

Compensation of I/O Psychologists in the Metropolitan Chicago Area

2007

Sponsored by
**Chicago Industrial/
Organizational Psychologists**

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Methodology and Definitions

Invitations to participate in this survey were emailed in January 2007 to members of the Chicago Industrial/Organizational Psychologists. As of January 15, 2007, 109 usable responses were received.

Insufficient data were provided by I/O Psychology Intems to report any pay rate data for them.

Insufficient data were provided regarding negative pay changes to report.

The data received have been analyzed to the maximum degree possible. Naturally, this has resulted in extremely small sample sizes in some cases. Where this has occurred, the computer program automatically eliminated "cells" from the printout where the sample was minimal.

The computer program was written to replace the first and ninth deciles with dashes whenever the statistics in a line of data were based on information for fewer than ten positions, the first and third quartiles with dashes for fewer than

five positions, and all statistics with dashes when-ever a line of data was based on information for fewer than three positions.

While not statistically significant, data were provided for very small cells. Naturally, caution must be exercised with such small numbers.

In each table in this report, the column heading "no. in job" refers to the usable number of positions from which the statistics were derived for the line of data in which that specific number appears.

"Base Annual Salary" was defined as an individual's annualized salary as of January 1, 2007, from his/her primary, full-time job.

"Total Cash Income from Primary Job" was defined as base annual salary, plus the total of the cash bonuses, fees, and/or commissions received by an individual from his/her primary, full-time job during 2006.

Compensation of I/O Psychologists in the Metropolitan Chicago Area

Variable & Category	No. in Job	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
All Such Respondents							
Base Salary from Primary Job	109	\$83,893	\$43,995	\$54,750	\$71,000	\$96,205	\$127,600
Fees/Bonuses/Profit Sharing from Primary Job	104	\$8,997	\$0	\$0	\$0	\$7,900	\$27,300
Total Cash Income from Primary Job	104	\$93,087	\$43,999	\$55,000	\$75,000	\$108,250	\$140,500
Total Cash Income from Part-Time Professional Employment	105	\$3,596	\$0	\$0	\$0	\$1,095	\$8,000
Total Cash Compensation from All Professional Employment	103	\$96,539	\$46,900	\$57,975	\$77,250	\$110,000	\$150,000
Compensation by Employment Status							
Academic I/O Psychologists							
Base Salary from Primary Job	16	\$66,777	\$49,200	\$54,500	\$66,715	\$76,500	\$90,800
Fees/Bonuses/Profit Sharing from Primary Job	16	\$3,469	\$0	\$0	\$0	\$4,500	\$10,850
Total Cash Income from Primary Job	16	\$70,246	\$49,200	\$54,500	\$71,215	\$81,500	\$95,900
Total Cash Income from Part-Time Professional Employment	16	\$15,875	\$0	\$750	\$4,200	\$25,000	\$61,500
Total Cash Compensation from All Professional Employment	16	\$86,120	\$49,200	\$61,950	\$74,500	\$105,150	\$138,500
---Academic - 9 months/year contract							
Base Salary from Primary Job	7	\$68,490	----	\$61,250	\$65,000	\$75,607	----
Fees/Bonuses/Profit Sharing from Primary Job	7	\$6,500	----	\$0	\$0	\$9,625	----
Total Cash Income from Primary Job	7	\$74,990	----	\$64,250	\$68,430	\$90,750	----
Total Cash Income from Part-Time Professional Employment	7	\$5,657	----	\$125	\$1,800	\$4,573	----
Total Cash Compensation from All Professional Employment	7	\$80,647	----	\$65,932	\$70,497	\$98,475	----
---Academic - 12 months/year contract							
Base Salary from Primary Job	7	\$65,714	----	\$50,500	\$70,000	\$78,500	----
Fees/Bonuses/Profit Sharing from Primary Job	7	\$1,429	----	\$0	\$0	\$3,750	----
Total Cash Income from Primary Job	7	\$67,143	----	\$50,500	\$74,000	\$82,500	----
Total Cash Income from Part-Time Professional Employment	7	\$23,486	----	\$1,750	\$4,400	\$50,750	----
Total Cash Compensation from All Professional Employment	7	\$90,629	----	\$51,600	\$75,000	\$128,250	----
Other Salaried I/O Psychologists							
Base Salary from Primary Job	86	\$76,929	\$43,549	\$53,000	\$69,000	\$95,000	\$119,300
Fees/Bonuses/Profit Sharing from Primary Job	82	\$7,868	\$0	\$0	\$500	\$9,000	\$25,600
Total Cash Income from Primary Job	82	\$85,879	\$43,844	\$55,000	\$74,250	\$108,000	\$137,900
Total Cash Income from Part-Time Professional Employment	83	\$1,488	\$0	\$0	\$0	\$0	\$4,700
Total Cash Compensation from All Professional Employment	81	\$87,045	\$45,724	\$55,750	\$75,020	\$108,125	\$140,000
Self-Employed I/O Psychologists							
Base Salary from Primary Job	7	\$208,571	----	\$135,000	\$175,000	\$232,500	----
Fees/Bonuses/Profit Sharing from Primary Job	6	\$39,167	----	\$0	\$0	\$35,000	----
Total Cash Income from Primary Job	6	\$252,500	----	\$130,000	\$200,000	\$375,000	----
Total Cash Income from Part-Time Professional Employment	6	\$0	----	\$0	\$0	\$0	----
Total Cash Compensation from All Professional Employment	6	\$252,500	----	\$130,000	\$200,000	\$375,000	----
Compensation by Major Job Activity							
Management/Administration							
Base Salary from Primary Job	10	\$81,506	\$39,250	\$47,000	\$79,000	\$120,000	\$131,280
Fees/Bonuses/Profit Sharing from Primary Job	10	\$10,980	\$0	\$0	\$4,750	\$25,000	\$33,500
Total Cash Income from Primary Job	10	\$92,486	\$39,500	\$47,000	\$82,500	\$145,000	\$164,780
Total Cash Income from Part-Time Professional Employment	10	\$1,370	\$0	\$0	\$0	\$1,200	\$6,250
Total Cash Compensation from All Professional Employment	10	\$93,856	\$39,500	\$47,000	\$83,500	\$145,000	\$167,030

Compensation of I/O Psychologists in the Metropolitan Chicago Area

Variable & Category	No. in Job	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Compensation by Major Job Activity (continued)							
Teaching							
Base Salary from Primary Job	8	\$59,929	----	\$51,500	\$60,000	\$71,215	----
Fees/Bonuses/Profit Sharing from Primary Job	8	\$3,750	----	\$0	\$0	\$0	----
Total Cash Income from Primary Job	8	\$63,679	----	\$51,500	\$61,715	\$76,000	----
Total Cash Income from Part-Time Professional Employment	8	\$7,650	----	\$500	\$2,900	\$12,200	----
Total Cash Compensation from All Professional Employment	8	\$71,329	----	\$54,200	\$72,115	\$76,500	----
Test Development/Administration/Interpretation							
Base Salary from Primary Job	6	\$72,292	----	\$60,000	\$65,000	\$77,250	----
Fees/Bonuses/Profit Sharing from Primary Job	6	\$1,667	----	\$0	\$0	\$0	----
Total Cash Income from Primary Job	6	\$73,958	----	\$65,000	\$67,500	\$77,250	----
Total Cash Income from Part-Time Professional Employment	6	\$1,333	----	\$0	\$0	\$0	----
Total Cash Compensation from All Professional Employment	6	\$75,292	----	\$65,000	\$71,125	\$78,000	----
Implementing Human Resources Programs							
Base Salary from Primary Job	7	\$58,071	----	\$44,625	\$53,000	\$81,250	----
Fees/Bonuses/Profit Sharing from Primary Job	7	\$3,143	----	\$0	\$0	\$4,500	----
Total Cash Income from Primary Job	7	\$61,214	----	\$44,625	\$56,000	\$82,500	----
Total Cash Income from Part-Time Professional Employment	7	\$914	----	\$0	\$0	\$2,250	----
Total Cash Compensation from All Professional Employment	7	\$62,129	----	\$46,625	\$56,000	\$83,350	----
Performing Human Resources Problem Diagnosis							
Base Salary from Primary Job	7	\$74,121	----	\$51,500	\$66,000	\$100,125	----
Fees/Bonuses/Profit Sharing from Primary Job	5	\$864	----	\$0	\$0	\$1,080	----
Total Cash Income from Primary Job	5	\$82,434	----	\$60,500	\$75,000	\$110,543	----
Total Cash Income from Part-Time Professional Employment	5	\$400	----	\$0	\$0	\$500	----
Total Cash Compensation from All Professional Employment	5	\$82,834	----	\$61,000	\$75,000	\$110,543	----
Two or more of the above							
Base Salary from Primary Job	51	\$97,139	\$51,600	\$62,605	\$80,000	\$100,000	\$148,000
Fees/Bonuses/Profit Sharing from Primary Job	50	\$12,848	\$0	\$0	\$2,500	\$10,000	\$32,500
Total Cash Income from Primary Job	50	\$110,510	\$51,807	\$64,000	\$93,500	\$113,000	\$192,000
Total Cash Income from Part-Time Professional Employment	51	\$4,982	\$0	\$0	\$0	\$375	\$9,998
Total Cash Compensation from All Professional Employment	50	\$115,592	\$52,857	\$65,000	\$98,500	\$133,000	\$206,000
Other (not described above)							
Base Salary from Primary Job	11	\$61,693	\$35,800	\$38,500	\$52,000	\$82,531	\$108,000
Fees/Bonuses/Profit Sharing from Primary Job	10	\$10,580	\$0	\$0	\$1,750	\$7,000	\$45,000
Total Cash Income from Primary Job	10	\$74,743	\$36,250	\$43,000	\$61,713	\$115,000	\$127,500
Total Cash Income from Part-Time Professional Employment	10	\$3,214	\$0	\$0	\$250	\$1,060	\$15,000
Total Cash Compensation from All Professional Employment	9	\$73,841	----	\$44,170	\$53,000	\$101,375	----
Compensation by Degree Level							
BA/BS/BBA Degree							
Base Salary from Primary Job	3	\$38,500	----	----	\$37,500	----	----
Fees/Bonuses/Profit Sharing from Primary Job	3	\$333	----	----	\$500	----	----
Total Cash Income from Primary Job	3	\$38,833	----	----	\$38,000	----	----
Total Cash Income from Part-Time Professional Employment	3	\$1,000	----	----	\$0	----	----
Total Cash Compensation from All Professional Employment	3	\$39,833	----	----	\$38,000	----	----

Compensation of I/O Psychologists in the Metropolitan Chicago Area

Variable & Category	No. in Job	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Compensation by Degree Level(continued)							
MA/MSDegree (notMBA)							
Base Salary from Primary Job.....	52	\$63,290	\$40,000	\$47,600	\$60,000	\$72,000	\$90,600
Fees/Bonuses/Profit Sharing from Primary Job.....	48	\$5,519	\$0	\$0	\$650	\$5,450	\$12,800
Total Cash Income from Primary Job.....	48	\$69,521	\$42,300	\$50,607	\$61,500	\$85,000	\$107,600
Total Cash Income from Part-Time Professional Employment.....	49	\$1,201	\$0	\$0	\$0	\$520	\$4,900
Total Cash Compensation from All Professional Employment.....	47	\$69,805	\$43,198	\$52,325	\$62,000	\$79,500	\$101,880
ABD (all but a doctorate)							
Base Salary from Primary Job.....	6	\$80,137	----	\$72,000	\$79,500	\$88,000	----
Fees/Bonuses/Profit Sharing from Primary Job.....	6	\$5,633	----	\$0	\$3,000	\$7,800	----
Total Cash Income from Primary Job.....	6	\$85,770	----	\$72,000	\$86,400	\$96,820	----
Total Cash Income from Part-Time Professional Employment.....	6	\$200	----	\$0	\$0	\$0	----
Total Cash Compensation from All Professional Employment.....	6	\$85,970	----	\$72,000	\$87,000	\$96,820	----
Doctorate							
Base Salary from Primary Job.....	48	\$109,519	\$57,900	\$72,000	\$93,500	\$121,438	\$178,500
Fees/Bonuses/Profit Sharing from Primary Job.....	47	\$13,531	\$0	\$0	\$0	\$12,625	\$34,000
Total Cash Income from Primary Job.....	47	\$121,551	\$58,520	\$75,000	\$100,000	\$136,719	\$219,000
Total Cash Income from Part-Time Professional Employment.....	47	\$6,691	\$0	\$0	\$0	\$3,750	\$28,000
Total Cash Compensation from All Professional Employment.....	47	\$128,242	\$64,600	\$75,562	\$110,000	\$140,000	\$222,800

Compensation of Salaried I/O Psychologists by Degree Level

BA/BS/BBA Degree							
Base Salary from Primary Job.....	3	\$38,500	----	----	\$37,500	----	----
Fees/Bonuses/Profit Sharing from Primary Job.....	3	\$333	----	----	\$500	----	----
Total Cash Income from Primary Job.....	3	\$38,833	----	----	\$38,000	----	----
Total Cash Income from Part-Time Professional Employment.....	3	\$1,000	----	----	\$0	----	----
Total Cash Compensation from All Professional Employment.....	3	\$39,833	----	----	\$38,000	----	----
MA/MSDegree (notMBA)							
Base Salary from Primary Job.....	52	\$63,290	\$40,000	\$47,600	\$60,000	\$72,000	\$90,600
Fees/Bonuses/Profit Sharing from Primary Job.....	48	\$5,519	\$0	\$0	\$650	\$5,450	\$12,800
Total Cash Income from Primary Job.....	48	\$69,521	\$42,300	\$50,607	\$61,500	\$85,000	\$107,600
Total Cash Income from Part-Time Professional Employment.....	49	\$1,201	\$0	\$0	\$0	\$520	\$4,900
Total Cash Compensation from All Professional Employment.....	47	\$69,805	\$43,198	\$52,325	\$62,000	\$79,500	\$101,880
ABD (all but a doctorate)							
Base Salary from Primary Job.....	6	\$80,137	----	\$72,000	\$79,500	\$88,000	----
Fees/Bonuses/Profit Sharing from Primary Job.....	6	\$5,633	----	\$0	\$3,000	\$7,800	----
Total Cash Income from Primary Job.....	6	\$85,770	----	\$72,000	\$86,400	\$96,820	----
Total Cash Income from Part-Time Professional Employment.....	6	\$200	----	\$0	\$0	\$0	----
Total Cash Compensation from All Professional Employment.....	6	\$85,970	----	\$72,000	\$87,000	\$96,820	----
Doctorate							
Base Salary from Primary Job.....	41	\$92,607	\$56,200	\$68,857	\$82,000	\$110,375	\$127,200
Fees/Bonuses/Profit Sharing from Primary Job.....	41	\$9,780	\$0	\$0	\$0	\$11,875	\$30,000
Total Cash Income from Primary Job.....	41	\$102,387	\$56,290	\$72,750	\$95,000	\$133,500	\$147,000
Total Cash Income from Part-Time Professional Employment.....	41	\$7,671	\$0	\$0	\$0	\$4,749	\$30,000
Total Cash Compensation from All Professional Employment.....	41	\$110,058	\$62,460	\$74,750	\$105,000	\$137,750	\$155,400

Compensation of I/O Psychologists in the Metropolitan Chicago Area

Variable & Category	No. in Job	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Compensation of Self-Employed I/O Psychologists by Degree Level							
Doctorate							
Base Salary from Primary Job	7	\$208,571	----	\$135,000	\$175,000	\$232,500	----
Fees/Bonuses/Profit Sharing from Primary Job	6	\$39,167	----	\$0	\$0	\$35,000	----
Total Cash Income from Primary Job	6	\$252,500	----	\$130,000	\$200,000	\$375,000	----
Total Cash Income from Part-Time Professional Employment	6	\$0	----	\$0	\$0	\$0	----
Total Cash Compensation from All Professional Employment	6	\$252,500	----	\$130,000	\$200,000	\$375,000	----
Compensation by Age							
Under Age 30							
Base Salary from Primary Job	32	\$57,884	\$37,850	\$43,746	\$53,000	\$66,063	\$82,400
Fees/Bonuses/Profit Sharing from Primary Job	29	\$5,501	\$0	\$0	\$0	\$3,386	\$16,000
Total Cash Income from Primary Job	29	\$64,269	\$39,200	\$43,869	\$55,000	\$73,875	\$96,200
Total Cash Income from Part-Time Professional Employment	30	\$1,975	\$0	\$0	\$0	\$2,100	\$7,998
Total Cash Compensation from All Professional Employment	29	\$66,311	\$41,000	\$46,015	\$57,500	\$73,875	\$104,000
Ages 30 - 39							
Base Salary from Primary Job	44	\$75,415	\$51,800	\$60,000	\$72,500	\$90,000	\$110,000
Fees/Bonuses/Profit Sharing from Primary Job	43	\$5,509	\$0	\$0	\$1,200	\$7,750	\$21,000
Total Cash Income from Primary Job	43	\$81,026	\$51,840	\$60,250	\$76,000	\$101,050	\$115,334
Total Cash Income from Part-Time Professional Employment	43	\$642	\$0	\$0	\$0	\$0	\$3,520
Total Cash Compensation from All Professional Employment	42	\$80,874	\$51,610	\$61,000	\$76,625	\$100,000	\$114,101
Ages 40 - 49							
Base Salary from Primary Job	20	\$95,790	\$57,000	\$71,215	\$86,500	\$117,188	\$155,000
Fees/Bonuses/Profit Sharing from Primary Job	20	\$23,090	\$0	\$0	\$0	\$32,500	\$62,500
Total Cash Income from Primary Job	20	\$118,880	\$58,000	\$74,500	\$98,000	\$135,438	\$202,500
Total Cash Income from Part-Time Professional Employment	20	\$9,750	\$0	\$0	\$0	\$8,500	\$31,000
Total Cash Compensation from All Professional Employment	20	\$128,630	\$58,000	\$76,500	\$110,750	\$143,500	\$232,500
Ages 50 or more							
Base Salary from Primary Job	13	\$158,308	\$54,800	\$86,500	\$130,000	\$191,250	\$300,000
Fees/Bonuses/Profit Sharing from Primary Job	12	\$6,458	\$0	\$0	\$0	\$10,250	\$25,600
Total Cash Income from Primary Job	12	\$162,958	\$54,700	\$87,500	\$137,500	\$196,500	\$325,000
Total Cash Income from Part-Time Professional Employment	12	\$7,975	\$0	\$0	\$0	\$4,450	\$33,500
Total Cash Compensation from All Professional Employment	12	\$170,933	\$69,620	\$102,650	\$142,500	\$198,750	\$325,000
Compensation by Gender							
Male I/O Psychologists							
Base Salary from Primary Job	46	\$93,951	\$45,320	\$55,000	\$69,500	\$111,500	\$172,500
Fees/Bonuses/Profit Sharing from Primary Job	43	\$13,735	\$0	\$0	\$3,000	\$8,750	\$36,000
Total Cash Income from Primary Job	43	\$110,798	\$49,800	\$55,250	\$80,000	\$119,168	\$237,200
Total Cash Income from Part-Time Professional Employment	44	\$4,040	\$0	\$0	\$0	\$790	\$7,050
Total Cash Compensation from All Professional Employment	43	\$114,933	\$49,800	\$57,237	\$87,000	\$131,000	\$237,200
Female I/O Psychologists							
Base Salary from Primary Job	62	\$76,574	\$43,844	\$54,000	\$71,500	\$95,000	\$110,900
Fees/Bonuses/Profit Sharing from Primary Job	60	\$5,335	\$0	\$0	\$0	\$5,000	\$21,000
Total Cash Income from Primary Job	60	\$80,278	\$43,746	\$53,600	\$72,750	\$101,700	\$132,500
Total Cash Income from Part-Time Professional Employment	60	\$3,329	\$0	\$0	\$0	\$1,800	\$8,000
Total Cash Compensation from All Professional Employment	59	\$83,075	\$45,336	\$60,997	\$75,000	\$104,475	\$136,551

Compensation of I/O Psychologists in the Metropolitan Chicago Area

Variable & Category	No. in Job	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Compensation of Male I/O Psychologists by Degree Level							
MA/MS Degree (not MBA)							
Base Salary from Primary Job	22	\$59,722	\$36,700	\$48,200	\$55,000	\$66,000	\$88,600
Fees/Bonuses/Profit Sharing from Primary Job	19	\$8,280	\$0	\$0	\$3,000	\$7,000	\$29,600
Total Cash Income from Primary Job	19	\$69,642	\$42,400	\$51,486	\$56,000	\$78,250	\$110,800
Total Cash Income from Part-Time Professional Employment	20	\$484	\$0	\$0	\$0	\$250	\$2,300
Total Cash Compensation from All Professional Employment	19	\$70,152	\$42,400	\$52,554	\$57,500	\$78,250	\$111,100
Doctorate							
Base Salary from Primary Job	22	\$129,493	\$56,400	\$70,000	\$105,750	\$150,000	\$232,500
Fees/Bonuses/Profit Sharing from Primary Job	22	\$19,067	\$0	\$0	\$75	\$25,000	\$47,000
Total Cash Income from Primary Job	22	\$148,560	\$56,505	\$75,000	\$110,750	\$159,000	\$291,000
Total Cash Income from Part-Time Professional Employment	22	\$7,586	\$0	\$0	\$0	\$4,400	\$30,600
Total Cash Compensation from All Professional Employment	22	\$156,146	\$58,725	\$80,000	\$120,835	\$163,500	\$313,400
Compensation of Female I/O Psychologists by Degree Level							
BA/BS/BBA Degree							
Base Salary from Primary Job	3	\$38,500	----	----	\$37,500	----	----
Fees/Bonuses/Profit Sharing from Primary Job	3	\$333	----	----	\$500	----	----
Total Cash Income from Primary Job	3	\$38,833	----	----	\$38,000	----	----
Total Cash Income from Part-Time Professional Employment	3	\$1,000	----	----	\$0	----	----
Total Cash Compensation from All Professional Employment	3	\$39,833	----	----	\$38,000	----	----
MA/MS Degree (not MBA)							
Base Salary from Primary Job	29	\$65,594	\$42,000	\$47,000	\$62,500	\$77,250	\$96,440
Fees/Bonuses/Profit Sharing from Primary Job	28	\$2,950	\$0	\$0	\$0	\$4,750	\$10,000
Total Cash Income from Primary Job	28	\$68,350	\$41,750	\$47,000	\$63,750	\$83,000	\$107,600
Total Cash Income from Part-Time Professional Employment	28	\$1,756	\$0	\$0	\$0	\$1,530	\$7,457
Total Cash Compensation from All Professional Employment	27	\$68,443	\$44,106	\$49,850	\$65,000	\$77,500	\$101,880
ABD (all but a doctorate)							
Base Salary from Primary Job	4	\$80,455	----	----	\$80,000	----	----
Fees/Bonuses/Profit Sharing from Primary Job	4	\$5,000	----	----	\$0	----	----
Total Cash Income from Primary Job	4	\$85,455	----	----	\$84,410	----	----
Total Cash Income from Part-Time Professional Employment	4	\$0	----	----	\$0	----	----
Total Cash Compensation from All Professional Employment	4	\$85,455	----	----	\$84,410	----	----
Doctorate							
Base Salary from Primary Job	26	\$92,618	\$60,500	\$75,000	\$88,500	\$110,000	\$129,288
Fees/Bonuses/Profit Sharing from Primary Job	25	\$8,660	\$0	\$0	\$0	\$11,875	\$30,000
Total Cash Income from Primary Job	25	\$97,782	\$64,000	\$73,357	\$96,000	\$131,250	\$140,000
Total Cash Income from Part-Time Professional Employment	25	\$5,904	\$0	\$0	\$0	\$2,724	\$15,000
Total Cash Compensation from All Professional Employment	25	\$103,686	\$65,000	\$74,750	\$100,000	\$136,158	\$150,000
Compensation by Years Since Highest Degree							
Under 1 Year							
Base Salary from Primary Job	10	\$45,219	\$32,500	\$40,000	\$44,496	\$48,200	\$59,750
Fees/Bonuses/Profit Sharing from Primary Job	8	\$2,521	----	\$0	\$75	\$3,007	----
Total Cash Income from Primary Job	8	\$48,795	----	\$43,250	\$45,496	\$54,182	----
Total Cash Income from Part-Time Professional Employment	9	\$1,184	----	\$0	\$0	\$2,025	----
Total Cash Compensation from All Professional Employment	8	\$50,127	----	\$43,496	\$46,780	\$55,232	----

Compensation of I/O Psychologists in the Metropolitan Chicago Area

Variable & Category	No. in Job	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Compensation by Years Since Highest Degree (continued)							
1 - 2 Years							
Base Salary from Primary Job.....	19	\$59,663	\$38,500	\$46,625	\$55,000	\$72,750	\$78,900
Fees/Bonuses/Profit Sharing from Primary Job.....	19	\$2,158	\$0	\$0	\$0	\$2,500	\$5,000
Total Cash Income from Primary Job.....	19	\$61,821	\$39,200	\$46,625	\$55,000	\$75,375	\$92,092
Total Cash Income from Part-Time Professional Employment.....	19	\$2,057	\$0	\$0	\$0	\$2,875	\$7,998
Total Cash Compensation from All Professional Employment.....	19	\$63,877	\$40,400	\$47,000	\$60,996	\$75,375	\$95,292
3 - 4 Years							
Base Salary from Primary Job.....	30	\$74,211	\$46,500	\$55,000	\$68,500	\$88,000	\$110,000
Fees/Bonuses/Profit Sharing from Primary Job.....	28	\$7,807	\$0	\$0	\$400	\$7,400	\$30,000
Total Cash Income from Primary Job.....	28	\$82,426	\$44,390	\$58,000	\$77,500	\$98,200	\$138,763
Total Cash Income from Part-Time Professional Employment.....	29	\$710	\$0	\$0	\$0	\$0	\$920
Total Cash Compensation from All Professional Employment.....	28	\$83,162	\$52,510	\$58,000	\$77,500	\$98,200	\$138,763
5 - 9 Years							
Base Salary from Primary Job.....	25	\$79,971	\$52,000	\$64,480	\$75,000	\$92,000	\$112,350
Fees/Bonuses/Profit Sharing from Primary Job.....	25	\$9,957	\$0	\$0	\$5,900	\$13,625	\$30,000
Total Cash Income from Primary Job.....	25	\$89,928	\$53,200	\$68,365	\$95,000	\$108,500	\$116,671
Total Cash Income from Part-Time Professional Employment.....	24	\$2,542	\$0	\$0	\$0	\$0	\$8,700
Total Cash Compensation from All Professional Employment.....	24	\$91,425	\$52,880	\$68,000	\$93,500	\$109,000	\$127,500
10 - 14 Years							
Base Salary from Primary Job.....	9	\$87,056	----	\$62,500	\$75,000	\$113,625	----
Fees/Bonuses/Profit Sharing from Primary Job.....	9	\$2,667	----	\$0	\$0	\$6,000	----
Total Cash Income from Primary Job.....	9	\$89,722	----	\$62,500	\$75,000	\$116,125	----
Total Cash Income from Part-Time Professional Employment.....	9	\$6,766	----	\$0	\$1,000	\$9,125	----
Total Cash Compensation from All Professional Employment.....	9	\$96,489	----	\$73,124	\$105,000	\$116,125	----
15 Years or more							
Base Salary from Primary Job.....	16	\$159,339	\$70,800	\$95,500	\$131,000	\$180,000	\$247,500
Fees/Bonuses/Profit Sharing from Primary Job.....	15	\$25,533	\$0	\$0	\$0	\$26,500	\$75,000
Total Cash Income from Primary Job.....	15	\$183,495	\$75,000	\$97,000	\$145,000	\$246,000	\$375,000
Total Cash Income from Part-Time Professional Employment.....	15	\$12,353	\$0	\$0	\$0	\$3,825	\$65,000
Total Cash Compensation from All Professional Employment.....	15	\$195,849	\$78,000	\$131,750	\$150,000	\$246,000	\$375,000
Compensation by Years Since MA/MS Degree							
Under 1 Year							
Base Salary from Primary Job.....	9	\$43,910	----	\$39,250	\$43,992	\$47,300	----
Fees/Bonuses/Profit Sharing from Primary Job.....	7	\$2,859	----	\$0	\$0	\$3,011	----
Total Cash Income from Primary Job.....	7	\$47,601	----	\$43,125	\$43,992	\$50,161	----
Total Cash Income from Part-Time Professional Employment.....	8	\$1,333	----	\$0	\$530	\$2,050	----
Total Cash Compensation from All Professional Employment.....	7	\$49,124	----	\$43,248	\$44,560	\$52,236	----
1 - 2 Years							
Base Salary from Primary Job.....	11	\$54,548	\$38,400	\$46,625	\$53,000	\$65,094	\$70,600
Fees/Bonuses/Profit Sharing from Primary Job.....	11	\$1,227	\$0	\$0	\$0	\$2,500	\$4,700
Total Cash Income from Primary Job.....	11	\$55,775	\$39,000	\$46,625	\$53,000	\$68,844	\$74,500
Total Cash Income from Part-Time Professional Employment.....	11	\$1,371	\$0	\$0	\$0	\$2,020	\$5,598
Total Cash Compensation from All Professional Employment.....	11	\$57,146	\$40,600	\$46,625	\$57,500	\$69,279	\$74,500

Compensation of I/O Psychologists in the Metropolitan Chicago Area

Variable & Category	No. in Job	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Compensation by Years Since MA/MS Degree (continued)							
3 - 4 Years							
Base Salary from Primary Job	17	\$67,704	\$43,200	\$52,750	\$60,000	\$82,000	\$97,520
Fees/Bonuses/Profit Sharing from Primary Job	15	\$8,287	\$0	\$0	\$300	\$4,500	\$40,000
Total Cash Income from Primary Job	15	\$75,884	\$41,000	\$54,250	\$60,000	\$93,750	\$120,000
Total Cash Income from Part-Time Professional Employment	16	\$1,181	\$0	\$0	\$0	\$0	\$3,110
Total Cash Compensation from All Professional Employment	15	\$77,144	\$52,300	\$54,250	\$63,400	\$93,750	\$120,500
5 - 9 Years							
Base Salary from Primary Job	13	\$70,763	\$51,600	\$60,750	\$65,000	\$90,000	\$90,400
Fees/Bonuses/Profit Sharing from Primary Job	13	\$7,085	\$0	\$0	\$5,900	\$10,000	\$25,000
Total Cash Income from Primary Job	13	\$77,848	\$52,560	\$64,000	\$70,000	\$97,750	\$104,600
Total Cash Income from Part-Time Professional Employment	12	\$1,183	\$0	\$0	\$0	\$0	\$6,740
Total Cash Compensation from All Professional Employment	12	\$75,935	\$52,240	\$63,000	\$74,010	\$93,500	\$100,600
Compensation by Years Since Doctorate							
1 - 2 Years							
Base Salary from Primary Job	4	\$70,813	----	----	\$76,125	----	----
Fees/Bonuses/Profit Sharing from Primary Job	4	\$6,750	----	----	\$2,500	----	----
Total Cash Income from Primary Job	4	\$77,563	----	----	\$81,125	----	----
Total Cash Income from Part-Time Professional Employment	4	\$5,250	----	----	\$4,000	----	----
Total Cash Compensation from All Professional Employment	4	\$82,813	----	----	\$85,125	----	----
3 - 4 Years							
Base Salary from Primary Job	10	\$89,838	\$62,500	\$75,000	\$83,500	\$110,000	\$116,438
Fees/Bonuses/Profit Sharing from Primary Job	10	\$8,600	\$0	\$0	\$2,000	\$13,000	\$30,000
Total Cash Income from Primary Job	10	\$98,438	\$64,500	\$75,000	\$88,000	\$135,877	\$140,000
Total Cash Income from Part-Time Professional Employment	10	\$50	\$0	\$0	\$0	\$0	\$250
Total Cash Compensation from All Professional Employment	10	\$98,488	\$64,750	\$75,000	\$88,000	\$135,877	\$140,000
5 - 9 Years							
Base Salary from Primary Job	10	\$91,035	\$57,000	\$69,000	\$96,000	\$112,350	\$124,000
Fees/Bonuses/Profit Sharing from Primary Job	10	\$13,082	\$0	\$0	\$2,160	\$30,000	\$42,500
Total Cash Income from Primary Job	10	\$104,117	\$59,000	\$95,000	\$106,750	\$116,671	\$142,500
Total Cash Income from Part-Time Professional Employment	10	\$4,680	\$0	\$0	\$0	\$1,800	\$22,500
Total Cash Compensation from All Professional Employment	10	\$108,797	\$59,000	\$100,000	\$111,500	\$125,000	\$150,000
10 - 14 Years							
Base Salary from Primary Job	7	\$79,786	----	\$57,500	\$74,000	\$102,375	----
Fees/Bonuses/Profit Sharing from Primary Job	7	\$1,286	----	\$0	\$0	\$0	----
Total Cash Income from Primary Job	7	\$81,071	----	\$57,500	\$74,000	\$102,375	----
Total Cash Income from Part-Time Professional Employment	7	\$8,700	----	\$250	\$4,400	\$16,374	----
Total Cash Compensation from All Professional Employment	7	\$89,771	----	\$71,373	\$75,000	\$109,875	----
15 Years or more							
Base Salary from Primary Job	16	\$159,339	\$70,800	\$95,500	\$131,000	\$180,000	\$247,500
Fees/Bonuses/Profit Sharing from Primary Job	15	\$25,533	\$0	\$0	\$0	\$26,500	\$75,000
Total Cash Income from Primary Job	15	\$183,495	\$75,000	\$97,000	\$145,000	\$246,000	\$375,000
Total Cash Income from Part-Time Professional Employment	15	\$12,353	\$0	\$0	\$0	\$3,825	\$65,000
Total Cash Compensation from All Professional Employment	15	\$195,849	\$78,000	\$131,750	\$150,000	\$246,000	\$375,000

Compensation of I/O Psychologists in the Metropolitan Chicago Area

Variable & Category	No. in Job	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Compensation by Type of Employer							
Banking/Finance/Insurance							
Base Salary from Primary Job.....	9	\$69,000	----	\$50,250	\$71,000	\$83,750	----
Fees/Bonuses/Profit Sharing from Primary Job.....	7	\$6,357	----	\$0	\$0	\$1,625	----
Total Cash Income from Primary Job.....	7	\$78,500	----	\$57,750	\$75,000	\$95,000	----
Total Cash Income from Part-Time Professional Employment.....	8	\$0	----	\$0	\$0	\$0	----
Total Cash Compensation from All Professional Employment.....	7	\$78,500	----	\$57,750	\$75,000	\$95,000	----
Colleges/Universities							
Base Salary from Primary Job.....	19	\$62,681	\$37,700	\$49,500	\$65,000	\$74,750	\$87,200
Fees/Bonuses/Profit Sharing from Primary Job.....	19	\$2,947	\$0	\$0	\$0	\$3,125	\$8,900
Total Cash Income from Primary Job.....	19	\$65,628	\$38,000	\$49,500	\$65,000	\$77,250	\$95,600
Total Cash Income from Part-Time Professional Employment.....	19	\$14,158	\$0	\$125	\$4,000	\$18,750	\$51,000
Total Cash Compensation from All Professional Employment.....	19	\$79,786	\$42,800	\$51,500	\$70,497	\$102,000	\$134,000
Consulting Firms							
Base Salary from Primary Job.....	37	\$85,363	\$48,080	\$61,500	\$75,000	\$100,000	\$130,400
Fees/Bonuses/Profit Sharing from Primary Job.....	35	\$16,292	\$0	\$0	\$4,321	\$10,000	\$50,000
Total Cash Income from Primary Job.....	35	\$103,590	\$52,400	\$65,000	\$85,000	\$116,253	\$159,000
Total Cash Income from Part-Time Professional Employment.....	35	\$2,162	\$0	\$0	\$0	\$560	\$6,200
Total Cash Compensation from All Professional Employment.....	34	\$105,481	\$52,060	\$65,000	\$82,500	\$116,671	\$170,550
Independent Consultancies							
Base Salary from Primary Job.....	8	\$180,062	----	\$93,250	\$140,000	\$215,000	----
Fees/Bonuses/Profit Sharing from Primary Job.....	7	\$5,000	----	\$0	\$0	\$0	----
Total Cash Income from Primary Job.....	7	\$185,070	----	\$110,375	\$130,000	\$225,000	----
Total Cash Income from Part-Time Professional Employment.....	7	\$0	----	\$0	\$0	\$0	----
Total Cash Compensation from All Professional Employment.....	7	\$185,070	----	\$110,375	\$130,000	\$225,000	----
Merchandising (retail or wholesale)							
Base Salary from Primary Job.....	7	\$85,786	----	\$54,375	\$92,000	\$110,000	----
Fees/Bonuses/Profit Sharing from Primary Job.....	7	\$14,686	----	\$1,950	\$10,000	\$28,750	----
Total Cash Income from Primary Job.....	7	\$100,471	----	\$56,325	\$102,000	\$140,000	----
Total Cash Income from Part-Time Professional Employment.....	7	\$600	----	\$0	\$0	\$900	----
Total Cash Compensation from All Professional Employment.....	7	\$101,071	----	\$57,000	\$102,000	\$140,000	----
Manufacturing Firms							
Base Salary from Primary Job.....	6	\$90,906	----	\$65,000	\$87,000	\$122,877	----
Fees/Bonuses/Profit Sharing from Primary Job.....	6	\$10,917	----	\$3,000	\$4,750	\$13,000	----
Total Cash Income from Primary Job.....	6	\$101,823	----	\$65,000	\$91,750	\$135,877	----
Total Cash Income from Part-Time Professional Employment.....	6	\$0	----	\$0	\$0	\$0	----
Total Cash Compensation from All Professional Employment.....	6	\$101,823	----	\$65,000	\$91,750	\$135,877	----
Other Types of Employer							
Base Salary from Primary Job.....	23	\$69,023	\$43,000	\$52,000	\$61,000	\$88,000	\$100,056
Fees/Bonuses/Profit Sharing from Primary Job.....	23	\$2,681	\$0	\$0	\$0	\$3,011	\$8,400
Total Cash Income from Primary Job.....	23	\$71,704	\$43,200	\$52,475	\$61,000	\$93,750	\$109,000
Total Cash Income from Part-Time Professional Employment.....	23	\$1,246	\$0	\$0	\$0	\$0	\$3,599
Total Cash Compensation from All Professional Employment.....	23	\$72,950	\$44,048	\$53,229	\$61,000	\$93,750	\$109,000

Compensation of I/O Psychologists in the Metropolitan Chicago Area

Variable & Category	No. in Job	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
By Type of Employer of Male I/O Psychologists with MA/MS Degrees							
Banking/Finance/Insurance							
Base Salary from Primary Job.....	6	\$69,500	----	\$52,000	\$70,000	\$80,000	----
Fees/Bonuses/Profit Sharing from Primary Job.....	4	\$500	----	----	\$0	----	----
Total Cash Income from Primary Job.....	4	\$75,750	----	----	\$74,500	----	----
Total Cash Income from Part-Time Professional Employment.....	5	\$0	----	\$0	\$0	\$0	----
Total Cash Compensation from All Professional Employment.....	4	\$75,750	----	----	\$74,500	----	----
Colleges/Universities							
Base Salary from Primary Job.....	9	\$56,556	----	\$44,750	\$55,000	\$71,000	----
Fees/Bonuses/Profit Sharing from Primary Job.....	9	\$3,889	----	\$0	\$0	\$1,250	----
Total Cash Income from Primary Job.....	9	\$60,444	----	\$44,750	\$55,000	\$75,000	----
Total Cash Income from Part-Time Professional Employment.....	9	\$16,600	----	\$750	\$4,400	\$30,000	----
Total Cash Compensation from All Professional Employment.....	9	\$77,044	----	\$48,500	\$59,400	\$110,000	----
Consulting Firms							
Base Salary from Primary Job.....	27	\$86,248	\$41,400	\$55,000	\$66,000	\$109,112	\$166,400
Fees/Bonuses/Profit Sharing from Primary Job.....	25	\$19,569	\$0	\$0	\$5,000	\$13,750	\$65,000
Total Cash Income from Primary Job.....	25	\$108,597	\$47,000	\$61,500	\$80,000	\$122,500	\$234,000
Total Cash Income from Part-Time Professional Employment.....	25	\$2,507	\$0	\$0	\$0	\$2,350	\$6,200
Total Cash Compensation from All Professional Employment.....	24	\$110,942	\$48,400	\$62,700	\$79,000	\$125,250	\$239,300
Independent Consultancies							
Base Salary from Primary Job.....	6	\$188,415	----	\$75,000	\$130,750	\$250,000	----
Fees/Bonuses/Profit Sharing from Primary Job.....	6	\$5,833	----	\$0	\$0	\$0	----
Total Cash Income from Primary Job.....	6	\$194,249	----	\$110,000	\$130,750	\$250,000	----
Total Cash Income from Part-Time Professional Employment.....	6	\$0	----	\$0	\$0	\$0	----
Total Cash Compensation from All Professional Employment.....	6	\$194,249	----	\$110,000	\$130,750	\$250,000	----
Merchandising (retail or wholesale)							
Base Salary from Primary Job.....	4	\$84,125	----	----	\$85,000	----	----
Fees/Bonuses/Profit Sharing from Primary Job.....	4	\$10,700	----	----	\$8,900	----	----
Total Cash Income from Primary Job.....	4	\$94,825	----	----	\$93,900	----	----
Total Cash Income from Part-Time Professional Employment.....	4	\$300	----	----	\$0	----	----
Total Cash Compensation from All Professional Employment.....	4	\$95,125	----	----	\$94,500	----	----
Manufacturing Firms							
Base Salary from Primary Job.....	5	\$84,512	----	\$62,000	\$69,000	\$111,390	----
Fees/Bonuses/Profit Sharing from Primary Job.....	5	\$10,500	----	\$2,250	\$4,500	\$13,750	----
Total Cash Income from Primary Job.....	5	\$95,012	----	\$62,750	\$73,500	\$125,140	----
Total Cash Income from Part-Time Professional Employment.....	5	\$0	----	\$0	\$0	\$0	----
Total Cash Compensation from All Professional Employment.....	5	\$95,012	----	\$62,750	\$73,500	\$125,140	----
Other Types of Employer							
Base Salary from Primary Job.....	19	\$60,774	\$42,000	\$50,500	\$57,000	\$71,500	\$89,200
Fees/Bonuses/Profit Sharing from Primary Job.....	19	\$2,193	\$0	\$0	\$0	\$3,011	\$7,000
Total Cash Income from Primary Job.....	19	\$62,967	\$42,600	\$51,486	\$57,150	\$73,750	\$93,000
Total Cash Income from Part-Time Professional Employment.....	19	\$719	\$0	\$0	\$0	\$0	\$2,340
Total Cash Compensation from All Professional Employment.....	19	\$63,685	\$43,024	\$52,525	\$60,000	\$73,750	\$93,000

Compensation of I/O Psychologists in the Metropolitan Chicago Area

Variable & Category	No. in Job	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
By Type of Employer of Female I/O Psychologists with MA/MS Degree							
Banking/Finance/Insurance							
Base Salary from Primary Job.....	7	\$64,571	----	\$46,750	\$71,000	\$78,750	----
Fees/Bonuses/Profit Sharing from Primary Job.....	5	\$8,900	----	\$0	\$500	\$12,000	----
Total Cash Income from Primary Job.....	5	\$76,100	----	\$49,125	\$75,000	\$94,250	----
Total Cash Income from Part-Time Professional Employment.....	6	\$0	----	\$0	\$0	\$0	----
Total Cash Compensation from All Professional Employment.....	5	\$76,100	----	\$49,125	\$75,000	\$94,250	----
Colleges/Universities							
Base Salary from Primary Job.....	13	\$61,764	\$37,200	\$44,750	\$60,000	\$78,500	\$92,800
Fees/Bonuses/Profit Sharing from Primary Job.....	13	\$1,615	\$0	\$0	\$0	\$1,375	\$6,300
Total Cash Income from Primary Job.....	13	\$63,379	\$37,600	\$44,750	\$64,000	\$79,750	\$97,500
Total Cash Income from Part-Time Professional Employment.....	13	\$10,661	\$0	\$0	\$1,800	\$9,750	\$32,400
Total Cash Compensation from All Professional Employment.....	13	\$74,041	\$39,600	\$50,000	\$70,230	\$81,750	\$119,840
Consulting Firms							
Base Salary from Primary Job.....	30	\$71,003	\$43,500	\$55,000	\$65,500	\$85,000	\$100,000
Fees/Bonuses/Profit Sharing from Primary Job.....	28	\$8,782	\$0	\$0	\$1,500	\$9,500	\$25,000
Total Cash Income from Primary Job.....	28	\$81,178	\$48,620	\$62,250	\$72,500	\$100,000	\$118,500
Total Cash Income from Part-Time Professional Employment.....	28	\$1,399	\$0	\$0	\$0	\$540	\$5,990
Total Cash Compensation from All Professional Employment.....	27	\$81,377	\$49,680	\$63,800	\$75,020	\$100,000	\$118,400
Independent Consultancies							
Base Salary from Primary Job.....	3	\$117,997	----	----	\$130,000	----	----
Fees/Bonuses/Profit Sharing from Primary Job.....	2	---	----	----	----	----	----
Total Cash Income from Primary Job.....	2	---	----	----	----	----	----
Total Cash Income from Part-Time Professional Employment.....	2	---	----	----	----	----	----
Total Cash Compensation from All Professional Employment.....	2	---	----	----	----	----	----
Merchandising (retail or wholesale)							
Base Salary from Primary Job.....	5	\$80,500	----	\$45,875	\$92,000	\$110,000	----
Fees/Bonuses/Profit Sharing from Primary Job.....	5	\$14,000	----	\$0	\$10,000	\$30,000	----
Total Cash Income from Primary Job.....	5	\$94,500	----	\$45,875	\$102,000	\$140,000	----
Total Cash Income from Part-Time Professional Employment.....	5	\$600	----	\$0	\$0	\$750	----
Total Cash Compensation from All Professional Employment.....	5	\$95,100	----	\$46,875	\$102,000	\$140,000	----
Manufacturing Firms							
Base Salary from Primary Job.....	6	\$90,906	----	\$65,000	\$87,000	\$122,877	----
Fees/Bonuses/Profit Sharing from Primary Job.....	6	\$10,917	----	\$3,000	\$4,750	\$13,000	----
Total Cash Income from Primary Job.....	6	\$101,823	----	\$65,000	\$91,750	\$135,877	----
Total Cash Income from Part-Time Professional Employment.....	6	\$0	----	\$0	\$0	\$0	----
Total Cash Compensation from All Professional Employment.....	6	\$101,823	----	\$65,000	\$91,750	\$135,877	----
Other Types of Employer							
Base Salary from Primary Job.....	21	\$69,025	\$42,500	\$51,500	\$61,000	\$88,500	\$103,292
Fees/Bonuses/Profit Sharing from Primary Job.....	21	\$2,644	\$0	\$0	\$0	\$3,004	\$9,800
Total Cash Income from Primary Job.....	21	\$71,668	\$42,900	\$52,029	\$61,000	\$95,455	\$110,000
Total Cash Income from Part-Time Professional Employment.....	21	\$1,365	\$0	\$0	\$0	\$265	\$4,698
Total Cash Compensation from All Professional Employment.....	21	\$73,033	\$43,536	\$52,975	\$61,000	\$95,455	\$110,000

Compensation of I/O Psychologists in the Metropolitan Chicago Area

Variable & Category	No. in Job	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
By Type of Employer of Male I/O Psychologists with Doctoral Degrees							
Banking/Finance/Insurance							
Base Salary from Primary Job.....	7	\$73,714	----	\$56,250	\$75,000	\$91,250	----
Fees/Bonuses/Profit Sharing from Primary Job.....	6	\$7,333	----	\$0	\$0	\$2,000	----
Total Cash Income from Primary Job.....	6	\$85,833	----	\$69,000	\$77,500	\$100,000	----
Total Cash Income from Part-Time Professional Employment.....	6	\$0	----	\$0	\$0	\$0	----
Total Cash Compensation from All Professional Employment.....	6	\$85,833	----	\$69,000	\$77,500	\$100,000	----
Colleges/Universities							
Base Salary from Primary Job.....	16	\$66,777	\$49,200	\$54,500	\$66,715	\$76,500	\$90,800
Fees/Bonuses/Profit Sharing from Primary Job.....	16	\$3,469	\$0	\$0	\$0	\$4,500	\$10,850
Total Cash Income from Primary Job.....	16	\$70,246	\$49,200	\$54,500	\$71,215	\$81,500	\$95,900
Total Cash Income from Part-Time Professional Employment.....	16	\$15,875	\$0	\$750	\$4,200	\$25,000	\$61,500
Total Cash Compensation from All Professional Employment.....	16	\$86,120	\$49,200	\$61,950	\$74,500	\$105,150	\$138,500
Consulting Firms							
Base Salary from Primary Job.....	23	\$94,227	\$52,000	\$65,000	\$80,000	\$111,387	\$176,000
Fees/Bonuses/Profit Sharing from Primary Job.....	21	\$23,158	\$0	\$0	\$5,000	\$23,250	\$69,000
Total Cash Income from Primary Job.....	21	\$121,455	\$59,200	\$72,531	\$97,000	\$137,250	\$242,400
Total Cash Income from Part-Time Professional Employment.....	22	\$2,299	\$0	\$0	\$0	\$0	\$7,050
Total Cash Compensation from All Professional Employment.....	21	\$123,863	\$59,200	\$72,676	\$100,000	\$137,250	\$255,200
Independent Consultancies							
Base Salary from Primary Job.....	7	\$199,500	----	\$116,125	\$150,000	\$232,500	----
Fees/Bonuses/Profit Sharing from Primary Job.....	6	\$5,833	----	\$0	\$0	\$0	----
Total Cash Income from Primary Job.....	6	\$208,583	----	\$111,500	\$140,000	\$250,000	----
Total Cash Income from Part-Time Professional Employment.....	6	\$0	----	\$0	\$0	\$0	----
Total Cash Compensation from All Professional Employment.....	6	\$208,583	----	\$111,500	\$140,000	\$250,000	----
Merchandising (retail or wholesale)							
Base Salary from Primary Job.....	4	\$104,500	----	----	\$110,000	----	----
Fees/Bonuses/Profit Sharing from Primary Job.....	4	\$23,200	----	----	\$27,500	----	----
Total Cash Income from Primary Job.....	4	\$127,700	----	----	\$140,000	----	----
Total Cash Income from Part-Time Professional Employment.....	4	\$300	----	----	\$0	----	----
Total Cash Compensation from All Professional Employment.....	4	\$128,000	----	----	\$140,000	----	----
Manufacturing Firms							
Base Salary from Primary Job.....	3	\$102,146	----	----	\$122,877	----	----
Fees/Bonuses/Profit Sharing from Primary Job.....	3	\$18,667	----	----	\$13,000	----	----
Total Cash Income from Primary Job.....	3	\$120,812	----	----	\$135,877	----	----
Total Cash Income from Part-Time Professional Employment.....	3	\$0	----	----	\$0	----	----
Total Cash Compensation from All Professional Employment.....	3	\$120,812	----	----	\$135,877	----	----
Other Types of Employer							
Base Salary from Primary Job.....	12	\$71,433	\$42,140	\$51,000	\$58,500	\$89,000	\$119,600
Fees/Bonuses/Profit Sharing from Primary Job.....	12	\$3,122	\$0	\$0	\$225	\$6,500	\$9,100
Total Cash Income from Primary Job.....	12	\$74,555	\$47,600	\$51,757	\$58,575	\$96,000	\$119,600
Total Cash Income from Part-Time Professional Employment.....	12	\$1,633	\$0	\$0	\$0	\$1,050	\$6,250
Total Cash Compensation from All Professional Employment.....	12	\$76,189	\$47,600	\$52,807	\$58,750	\$96,000	\$124,100

Compensation of I/O Psychologists in the Metropolitan Chicago Area

Variable & Category	No. in Job	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
By Type of Employer of Female I/O Psychologists with Doctoral Degrees							
Banking/Finance/Insurance							
Base Salary from Primary Job.....	6	\$74,000	----	\$69,000	\$73,000	\$95,000	----
Fees/Bonuses/Profit Sharing from Primary Job.....	5	\$8,500	----	\$0	\$0	\$10,875	----
Total Cash Income from Primary Job.....	5	\$83,100	----	\$60,375	\$75,000	\$109,250	----
Total Cash Income from Part-Time Professional Employment.....	6	\$0	----	\$0	\$0	\$0	----
Total Cash Compensation from All Professional Employment.....	5	\$83,100	----	\$60,375	\$75,000	\$109,250	----
Colleges/Universities							
Base Salary from Primary Job.....	18	\$64,163	\$40,700	\$51,000	\$65,000	\$75,000	\$88,400
Fees/Bonuses/Profit Sharing from Primary Job.....	18	\$3,111	\$0	\$0	\$0	\$4,000	\$9,500
Total Cash Income from Primary Job.....	18	\$67,274	\$40,700	\$51,000	\$66,715	\$78,000	\$95,700
Total Cash Income from Part-Time Professional Employment.....	18	\$14,722	\$0	\$0	\$3,100	\$20,000	\$54,500
Total Cash Compensation from All Professional Employment.....	18	\$81,996	\$47,600	\$53,000	\$72,248	\$105,000	\$135,500
Consulting Firms							
Base Salary from Primary Job.....	28	\$94,190	\$53,180	\$63,960	\$83,500	\$110,425	\$162,100
Fees/Bonuses/Profit Sharing from Primary Job.....	28	\$16,579	\$0	\$0	\$3,160	\$10,000	\$43,100
Total Cash Income from Primary Job.....	28	\$110,769	\$54,680	\$66,910	\$90,500	\$123,335	\$211,500
Total Cash Income from Part-Time Professional Employment.....	27	\$2,763	\$0	\$0	\$0	\$3,050	\$7,640
Total Cash Compensation from All Professional Employment.....	27	\$113,376	\$54,600	\$69,000	\$90,000	\$126,668	\$219,900
Independent Consultancies							
Base Salary from Primary Job.....	8	\$180,062	----	\$93,250	\$140,000	\$215,000	----
Fees/Bonuses/Profit Sharing from Primary Job.....	7	\$5,000	----	\$0	\$0	\$0	----
Total Cash Income from Primary Job.....	7	\$185,070	----	\$110,375	\$130,000	\$225,000	----
Total Cash Income from Part-Time Professional Employment.....	7	\$0	----	\$0	\$0	\$0	----
Total Cash Compensation from All Professional Employment.....	7	\$185,070	----	\$110,375	\$130,000	\$225,000	----
Merchandising (retail or wholesale)							
Base Salary from Primary Job.....	6	\$87,083	----	\$46,500	\$101,000	\$110,000	----
Fees/Bonuses/Profit Sharing from Primary Job.....	6	\$15,833	----	\$0	\$17,500	\$30,000	----
Total Cash Income from Primary Job.....	6	\$102,917	----	\$46,500	\$121,000	\$140,000	----
Total Cash Income from Part-Time Professional Employment.....	6	\$500	----	\$0	\$0	\$0	----
Total Cash Compensation from All Professional Employment.....	6	\$103,417	----	\$47,000	\$121,000	\$140,000	----
Manufacturing Firms							
Base Salary from Primary Job.....	4	\$90,469	----	----	\$87,000	----	----
Fees/Bonuses/Profit Sharing from Primary Job.....	4	\$5,625	----	----	\$4,750	----	----
Total Cash Income from Primary Job.....	4	\$96,094	----	----	\$91,750	----	----
Total Cash Income from Part-Time Professional Employment.....	4	\$0	----	----	\$0	----	----
Total Cash Compensation from All Professional Employment.....	4	\$96,094	----	----	\$91,750	----	----
Other Types of Employer							
Base Salary from Primary Job.....	14	\$73,951	\$43,250	\$53,000	\$66,000	\$90,000	\$115,200
Fees/Bonuses/Profit Sharing from Primary Job.....	14	\$1,739	\$0	\$0	\$0	\$150	\$4,700
Total Cash Income from Primary Job.....	14	\$75,691	\$43,250	\$53,200	\$66,000	\$96,820	\$115,200
Total Cash Income from Part-Time Professional Employment.....	14	\$1,718	\$0	\$0	\$0	\$0	\$8,696
Total Cash Compensation from All Professional Employment.....	14	\$77,409	\$44,204	\$57,150	\$66,000	\$96,820	\$116,700

Compensation of I/O Psychologists in the Metropolitan Chicago Area

Variable & Category	No. in Job	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Compensation by Level of Supervisory/Managerial Responsibility							
No consistent supervisory/managerial responsibility							
Base Salary from Primary Job	58	\$75,489	\$41,750	\$52,000	\$65,500	\$90,000	\$119,464
Fees/Bonuses/Profit Sharing from Primary Job	53	\$4,777	\$0	\$0	\$0	\$5,000	\$15,400
Total Cash Income from Primary Job	53	\$79,859	\$43,400	\$52,850	\$69,000	\$97,750	\$133,575
Total Cash Income from Part-Time Professional Employment	54	\$4,156	\$0	\$0	\$0	\$1,000	\$5,750
Total Cash Compensation from All Professional Employment	52	\$83,499	\$46,268	\$53,257	\$68,500	\$103,650	\$140,000
Supervises one or two professional-level personnel							
Base Salary from Primary Job	11	\$132,408	\$37,595	\$66,250	\$100,000	\$111,875	\$335,000
Fees/Bonuses/Profit Sharing from Primary Job	11	\$4,091	\$0	\$0	\$0	\$8,500	\$11,600
Total Cash Income from Primary Job	11	\$136,499	\$43,195	\$73,750	\$100,000	\$112,250	\$340,400
Total Cash Income from Part-Time Professional Employment	11	\$727	\$0	\$0	\$0	\$0	\$3,200
Total Cash Compensation from All Professional Employment	11	\$137,227	\$43,195	\$79,750	\$100,000	\$112,250	\$340,400
Supervises three or more professional-level personnel							
Base Salary from Primary Job	11	\$104,174	\$52,000	\$68,250	\$112,350	\$131,640	\$153,000
Fees/Bonuses/Profit Sharing from Primary Job	11	\$15,647	\$0	\$0	\$7,800	\$22,750	\$54,000
Total Cash Income from Primary Job	11	\$119,821	\$52,000	\$76,200	\$116,671	\$153,000	\$204,336
Total Cash Income from Part-Time Professional Employment	11	\$6,609	\$0	\$0	\$0	\$12,375	\$24,800
Total Cash Compensation from All Professional Employment	11	\$126,430	\$63,400	\$77,250	\$116,671	\$160,125	\$217,136
Supervises one or more psychological or managerial interns							
Base Salary from Primary Job	7	\$68,264	----	\$56,980	\$68,430	\$80,250	----
Fees/Bonuses/Profit Sharing from Primary Job	7	\$8,129	----	\$0	\$5,900	\$17,250	----
Total Cash Income from Primary Job	7	\$76,393	----	\$58,357	\$68,820	\$95,500	----
Total Cash Income from Part-Time Professional Employment	7	\$3,357	----	\$0	\$1,800	\$5,275	----
Total Cash Compensation from All Professional Employment	7	\$79,750	----	\$60,682	\$75,020	\$103,750	----
Supervises two or more professional-level personnel AND psychological or managerial interns							
Base Salary from Primary Job	6	\$81,567	----	\$55,000	\$80,000	\$99,400	----
Fees/Bonuses/Profit Sharing from Primary Job	6	\$22,333	----	\$0	\$13,500	\$42,000	----
Total Cash Income from Primary Job	6	\$103,900	----	\$65,000	\$110,700	\$137,000	----
Total Cash Income from Part-Time Professional Employment	6	\$817	----	\$0	\$0	\$500	----
Total Cash Compensation from All Professional Employment	6	\$104,717	----	\$65,000	\$110,950	\$137,000	----
Supervises one or more clerical employees or technicians							
Base Salary from Primary Job	4	\$59,625	----	----	\$60,500	----	----
Fees/Bonuses/Profit Sharing from Primary Job	4	\$1,750	----	----	\$1,250	----	----
Total Cash Income from Primary Job	4	\$61,375	----	----	\$63,750	----	----
Total Cash Income from Part-Time Professional Employment	4	\$0	----	----	\$0	----	----
Total Cash Compensation from All Professional Employment	4	\$61,375	----	----	\$63,750	----	----
Supervises two or more professional-level personnel, psychological or managerial interns, AND clerical employees							
Base Salary from Primary Job	4	\$106,705	----	----	\$88,410	----	----
Fees/Bonuses/Profit Sharing from Primary Job	4	\$57,500	----	----	\$15,000	----	----
Total Cash Income from Primary Job	4	\$164,205	----	----	\$98,410	----	----
Total Cash Income from Part-Time Professional Employment	4	\$2,000	----	----	\$0	----	----
Total Cash Compensation from All Professional Employment	4	\$166,205	----	----	\$98,410	----	----

Compensation of I/O Psychologists in the Metropolitan Chicago Area

Variable & Category	No. in Job	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
Compensation by Geographic Location							
Within the City of Chicago							
Base Salary from Primary Job.....	46	\$74,165	\$44,293	\$53,000	\$65,000	\$82,000	\$107,650
Fees/Bonuses/Profit Sharing from Primary Job.....	46	\$10,881	\$0	\$0	\$1,500	\$7,800	\$26,800
Total Cash Income from Primary Job.....	46	\$85,045	\$44,293	\$55,000	\$69,410	\$95,000	\$131,700
Total Cash Income from Part-Time Professional Employment.....	45	\$3,757	\$0	\$0	\$0	\$2,425	\$8,000
Total Cash Compensation from All Professional Employment.....	45	\$88,137	\$47,000	\$55,750	\$71,706	\$100,350	\$140,000
In Suburban Chicago							
Base Salary from Primary Job.....	52	\$94,517	\$42,750	\$55,000	\$78,625	\$110,750	\$139,500
Fees/Bonuses/Profit Sharing from Primary Job.....	48	\$7,879	\$0	\$0	\$0	\$9,000	\$28,500
Total Cash Income from Primary Job.....	48	\$103,439	\$44,400	\$56,075	\$92,500	\$114,835	\$148,500
Total Cash Income from Part-Time Professional Employment.....	49	\$1,795	\$0	\$0	\$0	\$0	\$3,640
Total Cash Compensation from All Professional Employment.....	48	\$105,271	\$45,142	\$62,200	\$92,500	\$114,835	\$150,000
Illinois other than Chicago and its suburbs							
Base Salary from Primary Job.....	8	\$74,875	----	\$67,000	\$73,000	\$86,500	----
Fees/Bonuses/Profit Sharing from Primary Job.....	7	\$6,000	----	\$0	\$0	\$0	----
Total Cash Income from Primary Job.....	7	\$81,429	----	\$66,000	\$75,000	\$91,500	----
Total Cash Income from Part-Time Professional Employment.....	8	\$14,687	----	\$0	\$0	\$17,748	----
Total Cash Compensation from All Professional Employment.....	7	\$98,214	----	\$69,374	\$78,000	\$129,000	----
Other							
Base Salary from Primary Job.....	3	\$72,959	----	----	\$52,000	----	----
Fees/Bonuses/Profit Sharing from Primary Job.....	3	\$5,000	----	----	\$2,000	----	----
Total Cash Income from Primary Job.....	3	\$77,959	----	----	\$54,000	----	----
Total Cash Income from Part-Time Professional Employment.....	3	\$1,000	----	----	\$0	----	----
Total Cash Compensation from All Professional Employment.....	3	\$78,959	----	----	\$54,000	----	----

By Geographic Location of I/O Psychologists with MA/MS Degrees

Within the City of Chicago							
Base Salary from Primary Job.....	27	\$60,153	\$40,798	\$49,150	\$60,000	\$65,844	\$88,000
Fees/Bonuses/Profit Sharing from Primary Job.....	27	\$4,915	\$0	\$0	\$0	\$4,129	\$9,180
Total Cash Income from Primary Job.....	27	\$65,069	\$41,598	\$51,486	\$61,000	\$72,906	\$99,120
Total Cash Income from Part-Time Professional Employment.....	26	\$2,126	\$0	\$0	\$0	\$3,400	\$7,816
Total Cash Compensation from All Professional Employment.....	26	\$65,274	\$44,293	\$53,000	\$61,500	\$75,020	\$89,000
In Suburban Chicago							
Base Salary from Primary Job.....	22	\$67,907	\$39,100	\$45,000	\$65,000	\$90,000	\$109,500
Fees/Bonuses/Profit Sharing from Primary Job.....	19	\$6,853	\$0	\$0	\$3,000	\$9,500	\$20,600
Total Cash Income from Primary Job.....	19	\$77,693	\$42,400	\$47,975	\$67,000	\$99,250	\$122,000
Total Cash Income from Part-Time Professional Employment.....	20	\$178	\$0	\$0	\$0	\$0	\$530
Total Cash Compensation from All Professional Employment.....	19	\$77,880	\$42,400	\$47,975	\$67,000	\$99,250	\$122,000

By Geographic Location of I/O Psychologists with Doctorates

Within the City of Chicago							
Base Salary from Primary Job.....	17	\$98,349	\$61,000	\$67,572	\$82,000	\$112,375	\$166,400
Fees/Bonuses/Profit Sharing from Primary Job.....	17	\$21,147	\$0	\$0	\$5,000	\$15,375	\$46,000
Total Cash Income from Primary Job.....	17	\$119,496	\$64,200	\$72,607	\$95,000	\$137,250	\$219,000
Total Cash Income from Part-Time Professional Employment.....	17	\$6,624	\$0	\$0	\$0	\$2,475	\$25,600
Total Cash Compensation from All Professional Employment.....	17	\$126,119	\$64,600	\$73,807	\$105,300	\$142,500	\$219,900

Compensation of I/O Psychologists in the Metropolitan Chicago Area

Variable & Category	No. in Job	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile
By Geographic Location of I/O Psychologists with Doctorates (continued)							
In Suburban Chicago							
Base Salary from Primary Job.....	24	\$124,338	\$54,900	\$75,000	\$110,000	\$132,500	\$187,000
Fees/Bonuses/Profit Sharing from Primary Job.....	23	\$9,629	\$0	\$0	\$0	\$17,580	\$31,000
Total Cash Income from Primary Job.....	23	\$131,547	\$54,800	\$77,937	\$111,500	\$140,000	\$251,000
Total Cash Income from Part-Time Professional Employment.....	23	\$3,670	\$0	\$0	\$0	\$0	\$16,000
Total Cash Compensation from All Professional Employment.....	23	\$135,216	\$58,950	\$77,937	\$111,500	\$143,750	\$257,400
Illinois other than Chicago and its suburbs							
Base Salary from Primary Job.....	6	\$79,667	----	\$69,000	\$76,500	\$95,000	----
Fees/Bonuses/Profit Sharing from Primary Job.....	6	\$7,000	----	\$0	\$0	\$0	----
Total Cash Income from Primary Job.....	6	\$86,667	----	\$69,000	\$76,500	\$96,000	----
Total Cash Income from Part-Time Professional Employment.....	6	\$19,583	----	\$0	\$2,748	\$30,000	----
Total Cash Compensation from All Professional Employment.....	6	\$106,250	----	\$70,497	\$91,500	\$137,000	----

WORK WEEK by EMPLOYMENT STATUS

Work Week	Employment Status					Row
	Count	A_	B_	C_	D_	E_ Total
Under 35 hours	1	1	1	-	1	4
35 hours	-	-	2	2	-	4
36 - 39 hours	-	1	-	12	-	13
40 hours	3	-	2	27	-	32
41 - 44 hours	-	-	-	13	1	14
45 hours	-	-	1	15	1	17
46 - 49 hours	1	-	-	3	1	5
50 hours	2	-	1	3	2	8
Over 50 hours	-	-	-	7	1	8
Column Total	7	2	7	82	7	105

- A - Academic - 9 months/year contract
- B - Academic - 10 - 11 months/year contract
- C - Academic - 12 months/year contract
- D - Employed full-time (permanent, salaried)
- E - Self-employed full-time (owner/principal)

PAY CHANGE FROM PRIMARY JOB by EMPLOYMENT STATUS

Count	Employment Status					Row
	A_	B_	C_	D_	E_	Total
Pay Change from Primary Job						
1	1	1	2	14	5	23
2				28		28
3	6	1	5	33	1	46
4				5	1	6
5				2		2
Column Total	7	2	7	82	7	105

- A - Academic - 9 months/year contract
- B - Academic - 10 - 11 months/year contract
- C - Academic - 12 months/year contract
- D - Employed full-time (permanent, salaried)
- E - Self-employed full-time (owner/principal)

- 1 - Did not receive an increase in pay during 2006.
- 2 - Pay increased effective between January 1 and June 30, 2006
- 3 - May increased effective between July 1 and December 31, 2006
- 4 - Pay will increase effective January 1, 2007 or later
- 5 - Pay decreased effective between July 1 and December 31, 2006

SOURCE OF PAY CHANGE by EMPLOYMENT STATUS

Source of Pay Change	Employment Status					Row Total
	Count	A_	B_	C_	D_	
1	6	1	5	38		50
2				2	1	3
3				13		13
4				6		6
5				5		5
6	1	1	2	18	6	28
Column Total	7	2	7	82	7	105

- A - Academic - 9 months/year contract
- B - Academic - 10 - 11 months/year contract
- C - Academic - 12 months/year contract
- D - Employed full-time (permanent, salaried)
- E - Self-employed full-time (owner/principal)

- 1 - Increase from same employer for same job before and after the raise.
- 2 - Increase from same employer in the same job, but with a significant increase in duties/responsibility after the raise.
- 3 - Increase from the same employer for a promotion to a higher-level job.
- 6 - Increase from changing to a job with similar responsibilities at a new employer.
- 7 - Increase from changing to a higher-level job at a new employer.
- 8 - Other (not adequately described above).

PERCENT OF POSITIVE PAY CHANGE by EMPLOYMENT STATUS

Count	Employment Status					Row Total
	A_	B_	C_	D_	E_	
Percent of Positive Pay Change						
0	1	1	2	12	4	20
2 - 4%	4	1	2	25		32
5 - 9%	1		2	17		20
10 - 14%	1		1	7	1	10
15 - 19%				5		5
20 - 40%				10	1	11
Column Total	7	2	7	76	6	98

- A - Academic - 9 months/year contract
- B - Academic - 10 - 11 months/year contract
- C - Academic - 12 months/year contract
- D - Employed full-time (permanent, salaried)
- E - Self-employed full-time (owner/principal)