

**TABLE 1**  
**Faculty Positions**  
**Doctoral-level, 9-10-month Salaries for Selected Settings: 1999**

<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 Psychology Department</b>						
Full professor	72,000	61,000	88,000	76,178	22,846	365
Associate professor	50,000	45,000	56,750	53,060	26,889	200
Assistant professor	41,000	36,000	45,000	40,757	7,980	202
Other faculty position	32,500	26,250	40,000	34,750	9,117	12
<b>University Education Department</b>						
Full professor	75,000	63,250	85,750	81,393	44,883	84
Associate professor	50,000	45,000	57,000	51,228	10,917	57
Assistant professor	43,000	40,000	46,000	42,577	7,439	71
<b>University Business Department</b>						
Full professor	98,000	83,000	116,000	106,115	36,296	26
Associate professor	80,000	63,000	84,000	76,533	15,928	15
Assistant professor	74,000	63,000	90,000	76,421	13,142	19
<b>University, Other Academic Department</b>						
Full professor	70,000	60,250	89,000	72,583	19,867	48
Associate professor	50,000	47,000	58,000	52,235	11,002	34
Assistant professor	43,000	38,000	46,500	43,244	7,411	45
Other faculty position	34,000	29,750	41,500	35,400	6,348	5
<b>University Research Center</b>						
Full professor	98,000	71,000	106,000	94,636	25,001	11
Associate professor	55,000	52,000	61,000	57,833	14,106	6
Assistant professor	37,000	31,000	41,000	37,000	8,505	7
Other faculty position	38,000	28,000	43,000	35,600	8,234	5

(continued)

**TABLE 1 (continued)**  
**Faculty Positions**  
**Doctoral-level, 9-10-month Salaries for Selected Settings: 1999**

<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						
Psychology Department						
Full professor	54,000	45,000	73,000	62,341	44,387	91
Associate professor	45,000	38,000	50,000	45,203	8,820	59
Assistant professor	36,000	32,750	41,000	36,783	8,133	69
4-year College,						
Other Academic Department						
Full professor	62,000	54,500	67,250	61,444	8,691	9
Associate professor	42,500	37,000	46,750	42,625	6,278	8
Assistant professor	39,500	38,750	44,000	38,333	7,794	9
2-Year College						
Full professor	62,000	52,000	71,000	61,654	12,338	26
Associate professor	42,000	37,000	57,000	44,867	10,336	15
Assistant professor	38,000	33,000	40,000	37,900	4,383	10
Lecturer/Instructor	41,000	35,000	44,000	41,714	8,896	14
Other faculty position	47,500	30,000	52,000	44,667	13,589	6
Medical School,						
Psychiatry Department						
Full professor	91,000	63,500	106,000	87,969	30,138	32
Associate professor	59,000	51,250	73,000	61,944	14,209	36
Assistant professor	49,000	40,500	58,000	51,755	13,895	49
Other faculty position	38,000	37,000	42,500	39,556	6,227	9
Medical School,						
Other Department						
Full professor	82,000	68,000	113,000	92,391	33,023	23
Associate professor	61,000	47,000	72,000	59,692	14,695	39
Assistant professor	45,000	39,750	53,000	46,660	10,139	53
Lecturer/Instructor	45,500	32,750	62,750	47,750	14,791	8
Other faculty position	40,000	38,000	64,000	45,000	15,875	7

(continued)

**TABLE 1 (continued)**  
**Faculty Positions**  
**Doctoral-level, 9-10-month Salaries for Selected Settings: 1999**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
University-affiliated Professional School of Psychology						
Full professor	57,500	53,000	78,000	62,833	12,545	6
Free-standing Professional School of Psychology						
Full professor	61,000	57,000	76,750	69,222	20,364	9
Other Professional School						
Associate professor	49,000	45,000	54,000	53,667	16,609	6
Private General Hospital						
Assistant professor	51,000	43,000	60,000	51,625	12,660	8

**Source: 1999 Salaries in Psychology. Research Office, American Psychological Association. 2000.**

**TABLE 2**  
**Educational Administration Positions**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 1999**

<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						
10 - 14 years	62,500	55,000	67,000	64,500	16,306	6
20 - 24 years	110,000	85,250	126,500	103,118	30,765	17
25 - 29 years	92,500	56,000	156,000	108,667	57,916	6
30 + years	97,000	85,000	106,000	99,500	21,778	10
4-year College, Administration Office						
20 - 24 years	89,000	79,000	111,750	96,000	25,030	5
2-year College						
20 - 24 years	80,000	71,000	93,750	82,200	18,075	5

**Source: 1999 Salaries in Psychology. Research Office, American Psychological Association. 2000.**

**TABLE 3**  
**Research Positions**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 1999**

<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 Psychology Department</b>						
2 - 4 years	28,000	22,000	33,000	28,429	6,925	7
<b>University Research Center</b>						
2 - 4 years	47,000	38,000	53,000	46,429	11,267	7
10 - 14 years	59,500	55,000	68,750	60,500	9,442	8
<b>Private Research Organization</b>						
2 - 4 years	59,000	55,000	64,000	58,143	9,082	7
5 - 9 years	60,000	45,000	67,000	58,500	13,858	10
15 - 19 years	93,500	88,000	100,000	86,333	23,364	6
<b>Government Research Organization</b>						
20 - 24 years	85,000	74,000	90,000	81,400	13,939	5
25 - 29 years	88,000	71,750	99,500	89,000	24,104	5
<b>Other Nonprofit Organization</b>						
2 - 4 years	55,000	39,750	58,250	49,800	13,554	5
10 - 14 years	69,000	65,000	77,500	70,200	8,075	5

**Source: 1999 Salaries in Psychology. Research Office, American Psychological Association. 2000.**

**TABLE 4**  
**Administration of Research**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 1999**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
Government Research Organization						
25 - 29 years	94,500	85,000	103,000	98,000	15,849	6

**Source: 1999 Salaries in Psychology. Research Office, American Psychological Association. 2000.**

**TABLE 5**  
**Direct Human Services Positions (Licensed Only): Clinical Psychology**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 1999**

<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						
20 - 24 years	90,000	60,750	111,000	87,000	25,846	5
Public General Hospital						
5 - 9 years	60,000	48,000	65,000	56,400	10,729	15
Private General Hospital						
5 - 9 years	56,000	48,000	64,250	59,917	19,783	12
10 - 14 years	67,000	57,250	83,250	72,000	18,393	8
15 - 19 years	62,500	54,000	65,000	59,000	15,414	6
Public Psychiatric Hospital						
2 - 4 years	50,500	46,000	60,000	54,833	14,552	6
10 - 14 years	58,500	57,000	62,000	56,000	11,832	6
20 - 24 years	55,000	47,000	63,750	56,000	9,769	8
VA Hospital						
5 - 9 years	63,000	60,250	67,250	61,111	8,950	9
10 - 14 years	66,500	62,500	68,750	66,250	3,991	8
15 - 19 years	73,000	71,500	74,500	73,000	2,236	5
20 - 24 years	75,000	69,750	76,500	72,800	5,891	5
25 - 29 years	76,000	67,000	78,000	73,500	5,992	6
Individual Private Practice						
2 - 4 years	78,000	57,500	95,000	75,600	28,094	5
5 - 9 years	64,000	45,000	83,000	65,744	26,009	43
10 - 14 years	75,000	52,500	101,750	83,711	47,519	76
15 - 19 years	80,000	57,250	103,500	86,144	42,906	97
20 - 24 years	80,000	60,000	110,000	89,282	46,256	85
25 - 29 years	72,500	60,000	108,750	91,515	59,807	68
30 + years	70,000	50,000	97,750	75,303	34,062	33

(continued)

**TABLE 5 (continued)**  
**Direct Human Services Positions (Licensed Only): Clinical Psychology**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 1999**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
<b>Group Psychological Practice</b>						
2 - 4 years	40,000	27,750	60,000	43,556	15,645	9
5 - 9 years	60,000	51,000	91,000	67,667	23,095	15
10 - 14 years	80,000	47,250	95,500	81,759	39,634	29
15 - 19 years	85,000	55,500	97,500	80,429	35,331	28
20 - 24 years	80,000	58,000	98,000	86,852	42,915	27
25 - 29 years	89,000	46,000	140,000	92,579	47,281	19
30 + years	65,000	45,500	75,750	61,222	20,981	9
<b>Medical-Psychological Group Practice</b>						
2 - 4 years	59,500	50,000	65,000	59,000	11,045	6
5 - 9 years	68,000	60,000	85,000	78,500	33,287	10
10 - 14 years	66,500	56,000	80,000	78,278	44,605	18
15 - 19 years	77,500	65,000	99,250	81,125	19,209	8
20 - 24 years	80,000	60,000	141,000	90,286	36,936	7
25 - 29 years	70,000	55,000	105,000	76,857	30,041	7
<b>CMHC</b>						
5 - 9 years	49,000	42,000	54,000	48,000	8,360	19
10 - 14 years	50,000	44,000	53,000	51,455	10,718	11
20 - 24 years	55,500	45,000	61,000	53,333	9,973	6
25 - 29 years	57,000	52,750	58,750	56,200	3,701	5
<b>Rehabilitation Facility</b>						
5 - 9 years	57,000	46,750	60,000	57,625	12,614	8
10 - 14 years	76,500	70,750	83,250	76,500	7,540	8
<b>Other Human Service Setting</b>						
5 - 9 years	55,000	45,250	58,250	52,600	9,503	5

**Source: 1999 Salaries in Psychology. Research Office, American Psychological Association. 2000.**

**TABLE 6**  
**Direct Human Services Positions (Licensed Only): Counseling Psychology**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 1999**

<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</b>						
<b>Counseling Center</b>						
5 - 9 years	44,000	43,000	47,000	45,500	5,414	22
10 - 14 years	51,000	44,000	58,000	51,357	8,518	14
15 - 19 years	51,000	46,750	67,250	56,385	12,149	13
20 - 24 years	50,000	45,750	61,000	54,889	11,505	9
25 - 29 years	60,000	54,750	63,500	62,889	18,864	9
30 + years	64,000	57,000	70,000	63,167	7,600	6
<b>VA Hospital</b>						
5 - 9 years	60,000	57,500	65,000	60,000	6,124	5
10 - 14 years	64,000	40,750	66,000	56,750	13,047	8
<b>Individual Private Practice</b>						
2 - 4 years	54,000	45,000	60,000	49,833	13,152	6
5 - 9 years	68,000	45,500	84,250	65,414	25,631	29
10 - 14 years	62,000	57,000	85,000	71,442	26,174	43
15 - 19 years	72,000	49,750	96,250	75,358	36,689	53
20 - 24 years	78,000	50,000	91,250	81,673	44,960	49
25 - 29 years	80,000	60,000	120,000	88,037	38,476	27
30 + years	64,000	36,000	85,000	65,000	32,894	7
<b>Group Psychological Practice</b>						
5 - 9 years	46,000	42,250	104,500	69,400	36,767	5
10 - 14 years	57,500	37,750	78,750	63,000	32,830	12
15 - 19 years	69,000	52,500	88,750	70,900	23,921	20
20 - 24 years	77,500	46,000	100,000	77,286	36,594	14
25 - 29 years	65,000	45,000	99,000	74,000	32,000	6

(continued)

**TABLE 6 (continued)**  
**Direct Human Services Positions (Licensed Only): Counseling Psychology**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 1999**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
<b>Medical-Psychological</b>						
<b>Group Practice</b>						
5 - 9 years	67,500	45,000	75,000	60,833	22,004	6
10 - 14 years	64,500	58,500	73,250	68,750	15,021	8
15 - 19 years	90,000	60,000	106,250	83,538	25,178	13
<b>CMHC</b>						
5 - 9 years	42,000	40,000	53,000	47,667	12,044	6
10 - 14 years	45,500	41,000	52,500	45,375	10,690	8

**Source: 1999 Salaries in Psychology. Research Office, American Psychological Association. 2000.**

**TABLE 7**  
**Direct Human Services Positions (Licensed Only): School Psychology**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 1999**

<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						
5 - 9 years	57,000	40,000	73,000	53,857	19,557	7
10 - 14 years	67,500	57,000	71,000	66,800	15,215	10
15 - 19 years	89,500	68,250	99,500	83,000	17,990	12
20 - 24 years	82,000	68,000	98,000	82,684	15,798	19
25 - 29 years	89,000	56,250	97,750	80,583	22,444	12
School System District Office						
20 - 24 years	61,500	48,000	76,000	60,667	16,318	6
30 + years	86,000	67,000	105,000	86,400	28,641	5
Individual Private Practice						
10 - 14 years	62,000	57,500	103,750	79,400	32,967	5
20 - 24 years	100,000	78,750	149,500	122,200	74,359	5

**Source: 1999 Salaries in Psychology. Research Office, American Psychological Association. 2000.**

**TABLE 8**  
**Direct Human Services Positions (Licensed Only): Other Subfields of Psychology**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 1999**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
VA Hospital						
25 - 29 years	72,000	62,500	74,250	66,200	14,772	5
Individual Private Practice						
10 - 14 years	60,000	50,000	85,000	72,783	39,952	23
15 - 19 years	80,000	56,000	110,000	91,484	55,350	31
20 - 24 years	81,000	61,250	143,750	94,900	57,147	20
25 - 29 years	75,000	44,000	90,000	78,826	53,843	23
30 + years	65,000	45,000	75,000	80,333	60,751	6
Group Psychological Practice						
10 - 14 years	72,000	60,000	90,000	77,000	18,394	7
15 - 19 years	120,000	70,000	150,000	121,667	60,800	6
20 - 24 years	55,000	47,000	85,000	72,600	49,536	5
Rehabilitation Facility						
5 - 9 years	75,000	57,000	89,250	73,200	16,843	5

**Source: 1999 Salaries in Psychology. Research Office, American Psychological Association. 2000.**

**TABLE 9**  
**Administration of Human Services**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 1999**

<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</b>						
<b>Counseling Center</b>						
2 - 4 years	43,000	37,000	49,000	42,333	6,947	6
5 - 9 years	54,000	51,750	61,000	58,111	9,347	9
10 - 14 years	52,000	51,000	72,000	58,444	11,812	9
15 - 19 years	62,500	54,750	68,750	63,250	10,729	12
20 - 24 years	57,000	50,500	70,500	59,000	12,855	9
25 - 29 years	63,000	55,000	75,000	65,571	11,914	7
<b>Public General Hospital</b>						
15 - 19 years	71,000	60,500	83,750	72,750	20,934	8
<b>Private General Hospital</b>						
5 - 9 years	56,000	55,000	66,500	61,600	10,691	5
10 - 14 years	61,000	32,000	66,000	51,286	17,661	7
15 - 19 years	60,000	53,000	72,000	60,286	13,301	7
20 - 24 years	75,500	68,000	85,000	74,000	14,381	6
25 - 29 years	62,000	58,500	70,750	65,800	13,046	5
<b>CMHC</b>						
2 - 4 years	42,000	40,000	48,250	43,333	6,205	9
5 - 9 years	51,000	42,000	57,000	49,500	13,032	10
10 - 14 years	54,000	50,000	58,000	53,800	7,084	10
15 - 19 years	60,000	53,000	66,250	58,231	13,797	13
20 - 24 years	60,000	53,000	72,000	63,762	17,073	21
25 - 29 years	82,000	58,750	108,000	85,667	33,485	9
30 + years	92,000	70,000	102,000	98,833	40,356	6
<b>Specialized Health Service</b>						
15 - 19 years	72,000	53,250	81,000	69,800	19,867	5

(continued)

**TABLE 9 (continued)**  
**Administration of Human Services**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 1999**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
<b>Other Human Service Setting</b>						
5 - 9 years	59,000	51,750	66,500	59,600	13,722	5
10 - 14 years	61,500	58,000	71,000	62,833	9,704	6
15 - 19 years	77,500	60,000	97,000	88,500	39,783	6
<b>Criminal Justice System</b>						
5 - 9 years	54,000	43,750	65,000	53,800	12,736	5
10 - 14 years	65,000	57,500	74,250	64,800	10,378	5
20 - 24 years	68,000	66,000	84,500	72,500	10,515	8
<b>Other Nonprofit Organization</b>						
20 - 24 years	73,000	68,000	97,750	85,200	35,074	5
<b>Rehabilitation Facility</b>						
20 - 24 years	68,000	67,250	82,500	78,200	23,435	5

**Source: 1999 Salaries in Psychology. Research Office, American Psychological Association. 2000.**

**TABLE 10**  
**Applied Psychology--Industrial/Organizational**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 1999**

<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	53,750	65,750	59,111	8,433	9
5 - 9 years	95,000	90,000	110,000	101,222	28,146	9
15 - 19 years	95,000	91,500	132,500	109,000	24,176	5
20 - 24 years	147,000	135,500	232,500	180,200	62,239	5
25 - 29 years	150,000	107,750	200,000	149,111	50,481	9
30 + years	100,000	62,250	137,500	107,800	87,859	5
<b>Business/Industry</b>						
2 - 4 years	70,000	63,750	77,000	70,200	8,075	5
5 - 9 years	87,000	71,250	94,250	84,000	14,110	12
10 - 14 years	67,000	48,000	91,750	65,200	33,492	5
15 - 19 years	106,500	84,000	170,000	123,167	50,653	6

**Source: 1999 Salaries in Psychology. Research Office, American Psychological Association. 2000.**

**TABLE 11**  
**Applied Psychology--Other Subfields**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 1999**

<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	51,000	48,750	59,000	54,400	9,940	5
5 - 9 years	78,000	72,750	95,000	88,600	28,927	5
10 - 14 years	130,000	72,000	176,000	128,800	65,676	10
20 - 24 years	105,000	58,750	150,750	104,600	47,046	5
<b>Business/Industry</b>						
15 - 19 years	110,000	68,250	120,000	99,000	30,257	5

**Source: 1999 Salaries in Psychology. Research Office, American Psychological Association. 2000.**

**TABLE 12**  
**Administration of Applied Psychology**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 1999**

<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						
25 - 29 years	171,500	150,000	216,000	168,167	52,962	6

**Source: 1999 Salaries in Psychology. Research Office, American Psychological Association. 2000.**

**TABLE 13**  
**Other Administrative Positions**  
**Doctoral-level, 11-12-month Salaries for Selected Settings: 1999**

<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>						
15 - 19 years	130,000	118,000	151,250	141,800	41,457	5
20 - 24 years	96,000	79,250	124,500	104,600	39,000	5
25 - 29 years	107,500	90,000	120,000	122,500	49,371	6
<b>Other nonprofit organization</b>						
10 - 14 years	79,000	65,000	84,000	79,500	35,619	6
15 - 19 years	65,000	39,750	87,750	69,000	49,845	5

**Source: 1999 Salaries in Psychology. Research Office, American Psychological Association. 2000.**

**TABLE 14.A**  
**Faculty Positions**  
**Master's-level, 9-10-month Salaries for Selected Settings: 1999**

<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						
Assistant professor	37,000	33,750	40,000	36,000	7,141	5
2-Year College						
Full professor	58,000	32,250	61,500	49,889	14,870	9

**Source: 1999 Salaries in Psychology. Research Office, American Psychological Association. 2000.**

**TABLE 14.E**  
**Direct Human Services Positions: Clinical Psychology**  
**Master's-level, 9-10-month Salaries for Selected Settings: 1999**

<b>Setting and Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
<b>Public Psychiatric Hospital</b>						
30 + years	52,000	46,750	53,500	49,800	5,891	5
<b>Individual Private Practice</b>						
10 - 14 years	79,500	58,000	93,000	74,000	21,326	6
15 - 19 years	55,000	23,000	70,000	52,857	33,359	7
20 - 24 years	56,000	50,000	67,000	57,455	8,892	11
<b>Group Psychological Practice</b>						
25 - 29 years	52,000	40,000	87,000	58,429	23,874	7
<b>CMHC</b>						
5 - 9 years	37,000	33,000	49,750	40,400	11,082	5
<b>Criminal Justice System</b>						
5 - 9 years	38,000	33,750	60,000	44,200	15,007	5

**Source: 1999 Salaries in Psychology. Research Office, American Psychological Association. 2000.**

**TABLE 14.F**  
**Direct Human Services Positions: Counseling Psychology**  
**Master's-level, 9-10-month Salaries for Selected Settings: 1999**

<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	41,500	28,000	58,750	46,000	20,333	8
10 - 14 years	56,000	30,750	59,500	47,800	18,794	5
<b>CMHC</b>						
2 - 4 years	26,000	21,500	30,000	25,600	4,561	5
<b>Specialized Health Service</b>						
5 - 9 years	31,000	28,500	32,750	31,200	4,147	5

**Source: 1999 Salaries in Psychology. Research Office, American Psychological Association. 2000.**

**TABLE 14.G**  
**Direct Human Services Positions: School Psychology**  
**Master's-level, 9-10-month Salaries for Selected Settings: 1999**

<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	38,000	37,000	46,500	41,200	6,760	5
15 - 19 years	61,000	52,500	68,000	61,400	17,911	5
25 - 29 years	71,000	66,000	105,000	79,714	22,066	7

**Source: 1999 Salaries in Psychology. Research Office, American Psychological Association. 2000.**

**TABLE 14.J**  
**Applied Psychology--Industrial/Organizational**  
**Master's-level, 9-10-month Salaries for Selected Settings: 1999**

<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						
2 - 4 years	51,500	42,000	60,000	52,000	9,571	6
5 - 9 years	68,000	54,500	86,250	73,692	27,720	13
10 - 14 years	87,000	73,750	121,250	96,600	30,664	5

**Source: 1999 Salaries in Psychology. Research Office, American Psychological Association. 2000.**

**TABLE 15.A**  
**Full-time Salaries of Doctoral-Level Respondents Across All Settings**  
**by Years of Work Experience and Gender: 1999**

Years of Experience	Median	Mean	SD	N
0 - 1 year				
Men	42,000	46,647	17,226	17
Women	42,500	42,531	14,778	64
Total	42,000	43,395	15,303	81
2 - 4 years				
Men	49,000	50,496	16,048	226
Women	47,000	48,311	12,538	409
Total	48,000	49,088	13,916	635
5 - 9 years				
Men	55,000	60,601	26,632	404
Women	55,000	57,816	9,657	608
Total	55,000	58,928	22,728	1012
10 - 14 years				
Men	65,000	73,011	31,500	444
Women	60,000	63,392	25,412	533
Total	62,000	67,764	28,729	977
15 - 19 years				
Men	75,000	83,329	38,756	513
Women	66,000	73,767	38,675	417
Total	71,000	79,042	38,990	930
20 - 24 years				
Men	80,000	87,932	44,218	575
Women	70,000	76,206	33,797	345
Total	75,000	83,535	41,001	920
25 - 29 years				
Men	80,000	90,065	47,908	520
Women	73,000	79,940	39,631	216
Total	78,000	87,094	45,841	736
30 + years				
Men	87,000	95,957	47,285	392
Women	83,000	88,619	68,560	113
Total	86,000	94,315	52,806	505

Source: 1999 Salaries in Psychology. Research Office, American Psychological Association. 2000.

**TABLE 15.B**  
**Doctoral-level Salaries in Selected Full-time Employment Positions**  
**by Gender and Years of Work Experience: 1999**

	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
Educational Administration							
Men							
Median					92,000	96,000	97,000
Mean					94,786	103,857	96,438
SD					24,441	33,991	16,856
N	2	3	3	7	28	14	16
Women							
Median			62,000		89,000		
Mean			60,800		91,455		
SD			18,080		37,227		
N	1	7	15	9	11	7	7
Research Positions							
Men							
Median	42,000		63,500	82,500	87,000	74,500	
Mean	48,353		69,143	81,813	83,545	88,583	
SD	24,060		19,536	20,364	12,941	47,504	
N	17	9	14	16	11	12	6
Women							
Median	46,500	59,000	60,000	69,000			
Mean	46,735	55,640	61,833	65,857			
SD	14,296	10,444	11,320	21,263			
N	34	25	18	14	9	9	1
Administration of Research							
Men							
Median		77,000				96,500	
Mean		83,900				107,429	
SD		26,134				29,617	
N	1	10	3	8	8	14	4
Women							
Median		63,000	78,500				
Mean		67,545	78,600				
SD		32,877	24,816				
N	7	11	10	7	5	5	4

(continued)

**TABLE 15.B (continued)**  
**Doctoral-level Salaries in Selected Full-time Employment Positions**  
**by Gender and Years of Work Experience: 1999**

	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	54,000	58,000	75,000	72,000	80,000	70,000	75,000
Mean	57,636	62,000	84,312	79,495	91,677	83,820	76,091
SD	18,129	23,527	39,982	34,887	44,603	48,658	26,347
N	11	55	93	101	99	89	44
Women							
Median	51,000	55,000	60,000	72,000	63,000	69,000	58,500
Mean	54,417	59,557	67,530	79,313	67,885	83,033	69,857
SD	17,594	24,154	37,060	40,820	27,672	53,681	38,568
N	24	70	83	67	52	30	14
Direct Human Services:							
Counseling Psychology (licensed only)							
Men							
Median		54,000	60,000	72,000	69,000	69,000	70,000
Mean		58,191	65,057	76,171	78,000	78,791	72,059
SD		20,486	22,579	28,612	41,956	33,281	37,050
N	7	47	53	70	61	43	17
Women							
Median	45,000	47,000	57,000	62,000	66,000	53,000	
Mean	44,643	52,860	58,769	66,222	68,897	63,750	
SD	8,802	19,082	22,276	29,050	30,677	28,762	
N	14	57	65	54	39	16	6
Direct Human Services:							
School Psychology (licensed only)							
Men							
Median				87,000	74,000	72,000	
Mean				81,706	84,038	76,133	
SD				22,073	39,145	23,736	
N	0	5	7	17	26	15	5
Women							
Median		62,500	62,000		73,500	74,500	
Mean		61,600	62,889		72,571	76,400	
SD		14,871	15,235		20,754	18,325	
N	0	10	18	9	14	10	5

(continued)

**TABLE 15.B (continued)**  
**Doctoral-level Salaries in Selected Full-time Employment Positions**  
**by Gender and Years of Work Experience: 1999**

	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		53,000	60,000	80,000	70,000	69,000	65,000
Mean		58,371	72,317	91,186	83,081	77,659	94,176
SD		15,856	39,404	47,249	43,793	48,484	97,222
N	4	35	41	43	37	44	17
Women							
Median	44,500	58,000	61,500	57,000	65,000	75,000	
Mean	45,286	58,486	65,020	70,000	74,280	76,063	
SD	11,880	11,939	17,937	41,726	39,670	45,806	
N	14	37	50	40	25	16	2
Administration of Human Services							
Men							
Median	49,500	55,000	61,000	69,000	68,000	76,500	87,000
Mean	47,357	65,160	65,576	73,813	75,780	75,227	90,905
SD	10,255	55,817	18,200	20,343	30,852	20,528	31,733
N	14	25	33	48	59	44	21
Women							
Median	44,500	61,000	59,500	61,000	69,500	70,000	
Mean	46,700	60,381	60,405	64,161	67,313	80,118	
SD	9,336	11,028	20,041	18,916	15,432	30,440	
N	20	42	42	31	32	17	7
Applied Psychology							
Men							
Median	55,000	90,000	68,000	95,000	122,500	116,000	100,000
Mean	57,200	84,368	86,429	106,000	131,750	126,750	120,429
SD	14,320	23,940	45,763	44,081	60,157	50,917	71,377
N	10	19	21	21	20	20	14
Women							
Median	57,000	78,000	73,000				
Mean	60,300	82,571	93,267				
SD	14,586	26,656	55,515				
N	20	21	15	5	6	3	3

(continued)

**TABLE 15.B (continued)**  
**Doctoral-level Salaries in Selected Full-time Employment Positions**  
**by Gender and Years of Work Experience: 1999**

	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
Administration of Applied Psychology							
Men							
Median					135,000	110,000	110,000
Mean					165,267	134,600	182,091
SD					105,613	68,753	123,293
N	2	2	4	8	15	10	11
Women							
Median		67,500					
Mean		69,750					
SD		16,349					
N	2	12	5	8	1	3	2
Other Administrative Positions							
Men							
Median			76,000	109,000		100,000	80,000
Mean			80,188	122,833		109,533	94,154
SD			26,367	45,940		50,293	43,226
N	1	5	16	12	8	15	13
Women							
Median			70,500	65,000	80,500		
Mean			72,100	70,813	105,917		
SD			18,526	27,706	75,428		
N	3	7	10	16	12	3	2
Other Positions							
Men							
Median							
Mean							
SD							
N	3	5	6	7	3	9	6
Women							
Median		56,000					
Mean		62,400					
SD		41,326					
N	5	10	7	8	3	5	3

Source: 1999 Salaries in Psychology. Research Office, American Psychological Association. 2000.

**TABLE 15.C**  
**Full-time Salaries of Doctoral-level Respondents Across All Settings**  
**by Years of Work Experience and Race/ethnicity: 1999**

	White	Black	Latino	Asian	Total
0 - 1 year					
Median	42,500				43,000
Mean	42,048				43,292
SD	14,329				15,446
N	42	1	0	5	48
2 - 4 years					
Median	48,000	54,000	44,500	46,000	48,000
Mean	48,897	55,000	45,400	46,615	49,013
SD	14,093	11,472	4,671	17,313	13,977
N	271	11	10	13	312
5 - 9 years					
Median	55,000	56,000	60,000	55,000	55,000
Mean	58,976	56,333	65,588	54,048	58,931
SD	23,886	16,172	23,402	16,320	23,458
N	524	15	17	21	578
10 - 14 years					
Median	61,000	60,000	59,500		61,000
Mean	67,645	65,500	61,688		67,373
SD	29,061	25,815	17,708		28,639
N	535	14	16	9	579
15 - 19 years					
Median	71,000		65,000		71,000
Mean	78,062		78,273		78,153
SD	33,840		42,112		33,855
N	550	7	11	5	577
20 - 24 years					
Median	76,000				76,000
Mean	84,360				84,553
SD	38,880				39,283
N	553	9	8	7	580

(continued)

**TABLE 15.C (continued)**  
**Full-time Salaries of Doctoral-level Respondents Across All Settings**  
**by Years of Work Experience and Race/ethnicity: 1999**

	White	Black	Latino	Asian	Total
25 - 29 years					
Median	78,000				78,000
Mean	85,261				85,113
SD	42,659				42,391
N	436	0	7	7	452
30 + years					
Median	87,500				87,500
Mean	93,179				93,063
SD	37,641				37,392
N	312	1	2	2	320

**Source: 1999 Salaries in Psychology. Research Office, American Psychological Association. 2000.**

**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: 1999**

	Median	Mean	SD	N
2 - 4 years				
Minority	49,000	49,780	13,330	41
White	48,000	48,897	14,093	271
Total	48,000	49,088	13,916	635
5 - 9 years				
Minority	56,500	58,463	18,985	54
White	55,000	58,979	23,886	524
Total	55,000	58,928	22,728	1012
10 - 14 years				
Minority	59,500	64,068	22,916	44
White	61,000	67,645	29,061	535
Total	62,000	67,764	28,729	977
15 - 19 years				
Minority	70,000	80,000	34,756	27
White	71,000	78,062	33,840	550
Total	71,000	78,144	33,889	928
20 - 24 years				
Minority	78,000	88,519	47,469	27
White	76,000	84,360	38,880	553
Total	75,000	80,082	38,649	919
25 - 29 years				
Minority	76,500	81,063	35,192	16
White	78,000	85,261	42,659	436
Total	78,000	86,072	41,499	734
30 + years				
Minority				8
White	87,500	93,179	37,641	312
Total	86,000	91,094	38,435	501

**Source: 1999 Salaries in Psychology. Research Office, American Psychological Association. 2000.**

**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: 1999**

<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>
New England						
Median Salary	71,000	58,000	55,000	52,500	*	60,000
Median Years	19	17	20	17.5	*	10
N	96	78	68	68	8	19
Middle Atlantic						
Median Salary	80,000	63,000	65,500	53,000	93,500	66,500
Median Years	17	16	15.5	19	22	15
N	179	171	174	146	20	38
East North Central						
Median Salary	80,000	60,000	54,000	48,000	93,500	50,500
Median Years	17	14	16.5	10.5	25	5.5
N	184	149	212	96	24	20
West North Central						
Median Salary	65,000	56,500	50,000	45,500	67,500	51,500
Median Years	17	13	15	16	20	5.5
N	73	62	119	58	16	12
South Atlantic						
Median Salary	70,000	56,000	56,000	47,000	82,000	68,000
Median Years	18	13	17	12	22	13
N	182	132	216	123	23	57
East South Central						
Median Salary	64,000	50,500	39,000	46,000	*	*
Median Years	16.5	10.5	16	14.5	*	*
N	44	24	74	38	6	2
West South Central						
Median Salary	70,000	60,000	46,000	47,000	*	*
Median Years	18	12	12	10	*	*
N	98	49	97	55	5	6
Mountain						
Median Salary	65,000	59,500	55,000	45,000	*	*
Median Years	18	12.5	16.5	10	*	*
N	73	58	80	43	6	3
Pacific						
Median Salary	74,000	61,000	55,000	55,000	80,000	59,500
Median Years	16	13.5	18	16	19	7.5
N	163	104	143	84	21	44

(continued)

**TABLE 16.A (continued)**  
**Median Salaries and Median Years Since the Doctoral Degree for Psychologists**  
**by Region and Position: 1999**

<b>Region</b>	<b>Research Administration</b>	<b>Human Service Administration</b>	<b>Applied I/O Psychology</b>	<b>Applied Other</b>	<b>Administration of Applied</b>	<b>Other Administration</b>	<b>Other Positions</b>
New England							
Median Salary	*	68,000	*	*	*	*	*
Median Years	*	16	*	*	*	*	*
N	6	47	6	5	3	7	3
Middle Atlantic							
Median Salary	87,000	67,000	97,000	72,000	116,000	96,000	92,500
Median Years	16	18.5	18	15	24	16	14
N	21	94	21	17	18	19	16
East North Central							
Median Salary	60,000	62,000	110,000	64,000	87,000	83,000	*
Median Years	7	16	11	13	16	23	*
N	13	71	15	15	17	19	9
West North Central							
Median Salary	*	66,000	*	*	*	*	*
Median Years	*	20.5	*	*	*	*	*
N	4	36	6	5	5	9	3
South Atlantic							
Median Salary	78,500	63,000	80,000	70,000	84,500	84,000	65,000
Median Years	14	14	10.5	14.5	19	17	19
N	24	68	32	14	22	33	23
East South Central							
Median Salary	*	59,000	*	*	*	*	*
Median Years	*	13	*	*	*	*	*
N	4	13	3	3	3	5	4
West South Central							
Median Salary	*	66,500	*	*	*	63,000	*
Median Years	*	15	*	*	*	15	*
N	7	26	9	7	5	13	6
Mountain							
Median Salary	*	60,000	*	*	*	*	*
Median Years	*	17	*	*	*	*	*
N	2	26	0	8	3	7	7
Pacific							
Median Salary	104,000	65,000	100,000	78,000	*	83,500	82,000
Median Years	20	16	14	19.5	*	16	10
N	16	53	17	14	9	12	11

Source: 1999 Salaries in Psychology. Research Office, American Psychological Association. 2000.

**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: 1999**

Metropolitan Area	Cost of Living Index	Faculty Positions			Independent Practice		
		Median Salary	Adjusted Salary	N	Median Salary	Adjusted Salary	N
Atlanta, GA	102.9	95,500	92,809	12	*	*	6
Boston, MA	134.1	61,500	45,861	14	*	*	9
Boulder-Longmont, CO	118.3	62,500	52,832	10	*	*	9
Cedar Rapids, IA	96.0	66,000	68,750	15	*	*	3
Champaign-Urbana, IL	102.6	54,591	53,208	12	*	*	1
Dallas, TX	100.6	*	*	2	102,500	101,889	10
Denver, CO	107.9	*	*	7	65,000	60,241	11
District of Columbia	123.4	62,182	50,391	10	*	*	6
Fort Worth, TX	101.3	43,000	42,448	10	*	*	5
Houston, TX	95.0	52,000	54,737	11	70,000	73,684	14
Lafayette, IN	97.5	68,273	70,024	10	*	*	0
LA-Long Beach, CA	125.5	79,500	63,347	20	*	*	6
Lansing, MI	105.6	73,000	69,129	15	61,000	57,765	10
Lexington, KY	97.4	43,500	44,661	10	*	*	6
Miami, FL	106.4	58,000	54,511	11	*	*	4
Minneapolis, MN	105.2	74,000	70,342	13	*	*	9
Muncie, IN	96.1	54,000	56,191	11	*	*	1
New York, NY	232.0	57,273	24,687	31	89,000	38,362	26
Oklahoma City, OK	90.0	*	*	5	75,000	83,333	11
Philadelphia, PA	118.7	61,000	51,390	21	68,000	57,287	21
Phoenix, AZ	103.3	58,909	57,027	21	70,000	67,764	17
Portland, OR	112.5	*	*	8	80,000	71,111	15
Raleigh-Durham, NC	101.3	69,682	68,788	18	56,000	55,281	14
San Diego, CA	126.6	*	*	8	70,000	55,292	11
St. Louis, MO	96.7	60,455	62,518	18	*	*	7

Source: 1999 Salaries in Psychology. Research Office. American Psychological Association. 2000.

**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: 1999**

<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	59,000	40	75,000	41
Austin, TX	54,545	10	*	9
Chicago, IL	58,818	16	67,500	10
Cleveland, OH	*	8	80,000	14
Columbus, OH	*	8	86,000	14
Detroit, MI	75,364	14	*	5
Gainesville, FL	61,000	13	*	3
Hartford, CT	55,000	15	80,000	10
Honolulu, HI	*	1	71,000	10
Madison, WI	65,500	20	*	5
Pittsburgh, PA	71,455	12	64,000	10
San Francisco, CA	*	4	85,000	11
Seattle, WA	*	6	60,000	22
Tampa-St. Petersburg, FL	76,909	11	*	7
Worcester, MA	*	1	65,000	11

**Source: 1999 Salaries in Psychology. Research Office, American Psychological Association. 2000.**

**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: 1999**

<b>State</b>	<b>Faculty Positions</b>		<b>Independent Practice</b>	
	<b>Median Salary</b>	<b>N</b>	<b>Median Salary</b>	<b>N</b>
Alabama	48,500	22	60,000	11
Arizona	58,000	31	65,000	25
California	60,500	100	77,500	98
Colorado	60,000	19	65,000	27
Connecticut	54,000	24	86,000	17
District of Columbia	62,182	10	80,000	10
Florida	61,000	51	70,000	41
Georgia	52,500	34	68,000	31
Hawaii	*	1	71,000	10
Illinois	55,818	52	84,000	33
Indiana	51,000	47	54,500	24
Iowa	63,000	21	80,000	16
Kansas	48,000	13	*	5
Kentucky	45,000	19	55,000	10
Louisiana	45,000	18	71,000	12
Maryland	61,000	33	70,000	33
Massachusetts	64,818	32	76,000	49
Michigan	66,864	34	80,000	52
Minnesota	54,000	26	68,000	15
Mississippi	57,000	13	*	1
Missouri	49,909	45	53,500	30
New Hampshire	*	4	55,000	13
New Jersey	66,500	22	97,500	40
New York	71,500	86	80,000	77
North Carolina	57,500	34	60,000	36

**(continued)**

**TABLE 16.D**  
**Median Salaries for Selected States: 1999**

<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>
Oklahoma	45,818	11	68,000	17
Oregon	46,636	13	67,000	19
Pennsylvania	61,591	66	64,000	65
South Carolina	47,727	14	*	6
Tennessee	49,545	20	70,000	23
Texas	47,500	64	70,000	65
Utah	51,500	10	*	5
Virginia	56,000	31	75,000	20
Washington	47,000	23	67,000	40
Wisconsin	54,000	33	92,000	23

**Source: 1999 Salaries in Psychology. Research Office, American Psychological Association. 2000.**

**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 Idaho, Montana, Nebraska, New Mexico, North Dakota, Vermont, West Virginia, 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: 1999**

<b>Years of Experience</b>	<b>No Measurable Impact</b>	<b>Increased Salary</b>	<b>Decreased Salary</b>
0 - 4 Years	66.7 N = 20	13.3 N = 4	20.0 N = 6
5 - 10 Years	47.8 N = 75	7.6 N = 12	44.6 N = 70
11+ Years	37.6 N = 283	6.5 N = 49	55.9 N = 421
Total	40.2 N = 378	6.9 N = 65	52.9 N = 497

**Source: 1999 Salaries in Psychology. Research Office. American Psychological Association. 2000.**

**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: 1999**

<b>Years of Experience</b>	<b>Median</b>	<b>Q1</b>	<b>Q3</b>	<b>Mean</b>	<b>SD</b>	<b>N</b>
0 - 4 Years						
Increase						4
Decrease	18	12	25	18	9	6
5 - 10 Years						
Increase	23	13	45	29	20	12
Decrease	15	10	20	16	08	67
11+ Years						
Increase	10	10	15	14	11	46
Decrease	4	10	20	17	12	406
Total						
Increase	10	10	20	17	15	62
Decrease	15	10	20	17	11	479

**Source: 1999 Salaries in Psychology. Research Office, American Psychological Association. 2000.**

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