American Psychological Association
Division 38 - Health Psychology

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Summary of the
2011 Survey of Early Career Professionals
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on behalf of the Division 38 Early Career Professionals (ECP) Council

I.   Introduction

A growing concern within Division 38, and the American Psychological Association, more generally, has been that early career professionals (ECPs, or individuals within 7 years of earning their doctorate) have concerns that may not be adequately addressed without formal integration in governance and other association affairs. To address this issue, on August 11, 2010, the Division 38 Board of Directors endorsed a revision to the bylaws to initiate an Early Career Professionals (ECP) Council. While graduate students have had a defined presence within Division 38 affairs, the creation of the Council provides a platform to promote and enhance the involvement of ECPs within the Division.

Early career psychologists are the future of APA and our Division, representing 20-25% of APA members. According to the 2007 APA Early Career Psychologist Survey, ECPs expressed concerns regarding a number of issues, including how to: prepare for tenure; set up practice; secure extramural funding; balance demands of work and a young family; balance multiple job roles; and address a significant debt. To better understand the specific needs of early career health psychologists, one of the first activities of the ECP Council has been to conduct of focused survey aimed at identifying and guiding future initiatives that may attract new members while adding value for (and retention of) current members. We summarize findings from our survey below and propose specific recommendations for the Division to consider regarding future initiatives.

II.   Method

A brief survey was drafted by an ECP Council task force (ZB, LF, DP, JH, AW) with input from the Division President (Christopher France, PhD), President-Elect (Elizabeth Klonoff, PhD), and Chair of the Membership Council (Crystal Park, PhD). The final survey was comprised of 25 fixed-response and open-ended items, designed to be completed in 5-10 minutes. The survey was then uploaded to the web-based Survey Monkey platform to facilitate distribution. (Please refer to Appendix for actual survey items.)

We obtained a 2010 and 2011 roster of Division 38 members within 7 years of their doctorate, and then combined those lists to identify 426 unique ECPs. On March 15, 2011, an e-mail message was sent to these individuals with an explanation of and web link to the ECP Survey. On the same date, a posting was created on the Division 38 Facebook page inviting ECPs (Division members or not) to complete the survey. Approximately 5 days after the initial e-mailing, an invitation to complete the survey was sent over the Division 38 listserv (which includes Division members and non-members). The survey was closed on March 31, 2011.

III.   Results

III. A.   *Response Rate*
In response to the initial, targeted mailing to ECPs, 10 addresses were discovered to be invalid. A total of 160 individuals began the survey. Most of those (152, 99.3%), responded to the direct e-mail, with significantly fewer directed to the survey by the Division 38 listserv or the Facebook page. A single individual responded that s/he had not received their doctorate in 2004 or later and so was not presented the remaining items. Thus, results presented below are based on a maximum sample of 159 ECPs (or 37.3% of eligible targeted participants).

III. B. Demographics

Surveyed ECPs had a mean age of 35.9 $\pm$ 6.7 years, with a range spanning 28-65 years. They were also primarily (84%) female and non-Hispanic Caucasian (96.2%), with <4% identifying as African-American, Asian, or Native American/Alaskan Native. Respondents were located across 33 different US States and 4 other countries (n=6).

III. C. Professional Backgrounds

Most respondents had completed either a PhD (77.5%) or a PsyD (21.7%), with a minority (<4%) also holding MPH, RN, MSW, among other degrees. ECPs had completed their degree all along the full spectrum of 2004 to 2011, with more than half of the sample clustered at 3, 4, or 5 years post-doctorate. Most ECPs were licensed (or license eligible) for clinical work (77.7%) and of those who responded to the question (n=108), 1 was board-certified and 59 (54.6%) were planning on pursuing ABPP certification.

We also asked ECPs to estimate the amount of time they spent in various professional activities. Although there was a range of responses, on average ($\pm$ SD), respondents reported spending approximately 41% ($\pm$ 33%) of their time in clinical work (including supervision of others), 28% ($\pm$ 31%) in research, 15% ($\pm$ 19%) in teaching (including mentorship activities), and 16% ($\pm$ 16%) in other activities, such as consulting and administrative tasks.

III. D. Professional Memberships

Eighty-eight percent of respondents were current members of the American Psychological Association (APA) and most were either members (80.4%) or affiliates (5.7%) of Division 38. Of those who were Division members, when asked how likely they would be to renew their Division membership next year on a scale from 1 ("not at all likely") to 5 ("extremely likely"), 80.9% responded positively with either a 4 or 5 rating. Again, of those who were current Division members, 65.4% reported that they considered the Division their primary, or "home," division within the APA.

ECPs reported membership in a diverse range of other Divisions, with Division 12 (Society for Clinical Psychology), Division 22 (Rehabilitation Psychology), and Division 35 (Society for the Psychology of Women), having the highest rates of co-membership (10 or more respondents, each). In a sizable minority of cases (n=33), respondents reported that another Division served as their primary Division.

A subset of participants (n=62) answered a question about other memberships. Of those, many were also members of the Society for Behavioral Medicine (n=42, 67.7%), the American Psychosomatic Society (n=12, 19.4%), and the Association for Behavioral and Cognitive Therapies (n=12, 19.4%). A number of write-in memberships highlighted the involvement of ECPs in other national and local professional organizations.

III. E. Professional Challenges

We asked ECP respondents to identify their biggest professional challenges, with an open-ended response, in order to better understand the needs of this cohort.

Three ECP Council members (ZB, LF, DP) reviewed all item responses and agreed upon a coding scheme to capture most of the provided responses. These codes were broadly described as addressing issues of (1) *time management,* (2) *professional identity,* (3) *networking and connectedness*, (4) *licensing and credentialing,* (5) *mentoring,* (6) *personal finances,* (7) *grants/funding,* (8) *skills training,* (9) *practice-*

business, (10) *job search* and a category to capture (11) very specific recommendations. The table below provides a brief description of each coding response.

Coding category	Brief description	Professional Challenges n (%)	Division Feedback n (%)
Time management	*Work-life balance and/or balance of professional obligations*	*39 (21.3%)*	*4 (3.1%)*
Professional identity	*How ECP self-identifies as a professional*	*17 (9.3%)*	*3 (2.4%)*
Networking and connectedness	*Desire and need to connect with peers and colleagues from other disciplines*	*19 (10.4%)*	*32 (25.2%)*
Licensing and credentialing	*Clinical licensure or board (e.g. ABPP) certification*	*8 (4.4%)*	*4 (3.1%)*
Mentoring	*Connection of ECP with a more experienced colleague for transmission of knowledge (may be two-way)*	*17 (9.3%)*	*24 (18.9%)*
Personal finances	*Concerns directly tied to finances of the ECP related, but not limited to, student debt*	*12 (6.6%)*	*1 (0.8%)*
Grants/funding	*Sources of funding for research or clinical initiatives*	*21 (11.5%)*	*8 (6.3%)*
Skills training	*Post-graduate knowledge acquisition for specialized skills, information on new patient populations, or effective teaching*	*11 (6.0%)*	*39 (30.7%)*
Practice-business	*Issues and concerns unique to the practice clinical health psychology (e.g. billing, insurance, referral base)*	*18 (9.8%)*	*5 (3.9%)*
Job search	*Securing employment after fellowship or licensure*	*21 (11.5%)*	*7 (5.5%)*

Then, the responses were independently coded using the agreed upon scheme. Responses across the raters were compared and any discrepancies were discussed and resolved. Responses varied in length and if more than one code applied, all were recorded.

With respect to personal challenges, ECPs reported 183 concerns (average 1.2 ± 0.7 concerns per respondent), with the most related to *time management* (21.3%); concerns about *grants/funding* (11.5%); *job search* (11.5%); and *networking and connectedness* (10.4%).

III. F. *Division 38 Feedback*

Before asking targeted questions about Division 38 offerings, we asked three related open-ended questions:

> **"Do you have any suggestions for Division 38 programs, educational opportunities, or other offerings that you would consider important, valuable, and that you would use if offered? If so, please describe below:"**

> **"What are you looking for from a membership in Division 38? Is there anything the Division 38 Early Career Professionals Council can do to enhance your experience? If yes, please let us know:"**

> **"If you have any other comments or suggestions for the Division 38 Early Career Professionals Council, please enter them here:"**

Because responses to these open-ended questions resulted in essentially overlapping content as the earlier question on professional challenges, we utilized the same coding scheme and strategy to resolve discrepancies between raters.

These items resulted in a total of 127 suggestions, cutting across all of the coding categories. While the range of topics was wide, responses generally clustered in requests for improvements in Division offerings related to *skills training* (30.7%), *networking and connectedness* (25.2%), and *mentoring* (18.9%).

Examples of the requests for *skills training* are reflected in the following quotes:
- [A request for] "educational offerings re: professional development - how to negotiate job contracts, securing mentors, launching/growing research career."
- [A request for] "more resources on the teaching of Health Psychology (current syllabi, sample projects, videos, demos etc.)"
- "conference calls or programming focused on making the transition from student to post doc to licensed psychologist."

Some sample quotes on the need for *networking and connectedness* are below:
- "I would like to know more early career psychologists in my city. Maybe organizing a dinner or get-together would be helpful."
- [A request for] "networking and professional development/service opportunities."

Suggestions regarding the need for *mentorship* are exemplified by the following:
- "I would love to see a listserv of senior psychologists who would be willing to work with an early career psychologist."
- "Mentorship in grant writing or the grant review process. Diverse panel of experts that shares advice for early career psychologists."
- "mentoring relationships that would help isolated early career professionals connect in a meaningful way to others doing similar work (not just listserv) to help foster growth and confidence…"

To supplement this open-ended feedback, we also asked respondents to rate a set of current and potential Division 38 membership benefits. Summaries of those ratings are below:

On a scale from 1 (not at all) - 5 (extremely), how valuable would you rate the following CURRENT Division 38 membership benefits?
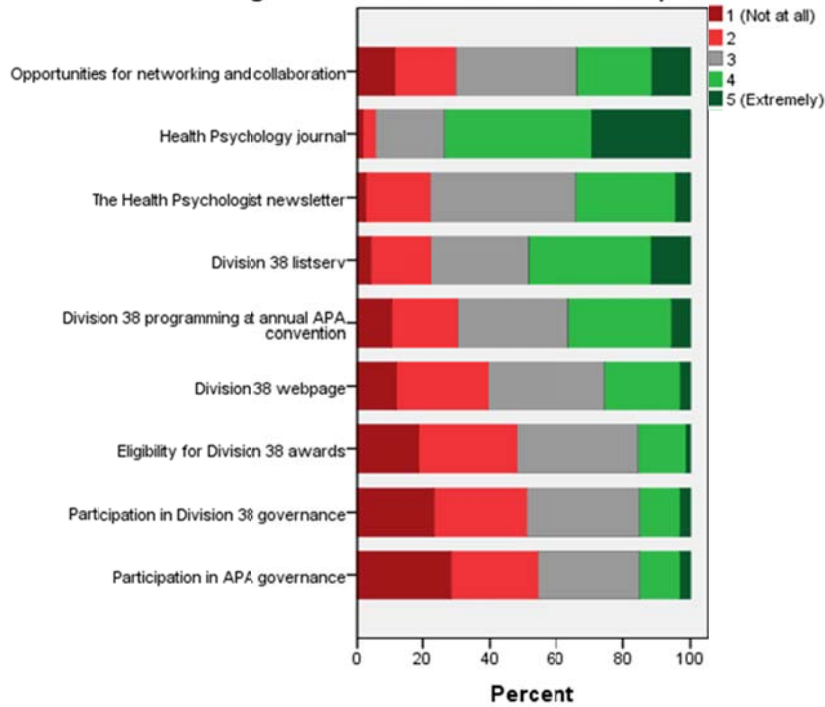
On a scale from 1 (not at all) - 5 (extremely), how valuable would you rate the following POTENTIAL Division 38 membership benefits?
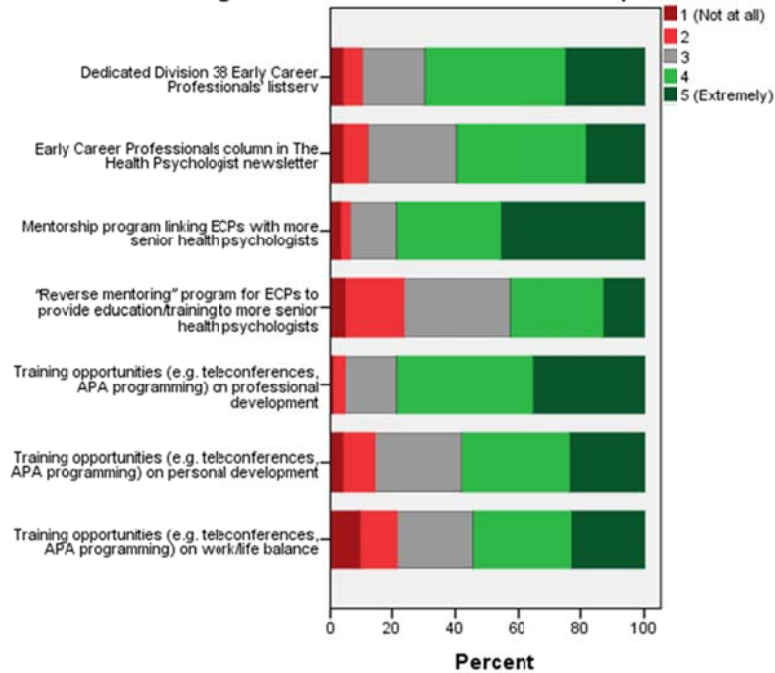
IV.   Summary

We conducted a brief survey of early career health psychologists in order to learn more about their backgrounds, their professional concerns, and the value they place on current and potential Division 38 membership benefits. Within a two week window, we were able to obtain data from 159 ECPs. While somewhat homogenous with respect to gender and race, the ECPs who completed the survey were varied with respect to age, degree, location, and professional activities.

When asked in an open-ended format, ECPs reported most professional concern with time management, grants/funding, and job search, as well as networking and connectedness. Respondents also spontaneously requested of the Division additional skills training, networking, and mentoring. Aside from the positive rating of the Division's journal and listserv, the modal ratings of its other offerings were ambivalent. However, there was considerable enthusiasm expressed for a mentorship program to pair ECPs with more senior health psychologists, a Div 38 ECP listserv, an ECP column in the Division newsletter, and training opportunities on professional development, personal development, and work/life balance.

V.   Recommendations

(1) Respondents were clear in their desire for opportunities to receive educational training, mentorship, and to network professionally .The Division should consider how best to support and develop such initiatives.
   a. Additional training opportunities also may be useful to develop. Ideally, these trainings would reflect the diversity of professional roles held by ECPs (across clinical, research, teaching, and administrative roles) and would be readily available to those who wanted to participate.
   b. We are encouraged that Division leadership has already convened a Mentorship Task Force to explore how best to bring a formal mentorship program to the Division.
   c. Two relatively low-cost new benefits to consider include an ECP listserv and a regular ECP-focused column in *The Health Psychologist.*

(2) Many of the current Division 38 membership benefits, aside from its journal and listserv, are not perceived as being very valuable by ECP respondents. In addition to considering new membership benefits, the Division may wish to see how to enhance current offerings to retain current members and attract new members.

(3) This 2011 Survey of Early Career Professionals was completed within a short timeline at little cost and provided an important snapshot of the Division 38 actual and potential membership. The ECP Council recommends that the survey is repeated no less frequently than every 5 years.

For addition information about this survey or to find out more about the Division 38 ECP Council, please contact:
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1. Introduction

Dear Colleague,

Thank you for completing the APA Division 38 (Health Psychology) Early Career Professionals Council survey!

As you may know, the Division 38 Board of Directors recently voted to establish an Early Career Professionals (ECP) Council "to promote and enhance the involvement of early career psychologists by providing a defined voice and presence within Division affairs." Specifically, Council members will work to promote the contributions and concerns of ECPs in Division matters by (1) participation on relevant Division Councils or Committees and (2) promotion of training and professional development through programming at the Annual Meeting and other venues.

In order to be successful, the ECP Council needs to hear from you. One way to do that is to complete this brief (5-10 mins) survey. With your help, we will work to help promote the needs of early career professionals within the Division and the profession, more broadly.

Best wishes,

Zeeshan Butt, PhD (Chair)
Laura Forsythe, PhD, MPH
Jaimee L. Heffner, PhD
David B. Portnoy, PhD, MPH
Ali A. Weinstein, PhD
on behalf of the ECP Council

2. Source

1. How did you get the link for this survey?

    ʝ̩ɳ   Direct e-mail

    ʝ̩ɳ   Division 38 Facebook page

Other (please specify)

[   ]

3. ECP Confirmation

1. Please confirm: Are you an early career psychologist? 💬

jn   Yes, I received my degree within the past 7 years.

jn   No

4. Not Eligible

Thank you for your interest. However, for this survey, we are only interested in polling individuals who are within 7 years of their doctorate.

5. Professional Memberships

1. Are you a current member of the American Psychological Association?

- Yes
- No

2. Do you currently belong to Division 38 (Health Psychology)?

- Yes, I am a Member
- Yes, I am an Affiliate
- No

6. Professional Memberships, II

1. How likely are you to renew your Division 38 membership next year?

- 1 not at all likely
- 2
- 3
- 4
- 5 extremely likely

2. Do you consider Division 38 your primary, or "home," division within APA?

- Yes
- No

7. Professional Memberships, III

1. Which division, if any, would you consider your "home" division within APA?

> [text field]

2. Do you belong to any other Divisions within APA? Please select all that apply.

- 1 - Society for General Psychology
- 2 - Society for the Teaching of Psychology
- 3 - Experimental Psychology
- 5 - Evaluation, Measurement, and Statistics
- 6 - Behavioral Neuroscience and Comparative Psychology
- 7 - Developmental Psychology
- 8 - Society for Personality and Social Psychology
- 9 - Society for the Psychological Study of Social Issues (SPSSI)
- 10 - Society for the Psychology of Aesthetics, Creativity and the Arts
- 12 - Society of Clinical Psychology
- 13 - Society of Consulting Psychology
- 14 - Society for Industrial and Organizational Psychology
- 15 - Educational Psychology
- 16 - School Psychology
- 17 - Society of Counseling Psychology
- 18 - Psychologists in Public Service
- 19 - Society for Military Psychology
- 20 - Adult Development and Aging

- 21 - Applied Experimental and Engineering Psychology
- 22 - Rehabilitation Psychology
- 23 - Society for Consumer Psychology
- 24 - Society for Theoretical and Philosophical Psychology
- 25 - Behavior Analysis
- 26 - Society for the History of Psychology
- 27 - Society for Community Research and Action: Division of Community Psychology
- 28 - Psychopharmacology and Substance Abuse
- 29 - Psychotherapy
- 30 - Society of Psychological Hypnosis
- 31 - State, Provincial and Territorial Psychological Association Affairs
- 32 - Society for Humanistic Psychology
- 33 - Intellectual and Developmental Disabilities
- 34 - Society for Environmental, Population and Conservation Psychology
- 35 - Society for the Psychology of Women
- 36 - Psychology of Religion
- 37 - Society for Child and Family Policy and Practice
- 39 - Psychoanalysis

- 40 - Clinical Neuropsychology
- 41 - American Psychology-Law Society
- 42 - Psychologists in Independent Practice
- 43 - Society for Family Psychology
- 44 - Society for the Psychological Study of Lesbian, Gay, Bisexual and Transgender Issues
- 45 - Society for the Psychological Study of Ethnic Minority Issues
- 46 - Media Psychology
- 47 - Exercise and Sport Psychology
- 48 - Society for the Study of Peace, Conflict, and Violence: Peace Psychology Division
- 49 - Society of Group Psychology and Group Psychotherapy
- 50 - Society of Addiction Psychology
- 51 - Society for the Psychological Study of Men and Masculinity
- 52 - International Psychology
- 53 - Society of Clinical Child and Adolescent Psychology
- 54 - Society of Pediatric Psychology
- 55 - American Society for the Advancement of Pharmacotherapy
- 56 - Trauma Psychology

3. Are you a member of any other professional organizations?

∈ American Psychosomatic Society

∈ Association for Behavioral and Cognitive Therapies

∈ Association for Psychological Science

∈ Society for Behavioral Medicine

∈ Social Personality and Health Network

Others (please specify)

8. Challenges and Opportunities

1. What are your biggest professional challenges as an early career professional?

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                              5

                              6
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2. Do you have any suggestions for Division 38 programs, educational opportunities, or other offerings that you would consider important, valuable, and that you would use if offered? If so, please describe below:

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                              5

                              6
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9. Membership Benefits

1. On a scale from 1 (not at all) – 5 (extremely), how valuable would you rate the following CURRENT Division 38 membership benefits?

	1 (not at all)	2	3	4	5 (extremely)
Opportunities for networking and collaboration	○	○	○	○	○
Health Psychology journal	○	○	○	○	○
The Health Psychologist newsletter	○	○	○	○	○
Division 38 listserv	○	○	○	○	○
Division 38 programming at annual APA convention	○	○	○	○	○
Division 38 webpage	○	○	○	○	○
Eligibility for Division 38 awards	○	○	○	○	○
Participation in Division 38 governance	○	○	○	○	○
Participation in APA governance	○	○	○	○	○

2. On a scale from 1 (not at all) – 5 (extremely), how valuable would you rate the following POTENTIAL Division 38 membership benefits?

	1 (not at all)	2	3	4	5 (extremely)
Dedicated Division 38 Early Career Professionals listserv	○	○	○	○	○
Early Career Professionals column in The Health Psychologist newsletter	○	○	○	○	○
Mentorship program linking ECPs with more senior health psychologists	○	○	○	○	○
"Reverse mentoring" program for ECPs to provide education/training to more senior health psychologists	○	○	○	○	○
Training opportunities (e.g. teleconferences, APA programming) on professional development	○	○	○	○	○
Training opportunities (e.g. teleconferences, APA programming) on personal development	○	○	○	○	○
Training opportunities (e.g. teleconferences, APA programming) on work/life balance	○	○	○	○	○

10. Degrees and Certifications

1. What degrees have you completed?

- DrPH
- EdD
- PhD
- PsyD
- MPH
- MSW
- RN

Other (please specify)

[   ]

2. In what year did you complete your doctorate?

- 2011
- 2010
- 2009
- 2008
- 2007
- 2006
- 2005
- 2004

3. Are you licensed (or license-eligible) for clinical work?

- Yes
- No

11. Degrees and Certifications, II

1. Are you board certified (ABPP) or planning on pursuing ABPP certification?

jn Yes, I am board certified.

jn Yes, I am planning on pursuing ABPP certification.

jn No

12. Professional Activities

1. Approximately what percentage of your time do you spend on the following activities?

Clinical work (including clinical supervision of others)

Research

Teaching (including mentorship activities)

Other activities (e.g., consulting, administrative tasks)

13. Sociodemographics

1. Where are you currently located?

State (if in US): [   ]

Country (if not in US): [   ]

2. What is your gender?

- Female
- Male

3. What is your age?

[   ]

4. Are you Hispanic/Latino?

- Yes
- No

5. Are you: (please check all that apply)

- White
- Black or African-American
- Asian
- Hawaiian or Pacific Islander
- Native American or Alaska Native

Other (please specify)

[   ]

14. Final Page!

1. What are you looking for from a membership in Division 38? Is there anything the Division 38 Early Career Professionals Council can do to enhance your experience? If yes, please let us know:

2. If you have any other comments or suggestions for the Division 38 Early Career Professionals Council, please enter them here:

Thanks again for your feedback!

15. End

Thank you!