	*		14	*13.9*	*		190	*10.7*
Health of spouse or child	Strongly Negative	*		45	*3.8*	*		*		*		*		57	*4.0*
	Negative	*		136	*11.5*	14	*17.7*	*		13	*20.0*	*		173	*12.2*
	Neither	58	*82.9*	670	*56.5*	41	*51.9*	7	*53.8*	38	*58.5*	*		816	*57.3*
	Positive	5	*7.1*	212	*17.9*	16	*20.3*	*		7	*10.8*	*		240	*16.9*
	Strongly Positive	*		123	*10.4*	5	*6.3*	*		*		*		137	*9.6*
Family responsibilities	Strongly Negative	10	*4.5*	47	*3.3*	*		*		5	*5.2*	*		67	*3.6*
	Negative	45	*20.3*	442	*31.3*	32	*32.3*	5	*27.8*	32	*33.0*	*		559	*30.1*
	Neither	117	*52.7*	455	*32.3*	47	*47.5*	7	*38.9*	32	*33.0*	5	*50.0*	663	*35.7*
	Positive	42	*18.9*	318	*22.6*	15	*15.2*	*		21	*21.6*	*		400	*21.6*
	Strongly Positive	8	*3.6*	148	*10.5*	*		*		7	*7.2*	*		167	*9.0*
Parenting responsibilities	Strongly Negative	*		59	*5.4*	*		*		6	*8.3*	*		77	*6.0*
	Negative	8	*13.8*	419	*38.3*	19	*42.2*	*		18	*25.0*	*		468	*36.2*
	Neither	39	*67.2*	255	*23.3*	15	*33.3*	6	*42.9*	23	*31.9*	*		342	*26.5*
	Positive	*		209	*19.1*	6	*13.3*	*		16	*22.2*	*		236	*18.3*
	Strongly Positive	*		153	*14.0*	*		*		9	*12.5*	*		169	*13.1*
Caregiver responsibilities	Strongly Negative	10	*9.5*	50	*6.1*	*		*		6	*9.0*	*		72	*6.9*
	Negative	27	*25.7*	226	*27.7*	15	*34.1*	*		13	*19.4*	*		287	*27.4*
	Neither	52	*49.5*	385	*47.2*	21	*47.7*	*		37	*55.2*	*		500	*47.8*
	Positive	13	*12.4*	100	*12.3*	*		*		6	*9.0*	*		124	*11.9*
	Strongly Positive	*		54	*6.6*	*		*		5	*7.5*	*		63	*6.0*
Other family responsibilities	Strongly Negative	5	*3.0*	37	*3.6*	*		*		*		*		50	*3.7*
	Negative	36	*21.3*	240	*23.7*	25	*33.3*	*		18	*23.7*	*		321	*23.7*
	Neither	98	*58.0*	527	*52.0*	40	*53.3*	12	*75.0*	38	*50.0*	*		719	*53.0*
	Positive	27	*16.0*	145	*14.3*	8	*10.7*	*		12	*15.8*	*		195	*14.4*
	Strongly Positive	*		65	*6.4*	*		*		*		*		72	*5.3*

Early Career Psychologists Survey 2007 Supplemental Data

ECP Survey Data
Q29 by Marital Status

		Marital Status													
		Never married		Married		Partnered		Separated		Divorced		Widowed		Total	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%
Marriage/Divorce	Strongly Negative	*		35	*2.8*	*		*		16	*16.2*	*		59	*3.9*
	Negative	8	*14.5*	110	*8.7*	13	*22.4*	11	*52.4*	41	*41.4*	*		183	*12.2*
	Neither	39	*70.9*	408	*32.4*	21	*36.2*	*		26	*26.3*	*		502	*33.5*
	Positive	*		438	*34.8*	14	*24.1*	*		10	*10.1*	*		467	*31.2*
	Strongly Positive	*		268	*21.3*	8	*13.8*	*		6	*6.1*	*		288	*19.2*
Relocation for a spouse's job	Strongly Negative	*		56	*9.3*	*		*		*		*		67	*9.2*
	Negative	*		102	*17.0*	9	*23.7*	*		5	*15.6*	*		123	*16.9*
	Neither	34	*69.4*	323	*53.9*	20	*52.6*	5	*55.6*	22	*68.8*	*		405	*55.6*
	Positive	7	*14.3*	75	*12.5*	5	*13.2*	*		*		*		89	*12.2*
	Strongly Positive	*		43	*7.2*	*		*		*		*		45	*6.2*
Relocation for an internship	Strongly Negative	7	*3.5*	53	*6.8*	*		*		*		*		67	*6.0*
	Negative	28	*14.1*	78	*10.0*	7	*12.5*	*		11	*17.2*	*		129	*11.5*
	Neither	63	*31.8*	321	*41.0*	19	*33.9*	5	*41.7*	23	*35.9*	*		432	*38.6*
	Positive	76	*38.4*	213	*27.2*	21	*37.5*	*		16	*25.0*	*		330	*29.5*
	Strongly Positive	24	*12.1*	118	*15.1*	6	*10.7*	*		12	*18.8*	*		160	*14.3*
Finances	Strongly Negative	42	*11.4*	121	*8.6*	21	*17.8*	*		22	*18.6*	*		208	*10.2*
	Negative	129	*34.9*	427	*30.4*	45	*38.1*	9	*47.4*	47	*39.8*	*		658	*32.2*
	Neither	96	*25.9*	425	*30.2*	27	*22.9*	*		18	*15.3*	*		572	*28.0*
	Positive	73	*19.7*	287	*20.4*	21	*17.8*	*		17	*14.4*	*		402	*19.7*
	Strongly Positive	30	*8.1*	146	*10.4*	*		*		14	*11.9*	5	*50.0*	201	*9.8*
Ability of formally funded postdoc	Strongly Negative	25	*10.6*	67	*7.6*	9	*11.7*	*		11	*14.9*	*		115	*8.9*
	Negative	31	*13.1*	136	*15.4*	12	*15.6*	*		10	*13.5*	*		192	*14.9*
	Neither	69	*29.2*	295	*33.3*	20	*26.0*	6	*50.0*	21	*28.4*	*		411	*31.9*
	Positive	70	*29.7*	223	*25.2*	19	*24.7*	*		16	*21.6*	*		330	*25.6*
	Strongly Positive	41	*17.4*	164	*18.5*	17	*22.1*	*		16	*21.6*	*		241	*18.7*

Note: * signifies an insufficient number of respondents for analysis (N < 5)
Source: 2007 APA ECP Survey Data-Special Analysis, 2007 Early Career Psychologists Survey, American Psychological Association, CPWAR, May, 2008.

Early Career Psychologists Survey 2007 Supplemental Data

ECP Survey Data
Q29 by Dependents Under 21

		Dependents Under 21 at Home					
		Yes I Have Dependant(s) Under 21 Living at Home		No, I Do Not Have Dependant(s) Under 21 Living at Home		Total	
		N	%	N	%	N	%
Health	Strongly Negative	22	2.8	46	4.7	68	3.9
	Negative	70	9.0	143	14.6	213	12.1
	Neither	441	56.9	496	50.6	937	53.4
	Positive	165	21.3	188	19.2	353	20.1
	Strongly Positive	77	9.9	108	11.0	185	10.5
Health of spouse or child	Strongly Negative	30	3.8	27	4.4	57	4.0
	Negative	116	14.5	56	9.2	172	12.2
	Neither	442	55.3	368	60.2	810	57.4
	Positive	136	17.0	100	16.4	236	16.7
	Strongly Positive	76	9.5	60	9.8	136	9.6
Family responsibilities	Strongly Negative	36	3.8	30	3.3	66	3.6
	Negative	344	36.7	210	23.4	554	30.2
	Neither	241	25.7	416	46.4	657	35.8
	Positive	208	22.2	185	20.6	393	21.4
	Strongly Positive	108	11.5	56	6.2	164	8.9
Parenting responsibilities	Strongly Negative	51	5.4	23	7.2	74	5.8
	Negative	421	44.2	46	14.3	467	36.7
	Neither	146	15.3	192	59.8	338	26.6
	Positive	194	20.4	33	10.3	227	17.8
	Strongly Positive	140	14.7	27	8.4	167	13.1
Caregiver responsibilities	Strongly Negative	35	5.7	37	8.8	72	7.0
	Negative	182	29.6	104	24.7	286	27.6
	Neither	273	44.5	225	53.4	498	48.1
	Positive	82	13.4	35	8.3	117	11.3
	Strongly Positive	42	6.8	20	4.8	62	6.0
Other family responsibilities	Strongly Negative	24	3.4	25	3.9	49	3.7
	Negative	174	24.9	144	22.4	318	23.7
	Neither	356	51.0	359	55.8	715	53.3
	Positive	98	14.0	90	14.0	188	14.0
	Strongly Positive	46	6.6	25	3.9	71	5.3
Marriage/Divorce	Strongly Negative	23	2.9	36	5.2	59	4.0
	Negative	79	10.1	104	14.9	183	12.4
	Neither	266	34.0	229	32.8	495	33.4
	Positive	257	32.8	203	29.1	460	31.1
	Strongly Positive	158	20.2	126	18.1	284	19.2
Relocation for a spouse's job	Strongly Negative	31	8.2	33	9.5	64	8.8
	Negative	62	16.5	60	17.2	122	16.9
	Neither	218	58.0	186	53.4	404	55.8
	Positive	42	11.2	47	13.5	89	12.3
	Strongly Positive	23	6.1	22	6.3	45	6.2
Relocation for an internship	Strongly Negative	37	7.4	27	4.4	64	5.8
	Negative	45	9.0	83	13.6	128	11.5
	Neither	225	45.0	206	33.8	431	38.9
	Positive	122	24.4	205	33.7	327	29.5
	Strongly Positive	71	14.2	88	14.4	159	14.3
Finances	Strongly Negative	79	8.8	127	11.3	206	10.2
	Negative	269	30.1	388	34.5	657	32.5
	Neither	270	30.2	297	26.4	567	28.1
	Positive	188	21.0	210	18.7	398	19.7
	Strongly Positive	89	9.9	104	9.2	193	9.5
Ability of formally funded postdoc	Strongly Negative	42	7.7	70	9.5	112	8.8
	Negative	81	14.9	108	14.7	189	14.8
	Neither	187	34.5	222	30.1	409	32.0
	Positive	129	23.8	198	26.9	327	25.6
	Strongly Positive	103	19.0	139	18.9	242	18.9

Source: 2007 APA ECP Survey Data-Special Analysis, 2007 Early Career Psychologists Survey, APA, CPWAR, May, 2008.

Early Career Psychologists Survey 2007 Supplemental Data

ECP Survey Data
Q29 by Dependents Over 21

		Dependents Over 21 at Home					
		Yes I Have Dependant(s) 21+ Living at Home		No, I Do Not Have Dependant(s) 21+ Living at Home		Total	
		N	%	N	%	N	%
Health	Strongly Negative	*		67	3.8	69	3.9
	Negative	5	12.2	212	12.2	217	12.2
	Neither	17	41.5	932	53.4	949	53.2
	Positive	9	22.0	350	20.1	359	20.1
	Strongly Positive	8	19.5	183	10.5	191	10.7
Health of spouse or child	Strongly Negative	*		57	4.1	58	4.1
	Negative	11	27.5	163	11.7	174	12.2
	Neither	13	32.5	809	58.1	822	57.4
	Positive	7	17.5	234	16.8	241	16.8
	Strongly Positive	8	20.0	129	9.3	137	9.6
Family responsibilities	Strongly Negative	5	11.1	63	3.5	68	3.6
	Negative	13	28.9	548	30.1	561	30.1
	Neither	8	17.8	658	36.2	666	35.7
	Positive	14	31.1	389	21.4	403	21.6
	Strongly Positive	5	11.1	162	8.9	167	9.0
Parenting responsibilities	Strongly Negative	*		76	6.1	79	6.1
	Negative	15	33.3	456	36.3	471	36.2
	Neither	8	17.8	336	26.8	344	26.4
	Positive	14	31.1	224	17.8	238	18.3
	Strongly Positive	5	11.1	164	13.1	169	13.0
Caregiver responsibilities	Strongly Negative	7	19.4	67	6.6	74	7.0
	Negative	8	22.2	279	27.5	287	27.3
	Neither	15	41.7	488	48.0	503	47.8
	Positive	*		122	12.0	125	11.9
	Strongly Positive	*		60	5.9	63	6.0
Other family responsibilities	Strongly Negative	*		48	3.6	51	3.7
	Negative	11	26.2	312	23.6	323	23.7
	Neither	18	42.9	706	53.4	724	53.0
	Positive	7	16.7	188	14.2	195	14.3
	Strongly Positive	*		69	5.2	72	5.3
Marriage/Divorce	Strongly Negative	*		58	3.9	60	4.0
	Negative	7	19.4	177	12.0	184	12.2
	Neither	5	13.9	500	34.0	505	33.5
	Positive	12	33.3	457	31.0	469	31.1
	Strongly Positive	10	27.8	280	19.0	290	19.2
Relocation for a spouse's job	Strongly Negative	*		67	9.4	68	9.3
	Negative	*		119	16.6	123	16.7
	Neither	10	52.6	400	55.9	410	55.8
	Positive	*		86	12.0	89	12.1
	Strongly Positive	*		44	6.1	45	6.1
Relocation for an internship	Strongly Negative	*		65	5.9	68	6.0
	Negative	5	26.3	124	11.2	129	11.5
	Neither	6	31.6	429	38.8	435	38.7
	Positive	*		327	29.6	331	29.4
	Strongly Positive	*		160	14.5	161	14.3
Finances	Strongly Negative	8	17.4	200	10.0	208	10.1
	Negative	25	54.3	635	31.7	660	32.2
	Neither	*		572	28.5	576	28.1
	Positive	*		403	20.1	406	19.8
	Strongly Positive	6	13.0	195	9.7	201	9.8
Ability of formally funded postdoc	Strongly Negative	5	20.0	111	8.7	116	9.0
	Negative	10	40.0	183	14.4	193	14.9
	Neither	6	24.0	407	32.0	413	31.9
	Positive	*		329	25.9	331	25.5
	Strongly Positive	*		241	19.0	243	18.8

Note: * signifies an insufficient number of respondents for analysis (N < 5)

Source: 2007 APA ECP Survey Data-Special Analysis, 2007 Early Career Psychologists Survey, APA, CPWAR, May, 2008.

Early Career Psychologists Survey 2007 Supplemental Data

ECP Survey Data
Total Culmultaive Debt by Demographics

Debt by Member Status

APA Member	N	923
	Not Specified	473
	Mean	$64,750
	Median	$50,000
	SD	$50,672
	Minimum	$1,000
	Maximum	$320,000
Non-Member	N	677
	Not Specified	227
	Mean	$78,596
	Median	$70,000
	SD	$55,308
	Minimum	$1,200
	Maximum	$430,000

Debt by Gender

Male	N	414
	Not Specified	152
	Mean	$64,673
	Median	$50,000
	SD	$49,981
	Minimum	$3,000
	Maximum	$285,000
Female	N	1184
	Not Specified	516
	Mean	$72,685
	Median	$60,000
	SD	$54,018
	Minimum	$1,000
	Maximum	$430,000

Debt by Minority Status

Minortiy	N	311
	Not Specified	119
	Mean	$77,922
	Median	$65,000
	SD	$60,708
	Minimum	$1,200
	Maximum	$430,000
Non-Minority	N	1279
	Not Specified	543
	Mean	$68,913
	Median	$58,000
	SD	$51,053
	Minimum	$1,000
	Maximum	$320,000

Debt by Age

Under 30	N	93
	Not Specified	31
	Mean	$92,804
	Median	$90,000
	SD	$56,129
	Minimum	$2,400
	Maximum	$205,000
30-34	N	477
	Not Specified	178
	Mean	$67,505
	Median	$56,000
	SD	$50,276
	Minimum	$1,200
	Maximum	$289,000
35-39	N	525
	Not Specified	195
	Mean	$67,891
	Median	$55,000
	SD	$51,053
	Minimum	$1,000
	Maximum	$320,000
40-44	N	219
	Not Specified	78
	Mean	$74,851
	Median	$60,000
	SD	$60,424
	Minimum	$4,000
	Maximum	$430,000
45-49	N	118
	Not Specified	55
	Mean	$72,331
	Median	$60,000
	SD	$55,875
	Minimum	$2,000
	Maximum	$220,000
50-54	N	80
	Not Specified	61
	Mean	$70,050
	Median	$59,500
	SD	$52,448
	Minimum	$8,000
	Maximum	$210,000
55-59	N	46
	Not Specified	39
	Mean	$71,011
	Median	$60,000
	SD	$53,891
	Minimum	$4,000
	Maximum	$200,000
60+	N	27
	Not Specified	22
	Mean	$69,889
	Median	$50,000
	SD	$46,443
	Minimum	$24,000
	Maximum	$230,000

Debt by Marital Status

Never married	N	313
	Not Specified	98
	Mean	$75,012
	Median	$65,000
	SD	$52,124
	Minimum	$2,000
	Maximum	$285,000
Married	N	1065
	Not Specified	479
	Mean	$65,271
	Median	$50,000
	SD	$50,626
	Minimum	$1,000
	Maximum	$320,000
Partnered	N	94
	Not Specified	36
	Mean	$87,298
	Median	$75,000
	SD	$60,820
	Minimum	$4,000
	Maximum	$275,000
Separated	N	14
	Not Specified	8
	Mean	$80,643
	Median	$72,500
	SD	$56,734
	Minimum	$11,000
	Maximum	$180,000
Divorced	N	104
	Not Specified	30
	Mean	$95,272
	Median	$93,500
	SD	$62,962
	Minimum	$2,500
	Maximum	$430,000
Widowed	N	6
	Not Specified	7
	Mean	$85,667
	Median	$83,000
	SD	$46,877
	Minimum	$28,000
	Maximum	$150,000

Debt by Dependants Under 21

Have Dependant(s) Under 21 Living at Home	N	692
	Not Specified	289
	Mean	$63,856
	Median	$50,000
	SD	$51,595
	Minimum	$1,000
	Maximum	$430,000
Do Not Have Dependant(s) Under 21 Living at Home	N	886
	Not Specified	356
	Mean	$75,849
	Median	$65,000
	SD	$53,856
	Minimum	$2,000
	Maximum	$320,000

Debt by Dependants Over 21

Have Dependant(s) 21+ Living at Home	N	33
	Not Specified	19
	Mean	$81,606
	Median	$70,000
	SD	$51,847
	Minimum	$10,000
	Maximum	$210,000
Do Not Have Dependant(s) 21+ Living at Home	N	1567
	Not Specified	681
	Mean	$70,377
	Median	$60,000
	SD	$53,127
	Minimum	$1,000
	Maximum	$430,000

Note: N=2,300.
Source: 2007 ECP Survey-Special Analysis, 2007 Early Career Psychologist's Survey, APA Center for Psychology Workforce Analysis and Research, May 2008.

ECP Survey Data
ECP's working in more than one employment setting

Setting	N	%
1 setting	1,548	67.3
2 settings	752	32.6
Total	2,300	100.0

Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), May, 2008.

ECP Survey Data

Q28B: Grad Program Mentoring: Often and Always

	N	%
Often	797	63.2
Always	465	36.8
Total	1,262	100.0

Grad program did a good job mentoring students by Minority Status

Minority Status		N	%
Minority	Often	131	*56.5*
	Always	101	*43.5*
	Total	232	*100.0*
Non-minority	Often	663	*64.9*
	Always	359	*35.1*
	Total	1,022	*100.0*

Notes: N=2,300.
Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), May, 2008.

ECP Data
Q31: Reasons for lack of licensure

Reason	N	%
Licensure not necessary for the work I do	514	*22.3*
Cost of the EPPP	99	*4.3*
Cost of the licensing application	75	*3.3*
Unavailability of licensing study materials	18	*0.8*
Non accredited doctoral program was a barrier	11	*0.5*
Non accredited internship was a barrier	5	*0.2*
Family conflicts	51	*2.2*
Unable to obtain postdoctoral hours	108	*4.7*

Notes: N=2300. Respondents could select none or multiple reasons. Percentages total less than 100.

Source: 2007APA ECP Survey Data-Special Analysis, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), May, 2008.

ECP Survey Data
Q16: Respondent able to obtain a postdoctorate position

Response	N	%
Yes	1,574	*68.4*
No	432	*18.8*
No Postdoctorate/Not relevant to training	247	*10.7*
Missing/Not Specified	47	*2.0*
Total	2,300	*100*

Source: 2007 APA ECP Survey Data-Special Analysis, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), May, 2008.

ECP Survey Data

Q12A: Amount of graduate education-related debt (including terminal masters degree)

	N	Mean	Median	SD	Minimum	Maximum
Graduate debt amount	1,564	$64,981.00	$51,956.00	$49,727.00	1,000.00	300,000.00

Notes: N=2300. Mean, Median, and SD numbers are in dollars.

Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), May, 2008.

ECP Survey Data
Type of Degree by Years to Completion and Total Cumulative Debt

Type of Degree by Years to Completion and Total Cumulative Debt: PhD

PhD	Years to Complete Degree	Cumulative Debt
N	1,590	1,123
Not Specified	69	536
Mean	6	$57,791
Median	6	$45,000
SD	1.807	$48,501
Minimum	2	$1,000
Maximum	17	$430,000

Note: N=2300.
Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologists Survey, APA Center for Psychology Workforce Analysis and Research, May 2008.

Type of Degree by Years to Completion and Total Cumulative Debt: EdD

Ed.D	Years to Complete Degree	Cumulative Debt
N	17	6
Not Specified		11
Mean	7	$47,333
Median	6.33	$30,000
SD	2.674	$44,437
Minimum	2	$15,000
Maximum	11	$129,000

Note: N=2300.
Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologists Survey, APA Center for Psychology Workforce Analysis and

Type of Degree by Years to Completion and Total Cumulative Debt: PsyD

Psy.D	Years to Complete Degree	Cumulative Debt
N	558	474
Not Specified	28	112
Mean	6	$102,126
Median	5.08	$100,000
SD	1.712	$51,476
Minimum	1	$2,500
Maximum	14	$275,000

Note: N=2300.
Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologists Survey, APA Center for Psychology Workforce Analysis and

ECP Survey Data
Type of Degree by Years to Completion and Total Cumulative Debt

Type of Degree by Years to Completion and Total Cumulative Debt: JD

JD	Years to Complete Degree	Cumulative Debt
N	11	8
Not Specified	2	5
Mean	7	$65,875
Median	7.00	$45,000
SD	1.262	$78,494
Minimum	4	$5,000
Maximum	8	$250,000

Note: N=2300.
Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologists Survey, APA Center for Psychology Workforce Analysis and

Type of Degree by Years to Completion and Total Cumulative Debt: Other Doctorate

Other Doctorate	Years to Complete Degree	Cumulative Debt
N	9	5
Not Specified	0	*
Mean	6	*
Median	5.75	*
SD	2.774	*
Minimum	2	*
Maximum	10	*

Note: N=2300.* Signifies suppressed data sue to insufficient N
Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologists Survey, APA Center for Psychology Workforce Analysis and

ECP Survey Data
Frequencies

Factors		Type of Degree*			
		Ph.D		Psy.D	
		N	%	N	%
Health	Strongly Negative	49	3.7	19	4.2
	Negative	163	12.3	52	11.5
	Neither	703	53.2	240	53.2
	Positive	273	20.7	85	18.8
	Strongly Positive	134	10.1	55	12.2
Health of spouse or child	Strongly Negative	46	4.3	12	3.4
	Negative	130	12.1	43	12.3
	Neither	614	57.4	200	57.0
	Positive	185	17.3	54	15.4
	Strongly Positive	95	8.9	42	12.0
Family responsibilities	Strongly Negative	52	3.8	16	3.4
	Negative	421	30.6	135	28.3
	Neither	510	37.1	154	32.3
	Positive	275	20.0	122	25.6
	Strongly Positive	117	8.5	50	10.5
Parenting responsibilities	Strongly Negative	62	6.4	18	5.5
	Negative	374	38.7	93	28.5
	Neither	251	26.0	91	27.9
	Positive	160	16.5	75	23.0
	Strongly Positive	120	12.4	49	15.0
Caregiver responsibilities	Strongly Negative	52	6.8	20	7.1
	Negative	211	27.6	75	26.8
	Neither	377	49.3	124	44.3
	Positive	83	10.8	39	13.9
	Strongly Positive	42	5.5	22	7.9
Other family responsibilities	Strongly Negative	36	3.6	13	3.6
	Negative	232	23.3	88	24.4
	Neither	551	55.4	171	47.5
	Positive	128	12.9	64	17.8
	Strongly Positive	48	4.8	24	6.7
Marriage/Divorce	Strongly Negative	48	4.3	12	3.1
	Negative	138	12.4	45	11.7
	Neither	368	33.1	133	34.6
	Positive	344	30.9	121	31.5
	Strongly Positive	214	19.2	73	19.0
Relocation for a spouse's job	Strongly Negative	47	8.4	21	12.2
	Negative	98	17.6	26	15.1
	Neither	306	54.8	101	58.7
	Positive	71	12.7	16	9.3
	Strongly Positive	36	6.5	8	4.7

ECP Survey Data
Frequencies

Relocation for an internship	Strongly Negative	48	*5.7*	19	*6.7*
	Negative	94	*11.2*	36	*12.7*
	Neither	332	*39.7*	102	*36.0*
	Positive	243	*29.0*	86	*30.4*
	Strongly Positive	120	*14.3*	40	*14.1*
Finances	Strongly Negative	131	*8.8*	75	*13.9*
	Negative	476	*31.8*	181	*33.6*
	Neither	451	*30.1*	121	*22.4*
	Positive	307	*20.5*	94	*17.4*
	Strongly Positive	131	*8.8*	68	*12.6*
Ability of formally funded postdoc	Strongly Negative	69	*7.3*	45	*12.9*
	Negative	125	*13.3*	69	*19.8*
	Neither	293	*31.1*	120	*34.4*
	Positive	251	*26.6*	78	*22.3*
	Strongly Positive	205	*21.7*	37	*10.6*

* Note: Ed.D, JD and Other Doctorate categories had an N too small for meaningfull analysis.
Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologists Survey, APA Center for Psychology Workforce Analysis and Research, May 2008.

Early Career Psychologists Survey 2007 Supplemental Data

ECP Survey Data
Descriptives

Degree*		Health	Health of spouse or child	Family responsibilities	Parenting responsibilities	Caregiver responsibilities	Other family responsibilities	Marriage/ Divorce	Relocation spouse's job	Relocation internship	Finances	Ability of formally funded postdoc
PhD	N	1,322	1,070	1,375	967	765	995	1,112	558	837	1,496	943
	Mean	3	3	3	3	3	3	3	3	3	3	3
	Median	3	3	3	3	3	3	4	3	3	3	3
	SD	0.92	0.90	1.00	1.14	0.92	0.83	1.07	0.94	1.04	1.10	1.18
EdD	N	14	13	13	11	9	12	13	6	6	17	6
	Mean	3	3	3	3	3	3	4	3	3	3	3
	Median	3	3	3	3	3	3	4	3	3.5	3	3.5
	SD	1.19	0.86	0.86	1.10	0.97	1.11	0.99	1.03	1.37	1.30	1.37
PsyD	N	451	351	477	326	280	360	384	172	283	539	349
	Mean	3	3	3	3	3	3	4	3	3	3	3
	Median	3	3	3	3	3	3	4	3	3	3	3
	SD	0.95	0.92	1.04	1.15	1.00	0.91	1.03	0.94	1.08	1.24	1.17
JD	N	10	6	9	6	8	8	8	5	7	11	9
	Mean	3	3	3	3	3	3	3	3	3	2	2
	Median	3	3	3	3	2.5	3	3	3	3	2	3
	SD	0.74	0.00	1.17	0.75	0.93	1.04	0.64	0.55	0.76	1.04	1.01

Note: * Other Doctorate category had an N too small for meanignful analysis. Means were coded on a Likert scale where 1=Strongly negative impact and 5=Strongly positive impact.
Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologists Survey, APA Center for Psychology Workforce Analysis and Research, May 2008.

ECP Survey Data
Debt upon receipt of doctoral degree and primary source of support for doctoral training

Debt	Main source of support	N	%
Yes	Own Earnings/Family Support	261	*15.9*
	University Research/Teaching Assistanship	502	*30.6*
	Federal and Other Government Grants	301	*18.3*
	Non-university loans	485	*29.5*
	Non-university grants	8	*0.5*
	Other	36	*2.2*
	Not specified/Not specified/missing	50	*3.0*
	Total	1,643	*100.0*
No	Own Earnings/Family Support	269	*45.1*
	University Research/Teaching Assistanship	232	*38.9*
	Federal and Other Government Grants	44	*7.4*
	Non-university loans	1	*0.2*
	Non-university grants	3	*0.5*
	Other	24	*4.0*
	Not specified/Not specified/missing	24	*4.0*
	Total	597	*100.0*

Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologists Survey, APA Center for Psychology Workforce Analysis and Research, May 2008.

ECP Survey Data
Debt amount by main source of support for graduate training

Main source of support	Graduate debt upon receipt of doctoral degree	
Own Earnings/Family Support	N	244
	Not specified/missing	17
	Mean	$45,347
	Median	$35,000
	SD	$37,726
	Minimum	$2,000
	Maximum	$200,000
University Research/Teaching Assistanship	N	466
	Not specified/missing	36
	Mean	$30,807
	Median	$25,000
	SD	$24,938
	Minimum	$1,000
	Maximum	$189,000
Federal and Other Government Grants	N	283
	Not specified/missing	18
	Mean	$82,748
	Median	$80,000
	SD	$49,154
	Minimum	$2,000
	Maximum	$250,000
Non-university loans	N	480
	Not specified/missing	5
	Mean	$96,204
	Median	$90,000
	SD	$46,372
	Minimum	$8,000
	Maximum	$299,000
Non-university grants	N	8
	Not specified/missing	0
	Mean	$83,625
	Median	$60,000
	SD	$68,773
	Minimum	$12,000
	Maximum	$230,000
Other	N	34
	Not specified/missing	2
	Mean	$65,715
	Median	$47,500
	SD	$61,495
	Minimum	$2,000
	Maximum	$300,000
Not Specified/Missing	N	50
Total	N	1,643

Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologists Survey, APA Center for Psychology Workforce Analysis and Research, May 2008.

Early Career Psychologists Survey 2007 Supplemental Data

ECP Survey Data
Time to doctoral degree (in years) by subfield

Subfield*	N	Mean	Median	SD	Min	Max	Not Specified
All subfields	**2,165**	**6**	**6.0**	**2.00**	**2**	**17**	**135**
Clinical	1,153	6	6.0	2.00	2	14	60
Clinical neuropsychology	87	6	6.0	2.00	4	10	4
Cognitive	32	6	6.0	2.00	4	11	1
Community	17	6	6.0	1.00	5	8	0
Counseling	297	6	6.0	2.00	2	13	9
Developmental	76	6	6.0	2.00	2	14	5
Educational	40	5	5.0	2.00	2	12	4
Experimental	26	6	6.0	1.00	4	10	0
Family	12	6	5.0	2.00	4	10	1
Health	37	6	6.0	2.00	4	10	1
I/O	68	6	6.0	2.00	4	12	2
Neurosciences (not clinical)	7	5	5.0	1.00	3	7	0
Other in psychology	63	6	5.0	2.00	3	10	1
Other not in psychology	10	5	5.0	2.00	3	11	0
Personality	14	6	6.0	1.00	5	9	0
School	101	6	6.0	2.00	3	12	5
Social	84	6	6.0	2.00	3	12	2

Note: * Subfields with an N of less than 6 were excluded from analysis (Total subfields excluded:N=11).
Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologist's Survey, APA CPWAR, May 2008.

ECP Data from Grad Study
Median Years to Complete Doctorate, by Subfield

	Median	Mean	Std Dev	N progs
All subfields	**5**	**5.2**	**1.8**	**1,019**
General Psychology (Theory, History, and Philosophy)	5	6.6	3.9	7
Experimental Psychology (General)	5	4.8	1.5	36
Experimental Psychology (Applied)	5	5.6	1.8	14
Physiological Psychology	5	5.3	0.6	3
Developmental Psychology	5	4.6	2.1	84
Social and Personality Psychology	5	4.8	1.8	89
Clinical Psychology	6	5.7	1.3	245
Community Psychology	6	5.5	3.1	11
Counseling Psychology	6	5.7	1.1	71
School Psychology	5	5.2	2	68
Educational Psychology	5	4.9	2	33
Neuroscience	5	5.2	1.7	47
Industrial/Organizational Psychology	5	5.1	2.2	57
Gender Psychology	0	0	.	1
Comparative Psychology	5	5	.	1
Environmental Psychology	7	7	.	1
Cognitive Psychology	5	5.1	1.7	95
Health Psychology	5	4.2	1.7	11
Consulting Psychology	5.3	5.1	1	3
Biological Psychology	5	4.6	2.3	18
Forensic Psychology	4	3.9	2.1	6
Quantitative Psychology/Psychometrics	5	4.8	2	26
Psychoanalytic Psychology	6	6	0	2
Psycholinguistics	6	6	.	1
Psychopharmacology	5.3	5.3	.	1
Rehabilitation Psychology	6	6	.	1
Child and Adolescent Psychology	6	6.1	0.8	8
Neuropsychology	5	4.9	1.9	9
Behavioral Psychology	5	4.7	2.2	22
Family Psychology	4.7	4.5	0.5	6
Multicultural Psychology	6.5	6.5	0.7	2
Other	5	4.5	2.6	40

Source: 2009 Graduate Study in Psychology. Compiled by APA Center for Psychology Workforce Analysis and Research.

Early Career Psychologists Survey 2007 Supplemental Data

ECP Survey Data
Debt upon graduation with a doctoral degree and demographics

Debt upon graduation and gender

Debt		Gender		
		Male	Female	Total
Yes	N	423	1,218	1,643
	%	*76.2%*	*72.5%*	*73.3%*
No	N	132	463	597
	%	*23.8%*	*27.5%*	*26.7%*
Total	N	555	1,681	2,240
	%	*100.0%*	*100.0%*	*100.0%*

Note: N=2,300
Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Caree Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), May, 2008.

Debt upon graduation and member status

		APA member or Non-Member		
		APA Member	Non-Member	Total
Yes	N	948	695	1,643
	%	*70.4%*	*77.8%*	*73.3%*
No	N	399	198	597
	%	*29.6%*	*22.2%*	*26.7%*
Total	N	1347	893	2,240
	%	*100.0%*	*100.0%*	*100.0%*

Note: N=2,300
Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Caree Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), May, 2008.

Debt upon graduation and age

Debt		Age								
		Under 30	30-34	35-39	40-44	45-49	50-54	55-59	60+	Total
Yes	N	93	488	540	221	123	86	47	29	1,643
	%	*75.6%*	*75.2%*	*75.7%*	*75.7%*	*73.2%*	*61.9%*	*56.0%*	*59.2%*	*73.3%*
No	N	30	161	173	71	45	53	37	20	597
	%	*24.4%*	*24.8%*	*24.3%*	*24.3%*	*26.8%*	*38.1%*	*44.0%*	*40.8%*	*26.7%*
Total	N	123	649	713	292	168	139	84	49	2,240
	%	*100.0%*	*100.0%*	*100.0%*	*100.0%*	*100.0%*	*100.0%*	*100.0%*	*100.0%*	*100.0%*

Note: N=2,300
Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psycholog Workforce Analysis and Research (CPWAR), May, 2008.

Debt upon graduation and marital status

Debt		Marital status						
		Never married	Married	Partnered	Seperated	Divorced	Widowed	Total
Yes	N	323	1,090	98	14	105	7	1,643
	%	*79.6%*	*71.3%*	*76.0%*	*66.7%*	*78.9%*	*53.8%*	*73.3%*
No	N	83	438	31	7	28	6	597
	%	*20.4%*	*28.7%*	*24.0%*	*33.3%*	*21.1%*	*46.2%*	*26.7%*
Total	N	406	1,528	129	21	133	13	2,240
	%	*100.0%*	*100.0%*	*100.0%*	*100.0%*	*100.0%*	*100.0%*	*100.0%*

Note: N=2300
Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologist Survey, American Psychological Association Center for Psychology Workforce Analysis and Research (CPWAR), May, 2008.

Early Career Psychologists Survey 2007 Supplemental Data

ECP Survey Data
Debt upon graduation with a doctoral degree and demographics

Debt upon graduation and dependants under 21

Debt		Dep under 21 at home: Have Dependant(s) Under 21 Living at Home	Dep under 21 at home: No Dependant(s) Under 21 Living at Home	Total
Yes	N	713	904	1,643
	%	*73.0%*	*73.9%*	*73.3%*
No	N	264	319	597
	%	*27.0%*	*26.1%*	*26.7%*
Total	N	977	1,223	2,240
	%	*100.0%*	*100.0%*	*100.0%*

Note: N=2,300
Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Caree Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), May, 2008.

Debt upon graduation and dependants over 21

Debt		Dep over 21 at home: Have Dependant(s) 21+ Living at Home	Dep over 21 at home: No Dependant(s) 21+ Living at Home	Total
Yes	N	34	1,609	1,643
	%	*65.4%*	*73.5%*	*73.3%*
No	N	18	579	597
	%	*34.6%*	*26.5%*	*26.7%*
Total	N	52	2,188	2,240
	%	*100.0%*	*100.0%*	*100.0%*

Note: N=2,300. Rows sum to 100%.
Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Caree Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), May, 2008.

Early Career Psychologists Survey 2007 Supplemental Data

ECP Survey Data
Graduate debt by subfield

Subfield*	N	Mean	Median	SD	Min	Max	Not Specified
All subfields	1,564	$64,981	$51,956	$49,727	$1,000	$300,000	736
Clinical	902	$72,811	$63,000	$50,740	$1,000	$279,500	311
Clinical neuropsychology	67	$82,052	$70,000	$58,488	$1,000	$227,000	24
Cognitive	16	$28,175	$25,000	$22,383	$3,000	$80,000	17
Community	11	$34,636	$23,000	$38,780	$2,000	$120,000	6
Counseling	202	$57,563	$46,550	$45,111	$4,500	$300,000	104
Developmental	42	$37,631	$25,000	$34,879	$2,000	$189,000	39
Educational	19	$35,600	$30,000	$23,883	$3,000	$98,000	25
Experimental	17	$34,118	$32,000	$23,221	$10,000	$98,000	9
Family	10	$73,300	$73,500	$50,792	$8,000	$165,000	3
Health	27	$82,281	$50,000	$69,359	$2,000	$250,000	11
I/O	27	$82,281	$50,000	$69,359	$2,000	$250,000	31
Other in psychology	42	$69,355	$62,500	$52,528	$5,000	$240,000	22
Other not in psychology	7	$41,571	$16,000	$43,653	$10,000	$110,000	3
School	73	$48,507	$48,000	$33,538	$2,000	$160,000	33
Social	53	$36,851	$25,000	$31,547	$1,500	$110,000	33

Note: * Subfields with an N of less than 6 were excluded from analysis (Total subfields excluded:N=13).
Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologist's Survey, APA CPWAR, May 2008.

Graduate debt by primary employment position

Primary position*	N	Mean	Median	SD	Min	Max	Not Specified
Administration of Applied Psychology	10	$51,500	$47,500	$42,479	$7,000	$130,000	2
Administration of Human Services	72	$76,111	$68,500	$56,035	$4,000	$300,000	32
Administration of Research	31	$62,210	$53,000	$41,332	$15,000	$220,000	8
Applied Psychology	41	$63,222	$37,000	$57,329	$4,000	$240,000	21
Direct Human Services	764	$75,525	$70,000	$51,355	$1,000	$299,000	260
Educational Administration	15	$51,667	$55,000	$35,868	$9,000	$120,000	6
Faculty Adjunct/Visiting faculty	17	$56,306	$50,000	$46,237	$1,200	$150,000	4
Faculty Assistant Professor	228	$42,503	$32,000	$36,897	$1,000	$185,000	131
Faculty Associate Professor	54	$41,872	$30,000	$37,891	$2,000	$160,000	43
Lecturer/Instructor	17	$50,859	$36,000	$42,123	$3,000	$140,000	12
Faculty Other	20	$63,525	$60,000	$37,380	$6,000	$125,000	13
Other Administrative Position	23	$72,804	$60,000	$58,366	$7,000	$230,000	8
Other Position	31	$78,581	$63,000	$57,963	$10,000	$230,000	21
Research	121	$44,775	$32,000	$36,915	$1,500	$180,000	74

Note: * Primary position with an N of less than 6 were excluded from analysis (Total primary poition excluded:N=1).
Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologists Survey, APA Center for Psychology Workforce Analysis and Research, May 2008.

Early Career Psychologists Survey 2007 Supplemental Data

ECP Survey Data

Debt	Graduate program provided information about employment opportunities							
	Not at all		Somewhat		Often		Always	
	N	%	N	%	N	%	N	%
Yes	345	*69.1*	745	*75.1*	365	*74.2*	145	*71.4*
No	154	*30.9*	247	*24.9*	127	*25.8*	58	*28.6*
Total	499	*100.0*	992	*100.0*	492	*100.0*	203	*100.0*

Debt	Graduate program did a good job mentoring students							
	Not at all		Somewhat		Often		Always	
	N	%	N	%	N	%	N	%
Yes	167	*78.4*	552	*73.6*	553	*70.4*	349	*75.4*
No	46	*21.6*	198	*26.4*	232	*29.6*	114	*24.6*
Total	213	*100.0*	750	*100.0*	785	*100.0*	463	*100.0*

Debt	Mentoring by colleagues at work is valuable career development							
	Not at all		Somewhat		Often		Always	
	N	%	N	%	N	%	N	%
Yes	81	*77.9*	309	*72.9*	477	*72.3*	615	*74.3*
No	23	*22.1*	115	*27.1*	183	*27.7*	213	*25.7*
Total	104	*100.0*	424	*100.0*	660	*100.0*	828	*100.0*

Debt	Opportunities for professional development at current job							
	Not at all		Somewhat		Often		Always	
	N	%	N	%	N	%	N	%
Yes	73	*76.0*	374	*75.4*	504	*72.5*	588	*73.5*
No	23	*24.0*	122	*24.6*	191	*27.5*	212	*26.5*
Total	96	*100.0*	496	*100.0*	695	*100.0*	800	*100.0*

Debt	Ability to get release time for writing/professional development							
	Not at all		Somewhat		Often		Always	
	N	%	N	%	N	%	N	%
Yes	289	*79.0*	473	*73.9*	319	*73.8*	301	*72.5*
No	77	*21.0*	167	*26.1*	113	*26.2*	114	*27.5*
Total	366	*100.0*	640	*100.0*	432	*100.0*	415	*100.0*

Debt	Employer works with dual career couples/spouses							
	Not at all		Somewhat		Often		Always	
	N	%	N	%	N	%	N	%
Yes	118	*71.1*	280	*80.0*	237	*72.3*	311	*72.3*
No	48	*28.9*	70	*20.0*	91	*27.7*	119	*27.7*
Total	166	*100.0*	350	*100.0*	328	*100.0*	430	*100.0*

Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologists Survey, APA Center for Psychology Workforce Analysis and Research, May 2008.

ECP Survey Data
Median debt upon graduation with doctoral degree and graduate program/employer provisions

	Not at all		Somewhat		Often		Always	
	N	Median	N	Median	N	Median	N	Median
A) My graduate program provided clear and up to date information about employment opportunities	332	$60,000	715	$60,000	338	$45,000	139	$55,051
B) My graduate program did a good job mentoring students	164	$66,500	525	$60,000	527	$50,000	329	$45,000
C) I find that mentoring by colleagues where I work is valuable to career development	76	$49,000	295	$53,000	450	$50,000	589	$53,000
D) There are opportunities for professional development where I work	70	$42,500	354	$54,500	484	$50,000	558	$51,596
E) I am able to get release time for writing/professional development	276	$50,000	442	$49,750	304	$50,000	292	$54,000
F) My employer has demonstrated a willingness to work with dual career spouses	111	$60,000	269	$50,000	220	$45,000	300	$50,000

Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologists Survey, APA Center for Psychology Workforce Analysis and Research, May 2008.

Early Career Psychologists Survey 2007 Gender and Minority Data

ECP Survey Data
Gender and minority status of ECP's by licensure status

Gender	Ethnic minority status	Licensure status	N	%
Male	Yes	Yes	46	*54.1*
		No	22	*25.9*
		Not yet	12	*14.1*
		Not	5	*5.9*
		Total	85	*100.0*
	No	Yes	304	*63.7*
		No	113	*23.7*
		Not yet	52	*10.9*
		Not	8	*1.7*
		Total	477	*100.0*
Female	Yes	Yes	197	*57.4*
		No	75	*21.9*
		Not yet	65	*19.0*
		Not	6	*1.7*
		Total	343	*100.0*
	No	Yes	871	*64.9*
		No	256	*19.1*
		Not yet	207	*15.4*
		Not	8	*.6*
		Total	1,342	*100.0*

Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), May, 2008.

Early Career Psychologists Survey 2007 Gender and Minority Data

ECP Survey Data

Gender and minority status of ECP's and reasons for lack of licensure

Gender	Ethnic minority status	Resons for lack of licensure	N	%
Male	Yes	Licensure not necessary for work	21	*24.7*
		Cost of the EPPP	*	
		Cost of the Licensing App.	*	
		Unavailability of licensing study materials	*	
		Non -accredited doctoral program was a barrier	*	
		Non -accredited internship was a barrier	*	
		Family conflicts	*	
		Unable to obtain postdoctoral hours	7	*8.2*
	No	Licensure not necessary for work	129	*27.0*
		Cost of the EPPP	10	*2.1*
		Cost of the Licensing App.	10	*2.1*
		Unavailability of licensing study materials	*	
		Non -accredited doctoral program was a barrier	*	
		Non -accredited internship was a barrier	*	
		Family conflicts	6	*1.3*
		Unable to obtain postdoctoral hours	16	*3.4*
Female	Yes	Licensure not necessary for work	82	*23.9*
		Cost of the EPPP	31	*9.0*
		Cost of the Licensing App.	25	*7.3*
		Unavailability of licensing study materials	9	*2.6*
		Non -accredited doctoral program was a barrier	*	
		Non -accredited internship was a barrier	*	
		Family conflicts	10	*2.9*
		Unable to obtain postdoctoral hours	17	*5.0*
	No	Licensure not necessary for work	278	*20.7*
		Cost of the EPPP	54	*4.0*
		Cost of the Licensing App.	38	*2.8*
		Unavailability of licensing study materials	9	*0.7*
		Non -accredited doctoral program was a barrier	6	*0.4*
		Non -accredited internship was a barrier	5	*0.4*
		Family conflicts	33	*2.5*
		Unable to obtain postdoctoral hours	67	*5.0*

Note: Participants could choose more than one response. * signifies an insufficient number of respondents for analysis (N < 5).
Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), May, 2008.

ECP Survey Data
Gender and minority status of ECP's and year license obtained

Gender	Ethnic minority status	Year license obtained	
Male	Yes	N	46
		Mode	2005[a]
		Missing	39
	No	N	304
		Mode	2006
		Missing	173
Female	Yes	N	199
		Mode	2003
		Missing	144
	No	N	872
		Mode	2006
		Missing	470

Note: a. Multiple modes exist. The smallest value is shown.
Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), May, 2008.

ECP Survey Data
Gender and ethnic minority status and ability to locate materials for EPPP

Gender	Ethnic minority status		N	%
Male	Yes	Disagree	*	
		Agree	14	*16.5*
		Strongly Agree	32	*37.6*
		Not Specified	34	*40.0*
		Not Applicable	*	
		Total	85	*100.0*
	No	Strongly Disagree	*	
		Disagree	*	
		Neutral	*	
		Agree	79	*16.6*
		Strongly Agree	235	*49.3*
		Not Specified	133	*27.9*
		Not Applicable	24	*5.0*
		Total	477	*100.0*
Female	Yes	Strongly Disagree	*	
		Disagree	*	
		Agree	64	*18.7*
		Strongly Agree	151	*44.0*
		Not Specified	104	*30.3*
		Not Applicable	18	*5.2*
		Total	343	*100.0*
	No	Strongly Disagree	*	
		Disagree	*	
		Neutral	14	*1.0*
		Agree	243	*18.1*
		Strongly Agree	666	*49.6*
		Not Specified	353	*26.3*
		Not Applicable	60	*4.5*
		Total	1,342	*100.0*

Note: * signifies an insufficient number of respondents for analysis (N < 5).

Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), May, 2008.

ECP Survey Data
Gender and ethnic minority status and minimal trouble providing records to training boards

Gender	Ethnic minority status		N	%
Male	Yes	Strongly	*	
		Disagree	*	
		Neutral	*	
		Agree	10	*11.8*
		Strongly Agree	30	*35.3*
		Not Specified	34	*40.0*
		Not Applicable	*	
		Total	85	*100.0*
	No	Strongly	6	*1.3*
		Disagree	35	*7.3*
		Neutral	25	*5.2*
		Agree	126	*26.4*
		Strongly Agree	124	*26.0*
		Not Specified	136	*28.5*
		Not Applicable	25	*5.2*
		Total	477	*100.0*
Female	Yes	Strongly	11	*3.2*
		Disagree	25	*7.3*
		Neutral	12	*3.5*
		Agree	69	*20.1*
		Strongly Agree	103	*30.0*
		Not Specified	107	*31.2*
		Not Applicable	16	*4.7*
		Total	343	*100.0*
	No	Strongly	32	*2.4*
		Disagree	104	*7.7*
		Neutral	56	*4.2*
		Agree	331	*24.7*
		Strongly Agree	386	*28.8*
		Not Specified	355	*26.5*
		Not Applicable	78	*5.8*
		Total	1,342	*100.0*

Note: * signifies an insufficient number of respondents for analysis (N < 5).
Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), May, 2008.

ECP Survey Data
Gender and ethnic minority status and found credentials banks to be effective

Gender	Ethnic minority status		N	%
Male	Yes	Strongly Disagree	*	
		Disagree	*	
		Neutral	5	*5.9*
		Agree	*	
		Strongly Agree	*	
		Not Specified	34	*40.0*
		Not Applicable	36	*42.4*
		Total	85	*100.0*
	No	Strongly Disagree	13	*2.7*
		Disagree	13	*2.7*
		Neutral	57	*11.9*
		Agree	16	*3.4*
		Strongly Agree	14	*2.9*
		Not Specified	135	*28.3*
		Not Applicable	229	*48.0*
		Total	477	*100.0*
Female	Yes	Strongly Disagree	*	
		Disagree	7	*2.0*
		Neutral	41	*12.0*
		Agree	8	*2.3*
		Strongly Agree	12	*3.5*
		Not Specified	108	*31.5*
		Not Applicable	163	*47.5*
		Total	343	*100.0*
	No	Strongly Disagree	23	*1.7*
		Disagree	39	*2.9*
		Neutral	136	*10.1*
		Agree	39	*2.9*
		Strongly Agree	36	*2.7*
		Not Specified	358	*26.7*
		Not Applicable	711	*53.0*
		Total	1,342	*100.0*

Note: * signifies an insufficient number of respondents for analysis (N < 5).

Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), May, 2008.

ECP Survey Data
Gender and ethnic minority status and lack of licensure mobility detriment to career

Gender	Ethnic minority status		N	%
Male	Yes	Strongly Disagree	*	
		Disagree	*	
		Neutral	9	*10.6*
		Agree	5	*5.9*
		Strongly Agree	9	*10.6*
		Not Specified	34	*40.0*
		Not Applicable	20	*23.5*
		Total	85	*100.0*
	No	Strongly Disagree	22	*4.6*
		Disagree	55	*11.5*
		Neutral	63	*13.2*
		Agree	62	*13.0*
		Strongly Agree	31	*6.5*
		Not Specified	134	*28.1*
		Not Applicable	110	*23.1*
		Total	477	*100.0*
Female	Yes	Strongly Disagree	20	*5.8*
		Disagree	24	*7.0*
		Neutral	37	*10.8*
		Agree	29	*8.5*
		Strongly Agree	22	*6.4*
		Not Specified	108	*31.5*
		Not Applicable	103	*30.0*
		Total	343	*100.0*
	No	Strongly Disagree	48	*3.6*
		Disagree	124	*9.2*
		Neutral	167	*12.4*
		Agree	157	*11.7*
		Strongly Agree	80	*6.0*
		Not Specified	358	*26.7*
		Not Applicable	408	*30.4*
		Total	1,342	*100.0*

Note: * signifies an insufficient number of respondents for analysis (N < 5).
Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), May, 2008.

ECP Survey Data
Gender and ethnic minority status and graduate program provided information about licensing process

Gender	Ethnic minority status		N	%
Male	Yes	Strongly	7	*8.2*
		Disagree	11	*12.9*
		Neutral	8	*9.4*
		Agree	13	*15.3*
		Strongly Agree	9	*10.6*
		Not Specified	34	*40.0*
		Not Applicable	*	
		Total	85	*100.0*
	No	Strongly	48	*10.1*
		Disagree	113	*23.7*
		Neutral	65	*13.6*
		Agree	67	*14.0*
		Strongly Agree	33	*6.9*
		Not Specified	136	*28.5*
		Not Applicable	15	*3.1*
		Total	477	*100.0*
Female	Yes	Strongly	50	*14.6*
		Disagree	65	*19.0*
		Neutral	42	*12.2*
		Agree	45	*13.1*
		Strongly Agree	20	*5.8*
		Not Specified	107	*31.2*
		Not Applicable	14	*4.1*
		Total	343	*100.0*
	No	Strongly	178	*13.3*
		Disagree	301	*22.4*
		Neutral	179	*13.3*
		Agree	208	*15.5*
		Strongly Agree	81	*6.0*
		Not Specified	356	*26.5*
		Not Applicable	39	*2.9*
		Total	1,342	*100.0*

Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), May, 2008.

ECP Survey Data
Gender and ethnic minority status and state psychology board provided good information about licensing process

Gender	Ethnic minortiy status		N	%
Male	Yes	Disagree	8	*9.4*
		Neutral	6	*7.1*
		Agree	19	*22.4*
		Strongly Agree	15	*17.6*
		Not Specified	34	*40.0*
		Not Applicable	*	
		Total	85	*100.0*
	No	Strongly Disagree	16	*3.4*
		Disagree	52	*10.9*
		Neutral	70	*14.7*
		Agree	137	*28.7*
		Strongly Agree	47	*9.9*
		Not Specified	135	*28.3*
		Not Applicable	20	*4.2*
		Total	477	*100.0*
Female	Yes	Strongly Disagree	17	*5.0*
		Disagree	31	*9.0*
		Neutral	33	*9.6*
		Agree	104	*30.3*
		Strongly Agree	35	*10.2*
		Not Specified	108	*31.5*
		Not Applicable	15	*4.4*
		Total	343	*100.0*
	No	Strongly Disagree	69	*5.1*
		Disagree	144	*10.7*
		Neutral	190	*14.2*
		Agree	415	*30.9*
		Strongly Agree	117	*8.7*
		Not Specified	356	*26.5*
		Not Applicable	51	*3.8*
		Total	1,342	*100.0*

Note: * signifies an insufficient number of respondents for analysis (N < 5).
Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), May, 2008.

ECP Survey Data
Gender and ethnic minority status and lack standardized postodctoral experiences

Gender	Ethnic minority status		N	%
Male	Yes	Strongly	7	*8.2*
		Disagree	9	*10.6*
		Neutral	9	*10.6*
		Agree	5	*5.9*
		Strongly Agree	*	
		Not Specified	35	*41.2*
		Not Applicable	19	*22.4*
		Total	85	*100.0*
	No	Strongly	66	*13.8*
		Disagree	91	*19.1*
		Neutral	56	*11.7*
		Agree	21	*4.4*
		Strongly Agree	23	*4.8*
		Not Specified	135	*28.3*
		Not Applicable	85	*17.8*
		Total	477	*100.0*
Female	Yes	Strongly	39	*11.4*
		Disagree	56	*16.3*
		Neutral	40	*11.7*
		Agree	21	*6.1*
		Strongly Agree	15	*4.4*
		Not Specified	108	*31.5*
		Not Applicable	64	*18.7*
		Total	343	*100.0*
	No	Strongly	163	*12.1*
		Disagree	250	*18.6*
		Neutral	145	*10.8*
		Agree	117	*8.7*
		Strongly Agree	65	*4.8*
		Not Specified	357	*26.6*
		Not Applicable	245	*18.3*
		Total	1,342	*100.0*

Note: * signifies an insufficient number of respondents for analysis (N < 5).
Source: 2007 ECP Survey Data-Special Analysis, 2007 Early Career Psychologist Survey, American Psychological Association, Center for Psychology Workforce Analysis and Research (CPWAR), May, 2008.