

# Salary Data and Negotiation Skills

You ought to be paid what your position is worth, but how do you know what your position is worth? How do you negotiate appropriately? We've assembled some of the more popular data sources and skill development tools available to early career psychologists. Is something missing? [Let us know](#).

<http://www.apa.org/careers/early-career/salary-negotiation.aspx>

## Data Sources

- [CWS Data Tool: Salaries in Psychology](#)  
The APA's Center for Workforce Studies (CWS) has a great interactive tool to see average salaries by career stage, position type, sector, and geographic division. Additional resources from CWS include the [2016-17: Psychology Faculty Salaries](#) report and the [2015 Salaries in Psychology](#) report.
- [Postdoctoral Stipends](#)  
The National Postdoctoral Association offers stipend data on direct-to-you federally funded postdoc awards known as National Research Service Awards. APA-accredited postdoctoral programs in health service psychology also report modal stipend data in these [annual report statistics](#).
- [Occupational Outlook Handbook for Psychologists](#)  
The U.S. Bureau of Labor Statistics has a handbook which contains salary information, including [state-specific](#) data, on many different professions, including three types of psychologists.
- [Glassdoor Salaries Tool](#)  
Glassdoor has a search function for different salaries in your area and by job title. It also has a "[Know Your Worth](#)" tool.
- [Chronicle Data for Educators](#)  
This user-submitted tool presents faculty, staff and adjunct pay at colleges and universities, searchable by state and institution type.

## Boost Your Negotiation Skills

- [Negotiating Skills to Help You Thrive in Your Next Job](#) (PDF, 415KB)  
Kate Brown, PhD, past chair of APA's Committee for the Advancement of Professional Practice, share slides for a skill-based way to approach salary negotiation, regardless of the job.
- [Negotiating a Faculty Job Offer](#)  
APA's Center for Learning and Career Development presents an interactive online program on five critical steps on negotiating a job offer to work as a professor.
- [How to Get The Salary Package You Really Need](#)  
The APA's *Monitor on Psychology* has an article on salary negotiation for people in academia.
- [Running Start... To a Great Career](#)  
The APA Practice Organization has some good tips to get you started in the negotiation process.
- [Slate's Negotiation Academy](#)  
*Slate Magazine* has a 10-part podcast on salary negotiation for people in all kinds of fields.
- [The Changing Gender Composition of Psychology](#)  
This 2017 APA report, plus associated fact sheets, explores an historic pay gap between women and men in psychology and prescribes some solutions.