

**TABLE 1**  
**Faculty Positions**  
**Doctoral-level, 9-10-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
University Psychology Department						
Full professor	78,000	65,000	94,000	81,887	24,024	319
Associate professor	53,000	46,000	63,000	54,796	12,330	191
Assistant professor	44,000	40,000	50,000	46,408	25,392	213
Lecturer/Instructor	35,500	21,500	39,750	32,250	12,137	12
Other Faculty Position	37,000	35,250	57,500	45,750	20,961	8
University Education Department						
Full professor	75,000	64,000	88,000	76,672	16,750	67
Associate professor	52,500	49,000	61,500	54,734	9,986	64
Assistant professor	45,000	42,000	50,000	45,431	6,133	51
University Business Department						
Full professor	115,000	96,000	141,250	124,385	45,875	26
Associate professor	78,000	61,000	106,000	83,867	25,292	15
Assistant professor	73,000	62,000	90,000	73,148	19,382	27
University, Other Academic Department						
Full professor	75,000	68,000	92,250	80,333	25,777	48
Associate professor	53,000	46,000	67,000	56,526	14,919	38
Assistant professor	48,000	40,000	52,000	47,154	9,604	39
4-year College Psychology Department						
Full professor	54,500	47,000	66,000	59,074	17,966	68
Associate professor	48,000	41,750	56,000	48,960	10,687	50
Assistant professor	39,000	34,250	42,000	38,733	6,478	60

(continued)

**TABLE 1 (continued)**  
**Faculty Positions**  
**Doctoral-level, 9-10-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
4-year College, Other Academic Department						
Associate professor	58,000	50,000	67,000	58,400	10,237	5
Assistant professor	44,000	39,000	50,000	96,571	143,126	7
2-Year College						
Full professor	59,000	49,000	64,000	58,200	12,225	15
Associate professor	48,000	39,500	57,500	48,400	9,965	5
Assistant professor	39,000	37,000	45,500	41,000	35,545	9
Lecturer/Instructor	34,000	30,000	41,000	35,545	8,042	11
Medical School, Psychiatry Department						
Full professor	96,500	74,000	146,000	112,222	46,545	18
Associate professor	73,500	53,000	87,250	71,083	19,233	24
Assistant professor	47,000	42,000	54,500	47,537	9,484	41
Lecturer/Instructor	42,000	33,750	46,500	40,833	7,441	6
Other faculty position	43,000	27,000	50,500	39,600	12,033	5
Medical School, Other Department						
Full professor	93,500	78,750	116,000	102,154	32,857	26
Associate professor	67,000	63,000	71,000	66,952	11,298	21
Assistant professor	50,000	44,000	59,000	62,878	58,636	41
University-affiliated Professional School of Psychology						
Full professor	60,000	53,000	67,000	60,000	9,416	7
Other Professional School						
Associate professor	66,000	61,000	87,500	72,600	16,592	5

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

**TABLE 2**  
**Educational Administration Positions**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
University, Administrative Office						
15 - 19 years	88,000	71,000	111,500	90,600	21,881	5
20 - 24 years	122,500	105,250	137,500	125,300	34,612	10
25 - 29 years	104,000	83,000	127,000	109,211	46,701	19
30 + years	128,000	104,500	164,000	133,846	34,679	13
School System District Office						
5 - 9 years	61,000	52,500	86,500	67,800	17,712	5
20 - 24 years	85,000	79,500	92,000	86,700	15,392	10
25 - 29 years	86,000	71,750	105,500	86,833	17,577	6

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

**TABLE 3**  
**Research Positions**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
<b>University Research Center</b>						
2 - 4 years	45,000	36,500	58,000	47,889	12,211	9
10 - 14 years	54,000	46,000	75,000	59,200	17,470	5
<b>Private Research Organization</b>						
2 - 4 years	57,000	55,000	67,000	59,000	6,899	11
5 - 9 years	74,500	62,750	83,250	74,667	19,607	12
<b>Government Research Organization</b>						
2 - 4 years	57,000	48,000	65,000	56,714	8,499	7
20 - 24 years	80,000	75,500	118,500	93,222	22,961	9

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

**TABLE 4**  
**Administration of Research**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
Private Research Organization						
25 - 29 years	160,000	97,500	220,000	159,000	72,578	5
Government Research Organization						
25 - 29 years	90,000	90,000	97,000	96,000	15,927	7
Business/Industry						
5 - 9 years	91,500	72,750	142,500	100,000	39,187	6

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

**TABLE 5**  
**Direct Human Services Positions (Licensed Only): Clinical Psychology**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
University/College Counseling Center						
5 - 9 years	45,000	40,000	52,500	45,333	7,312	6
Elementary/Secondary School						
15 - 19 years	79,000	64,000	98,000	80,600	18,229	5
20 - 24 years	77,000	63,750	115,250	84,750	26,190	8
Public General Hospital						
5 - 9 years	57,000	51,000	74,500	63,444	17,565	9
Private General Hospital						
5 - 9 years	56,000	48,500	62,000	54,769	9,610	13
10 - 14 years	64,000	60,000	67,000	61,286	8,826	7
Public Psychiatric Hospital						
10 - 14 years	61,000	46,500	69,250	59,500	12,422	6
20 - 24 years	60,000	42,500	65,500	56,667	12,340	6
25 - 29 years	62,000	60,500	65,500	62,800	2,775	5
Not-for-profit Private Mental Hospital						
5 - 9 years	55,000	49,750	65,500	57,167	8,819	6
VA Hospital						
5 - 9 years	71,000	68,750	75,250	70,200	7,208	10
10 - 14 years	77,000	75,000	84,500	79,200	5,848	5
15 - 19 years	78,500	73,500	82,250	76,200	8,728	10
20 - 24 years	78,000	69,250	80,250	75,333	6,593	6
25 - 29 years	80,500	74,000	83,000	76,875	11,154	8

(continued)

**TABLE 5 (continued)**  
**Direct Human Services Positions (Licensed Only): Clinical Psychology**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
<b>Individual Private Practice</b>						
2 - 4 years	65,000	32,000	90,000	68,143	44,379	7
5 - 9 years	66,000	50,000	80,000	70,355	28,711	31
10 - 14 years	76,500	51,500	117,500	91,767	69,828	60
15 - 19 years	87,000	60,000	117,500	92,752	43,555	101
20 - 24 years	90,500	70,000	122,000	100,019	46,766	106
25 - 29 years	75,000	55,000	100,000	85,127	41,225	71
30 + years	88,500	71,500	126,250	98,620	39,836	50
<b>Group Psychological Practice</b>						
5 - 9 years	52,000	42,500	80,000	59,154	21,969	13
10 - 14 years	70,000	52,500	75,000	83,100	68,988	20
15 - 19 years	95,000	65,000	110,000	94,174	39,093	23
20 - 24 years	80,000	65,000	120,000	93,676	41,763	37
25 - 29 years	110,000	70,000	120,000	99,733	28,679	15
30 + years	85,000	72,000	140,000	111,909	62,901	11
<b>Medical-Psychological Group Practice</b>						
2 - 4 years	53,000	35,000	68,500	52,000	17,132	5
5 - 9 years	76,500	60,000	122,500	87,167	30,387	6
10 - 14 years	65,000	59,000	101,250	75,500	28,389	14
15 - 19 years	90,000	67,250	141,250	97,700	39,039	10
20 - 24 years	101,500	70,500	117,500	102,750	47,989	12
25 - 29 years	65,000	45,000	80,500	63,200	21,183	5
30 + years	90,500	27,000	185,000	102,167	74,422	6
<b>CMHC</b>						
2 - 4 years	44,000	37,000	51,000	45,333	9,647	6
10 - 14 years	48,000	40,000	57,000	50,143	12,694	7
15 - 19 years	58,000	54,000	65,000	60,857	11,611	7

(continued)

**TABLE 5 (continued)**  
**Direct Human Services Positions (Licensed Only): Clinical Psychology**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
Rehabilitation Facility						
20 - 24 years	75,000	59,500	157,500	101,800	59,705	5

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

**TABLE 6**  
**Direct Human Services Positions (Licensed Only): Counseling Psychology**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
<b>University/College Counseling Center</b>						
5 - 9 years	47,000	45,000	51,000	48,250	6,002	12
10 - 14 years	50,000	45,000	58,000	52,000	13,251	11
15 - 19 years	58,500	54,500	84,500	67,167	18,038	6
20 - 24 years	53,000	46,000	69,000	56,286	14,534	7
30 + years	80,000	69,000	95,000	81,286	13,462	7
<b>VA Hospital</b>						
10 - 14 years	72,000	71,000	77,500	73,800	3,899	5
<b>Individual Private Practice</b>						
5 - 9 years	90,000	46,000	115,000	83,222	33,903	9
10 - 14 years	60,000	42,500	99,500	70,524	37,435	21
15 - 19 years	75,000	58,750	100,000	77,778	20,533	18
20 - 24 years	87,000	49,500	121,250	89,889	43,862	18
25 - 29 years	80,000	40,750	96,250	76,600	40,117	10
30 + years	75,000	43,000	107,000	74,000	34,492	7
<b>Group Psychological Practice</b>						
5 - 9 years	78,000	39,000	118,000	78,400	42,506	5
10 - 14 years	112,000	60,000	130,000	97,571	36,841	7
15 - 19 years	57,500	36,250	105,750	81,500	70,557	10
20 - 24 years	70,000	64,000	85,000	91,857	59,536	7
25 - 29 years	70,000	56,000	102,500	78,889	30,379	9
<b>Medical-Psychological Group Practice</b>						
10 - 14 years	70,000	51,000	80,000	66,400	18,420	5
15 - 19 years	66,000	57,500	100,000	73,667	21,556	6
<b>CMHC</b>						
5 - 9 years	62,000	53,500	70,000	61,800	9,524	5

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

**TABLE 7**  
**Direct Human Services Positions (Licensed Only): School Psychology**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
Elementary/Secondary School						
10 - 14 years	67,000	61,500	94,000	75,444	19,951	9
15 - 19 years	84,000	62,000	104,000	84,364	22,420	11
20 - 24 years	79,000	76,000	98,000	85,000	14,995	15
25 - 29 years	86,000	68,000	94,000	82,800	22,056	15
30 + years	82,000	68,000	96,000	81,333	14,483	9
School System District Office						
25 - 29 years	63,000	54,500	83,750	70,500	23,467	6

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

**TABLE 8**  
**Direct Human Services Positions (Licensed Only): Other Psychological Subfields**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
<b>Individual Private Practice</b>						
5 - 9 years	102,000	70,000	214,500	134,200	91,483	5
10 - 14 years	83,000	57,500	100,000	102,625	83,097	8
15 - 19 years	90,000	71,500	112,250	96,500	44,460	14
20 - 24 years	90,000	55,500	103,750	92,313	44,226	16
25 - 29 years	105,000	52,750	117,500	102,125	69,481	8
30 + years	80,500	61,250	124,750	91,125	34,236	8
<b>Group Psychological Practice</b>						
15 - 19 years	90,000	46,000	157,500	99,400	63,555	5
25 - 29 years	72,000	45,000	100,000	72,400	28,475	5

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

**TABLE 9**  
**Administration of Human Services**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
<b>University/College Counseling Center</b>						
5 - 9 years	50,000	45,000	58,000	52,133	9,046	15
10 - 14 years	60,500	49,250	65,750	58,583	9,931	12
15 - 19 years	61,000	56,500	80,500	67,500	15,013	10
20 - 24 years	63,000	57,000	77,000	65,875	10,869	8
25 - 29 years	65,000	62,000	80,000	67,000	11,972	7
<b>Private General Hospital</b>						
15 - 19 years	100,000	76,000	120,000	98,400	22,479	5
<b>CMHC</b>						
2 - 4 years	42,000	34,000	48,500	43,529	11,198	17
5 - 9 years	57,500	50,250	65,500	60,611	18,192	18
10 - 14 years	59,000	50,500	74,000	62,625	14,282	8
15 - 19 years	55,000	47,750	63,750	57,417	12,710	12
20 - 24 years	71,000	50,500	81,000	68,154	16,777	13
25 - 29 years	70,500	54,500	92,000	71,071	18,537	14
<b>Specialized Health Service</b>						
5 - 9 years	54,000	45,000	60,500	52,250	9,968	8
20 - 24 years	80,000	52,500	117,500	84,000	40,835	5
<b>Other Human Service Setting</b>						
20 - 24 years	78,500	54,250	98,500	90,125	53,635	8
25 - 29 years	67,000	49,500	96,500	72,556	23,532	9
30 + years	75,000	61,000	100,000	79,400	22,733	5

(continued)

**TABLE 9 (continued)**  
**Administration of Human Services**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
<b>Criminal Justice System</b>						
2 - 4 years	48,500	41,750	67,000	53,667	16,182	6
5 - 9 years	53,500	47,500	68,250	56,375	12,212	8
15 - 19 years	75,000	66,000	80,000	73,400	8,649	5
20 - 24 years	72,500	62,500	77,500	70,250	17,831	8
<b>Rehabilitation Facility</b>						
15 - 19 years	90,000	82,000	110,000	89,857	19,360	7
<b>School System</b>						
District Office						
25-29 years	87,000	69,500	98,000	84,400	16,211	5
<b>VA Hospital</b>						
20 - 24 years	89,000	75,500	96,500	86,333	14,278	6
25 - 29 years	82,000	78,750	96,500	86,125	15,959	8
<b>Medical-Psychological</b>						
Outpatient Clinic						
15 - 19 years	67,000	59,500	79,000	68,800	12,518	5

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

**TABLE 10**  
**Applied Psychology--Industrial/Organizational**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
<b>Consulting Firm</b>						
2 - 4 years	92,500	68,750	101,750	86,800	17,918	10
5 - 9 years	95,000	67,000	127,500	104,765	43,267	17
10 - 14 years	150,000	90,000	179,000	143,333	55,236	9
15 - 19 years	97,500	83,000	125,000	102,833	23,794	6
20 - 24 years	240,000	156,250	250,000	229,875	97,322	8
25 - 29 years	140,000	85,000	225,000	157,429	81,228	7
30 + years	150,000	115,000	370,000	224,000	164,408	5
<b>Business/Industry</b>						
2 - 4 years	74,000	67,500	82,500	74,667	10,033	6
5 - 9 years	90,500	77,500	103,000	90,500	16,195	14
10 - 14 years	93,000	82,500	127,500	102,750	24,540	12
15 - 19 years	105,000	100,000	175,000	131,000	40,472	5
<b>Independent Consultant</b>						
25 - 29 years	125,000	84,500	272,500	167,800	102,721	5

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

**TABLE 11**  
**Applied Psychology--Other Psychological Subfields**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
Consulting Firm						
5 - 9 years	70,000	62,500	212,000	123,800	110,543	5
10 - 14 years	85,000	75,250	112,500	100,125	47,661	8
20 - 24 years	120,000	74,000	187,500	126,889	56,474	9

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

**TABLE 12**  
**Administration of Applied Psychology**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
Consulting Firm						
15 - 19 years	100,000	65,000	137,500	101,000	42,930	5
30 + years	185,000	123,000	225,000	176,200	57,465	5

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

**TABLE 13**  
**Other Administrative Positions**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
<b>Business/Industry</b>						
20 - 24 years	122,500	104,250	186,250	135,125	50,050	8
<b>Other Nonprofit Organization</b>						
2 - 4 years	55,000	44,000	105,000	71,857	32,411	7
5 - 9 years	75,000	57,500	78,000	69,200	12,071	5
20 - 24 years	85,000	60,000	115,000	98,571	51,791	7
25 - 29 years	110,000	94,000	166,000	120,286	35,580	7
<b>Local Government</b>						
15 - 19 years	102,000	69,000	136,000	102,400	40,924	5

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

**TABLE 14.A**  
**Faculty Positions**  
**Master's-level, 9-10-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
2-Year College						
Lecturer/Instructor	36,000	31,500	53,000	41,778	17,159	9

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

**TABLE 14.E**  
**Direct Human Services Positions: Clinical Psychology**  
**Master's-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
<b>Individual Private Practice</b>						
10 - 14 years	46,000	45,000	68,500	54,600	14,046	5
15 - 19 years	62,000	25,000	87,000	60,571	28,448	7
20 - 24 years	52,000	34,000	91,000	61,857	30,613	7
25 - 29 years	45,000	40,000	65,750	49,750	16,248	8
30 + years	61,000	35,000	85,000	68,625	40,458	8
<b>Group Psychological Practice</b>						
25 - 29 years	48,000	38,500	61,250	50,375	15,306	8
<b>Community Mental Health Center</b>						
2 - 4 years	28,000	27,500	38,000	31,800	5,718	5
15 - 19 years	42,000	35,000	46,500	41,000	7,211	5

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

**TABLE 14.F**  
**Direct Human Services Positions: Counseling Psychology**  
**Master's-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
<b>Individual Private Practice</b>						
5 - 9 years	35,000	23,750	41,250	31,667	14,081	6
<b>CMHC</b>						
2 - 4 years	26,000	21,500	30,000	25,600	4,561	5
5 - 9 years	30,000	23,000	41,500	31,800	13,065	5

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

**TABLE 14.G**  
**Direct Human Services Positions: School Psychology**  
**Master's-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
Elementary/Secondary School						
2 - 4 years	47,500	42,500	64,000	51,500	13,922	10
5 - 9 years	54,000	47,500	80,000	51,778	5,518	9
15 - 19 years	65,000	61,000	100,000	75,429	19,475	7
20 - 24 years	78,000	49,000	86,000	70,667	19,371	9
25 - 29 years	83,000	66,000	103,000	84,286	22,164	7
School System District Office						
30 + years	69,500	57,250	77,000	67,000	11,815	6

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

**TABLE 14.J**  
**Applied Psychology--Industrial/Organizational**  
**Master's-level, 11-12-month Salaries for Selected Settings: 2001**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
<b>Consulting Firm</b>						
2 - 4 years	56,000	50,500	68,000	60,125	14,277	8
5 - 9 years	70,000	57,500	75,000	67,000	9,721	5
<b>Business/Industry</b>						
2 - 4 years	45,000	35,000	57,500	48,333	14,265	9
5 - 9 years	68,000	58,000	74,000	68,769	21,210	13

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

**TABLE 15.A**  
**Full-time Salaries of Doctoral-Level Respondents Across All Settings**  
**by Years of Work Experience and Gender: 2001**

<b>Years of Experience</b>	<b>Median</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
0 - 1 year				
Men	50,500	50,550	11,752	40
Women	45,000	46,367	13,505	90
Total	47,000	47,654	13,090	130
2 - 4 years				
Men	53,000	60,060	35,177	267
Women	51,000	53,211	15,124	521
Total	52,000	55,532	24,081	788
5 - 9 years				
Men	62,000	68,196	35,054	409
Women	58,000	62,190	28,894	600
Total	60,000	64,624	31,657	1,009
10 - 14 years				
Men	72,000	80,031	41,576	389
Women	65,000	68,346	26,088	465
Total	67,000	73,669	34,502	854
15 - 19 years				
Men	77,000	84,474	33,242	454
Women	71,000	76,616	31,232	393
Total	75,000	80,828	32,543	847
20 - 24 years				
Men	86,000	96,954	49,527	590
Women	76,000	85,106	46,502	369
Total	80,000	92,395	48,704	959
25 - 29 years				
Men	85,000	92,315	42,118	527
Women	80,000	87,272	42,991	254
Total	84,000	90,675	42,442	781
30 + years				
Men	95,000	105,692	56,330	445
Women	80,000	92,705	55,044	129
Total	90,000	102,774	56,258	574

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

**TABLE 15.B**  
**Doctoral-level Salaries in Selected Full-time Employment Positions**  
**by Gender and Years of Work Experience: 2001**

	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
Educational Administration							
Men							
Median		58,000	100,000	82,000	92,500	90,000	123,000
Mean		108,000	112,750	83,750	96,250	90,519	130,720
SD		103,322	28,230	21,110	24,948	22,834	53,747
N	1	5	4	8	20	27	25
Women							
Median		60,000	50,000	89,000	90,000	118,000	104,000
Mean		68,182	61,909	94,111	99,867	125,133	105,571
SD		33,820	26,296	30,844	37,713	61,216	38,122
N	3	11	11	9	15	15	7
Research Positions							
Men							
Median	52,000	69,500	89,000	75,500	91,000	89,500	103,500
Mean	54,474	65,917	90,500	77,571	99,273	81,400	93,200
SD	10,590	11,524	19,378	15,523	20,938	24,954	30,419
N	19	12	6	7	11	10	10
Women							
Median	53,500	64,000	72,000	68,000	77,000	91,000	
Mean	53,389	63,571	80,545	66,273	95,154	86,200	
SD	12,780	20,257	41,558	18,001	49,108	36,355	
N	36	28	11	11	13	5	1
Administration of Research							
Men							
Median		92,000	95,000		130,000	111,000	117,500
Mean		87,571	93,429		125,143	129,846	122,100
SD		37,295	20,024		43,690	52,081	30,820
N	1	7	7	2	7	13	10
Women							
Median	55,000	55,500	85,000	86,000	81,000		
Mean	55,000	65,286	77,800	92,857	79,000		
SD	4,203	22,262	19,791	28,882	14,711		
N	7	14	5	7	6	3	4

(continued)

**TABLE 15.B (continued)**  
**Doctoral-level Salaries in Selected Full-time Employment Positions**  
**by Gender and Years of Work Experience: 2001**

	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
Direct Human Services:							
Clinical Psychology (licensed only)							
Men							
Median	65,000	63,000	70,000	82,000	90,000	79,000	85,000
Mean	72,667	70,140	89,333	90,490	99,352	86,472	97,295
SD	34,828	27,558	69,982	38,424	47,011	37,056	38,218
N	9	43	69	100	125	89	61
Women							
Median	50,000	58,500	65,000	75,000	71,000	70,000	72,500
Mean	50,296	59,929	72,137	84,809	81,682	69,806	89,950
SD	15,132	14,667	32,045	41,594	38,398	25,220	59,450
N	27	56	73	68	66	31	20
Direct Human Services:							
Counseling Psychology (licensed only)							
Men							
Median		62,000	72,000	73,500	69,500	72,000	80,000
Mean		72,474	79,541	80,333	77,781	75,179	93,783
SD		30,522	30,151	38,561	37,969	30,925	55,444
N	3	19	37	30	32	28	23
Women							
Median		49,500	50,000	68,000	70,000	62,500	
Mean		59,208	53,645	69,318	75,286	61,875	
SD		23,008	17,665	25,717	39,620	17,675	
N	3	24	31	22	21	8	2
Direct Human Services:							
School Psychology (licensed only)							
Men							
Median				79,500	89,000	64,500	82,000
Mean				80,250	91,353	71,100	82,889
SD				24,298	27,951	24,474	26,535
N	0	1	3	12	17	10	9
Women							
Median		66,000	66,000	82,500	72,000	86,000	
Mean		80,250	71,615	76,750	74,400	82,857	
SD		49,120	20,040	19,580	10,262	22,467	
N	2	8	13	8	5	14	4

(continued)

**TABLE 15.B (continued)**  
**Doctoral-level Salaries in Selected Full-time Employment Positions**  
**by Gender and Years of Work Experience: 2001**

	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
Direct Human Services:							
Other Psychology (licensed only)							
Men							
Median	52,000	65,000	70,000	78,000	78,000	90,000	70,000
Mean	60,800	76,348	82,192	85,690	82,385	94,500	78,500
SD	22,830	52,244	48,651	33,965	31,328	44,071	26,576
N	5	23	26	29	39	22	16
Women							
Median	61,000	59,000	59,500	75,000	67,500	67,000	70,000
Mean	59,500	57,118	59,000	88,524	69,071	56,222	76,800
SD	5,206	17,251	11,503	39,514	26,260	18,219	30,488
N	6	17	14	21	14	9	10
Administration of Human Services							
Men							
Median	54,000	62,000	70,000	72,000	74,000	82,500	83,000
Mean	54,684	63,441	71,419	78,896	81,932	83,207	93,710
SD	13,585	15,727	20,008	27,620	29,545	21,378	41,627
N	19	34	31	48	62	58	31
Women							
Median	51,000	58,000	62,000	65,000	70,500	67,500	
Mean	53,929	61,588	63,030	70,346	69,154	68,909	
SD	16,566	17,994	11,601	19,415	17,563	21,267	
N	28	51	33	26	26	22	2
Applied Psychology							
Men							
Median	62,000	85,000	90,000	95,000	150,000	91,500	102,000
Mean	67,556	86,826	111,222	98,933	163,364	132,083	139,412
SD	22,667	28,305	53,882	37,041	100,596	86,266	120,957
N	9	23	18	15	33	24	17
Women							
Median	71,500	90,000	90,000	105,000	96,000	100,000	105,000
Mean	73,389	101,440	102,857	116,444	100,889	143,222	107,400
SD	25,746	56,606	39,997	33,638	56,642	77,361	32,921
N	18	25	21	9	9	9	5

(continued)

**TABLE 15.B (continued)**  
**Doctoral-level Salaries in Selected Full-time Employment Positions**  
**by Gender and Years of Work Experience: 2001**

		2 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 +
		years	years	years	years	years	years	years
Administration of Applied Psychology								
Men								
Median			77,000	114,500	102,500	116,000	105,000	125,000
Mean			80,429	131,833	102,167	130,300	127,824	156,111
SD			29,399	61,959	14,006	42,555	85,464	92,419
N	0	7	6	6	10	17	9	
Women								
Median	55,000		86,000					
Mean	61,000		93,000					
SD	17,593		28,594					
N	5	6	3	4	3	3	2	
Other Administrative Positions								
Men								
Median	100,000	72,500	63,000	84,500	98,000	105,000	100,000	
Mean	91,143	79,000	68,000	95,000	119,167	120,800	153,867	
SD	34,387	36,715	16,541	43,660	74,180	43,558	155,813	
N	7	8	6	10	18	15	15	
Women								
Median	58,500	75,000	65,000	86,500	99,500	94,000		
Mean	58,800	73,200	65,857	93,583	129,900	111,273		
SD	14,211	11,925	17,790	27,757	98,552	71,829		
N	10	5	7	12	20	11	2	

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

**TABLE 15.C**  
**Full-time Salaries of Doctoral-level Respondents Across All Settings**  
**by Years of Work Experience and Race/ethnicity: 2001**

	White	Black	Latino	Asian	Total
2 - 4 years					
Median	54,000	56,500	55,000	52,000	54,000
Mean	56,291	62,125	54,286	55,308	56,431
SD	16,629	20,698	7,387	8,107	16,158
N	196	8	7	13	225
5 - 9 years					
Median	60,000	62,000	60,500	61,500	60,500
Mean	65,148	60,000	62,864	66,735	64,959
SD	24,392	14,535	18,689	23,839	23,802
N	521	23	22	34	604
10 - 14 years					
Median	69,000	57,500	62,000	71,500	68,000
Mean	75,022	63,750	67,875	71,857	74,645
SD	32,237	21,938	15,232	15,124	31,389
N	554	12	24	14	608
15 - 19 years					
Median	78,000	73,500	75,500	67,500	77,000
Mean	83,837	73,500	83,111	76,000	83,498
SD	32,232	17,909	38,188	25,995	32,066
N	614	14	18	8	655
20 - 24 years					
Median	85,000	80,000	67,500	80,000	84,000
Mean	93,909	83,733	78,611	83,857	93,424
SD	44,371	27,899	52,030	31,851	44,300
N	758	15	18	7	802
25 - 29 years					
Median	86,000	80,000	89,500	83,000	86,000
Mean	92,104	111,333	101,500	88,000	92,473
SD	41,352	102,336	43,167	28,888	42,490
N	644	9	10	5	670
30 + years					
Median	93,000		106,000		93,000
Mean	102,940		107,000		102,572
SD	46,055		15,330		45,705
N	481	4	5	1	493

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

**Note:** There were an insufficient number of Native American respondents in any category for their salaries to be presented separately. They are, however, included in the "Total" column.

**TABLE 15.D**  
**Full-time Salaries of Doctoral-level Respondents Across All Settings**  
**by Years of Work Experience and Minority Status: 2001**

	Median	Mean	SD	N
2 - 4 years				
Minority	55,000	57,379	12,721	29
White	54,000	56,291	16,629	196
Total	54,000	56,308	17,796	503
5 - 9 years				
Minority	62,000	63,771	19,788	83
White	60,000	65,148	24,392	521
Total	60,000	65,712	26,911	781
10 - 14 years				
Minority	64,500	70,778	20,585	54
White	69,000	75,022	32,237	554
Total	68,000	75,047	33,076	696
15 - 19 years				
Minority	75,000	78,415	29,362	41
White	78,000	83,837	32,232	614
Total	77,000	83,385	32,693	707
20 - 24 years				
Minority	74,500	85,068	42,685	44
White	85,000	93,909	44,371	758
Total	82,000	92,349	43,770	852
25 - 29 years				
Minority	87,000	101,615	65,120	26
White	86,000	92,104	41,352	644
Total	85,000	91,851	42,003	707
30 + years				
Minority	89,000	87,833	25,244	12
White	93,000	102,940	46,055	481
Total	92,000	102,039	45,367	507

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

**Note:** Totals include individuals whose race/ethnicity was not specified.

**TABLE 16.A**  
**Median Salaries and Median Years Since the Doctoral Degree for Psychologists**  
**by Region and Position: 2001**

<b>Region</b>	<b>Independent Practice</b>	<b>Direct Service, Other Settings</b>	<b>Faculty in Universities</b>	<b>Faculty in Other Settings</b>	<b>Educational Administration</b>	<b>Research</b>
<b>New England</b>						
Median Salary	75,000	70,000	60,000	54,000	*	70,000
Median Years	20	18	18	11	*	9.5
N	70	63	85	59	9	20
<b>Middle Atlantic</b>						
Median Salary	90,000	70,500	60,000	51,000	95,500	65,000
Median Years	21	17	15	15	21	5
N	132	158	201	125	40	47
<b>East North Central</b>						
Median Salary	72,500	66,000	59,000	53,000	100,000	60,000
Median Years	19.5	16	15	14	24	7
N	130	114	225	87	25	20
<b>West North Central</b>						
Median Salary	80,000	62,000	55,000	49,500	78,500	*
Median Years	20	16	19	14	25	*
N	68	57	107	54	18	6
<b>South Atlantic</b>						
Median Salary	75,000	62,000	60,000	48,000	86,500	68,500
Median Years	20	16.5	18	11	21.5	6
N	157	108	213	103	28	52
<b>East South Central</b>						
Median Salary	70,000	58,500	54,500	45,000	69,000	*
Median Years	17	11	14	9	17	*
N	35	30	72	27	11	5
<b>West South Central</b>						
Median Salary	85,500	60,000	49,000	57,500	87,000	48,000
Median Years	19	17	12.5	16.5	23	2.5
N	62	29	92	36	15	10
<b>Mountain</b>						
Median Salary	75,000	62,500	52,500	46,000	*	70,000
Median Years	19	14.5	11	6.5	*	17
N	51	50	72	20	7	11
<b>Pacific</b>						
Median Salary	90,000	70,000	61,500	52,000	96,000	66,000
Median Years	18.5	15.5	15	13	27	7
N	140	98	154	57	23	47

(continued)

**TABLE 16.A (continued)**  
**Median Salaries and Median Years Since the Doctoral Degree for Psychologists**  
**by Region and Position: 2001**

Region	Research Administration	Human Service Administration	Applied I/O Psychology	Applied Other	Administration of Applied	Other Administration
New England						
Median Salary	*	65,000	*	*	*	82,500
Median Years	*	15	*	*	*	24
N	8	43	4	6	6	14
Middle Atlantic						
Median Salary	94,000	72,000	108,000	100,000	112,500	100,000
Median Years	8	18	18	20	25	20
N	15	99	19	27	18	25
East North Central						
Median Salary	67,500	65,000	95,000	76,500	107,500	83,000
Median Years	14	15	13	15.5	23	24
N	14	73	27	14	10	19
West North Central						
Median Salary	*	64,000	93,000	90,000	*	100,000
Median Years	*	17	15	21	*	15
N	4	40	16	11	9	11
South Atlantic						
Median Salary	90,000	66,000	90,000	81,000	92,000	91,500
Median Years	20	17.5	8	18.5	16	21.5
N	37	86	35	13	19	52
East South Central						
Median Salary	*	63,000	*	*	*	*
Median Years	*	14	*	*	*	*
N	4	15	7	2	4	3
West South Central						
Median Salary	*	65,000	102,000	*	*	*
Median Years	*	15.5	7.5	*	*	*
N	6	42	14	4	9	7
Mountain						
Median Salary	*	61,000	*	*	*	*
Median Years	*	13.5	*	*	*	*
N	7	32	7	7	7	3
Pacific						
Median Salary	68,500	74,500	102,000	77,000	*	75,000
Median Years	11.5	15	11	18	*	18
N	16	94	26	23	9	32

Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.

Note: Faculty salaries are for 9-10-month periods. All others are reported for 11-12-month periods.

\* Insufficient number of respondents.

**TABLE 16.B**  
**Median Salaries Adjusted for**  
**Cost of Living in Selected Metropolitan Areas: 2001**

Metropolitan Area	Cost of Living Index	Faculty Positions			Independent Practice		
		Median Salary	Adjusted Salary	N	Median Salary	Adjusted Salary	N
Boston, MA	154.0	62,318	40,466	16	*	*	4
Champaign, IL	105.3	75,273	71,484	13	*	*	2
Dallas, TX	97.1	*	*	2	86,000	88,568	13
Dayton-Springfield, OH	96.3	*	*	4	60,000	62,305	12
Denver, CO	109.5	*	*	5	70,000	63,927	12
Hartford, CT	115.3	65,000	56,375	15	*	*	3
Houston, TX	94.8	*	*	2	120,000	126,582	13
New York, NY	232.5	57,318	24,653	26	122,500	52,688	20
Philadelphia, PA	121.1	58,000	47,855	19	102,000	84,228	19
Pittsburgh, PA	105.1	94,091	89,525	14	*	*	8
Phoenix, AZ	99.1	57,000	57,518	12	95,000	95,863	10
Raleigh, NC	101.5	77,000	75,862	14	*	*	6
Salt Lake City, UT	99.8	50,000	50,100	11	*	*	2
San Bernadino, CA	111.4	69,545	62,428	14	*	*	0
Sacramento, CA	118.6	63,000	53,120	11	*	*	6
Seattle, WA	117.0	58,818	50,272	12	87,500	74,786	20

Source: 2001 Salaries in Psychology. Research Office. American Psychological Association. 2003.

**Note:** Salaries for faculty and independent practice are reported on a 9-10-month and 11-12-month basis, respectively. Conversion from a 9-10-month to 11-12-month period can be accomplished by multiplying by 11/9. Conversion from 11-12-month salaries to 9-10-month salaries can be done by multiplying by 9/11.

Adjusted salaries are the result of dividing the median salaries by the cost of living index, and then multiplying by 100.

\* Indicates insufficient N size.

**TABLE 16.C**  
**Median Salaries for Other Selected Metropolitan Areas: 2001**

<b>Metropolitan Area</b>	<b><u>Faculty Positions</u></b>		<b><u>Independent Practice</u></b>	
	<b>Median Salary</b>	<b>N</b>	<b>Median Salary</b>	<b>N</b>
Arlington/Alexandria, VA	73,500	28	90,000	31
Chicago, IL	60,000	21	*	7
Cincinnati, OH	63,636	10	*	6
Columbus, OH	*	7	79,000	10
Detroit, MI	74,045	18	*	5
Greensboro, NC	47,000	11	*	4
Hudson Valley, NY	71,500	10	*	3
Madison, WI	88,364	11	*	2
Miami, FL	53,636	10	*	8
Minneapolis, MN	*	7	65,000	10
New Orleans, LA	47,500	10	*	0
Portland, OR	*	7	97,500	10
Pittsburgh, PA	94,091	14	*	8

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

**Note:** Salaries for faculty and independent practice are reported on a 9-10-month and 11-12-month basis, respectively. Conversions from a 9-10-month to 11-12-month period can be done by multiplying by 11/9. Converting from 11-12-month salaries to 9-10-month salaries can be done by multiplying by 9/11.

The above statistics do not account for regional differences in cost of living.

Those metropolitan areas with an N less than 10 have been excluded.

\*Indicates insufficient N size.

**TABLE 16.D**  
**Median Salaries for Selected States: 2001**

<b>State</b>	<b><u>Faculty Positions</u></b>		<b><u>Independent Practice</u></b>	
	<b>Median Salary</b>	<b>N</b>	<b>Median Salary</b>	<b>N</b>
Alabama	60,000	21	67,500	12
Arizona	60,500	20	90,000	14
California	65,000	109	100,000	79
Colorado	54,636	18	70,000	18
Connecticut	62,000	27	75,000	15
Florida	55,000	47	78,000	44
Georgia	55,000	28	83,000	29
Illinois	60,273	64	90,000	29
Indiana	52,500	42	64,000	16
Iowa	60,682	24	*	5
Kansas	61,500	16	*	8
Kentucky	52,000	11	*	3
Louisiana	49,091	13	*	2
Maryland	78,545	21	92,000	24
Massachusetts	65,000	34	76,500	38
Michigan	66,045	36	78,000	32
Minnesota	57,409	16	75,000	22
Mississippi	48,727	12	*	6
Missouri	52,000	29	85,000	15
Nebraska	46,000	11	*	7
New Jersey	68,000	25	95,000	21
New York	60,000	92	90,000	61

(continued)

**TABLE 16.D (continued)**  
**Median Salaries for Selected States: 2001**

<b>State</b>	<b><u>Faculty Positions</u></b>		<b><u>Independent Practice</u></b>	
	<b>Median Salary</b>	<b>N</b>	<b>Median Salary</b>	<b>N</b>
North Carolina	63,000	42	72,000	27
Ohio	50,500	48	65,000	43
Oklahoma	45,500	18	*	3
Oregon	55,000	15	100,000	17
Pennsylvania	59,727	83	85,000	50
South Carolina	45,500	14	*	2
Tennessee	60,455	28	90,000	13
Texas	49,091	55	85,500	52
Utah	60,000	15	*	3
Virginia	67,773	38	65,000	17
Washington	55,000	21	85,000	35
West Virginia	52,000	12	*	3
Wisconsin	61,364	29	60,500	14

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

**Note: Salaries for faculty and independent practice are reported on a 9-10-month and 11-12-month basis, respectively. Conversions from a 9-10-month to 11-12-month period can be done by multiplying by 11/9. Converting from 11-12-month salaries to 9-10-month salaries can be done by multiplying by 9/11.**

**These statistics do not account for regional differences in cost of living.**

**The states of Alaska, Arkansas, Delaware, District of Columbia, Hawaii, Idaho, Maine, Montana, Nevada, New Hampshire, New Mexico, North Dakota, Rhode Island, South Dakota, Vermont, and Wyoming have been excluded due to an insufficient N size.**

**\*Indicates insufficient N size.**

**TABLE 17.A**  
**Impacts of Managed Care on Net Income for**  
**Licensed, Doctoral-level, Full-time Independent Practitioners: 2001**

<b>Years of Experience</b>	<b>No Measurable Impact</b>	<b>Increased Salary</b>	<b>Decreased Salary</b>
0 - 4 Years	63.1 N = 41	4.6 N = 3	23.1 N = 15
5 - 10 Years	57.8 N = 78	6.7 N = 9	33.3 N = 45
11+ Years	43.4 N = 298	8.3 N = 57	47.3 N = 325
Total	46.0 N = 417	8.5 N = 61	45.5 N = 326

**Source: 2001 Salaries in Psychology. Research Office. American Psychological Association. 2003.**

**Note: "Independent practitioners" refers to active licensed clinical, counseling, and school psychologists.**

**TABLE 17.B**  
**Percentage of Change in Net Income as a Result of Managed Care for**  
**Licensed, Doctoral-level, Full-time Independent Practitioners: 2001**

Years of Experience	Median	Q1	Q3	Mean	SD	N
0 - 4 Years						
Increase						3
Decrease	15	5	30	17	16	15
5 - 10 Years						
Increase	25	12	30	23	14	9
Decrease	14	10	20	14	11	45
11+ Years						
Increase	10	9	25	16	15	57
Decrease	15	10	20	15	11	325
Total						
Increase	10	8	28	17	15	61
Decrease	15	10	20	15	10	326

**Source: 2001 Salaries in Psychology. Research Office, American Psychological Association. 2003.**

**Note: "Independent practitioners" refers to active licensed clinical, counseling, and school psychologists.**