

How Do Planners Specialize?

Implications for Planning Schools and Professional Associations

Linda C. Dalton, PhD, AICP

Association of Collegiate Schools of Planning

Minneapolis, Minnesota

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Outline

- Data Sources
- Dependent Variables
 - Specialization
 - Salary
- Independent Variables
- Implications
 - Planning Schools
 - Professional Associations



Data Sources (and Limitations)

- Survey Population = Members of Primary Professional Associations
 - APA “Salary” Surveys
 - AICP Job Analysis Surveys
- Planners Missed by These Surveys (Dalton 2007)
 - Planners in other professional associations who do not also belong to APA
 - Planners and planning school graduates who do not belong to professional associations



The Variables

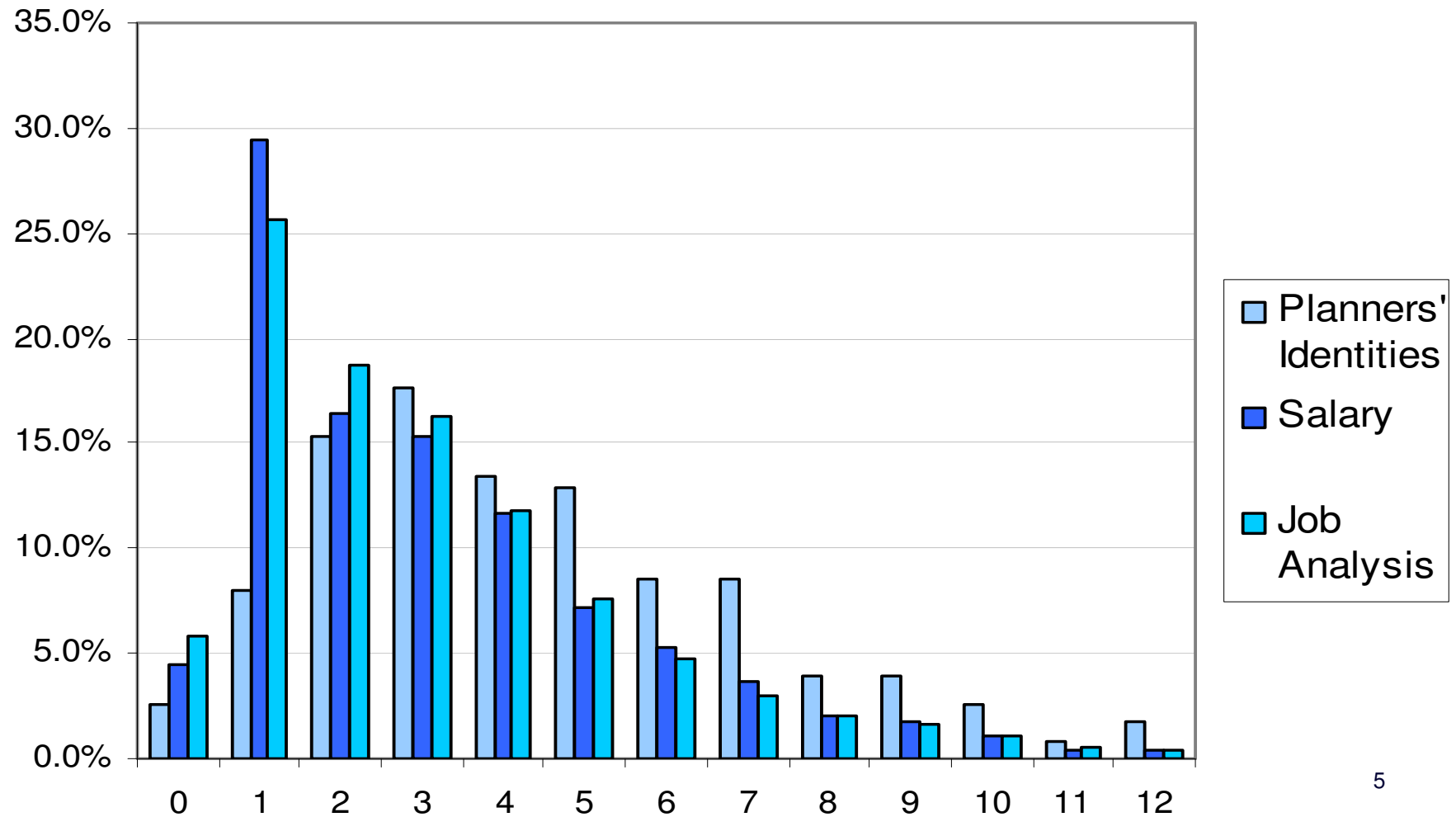
□ Dependent

- Extent of Specialization – continuous variable
- Nature of Specialization – typology
- Salary – continuous variable

□ Independent

- Sex
- Ethnic Origin
- Education – highest degree in planning (or not)
- Certification – AICP (or not)
- Employer – typology
- Experience – ordinal
- Responsibility – director or equivalent (or not)

Number of Planning Topics per Respondent



Extent of Specialization

	Number of Topics Selected	Salary Survey	Job Analysis Survey
		2004	2007
	n =	9,878	4,375
		column %	
Generalist	0	4.5%	5.9%
Specialist	1	29.4%	25.7%
Focused	2 to 4	43.4%	46.9%
Generalist	5+	22.7%	21.5%
Mean, excluding zero		3.266	3.271
Median, excluding zero		3.000	3.000

Overlap Among Planning Topics

(Source: APA Salary Survey)

Both as a percentage of the total when either or both topics selected	Com Devel	Land Use	Economic Devel	Environmental	Facilities	Housing	Parks, Rec	Planning Mgt	Transportation
Land Use, Codes	41.5%								
Economic Planning, Development	31.5%	22.1%							
Environment, Natural Resources	22.2%	23.0%	15.9%						
Facilities, Infrastructure Planning	18.3%	16.8%	20.0%	20.7%					
Housing	24.8%	17.7%	21.7%	13.6%	16.9%				
Parks, Recreation	16.8%	15.0%	15.9%	20.4%	20.8%	16.0%			
Planning Management	21.3%	24.2%	21.5%	15.2%	19.9%	16.2%	13.0%		
Transportation	15.6%	15.8%	15.6%	18.8%	19.3%	10.8%	12.8%	15.0%	
Urban Design	28.9%	24.2%	18.4%	15.9%	18.1%	19.0%	19.6%	16.8%	15.0%

Nature of Specialization – Land Use and/or Community Development

	Men	Women	White	Minority	Planning	Not	AICP	Not
Chi Square	p < 0.0001		p < 0.0001		p < 0.0001		p < 0.0001	
	row percentages							
Community Devel or Land Use Specialist	59.7%	40.3%	91.0%	9.0%	57.2%	42.8%	49.2%	50.8%
Community Devel Focused (no Land use)	62.3%	37.7%	88.7%	11.3%	55.7%	44.3%	54.2%	45.8%
Land Use Focused Planners (no Com Dev)	62.8%	37.2%	92.6%	7.4%	50.6%	49.4%	52.8%	47.2%
Community Devel and Land Use Focused	67.7%	32.3%	93.2%	6.8%	53.6%	46.4%	54.0%	46.0%
Community Devel or Land Use Generalist	72.5%	27.5%	90.0%	10.0%	47.0%	53.0%	57.4%	42.6%
Community Devel and Land Use Generalist	73.3%	26.7%	93.0%	7.0%	52.7%	47.3%	57.4%	42.6%
Sub-Total	66.3%	33.7%	91.4%	8.6%	53.3%	46.7%	54.1%	45.9%
Sub-Total (column %)	67.8%	67.6%	68.2%	64.7%	67.7%	67.7%	66.6%	69.0%

(Source: APA Salary Survey)

Nature of Specialization – No Land Use or Community Development

	Men	Women	White	Minority	Planning	Not	AICP	Not
Chi Square	p < 0.0001		p < 0.0001		p < 0.0001		p < 0.0001	
	row percentages							
Environmental Specialist or Focused	57.9%	42.1%	92.1%	7.9%	47.7%	52.3%	59.5%	40.5%
Transportation Specialist or Focused	71.9%	28.1%	88.1%	11.9%	56.7%	43.3%	56.6%	43.4%
Other Specialist Planners	65.4%	34.6%	90.7%	9.3%	57.4%	42.6%	57.2%	42.8%
Other Focused or Generalist	69.0%	31.0%	90.1%	9.9%	45.8%	54.2%	51.1%	48.9%
Sub-Total	66.1%	33.9%	90.1%	9.9%	53.3%	46.7%	56.9%	43.1%
Sub-Total (column %)	32.2%	32.4%	31.8%	35.3%	32.3%	32.3%	33.4%	31.0%

(Source: APA Salary Survey)

Land Use and/or Community Development – Responsibility and Salary

		Not	Director	Not Director	Director	Difference
Chi Square or ANOVA		p < 0.0001		p < 0.0001		
	n =	Shares	Shares	Salary	Salary	Salary
		% of total				
Community Devel or Land Use Specialist		10.7%	2.4%	\$ 55,199	\$ 89,222	\$ 34,023
Community Devel Focused (no Land use)		10.0%	3.0%	\$ 62,746	\$ 85,804	\$ 23,058
Land Use Focused Planners (no Com Dev)		6.6%	2.3%	\$ 57,245	\$ 69,911	\$ 12,666
Community Devel and Land Use Focused		6.8%	3.2%	\$ 57,454	\$ 74,360	\$ 16,906
Community Devel or Land Use Generalist		4.9%	2.5%	\$ 65,781	\$ 84,879	\$ 19,098
Community Devel and Land Use Generalist		7.8%	7.5%	\$ 62,981	\$ 79,352	\$ 16,371
	Sub-Total	46.8%	21.0%			

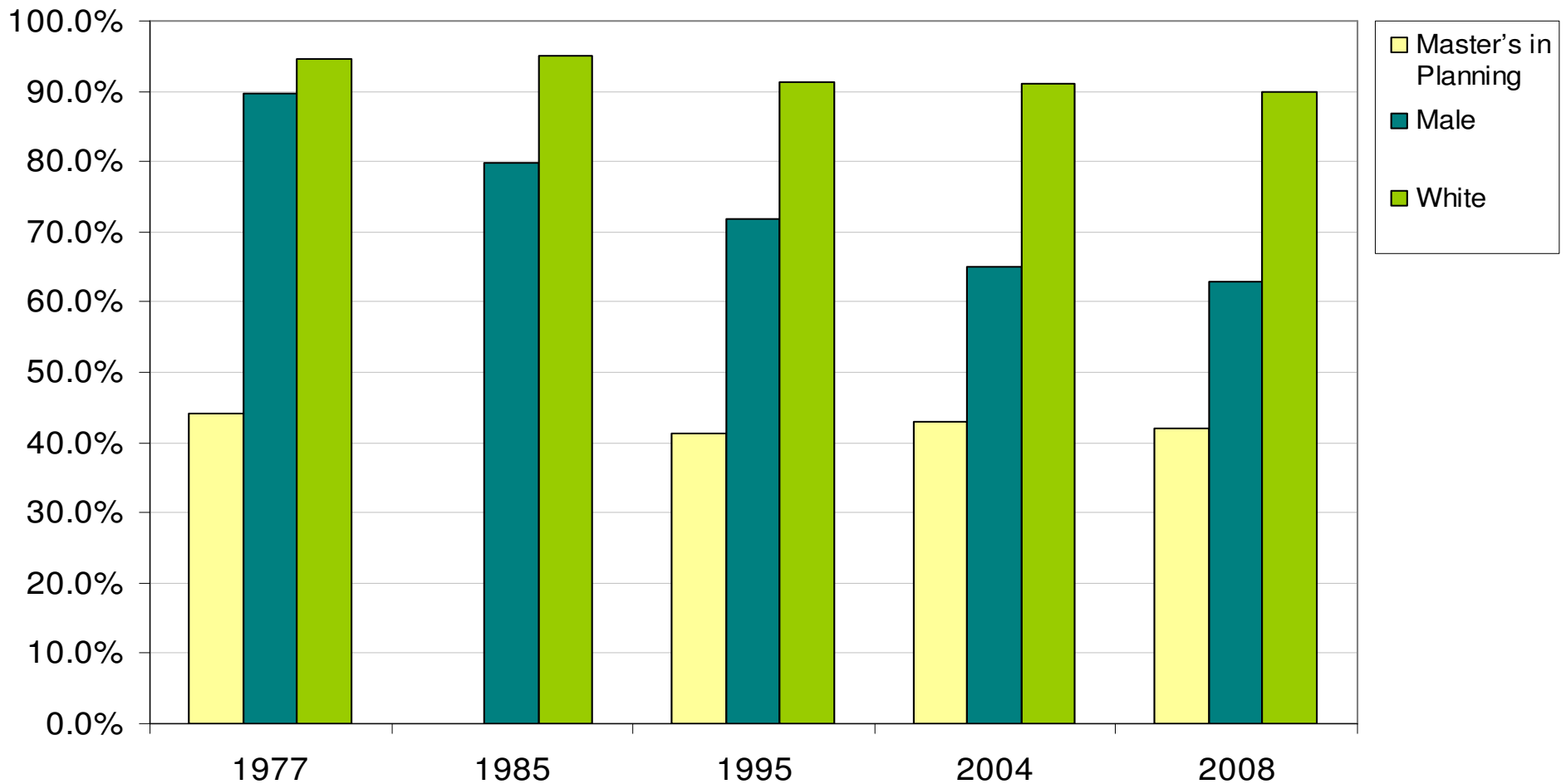
(Source: APA Salary Survey)

No Land Use or Community Development – Responsibility and Salary

			Not	Director	Not Director		Director		Difference
Chi Square or ANOVA			p < 0.0001		p < 0.0001				
n =			Shares	Shares	Salary		Salary		Salary
			% of total						
Environmental Specialist or Focused			7.4%	0.8%	\$	66,672	\$	87,545	\$ 20,873
Transportation Specialist or Focused			10.1%	0.8%	\$	65,998	\$	82,327	\$ 16,329
Other Specialist Planners			7.3%	2.2%	\$	64,326	\$	86,334	\$ 22,008
Other Focused or Generalist			2.9%	0.9%	\$	64,263	\$	89,624	\$ 25,361
Sub-Total			27.7%	4.5%					

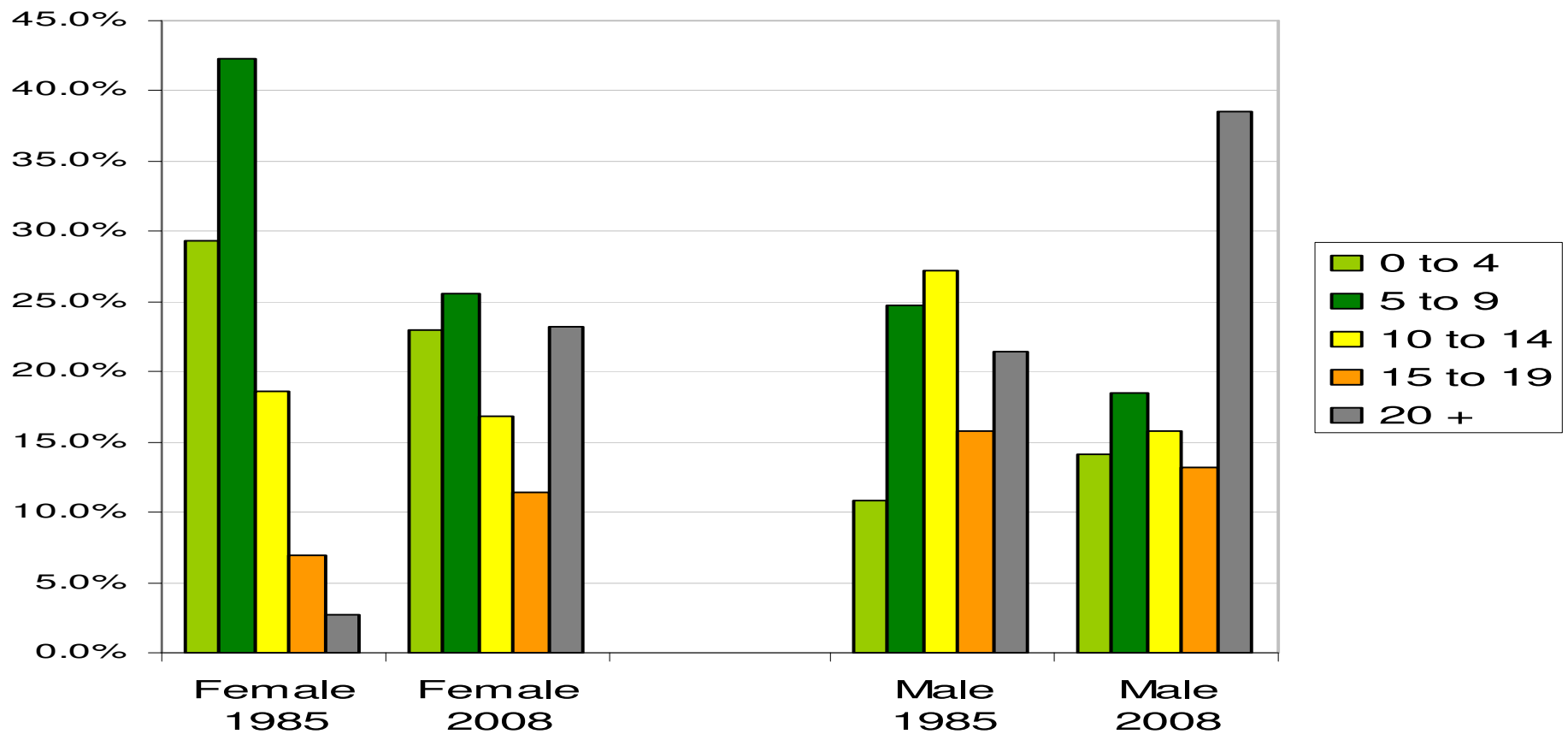
(Source: APA Salary Survey)

Demographic and Educational Trends



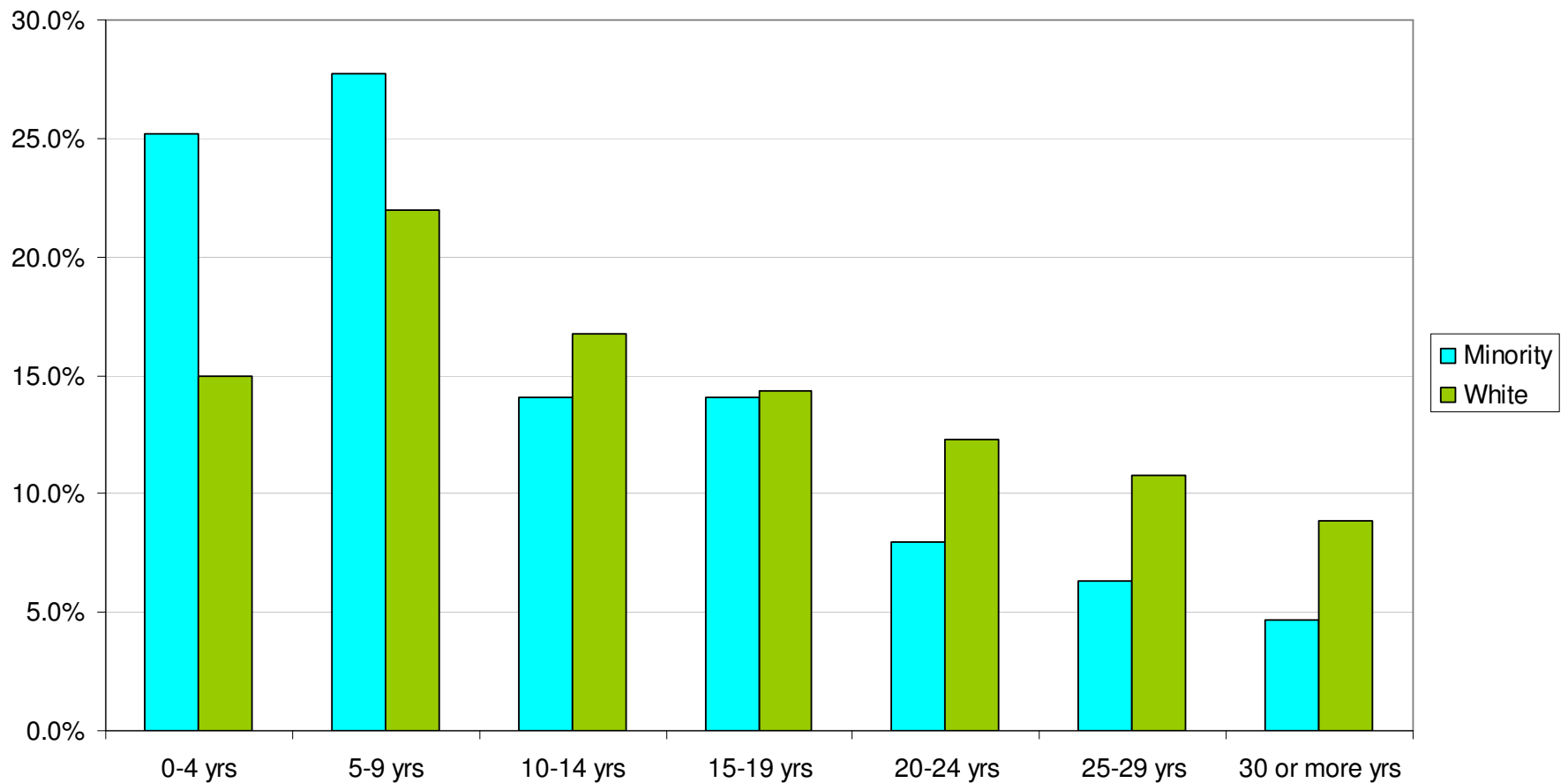
(Source: APA Salary Survey)

Experience – Less Persistence by Women



(Source: APA Salary Survey)

Experience – Less Persistence by Minority Planners

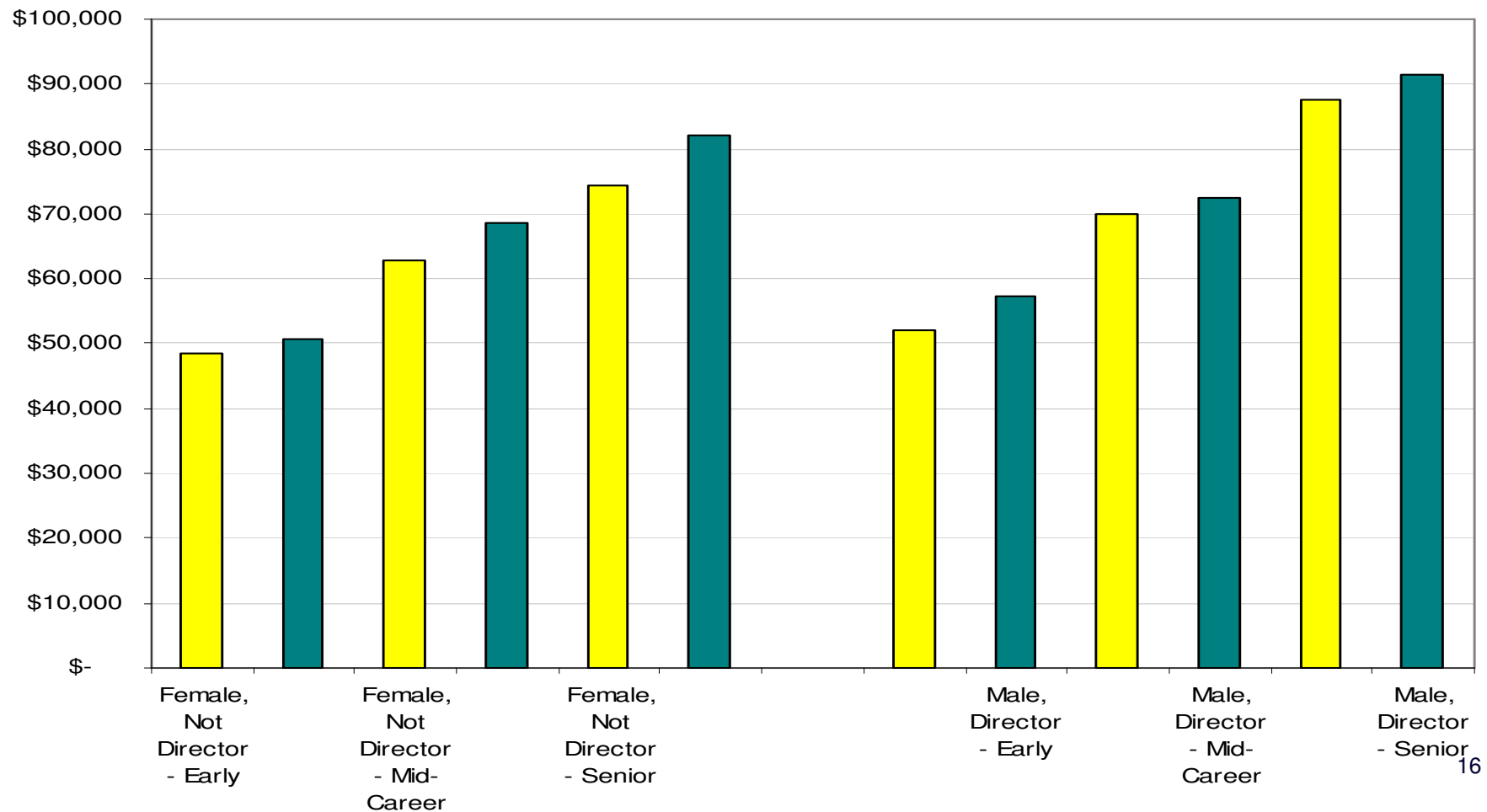


Employer and Experience

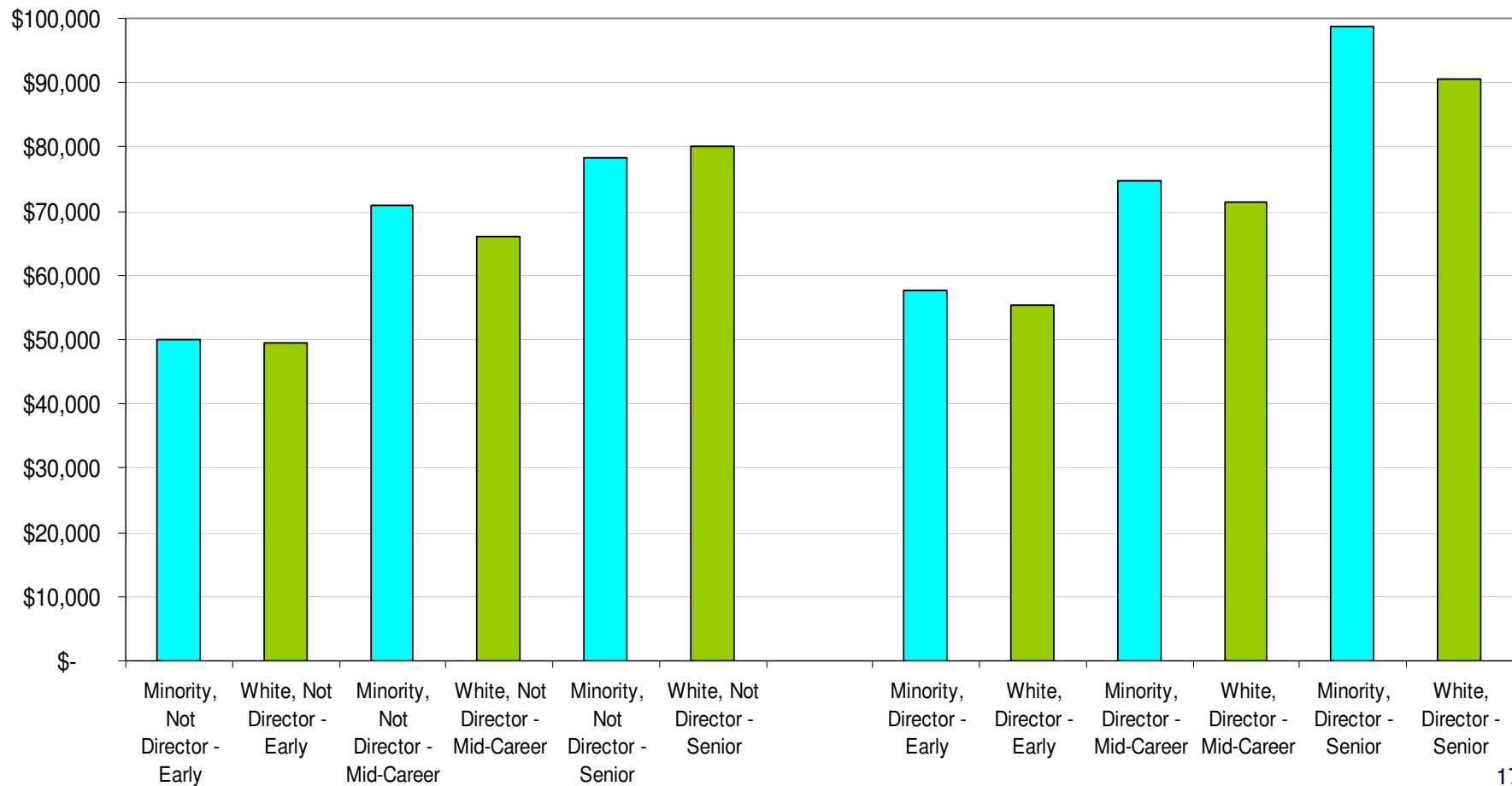
	Overall		Employer				
			City	County	Other Public	Consultant	Other Nonpublic
Chi Square			p < 0.0001				
n =	9,393	Shares	column % unless noted				
0-4 years	1,442	15.4%	16.1%	15.9%	13.8%	15.4%	14.5%
5-9 years	2,127	22.6%	24.3%	24.3%	19.9%	22.7%	18.5%
10-14 years	1,553	16.5%	16.7%	16.5%	17.1%	15.6%	17.7%
15-19 years`	1,338	14.2%	14.8%	14.3%	15.4%	13.0%	12.8%
20-24 years	1,124	12.0%	12.4%	10.7%	12.5%	11.8%	11.6%
25-29 years	999	10.6%	8.9%	11.8%	11.4%	11.4%	12.0%
30 or more years	810	8.6%	6.8%	6.5%	9.9%	10.2%	12.9%
<i>Total (row %)</i>			35.9%	14.7%	16.7%	24.0%	8.7%

(Source: APA Salary Survey)

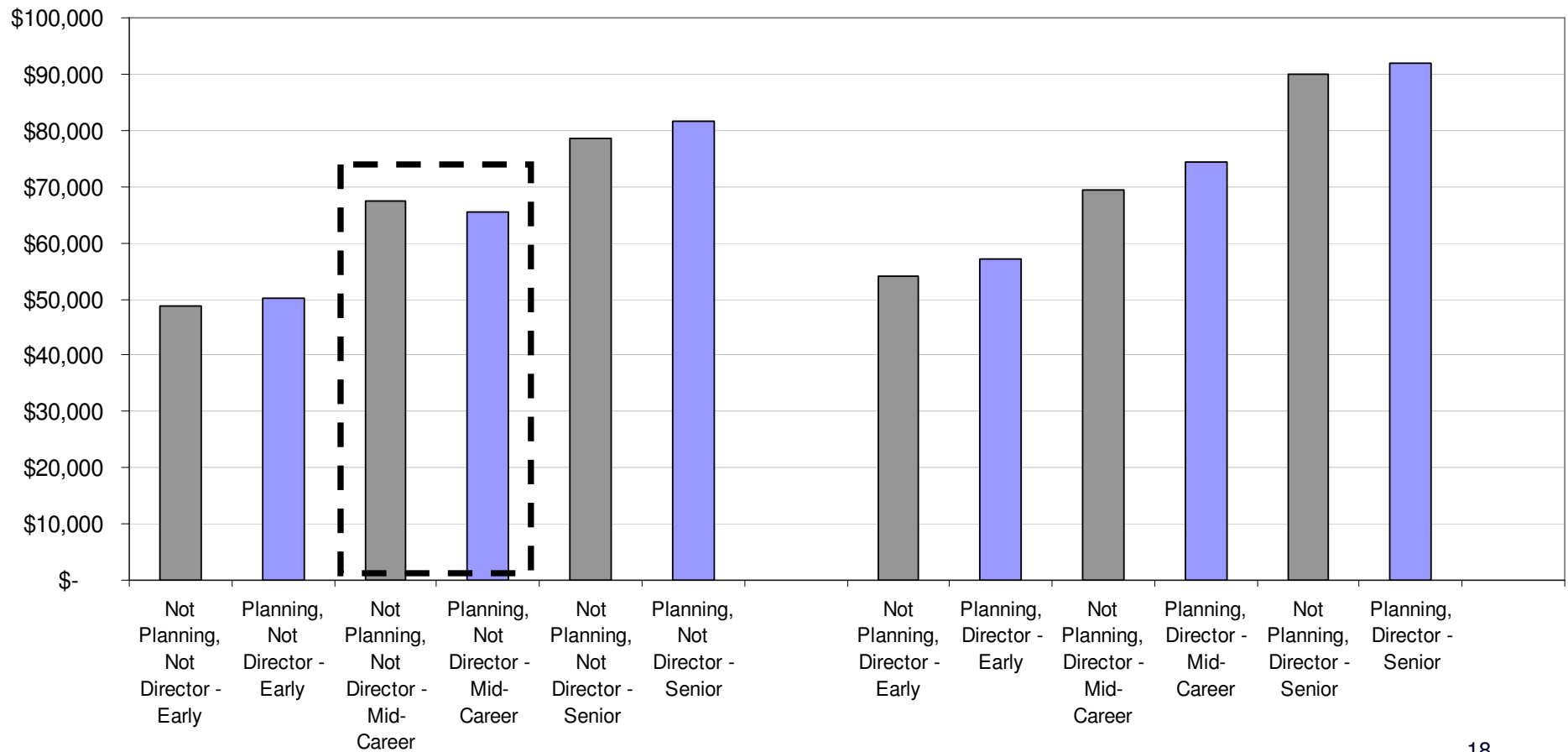
Responsibility, Experience, Sex, and Salary



Responsibility, Experience, Ethnic Origin, and Salary



Responsibility, Experience, Highest Degree in Planning (or not), and Salary



Planning Education, AICP, and Responsibility

Chi Square significance as shown		n =	col %	AICP	Not AICP
				Percent of Total	
<u>Responsibility</u>					
Not Director				p < 0.0001	
Planning		4,010	55.1%	32.1%	23.0%
Not Planning		3,274	44.9%	20.9%	24.1%
	<i>row %</i>	7,284		52.9%	47.1%
Director				p < 0.0001	
Planning		1,234	48.9%	33.3%	15.5%
Not Planning		1,292	51.1%	26.1%	25.1%
	<i>row %</i>	2,526		59.4%	40.6%
	Total	9,810		5,357	4,453
	<i>Overall row %</i>			54.6%	45.4%

(Source: APA Salary Survey)



Implications for Planning Schools and Professional Associations

- Lack of persistence by women and minority planners calls for
 - better understanding from alumni surveys;
 - professional services and support aligned with career patterns of women and minorities.
- Transition in careers during the second decade calls for
 - planning schools to prepare students for more than the first job;
 - professional associations to support practitioners for their entire career.

Implications for Planning Schools and Professional Associations (continued)

- Continuing leadership by professionals without a formal planning education calls for
 - preparation of planning students for future leadership roles;
 - compensatory professional development programs for those without a planning degree.
- Specialization of professionals educated in planning and belonging to AICP calls for
 - curricula that provide the context and breadth of practice, esp. for professionals who later specialize or focus on complementary topics;
 - professional development programs that address leadership as well as state-of-the-art technical information.



Linda.Dalton@csueastbay.edu