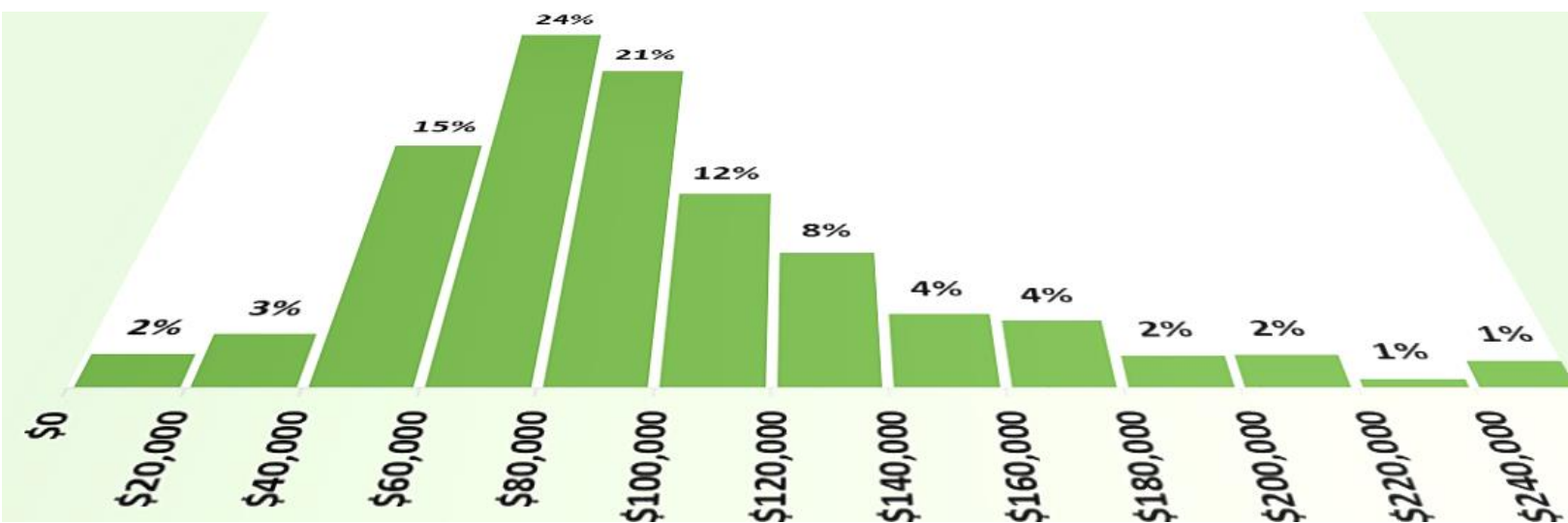


Salaries in Psychology

Findings from the National Science Foundation's
2013 National Survey of College Graduates

American Psychological Association
Center for Workforce Studies

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Executive Summary

This report uses data from the National Science Foundation's 2013 National Survey of College Graduates (NSCG) to analyze salaries for psychologists in the United States. The data are from a nationally representative sample of full-time psychologists – those who had doctorates or professional degrees in psychology as their highest degrees, and worked at least 35 hours per week. It describes psychologists' annual salaries by geographic region, degree field, type of position, sector, as well as demographic characteristics. Major findings include:

In 2013, the median annual salary for psychologists was \$80,000. More than half (57 percent) of psychologists had salaries within the range of \$60,000 to \$120,000. Geographically, median salaries were highest in the Middle Atlantic Division (\$105,000) and lowest in the East South Central Division (\$57,400). By degree field, psychologists who were trained in general psychology (\$110,000) and industrial/organizational psychology (\$108,000) had the highest median salaries, whereas those who were trained in educational psychology had the lowest (\$78,000).

Psychologists in **professional service positions** had a median salary of \$80,000. Among those providing professional services, self-employed psychologists in non-incorporated businesses had the highest median salary at \$97,000, followed by those working in the federal government at \$95,000.

Psychologists in **teaching positions** had a median salary of \$69,000. Post-secondary teachers earned a higher median salary (\$70,000) than precollege teachers (\$40,000). Salary levels for teaching positions were highest in university-affiliated research institutions (\$85,000).

The median salary for psychologists in **research positions** was \$87,000. Among research positions in educational institutions, those in university-affiliated research institutions had the highest median salary at \$86,500. Across sectors, salaries for research positions were highest in the private sector (\$120,000).

The median salary for psychologists in **management positions** was \$110,000. Higher salaries were found in positions directly supervising 5-20 people (\$129,000), or indirectly supervising (through subordinate supervisors) more than 20 people (\$155,000).

As for salary differences by demographic characteristics, salaries were generally higher for male (\$90,000) than female psychologists (\$75,000), and for White (\$85,000) than racial/ethnic minority psychologists (\$70,000). In terms of age, median salaries were highest for psychologists ages 60-64, or 30-34 years since receiving their highest degree in psychology. Salaries were also higher for psychologists with disabilities (\$85,000) than those without disabilities (\$80,000).

Introduction

The purpose of this report is to provide salary information for the United States psychology workforce. This report describes the median salaries for full-time psychologists by geographic region, degree field, type of position, sector, and demographic characteristics. The data analyzed in this report are from the 2013 National Survey of College Graduates conducted by the U.S. Census Bureau on behalf of the National Science Foundation's National Center for Science and Engineering Statistics (NCSES).

The National Survey of College Graduates (NSCG) is a longitudinal biennial survey of the nation's college graduates, particularly the science and engineering workforce. It uses a selected sample from the U.S. Census Bureau's American Community Survey, and includes U.S. residents under the age of 76 with at least a bachelor's degree. The 2013 NSCG has a sample size of 144,000 individuals. Due to methodological changes in the sampling procedure, data in previous years may not be comparable and were not included in this report.

The report focuses on salaries for full-time psychologists, who were operationally defined as individuals who (1) had a doctoral or professional degree in psychology as their highest degrees,¹ and (2) worked at least 35 hours per week in their principle jobs (the jobs in which they worked the most hours) during the survey reference period (the week of February 1, 2013). Salaries were based on basic annual salaries² of psychologists' principle jobs, presented in nominal dollar figures as they were reported during the survey reference period.

[Section 1](#) of this report provides an overview of salaries for full-time psychologists and examines the distribution of salaries and salaries by geographic divisions and degree types. As psychologists work in a variety of occupations, the subsequent sections investigate salaries by different types of positions: professional service positions ([Section 2](#)), teaching positions ([Section 3](#)), research positions ([Section 4](#)), and management positions ([Section 5](#)).³ Lastly, [Section 6](#) examines salary levels by various demographic characteristics, such as age, gender, race/ethnicity, and disability status of psychologists.

Limitations and strengths of the data presented in this report are discussed in the [Conclusion](#). [Appendix A](#) contains technical documentation of methodology used in this report. Data supporting the figures in the report are provided in [Appendix B](#).

¹ NSCG categorizes degree type into four categories: bachelor's, master's, doctorate, and professional degrees. Although PhDs and PsyDs are both doctoral-level degrees, the NCSES codes psychology PhDs as "doctorates" and PsyDs as "professional degrees." (NCSES, personal communications, May 12, 2016). In this report, psychologists were defined on the basis of degree attainment, not on reported occupation. For detailed documentation on how full-time psychologists were defined, please refer to [Appendix A](#).

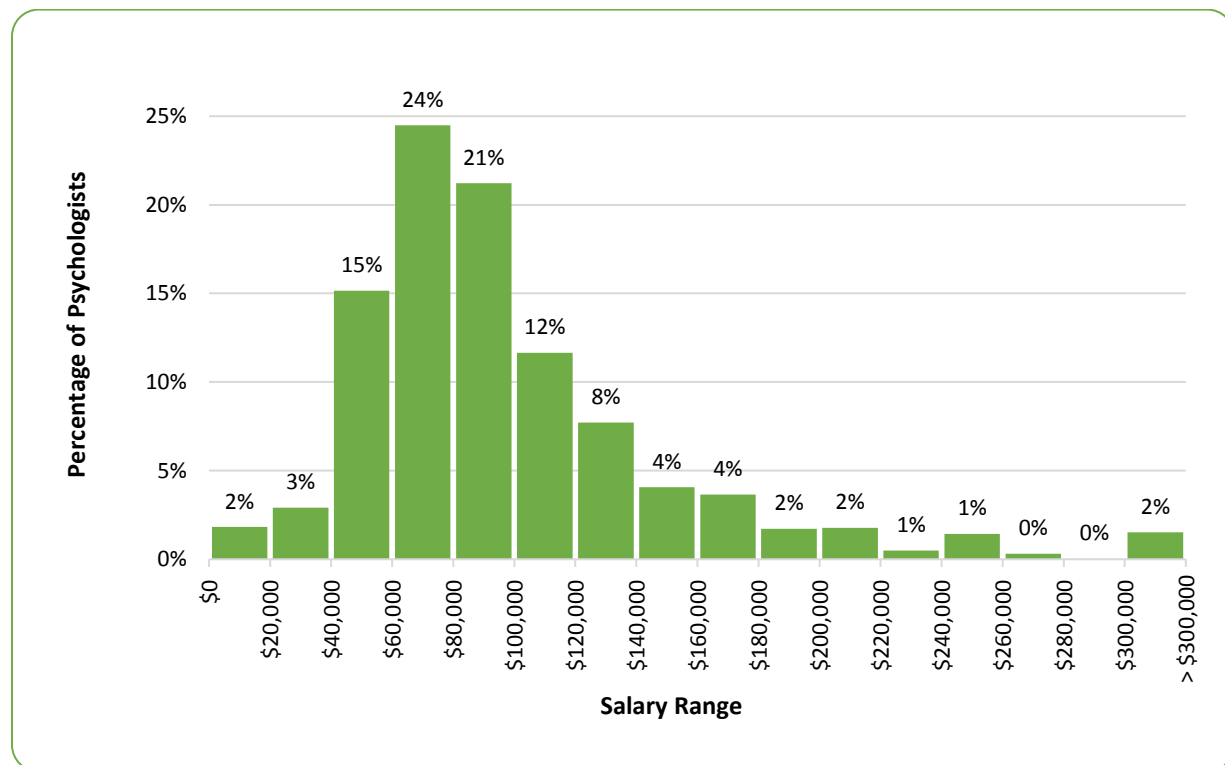
² Basic annual salaries do not include bonuses, overtime, or additional compensation for summertime teaching or research. Different variables were used in the analysis of salaries per availability of NSCG reported variables, and as sample size allowed. Throughout the report, cells with sample sizes of less than four were suppressed.

³ Position types were determined by survey respondents' reported work activities. See detailed documentation on position types in Table 2.

Section 1. Overview

According to the results based on a weighted sample of 127,000 full-time psychologists from the 2013 NSCG,⁴ psychologists had a median annual salary of \$80,000. Figure 1 displays the distribution of salaries for psychologists in 2013. Although there was a wide range of salary levels, most psychologists (57.4 percent) had salaries within the range of \$60,000 to \$120,000. Approximately 20 percent of psychologists were paid less than \$60,000, and 23 percent were paid more than \$120,000.

Figure 1. Salary Distribution, 2013



Notes: For data underlying this figure, please refer to Table 15 in [Appendix B](#).

Source: 2013 National Survey of College Graduates, National Science Foundation.

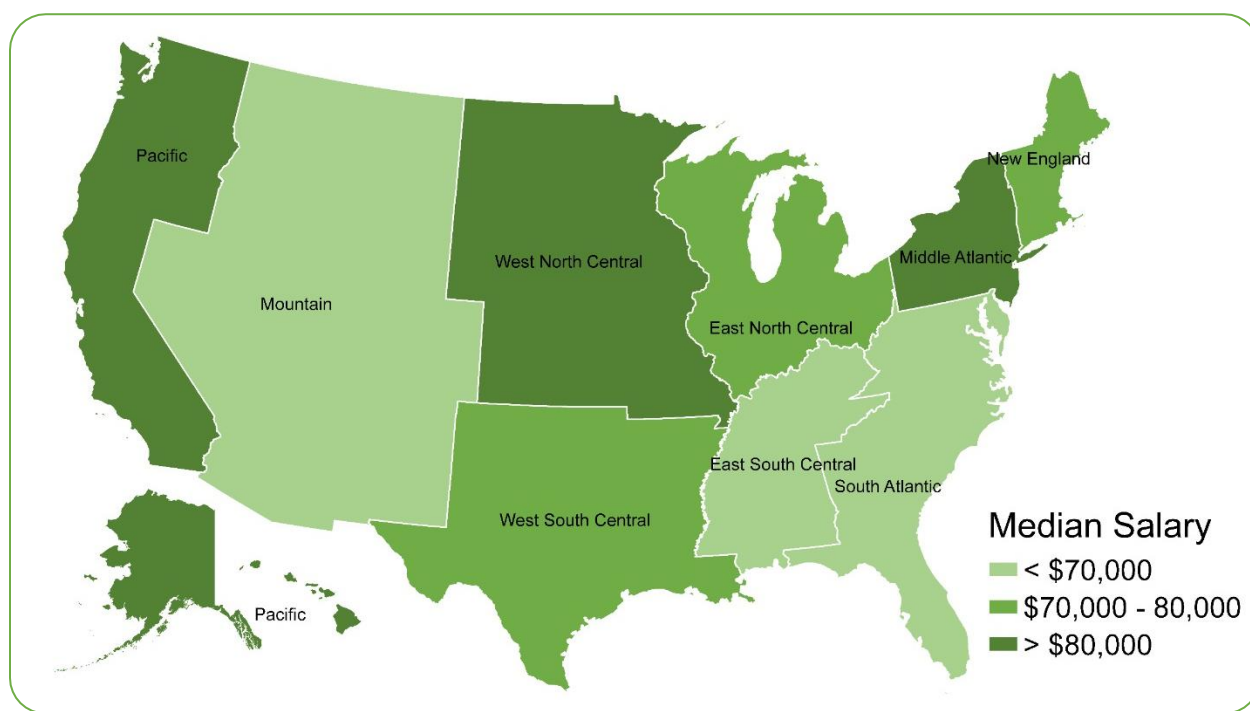
Figure 2 presents the geographic variation⁵ of psychologists' salaries. Salary levels were highest in the Middle Atlantic Division (\$105,000), followed by the Pacific Division and the West North

⁴ According to the 2013 NSCG, there were 221,000 individuals who had doctorates or professional degrees in psychology as their highest degrees. Approximately 37,000 were not working during the survey reference period: 2,000 were unemployed and 35,000 were not in labor force, e.g., retired, student, or did not want to work. Approximately 57,000 were working part-time (less than 35 hours per week) in their principle jobs.

⁵ Geographic Divisions were those used by the U.S. Census Bureau. See [Appendix A](#) for detailed documentation.

Central Division (both at \$85,000). Salary levels were lowest in the East South Central Division (\$57,400) and the South Atlantic Division (\$67,000).

Figure 2. Median Salary by Geographic Division, 2013



Notes: For data underlying this figure, please refer to Table 16 in [Appendix B](#).

Source: 2013 National Survey of College Graduates, National Science Foundation.

Salaries by Degree

Psychologists with doctoral degrees, such as a PhD, had higher median salaries at \$84,000 compared to those with professional degrees, such as a PsyD (\$70,000). Table 1 presents summary statistics for psychologists by degree type.

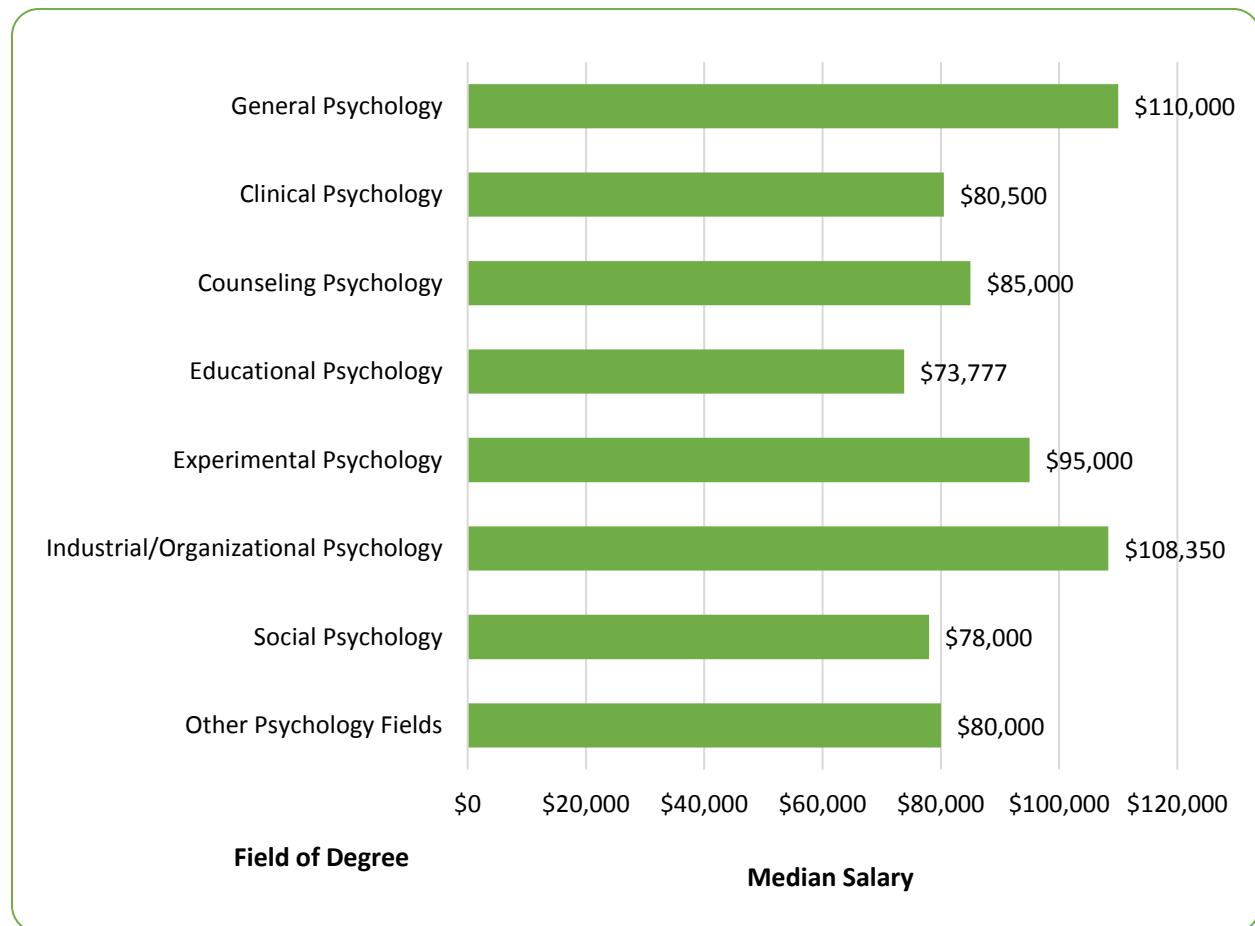
Table 1. Salaries by Degree Type, 2013

Degree Type	Median	Mean	S.D.	N
Doctoral Degree	\$84,000	\$99,149	72,118	103,009
Professional Degree	\$70,000	\$78,217	35,119	24,057
All	\$80,000	\$95,186	67,209	127,066

Source: 2013 National Survey of College Graduates, National Science Foundation.

Figure 3 displays salaries by field of highest degree in psychology. The highest median salaries were found for general psychology (\$110,000), followed by industrial/ organizational psychology (\$108,350), experimental psychology (\$95,000), and counseling psychology (\$85,000). Educational psychology and social psychology had lower median salaries.

Figure 3. Median Salaries by Field of Highest Degree, 2013



Notes: For data underlying this figure, please refer to Table 17 in [Appendix B](#).

Source: 2013 National Survey of College Graduates, National Science Foundation.

As psychologists work in a variety of positions, the following four sections present salaries in five mutually exclusive types of positions (i.e., professional service, teaching, research, and management positions). Types of positions were determined based on the primary work activity (the activity in which the individual worked the most hours) at the principle job. Table 2 provides a complete list of position types and their corresponding work activities.

Table 2. Definition of Position Types

Position Type	Primary Work Activity at Principle Job (Complete List)	N	%
Professional Service Positions ^a	Professional Services (e.g. health care, counseling, financial services, legal services)	54,013	42.5% ^b
Teaching Positions	Teaching	19,055	15.0%
Research Positions	1) Basic Research 2) Applied Research 3) Development 4) Design	21,368	16.8%
Management Positions	1) Managing or Supervising People or Projects 2) Human Resources - including Recruiting, Personnel Development, Training 3) Administration - Accounting, Finance, Contracts 4) Quality or Productivity Management	22,969	18.1%
Other Positions	All other work activities, including: 1) Computer Programming, Systems or Applications Development 2) Production, Operations, Maintenance 3) Sales, Purchasing, Marketing, Customer Service, Public Relations 4) Other	9,662	7.6%
Full-time Psychologists in all Position Types	All Work Activities	127,066	100%

Note: Total may not sum to 100 percent due to rounding.

^a Professional service positions roughly represent psychologists providing health services, but may include positions that provide other services such as financial and legal services.

^b According to the state licensing board lists, there were approximately 106,000 licensed psychologists (compiled and estimated by the American Psychological Association, 2016). The estimated number of psychologists in professional service positions (as well as in other types of positions) was lower because the estimation in this report was based on psychologists' *primary* work activity in their *full-time principle* jobs. Psychologists often work in multiple positions and may choose to work part-time in their principle jobs. One position may also involve multiple work activities.

Source: 2013 National Survey of College Graduates, National Science Foundation.

Section 2. Professional Service Positions

Table 3 summarizes salaries for professional service positions by sector.⁶ Across all sectors, salary levels were highest for self-employed psychologists (non-incorporated), followed by those working in the federal government. In educational institutions, salary levels were higher in public institutions than in private institutions. In the private sector, those providing services in non-profit organizations had higher salary levels than those employed in for-profit organizations. Collapsed across all sectors, median salary for psychologists providing professional services was \$80,000.

In terms of salary variation, Table 3 indicates that professional service positions in the government had a narrower range of salary levels (with the lowest standard deviations) compared to those in other sectors. Salaries for self-employed psychologists had the highest standard deviation, indicating high salary variations, especially for those working in incorporated businesses.

Table 3. Salaries for Professional Service Positions, by Sector, 2013

Sector	Median	Mean	S.D.	N
Educational Institution	\$75,000	\$80,017	28,852	10,783
Public Institution	\$75,000	\$75,878	21,638	8,976
Private Institution	\$69,000	\$100,578	46,199	1,807
Government	\$81,000	\$82,882	25,141	11,047
Local Government	\$64,000	\$61,522	15,439	1,854
State Government	\$78,000	\$79,393	15,600	4,712
Federal Government	\$95,000	\$95,387	29,083	4,481
Private Sector (self-employment excluded)	\$70,000	\$70,684	31,748	9,030
Employed, For-Profit	\$70,000	\$62,152	27,281	4,102
Employed, Non-Profit	\$80,000	\$77,786	33,412	4,928
Self-Employed	\$90,000	\$104,473	61,920	23,005
Non-incorporated	\$97,000	\$110,991	58,042	16,811
Incorporated	\$85,000	\$86,785	68,325	6,194
All Sectors	\$80,000	\$89,404	47,759	54,013

Source: 2013 National Survey of College Graduates, National Science Foundation.

⁶ Sector categories are mutually exclusive. Self-employment included those self-employed and business owners in incorporated or non-incorporated businesses, professional practices, or farms. For detailed documentation on sector, please refer to [Appendix A](#).

Per availability of NSCG reported variables, the following sections examine salaries for professional service positions in some sectors: 1) those in the private sector (self-employment excluded), 2) those who were self-employed, and 3) those in educational institutions.

1) Professional Service Positions in the Private Sector

Table 4 presents salaries by employer size in the private sector (self-employment excluded). For the for-profit sector, the highest median salary (\$80,000) was found in companies or organizations with 11-99 employees. For the non-profit sector, salaries were highest in organizations with 100-999 employees (\$83,000).

Table 4. Salaries for Professional Service Positions in the Private Sector, by Employer Size, 2013

Sector and Employer Size	Median	Mean	S.D.	N
Private Sector, For-Profit and Non-Profit				
10 or Fewer Employees	\$30,000	\$36,275	30,661	1,104
11 - 99 Employees	\$60,000	\$60,653	21,644	1,894
100-999 Employees	\$81,000	\$75,521	20,738	2,534
1000 or More Employees	\$70,000	\$83,471	33,634	3,498
All	\$70,000	\$70,684	31,748	9,030
Private Sector, For-Profit				
10 or Fewer Employees	\$30,000	\$36,997	31,068	1,061
11 - 99 Employees	\$80,000	\$74,790	13,229	910
100-999 Employees	\$74,000	\$56,733	26,442	682
1000 or More Employees	\$70,000	\$75,185	14,623	1,449
All	\$70,000	\$62,152	27,281	4,102
Private Sector, Non-Profit				
10 or Fewer Employees	s	s	s	s
11 - 99 Employees	\$55,000	\$47,582	19,600	984
100-999 Employees	\$83,000	\$82,445	12,363	1,852
1000 or More Employees	\$79,000	\$89,333	41,198	2,049
All	\$80,000	\$77,786	33,412	4,928

s = suppressed due to small cell size.

Source: 2013 National Survey of College Graduates, National Science Foundation.

2) Self-employed Psychologists Providing Professional Services

Table 5 shows salary levels by years since the start of the business for self-employed psychologists. The median salary was lowest (\$75,000) for new business owners (i.e., within ten years since the start of business) and highest (\$97,000) for owners of businesses that had existed 21-30 years.

Table 5. Salaries for Self-employed Psychologists in Professional Service Positions, by Years since Start of Business, 2013

Years Since Start of Business	Median	Mean	S.D.	N
1 - 10 Years	\$75,000	\$73,738	50,190	7,367
11 - 20 Years	\$80,000	\$91,049	55,595	5,318
21 - 30 Years	\$97,000	\$107,167	61,823	6,896
More than 30 Years	\$90,000	\$117,900	55,771	3,423
All	\$90,000	\$104,473	61,920	23,005

Source: 2013 National Survey of College Graduates, National Science Foundation.

3) Professional Service Positions in Educational Institutions

For psychologists providing services in educational institutions⁷ (Table 6), the median salary was highest in medical schools (\$120,000) and lowest in 4-year colleges (\$66,000).

Table 6. Salaries for Professional Service Positions in Educational Institutions, by Type of Educational Institution, 2013

Type of Educational Institution	Median	Mean	S.D.	N
Pre-school/ Elementary/Secondary	\$73,000	\$74,720	19,421	6,808
2-year College	s	s	s	s
4-year College	\$66,000	\$63,893	9,074	1,745
Medical School	\$120,000	\$110,012	43,794	1,944
All	\$75,000	\$80,017	28,852	10,783

s = suppressed due to small cell size.

Note: Salaries for professional service positions in university-affiliated research institutions were not reported in this table as no observation was found for this category in the survey sample.

Source: 2013 National Survey of College Graduates, National Science Foundation.

⁷ Educational institutions were coded into five categories as follows: Pre-school/Elementary/Secondary, 2-year College, 4-year College, Medical School, and University-Affiliated Research Institution. See detailed documentation in [Appendix A](#).

Section 3. Teaching Positions

Compared to professional service positions, psychologists in teaching positions had a lower median salary at \$69,000.⁸ Table 7 displays salary levels for psychologists in teaching positions. Of all teaching positions, salaries were lowest for precollege teachers, with a median salary of \$40,000. For post-secondary teachers, salaries were lower for those teaching in the education discipline (\$62,000) compared to those teaching in the psychology discipline (\$70,000) or other disciplines (health-related sciences, business administration, etc.) at \$95,000.

Table 7. Salaries for Teaching Positions, by Occupation, 2013

Occupation	Median	Mean	S.D.	N
Precollege Teachers	\$40,000	\$52,719	14,925	3,193
Post-secondary Teachers	\$70,000	\$76,835	26,719	15,351
In Psychology	\$70,000	\$74,446	24,320	9,320
In Education	\$62,000	\$68,251	14,472	2,951
In Other Disciplines	\$95,000	\$92,284	35,229	3,080
Other Teachers and Instructors	s	s	s	s
All	\$69,000	\$73,381	26,667	19,055

s = suppressed due to small cell size.

Source: 2013 National Survey of College Graduates, National Science Foundation.

Most teaching positions (97.3 percent) were within educational institutions. Table 8 presents salaries in teaching positions by sector and type of educational institution. Psychologists employed in teaching positions at private educational institutions (\$70,000) were paid more than those in public educational institutions (\$66,000). Median salary was also higher for teachers in university-affiliated research institutions (\$85,000) than in other types of educational institutions.

⁸ For a more detailed report on psychology faculty salary, please refer to [2014-15: Psychology Faculty Salaries](#) (American Psychological Association, 2015).

Table 8. Salaries for Teaching Positions, by Sector and Type of Educational Institution, 2013

Sector and Type of Educational Institution	Median	Mean	S.D.	N
By Sector of Educational Institution				
Public Educational Institution	\$66,000	\$69,946	21,816	8,632
Private Educational Institution	\$70,000	\$75,062	30,144	9,881
By Type of Educational Institution				
Pre-school/Elementary/Secondary	\$40,000	\$52,719	14,925	3,193
2-year College	s	s	s	s
4-year College	\$68,000	\$74,505	27,280	12,504
Medical School	s	s	s	s
University-Affiliated Research Institution	\$85,000	\$77,505	10,495	935
All	\$68,000	\$72,682	26,688	18,543

s = suppressed due to small cell size.

Note: Teaching positions in non-educational institutions were not included in this table.

Source: 2013 National Survey of College Graduates, National Science Foundation.

Section 4. Research Positions

Median salaries for psychologists in research positions were generally higher (\$87,000) compared to professional service and teaching positions. Table 9 displays salary levels for research positions broken down by type of research activity. Psychologists who conducted development research activity had the highest median salary at \$92,000.

Table 9. Salaries for Research Positions, by Type of Research Activity, 2013

Type of Research Activity	Median	Mean	S.D.	N
Basic Research – Study directed toward gaining scientific knowledge primarily for its own sake	\$90,000	\$87,521	36,399	5,097
Applied Research – Study directed toward gaining scientific knowledge to meet a recognized need	\$86,500	\$96,951	52,905	12,820
Development – Using knowledge gained from research for the production of materials, devices	\$92,000	\$86,393	29,024	2,547
Design – Design of equipment, processes, structures, models	s	s	s	s
All	\$87,000	\$93,217	46,274	21,368

s = suppressed due to small cell size.

Source: 2013 National Survey of College Graduates, National Science Foundation.

Most research positions (56.1 percent) were within educational institutions, with salary levels presented in Table 10. The highest median salaries were found for university-affiliated research institutions (\$86,500), followed by 4-year colleges (\$75,000).

Table 10. Salaries for Research Positions, by Type of Educational Institution, 2013

Educational Institution	Median	Mean	S.D.	N
Pre-school/ Elementary /Secondary	s	s	s	s
4-year College	\$75,000	\$81,352	31,348	5,787
Medical School	\$50,000	\$69,691	42,073	3,012
University-affiliated Research Institution	\$86,500	\$82,095	36,418	2,151
All	\$72,500	\$78,492	34,869	12,000

s = suppressed due to small cell size.

Note: Salaries for research positions in 2-year colleges were not included in this table as no observations were found for this category in the survey sample.

Source: 2013 National Survey of College Graduates, National Science Foundation.

Table 11 presents salaries for research positions by sector. The highest-paid research positions were in the private sector, especially in the non-profit sector at \$130,000. For psychologists with research positions in educational institutions, those in public institutions had higher salary levels than those in private institutions.

Table 11. Salaries for Research Positions, by Sector, 2013

Sector	Median	Mean	S.D.	N
Educational Institution	\$72,500	\$78,492	34,869	12,000
Public Institution	\$75,000	\$79,505	31,095	8,182
Private Institution	\$54,000	\$76,322	41,742	3,818
Government	\$90,000	\$107,528	55,524	1,461
Federal Government	\$90,000	\$117,528	57,293	1,183
State Government	s	s	s	s
Private Sector (Self-employment excluded)	\$120,000	\$119,630	50,760	6,493
For-Profit	\$96,000	\$109,092	45,360	3,325
Non-Profit	\$130,000	\$130,689	53,689	3,168
Self-Employed	\$97,000	\$82,104	40,548	1,414
All	\$87,000	\$93,217	46,274	21,368

s = suppressed due to small cell size.

Note: Salaries for research positions in local government were not included in the table as no observation was found for this category in the survey sample.

Source: 2013 National Survey of College Graduates, National Science Foundation.

Section 5. Management Positions

Among all position types, management positions had the highest median salary at \$110,000. Table 12 presents salary levels for management positions by sector. The highest salary levels were found in the private sector, especially within the private for-profit sector (\$155,000). However, the large standard deviation (SD=186,239) suggests high salary variations within this sector.

Table 12. Salaries for Management Positions, by Sector, 2013

Sector	Median	Mean	S.D.	N
Educational Institutions	\$89,000	\$99,908	40,677	6,285
Public Institutions	\$75,000	\$94,693	48,525	3,664
Private Institutions	\$115,000	\$107,198	24,180	2,621
Government	\$93,000	\$94,999	21,622	5,176
Local Government	\$72,000	\$86,097	22,788	1,716
State Government	\$108,350	\$97,829	18,535	1,446
Federal Government	\$105,000	\$100,552	20,207	2,014
Private Sector (Self-employment excluded)	\$153,000	\$188,374	159,079	10,085
For-Profit	\$155,000	\$246,298	186,239	5,798
Non-Profit	\$107,000	\$110,048	44,180	4,287
Self-Employed	\$110,000	\$111,986	44,259	1,423
All Sectors	\$110,000	\$138,395	117,307	22,969

Source: 2013 National Survey of College Graduates, National Science Foundation.

Salary levels in management positions differed by the number of people under supervision (Table 13). Higher salary levels were found for positions where respondents were responsible for directly supervising 5-20 people (\$129,000), or indirectly supervising (through subordinate supervisors) more than 20 people (\$155,000).

Table 13. Salaries for Management Positions, by Number of People under Supervision, 2013

Number of People under Supervision	Median	Mean	S.D.	N
Number of People under <i>Direct</i> Supervision				
<5	\$108,350	\$101,660	41,748	8,356
5-20	\$129,000	\$201,165	169,976	8,324
>20	\$92,000	\$97,470	34,737	2,172
Number of People under <i>Indirect</i> Supervision (through subordinate supervisors)				
<5	\$94,000	\$97,343	34,719	8,132
5-20	\$100,000	\$110,604	70,952	3,682
>20	\$155,000	\$218,377	174,987	7,037

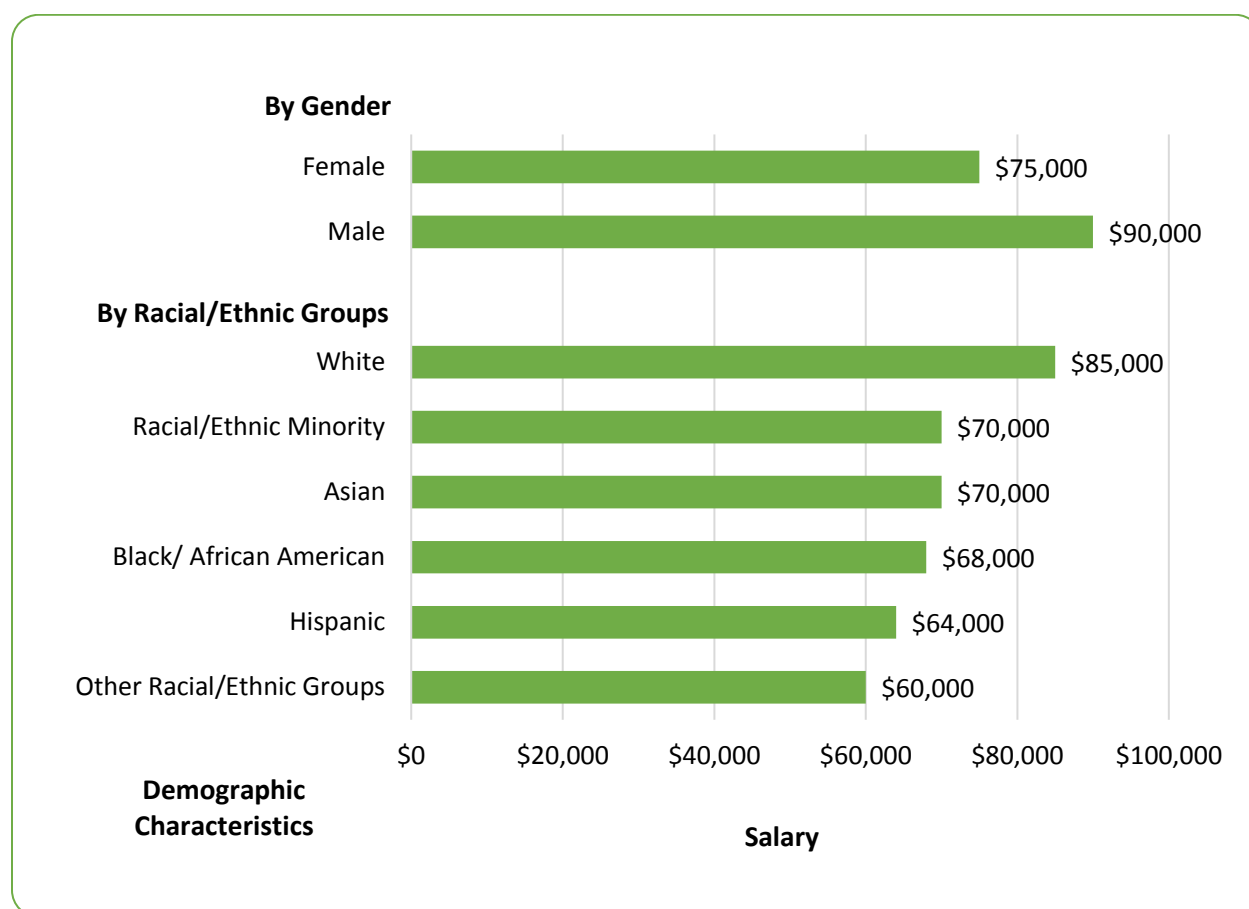
Source: 2013 National Survey of College Graduates, National Science Foundation.

Section 6. Salaries by Demographic Characteristics

This section examines full-time psychologists' salaries by gender, race/ethnicity, age, and disability status.⁹

Figure 4 displays psychologists' salaries by gender and racial/ethnic groups. Median salaries were higher for male psychologists (\$90,000) compared to female psychologists (\$75,000), and for White psychologists (\$85,000) compared to racial/ethnic minority psychologists (\$70,000).

Figure 4. Median Salary by Gender and Racial/Ethnic Group, 2013



Note: "Racial/ethnic minority" includes Asian, Black/African Americans, Hispanics, and other racial/ethnic groups. For data underlying this figure, please refer to Table 18 in [Appendix B](#).

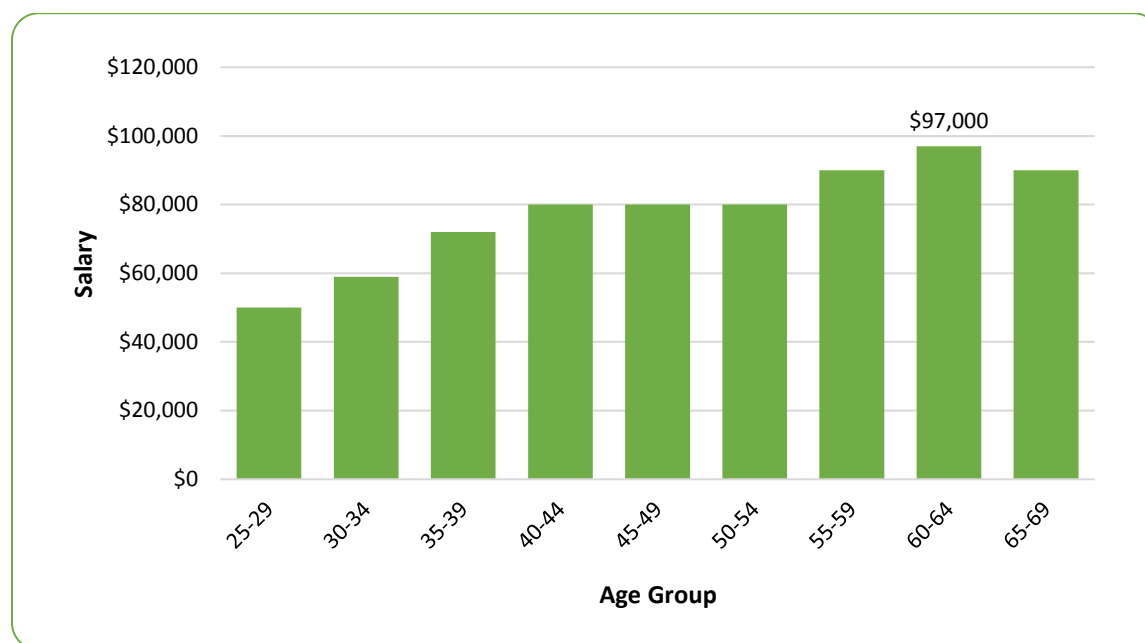
Source: 2013 National Survey of College Graduates, National Science Foundation.

Salaries were generally higher for older psychologists. Figure 5 displays psychologists' salaries by age group. Median salaries were highest for psychologists ages 60-64 (\$97,000). Similar patterns were found with salaries by years since highest degree (see Table 18 in [Appendix B](#)).

⁹ For detailed documentation on these demographic variables please refer to [Appendix A](#).

Median salaries were highest for psychologists who received their highest degrees 30-34 years earlier (\$110,000).

Figure 5. Median Salary by Age Group, 2013



Note: For data underlying this figure, please refer to Table 18 in [Appendix B](#).

Source: 2013 National Survey of College Graduates, National Science Foundation.

As for salaries by disability status, psychologists with disabilities had a median salary of \$85,000, compared to psychologists with no disabilities¹⁰ at \$80,000. Among psychologists with disabilities (Table 14), those with difficulty seeing had the highest median salary level at \$92,000, followed by those with hearing disabilities at \$85,000.

Table 14. Salaries by Type of Disability, 2013

Type of Disability	Median	Mean	SD	N
No Disability	\$80,000	\$96,644	69,540	115,672
With Disability	\$85,000	\$80,386	32,252	11,394
Cognition	\$70,000	\$69,490	13,331	1,947
Hearing	\$85,000	\$79,030	26,712	4,635
Seeing	\$92,000	\$78,242	40,199	3,667
Lifting	\$70,000	\$80,063	36,565	4,358
Walking	\$70,000	\$88,003	34,390	1,985

Source: 2013 National Survey of College Graduates, National Science Foundation.

¹⁰ NSCG categorized disability into five types: seeing, hearing, walking, lifting, and cognitive disabilities. Please refer to [Appendix A](#) for detailed documentation on the disability variable.

Conclusion

The report uses data from the National Science Foundation's 2013 National Survey of College Graduates (NSCG) to analyze salaries for psychologists. Psychologists' salary levels were highest in the Middle Atlantic Division and lowest in the East South Central Division. Psychologists in management positions had the highest median salary, followed by those in research, professional service, and teaching positions. Salary levels were generally higher for male than for female psychologists, for White than for racial/ethnic minority psychologists, and for older than for younger psychologists.

One limitation of this report is that, because of recent changes in the NSCG methodology, trends in psychologists' salaries could not be determined. However, given that the 2015 NSCG used the same sampling method as the 2013 survey, future reports can begin to identify changes over time.

Another limitation is that, although the NSCG collects specific industry information about respondents' employers, that information is not included in the data files made available to the public. Having more detailed industry information about employers – within the domains of healthcare, social assistance, public administration, education, etc. – would enrich our understanding of the work settings of psychologists and the salaries associated with those settings.

In contrast, the strength of using NSCG data comes from its large and nationally representative sample drawn from the American Community Survey and its detailed breakdown of degree type and major field. These features make it possible to capture patterns in salaries for all individuals with doctoral-level degrees in psychology, including PsyD degrees. The NSCG is one of the most useful data sources for understanding the nation's psychology workforce.

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Appendix A. Technical Documentation

The data analyzed in this report came from the 2013 National Survey of College Graduates (NSCG) by the National Science Foundation's (NSF) National Center for Science and Engineering Statistics.

The NSCG is a longitudinal biennial survey used to study the occupations and career paths of U.S. residents with bachelor's or higher- degrees, particularly in science and engineering fields.

NSCG has been conducted by the U.S. Census Bureau on behalf of NSF since 1993. The 2013 NSCG had a sample size of approximately 144,000 individuals. About 60 percent of the sample was selected from the 2011 American Community Survey (ACS) respondents with bachelor's or higher degrees in any field of study, and represented a sample size of 83,000. The remaining 40 percent of the 2013 NSCG sample were respondents from the 2010 NSCG.

Respondents from the 2010 NSCG were selected from the 2009 ACS and another NSF survey, the 2010 National Survey of Recent College Graduates (sample size of 13,000). Due to this difference in sampling methodology, results from the 2013 NSCG and 2010 NSCG may not be comparable. Earlier data were therefore not included in this report.

The reference time for the 2013 NSCG was the week of February 1, 2013. The weighted response rate was 74 percent. Sample weights were developed by NCSES and adjusted for differences in selection probabilities, nonresponse, and undercoverage, so that inferences could be made to the entire U.S. population.

Definitions of terms and the variable taxonomy used in this report are as follows:

Principle job was defined as the job the respondent worked the most hours during the survey reference week (i.e., the week of February 1, 2013).

Full-time psychologists were operationally defined as individuals who:

- (1) had a doctoral or professional degree in psychology,
 - a. Highest degree type was either a "professional degree" or a "doctoral degree" [variable DGRDG = 3 or DGRDG = 4], and
 - b. Field study of highest degree was "psychology" [variable NDGMEMG = 43], and
- (2) worked at least 35 hours per week in their principle jobs during the week of February 1, 2013.
 - a. Hours per week typically worked was equal to or greater than 35 [variable HRSWK $\geq$ 35]

The NSCG categorizes *degree type* into four categories: bachelor's, master's, doctorate, and professional degrees. According to NCSES, a Ph.D. degree in psychology is categorized as a doctoral degree, and a Psy.D. degree is categorized as a professional degree (NCSES, personal communication, May 12, 2016).

This report only included full-time psychologists. Due to large variations in salaries and work hours for psychologists who worked part-time in their principle jobs, part-time salaries were not included.

Psychologists who worked part-time in both their principle and secondary jobs, even if those totaled 35 work hours or more per week, were excluded from this report. Secondary job characteristics, including salaries, were not reported in the NSCG.

Salaries were based on basic annual salaries of psychologists' principle jobs, presented in nominal dollar figures as they were reported in 2013. Basic annual salaries do not include bonuses, overtime, or additional compensation for summertime teaching or research. Different variables were used in the analysis of salaries per availability of NSCG reported variables, and as sample size allowed. Throughout the report, cells with sample sizes of less than four were suppressed.

Geographic Divisions were based on U.S. Census Bureau's Geographic Divisions:

- East North Central: Illinois, Indiana, Michigan, Ohio and Wisconsin;
- East South Central: Alabama, Kentucky, Mississippi and Tennessee;
- Middle Atlantic: New Jersey, New York and Pennsylvania;
- Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah and Wyoming;
- New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont;
- Pacific: Alaska, California, Hawaii, Oregon and Washington;
- South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia and West Virginia;
- West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota and South Dakota;
- West South Central: Arkansas, Louisiana, Oklahoma and Texas.

Field of degree was based on variable NDGRMED (code for field of highest degree) and included the following psychology fields:

- General psychology
- Clinical psychology
- Counseling psychology
- Educational psychology
- Experimental psychology
- Industrial/Organizational psychology
- Social psychology
- Other psychology fields

Primary Work Activity was the activity in which an individual worked the most hours and was based on NSCG-categorized work activities as follows:

- Accounting, finance, contracts
- Basic research – study directed toward gaining scientific knowledge primarily for its own sake
- Applied research – study directed toward gaining scientific knowledge to meet a recognized need
- Development – using knowledge gained from research for the production of materials, devices
- Design of equipment, processes, structures, models
- Computer programming, systems or applications development
- Human resources – including recruiting, personnel development, training
- Managing or supervising people or projects
- Production, operations, maintenance (e.g., chip production, operating lab equipment)
- Professional services (e.g., health care, counseling, financial services, legal services)
- Sales, purchasing, marketing, customer service, public relations
- Quality or productivity management
- Teaching

Occupation was based on the NSCG occupation variable N2OCLST. Occupations included in this report are:

- Psychologists
- Medical and health services managers
- Counselors
- Diagnosing/treating practitioners
- Other health occupations, such as registered nurses, dieticians, therapists, physician, health technologists and technicians, etc.
- Pre-college teachers, such as pre-kindergarten and kindergarten, elementary, secondary, and special education
- Psychology post-secondary teachers
- Education post-secondary teachers
- Post-secondary teachers in other disciplines, such as business, health and related sciences, and other social sciences
- Education administrators
- Top-level managers, executives, administrators
- Other mid-level managers
- Other management positions, such as natural sciences managers, engineering managers, etc.

Sectors were based on respondents' reported principle employer information (variable NEDTP) as follows:

- Self-Employed (or a business owner)
 - In a non-incorporated business, professional practice, or farm
 - In an incorporated business, professional practice, or farm
- Private Sector employee
 - In a for-profit company or organization
 - In a non-profit organization (including tax-exempt and charitable organizations)
- Government employee
 - In a local government (e.g., city, county, school district)
 - In a state government
 - In the U.S. military service, active duty or Commissioned Corps (e.g., USPHS, NOAA)
 - In the U.S. government (e.g., civilian employee)
- Other type of employee

Note: the above four sectors exclude educational institutions. Respondents were coded in the educational institutions based on variable EMED (educational institution indicator):

- Educational Institution
 - In a public institution (when respondent was coded in an educational institution as a government employee)
 - In a private institution (when respondent was coded in an educational institution and in the private sector)

Years Since Start of Business (for self-employed respondents) was calculated as the difference between 2013 and the year the self-employed respondents started the position (variable STRTYR)

Types of Educational Institutions were based on variable EDTP (educational institution type) and coded as follows:

- Preschool, elementary, middle, or secondary school or system
- Two-year college, community college, or technical institute
- Four-year college or university, other than a medical school
- Medical school (including university-affiliated hospital or medical center)
- University-affiliated research institute
- Other

Employer Size was based on variable EMSIZE, the number of people working for the respondent's principle employer.

Number of People Supervised was based on variable SUPDIR (Number of people under direct supervision) and SUPIND (Number of people under indirect supervision through subordinate supervisors).

Gender was defined based on NSCG variable GENDER (Female/Male).

Race/Ethnicity was based on NSCG race/ethnicity variable RACETHM and was coded as follows:

- Minority
 - Asian
 - Asian, non-Hispanic ONLY
 - Black
 - Black, non-Hispanic ONLY
 - Hispanic
 - Hispanic, any race
 - Other Racial/ethnic Groups
 - American Indian/Alaska Native, non-Hispanic ONLY
 - Non-Hispanic Native Hawaiian/Other Pacific Islander ONLY
 - Multiple race
- White
 - White, non-Hispanic ONLY

Age Group was based on variable AGEGR, with respondents' reported age coded in 5-year intervals.

Years Since Highest Degree was calculated as the difference between 2013 and the year of award of respondents' highest degree (variable DGRYR).

Disability Status was based on variable HCAPIN (physical disabilities indicator). The variable was derived from responses to the degree of difficulty questions—none, slight, moderate, severe, unable to do—an individual has in seeing (with glasses or contact lenses); hearing (with a hearing aid); walking without assistance; lifting 10 pounds; or concentrating, remembering, or making decisions. Respondents who answered "moderate," "severe," or "unable to do" for any activity were classified as having a disability in the corresponding disability categories - seeing, hearing, walking, lifting, and cognitive disabilities.

Appendix B. Data underlying Figures

Table 15. Distribution of Salaries, 2013

Salary Range	N	%
\$0 - 20,000	8,698	1.8
\$20,000 - 40,000	13,997	2.9
\$40,000 - 60,000	72,638	15.2
\$60,000 - 80,000	117,309	24.5
\$80,000 - 100,000	101,683	21.2
\$100,000 - 120,000	55,837	11.7
\$120,000 - 160,000	36,960	7.7
\$140,000 - 160,000	19,468	4.1
\$160,000 - 180,000	17,520	3.7
\$180,000 - 200,000	8,257	1.7
\$200,000 - 220,000	8,549	1.8
\$220,000 - 240,000	2,392	0.5
\$240,000 - 260,000	6,836	1.4
\$260,000 - 280,000	1,499	0.3
\$280,000 - 300,000	153	0.0
> \$300,000	167	1.5
Total	127,066	100

Source: 2013 National Survey of College Graduates, National Science Foundation.

Table 16. Salaries by Geographic Divisions, 2013

Division	Median	Mean	SD	N
New England	\$73,000	\$85,849	33,140	11,258
Middle Atlantic	\$105,000	\$134,150	112,917	26,711
East North Central	\$80,000	\$82,786	32,647	11,585
West North Central	\$85,000	\$85,664	35,329	9,786
South Atlantic	\$67,000	\$81,333	46,500	23,428
East South Central	\$57,408	\$91,194	62,294	1,843
West South Central	\$74,750	\$74,060	30,125	8,512
Mountain	\$68,000	\$71,867	33,288	6,960
Pacific	\$85,000	\$94,268	49,790	26,983
Total	\$80,000	\$95,186	67,209	127,066

Source: 2013 National Survey of College Graduates, National Science Foundation.

Table 17. Salaries by Field of Degree, 2013

Field of Psychology Degree	Median	Mean	SD	N
Clinical psychology	\$80,500	\$96,431	62,429	56,723
Counseling psychology	\$85,000	\$105,110	40,407	10,880
Educational psychology	\$73,777	\$83,382	45,346	13,305
Experimental psychology	\$95,000	\$104,185	51,017	12,075
General psychology	\$110,000	\$93,477	22,388	1,434
Industrial/Organizational psychology	\$108,350	\$185,599	234,735	3,352
Social psychology	\$78,000	\$90,496	36,478	8,578
Other psychology fields	\$80,000	\$86,351	47,318	20,913
Total	\$80,000	\$95,186	67,209	127,066

Source: 2013 National Survey of College Graduates, National Science Foundation.

Table 18. Salaries by Demographic Characteristics, 2013

Salary by Demographic Characteristics	Median	Mean	SD	N
By Gender				
Female	\$75,000	\$80,183	36,035	68,895
Male	\$90,000	\$112,956	88,016	58,171
By Race/Ethnicity				
White	\$85,000	\$100,682	72,572	99,143
Minority	\$70,000	\$75,673	36,979	27,924
Asian	\$70,000	\$88,143	34,371	5,795
Black	\$68,000	\$75,353	33,807	9,447
Hispanic	\$64,000	\$70,221	40,062	11,554
Other Racial/Ethnic Groups	\$60,000	\$70,121	25,221	1,127
By Age Group				
25-29	\$50,000	\$43,944	28,226	4,798
30-34	\$59,000	\$66,023	23,158	10,879
35-39	\$72,000	\$96,971	52,290	17,230
40-44	\$80,000	\$91,110	44,707	13,514
45-49	\$80,000	\$78,766	30,522	12,539
50-54	\$80,000	\$112,833	138,227	12,192
55-59	\$90,000	\$96,092	34,515	17,171
60-64	\$97,000	\$118,086	80,610	23,444
65-69	\$90,000	\$99,933	47,312	12,007
Total	\$80,000	\$95,186	67,209	127,066

Source: 2013 National Survey of College Graduates, National Science Foundation.