

1995-96 FACULTY SALARIES IN GRADUATE DEPARTMENTS OF PSYCHOLOGY

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1995-96 FACULTY SALARIES IN GRADUATE DEPARTMENTS OF PSYCHOLOGY

Background

Surveys of faculty salaries in graduate departments of psychology have been conducted since the mid 1960s, first by the Council of Graduate Departments of Psychology (COGDOP), and after 1978 by the American Psychological Association (APA) in conjunction with COGDOP. Subsequent years saw the survey broaden in scope to cover more diverse issues concerning graduate education, and in 1990 it was divided into two separate components. This report presents results of the initial phase of the survey, addressing faculty salaries.

Method

In October 1995 the Faculty Salaries portion of the 1995-96 Survey of Graduate Departments of Psychology was mailed to 619 U.S. and Canadian graduate departments of psychology. Eligible departments were drawn from the current edition of *Graduate Study in Psychology* (APA, 1995) and prior editions, which included many departments not strictly defined as psychology departments (e.g., *Graduate Study in Psychology and Associated Fields*, APA, 1991), and from the membership of the National Council of Schools and Programs of Professional Psychology (NCSPP). The questionnaire requested information on demographics, employment status, rank, years in rank, highest degree and year awarded, and salary for all faculty members. Departments that had not yet returned completed forms by December were sent a second set of materials.

Of the 619 departments and professional schools surveyed, 386 provided usable information, for an overall response rate of 62.4%. Data presented in this report are based on 7,117 faculty who hold doctorates, who are employed full time, and for whom the relevant data were available. Included in this total are 5,231 faculty in 260 U.S. doctoral departments, 1,397 faculty in 111 U.S. master's departments, and 475 faculty in 15 Canadian departments.

Consistent with previous efforts, response rates varied considerably, depending on the geographic location of the institution, the highest degree offered by the department (doctoral or master's), whether the institution is public or private, and the department type. Substantially higher levels of response were obtained in the U.S. for doctoral departments (69%) than for master's departments (53%). Departments in the U.S. overall were much more likely to have completed the survey than Canadian departments. Psychology departments were more likely than other types of academic units (e.g., professional schools or educational psychology departments) to provide data. More information on specific response rates can be found in Appendix Table A.

Structure of the Report

Results are presented separately for: (1) U.S. doctoral departments; (2) U.S. master's departments; and (3) Canadian departments. For U.S. doctoral departments, salaries are broken out along the following dimensions: geographic region, public or private institution status, and type of department (e.g., psychology, professional school of psychology, or human development). Among master's departments, the majority of participants were psychology departments; thus, detailed analyses have been limited to this category. Statistics on Canadian faculty concentrate on doctoral-level departments as there were few at the master's level supplying data.

Most salaries are reported according to academic rank and years in rank, or by years since

earning the doctorate. Additional tables report salaries paid to chairs, other administrative positions, and newly hired faculty, changes averaged over the past three years, and a comparison of academic salaries paid to men and women of equivalent years in rank. The final table presents average amounts paid to adjunct or other part-time faculty who are compensated on a per-course basis.

Caveats and Changes from Previous Reports

Readers of this report should consider possible error introduced by nonresponse. Comparisons of respondents with nonrespondents indicated few marked differences in terms of the geographic distribution for U.S. doctoral departments overall and doctoral psychology departments, in particular. However, the response rate was lower for U.S. master's departments and especially for departments in Canada. Thus, in reading the results, it is important to consult Appendix A for the appropriate rate of response.

Several tables report percent changes in average salaries over the past two years. These percentages are discussed in both monetary terms (as measured in current dollars) and in real terms (those that have been adjusted for inflation rates reported by the U.S. Bureau of Labor Statistics). It is important to note that these percentage changes are based on salary data reported by departments that responded to the survey for the respective years; they are not based on changes in faculty salaries computed on an individual basis. Thus, they are subject to the error that may be introduced by a slightly different set of departments responding to each survey.

Readers should also note that the term "Graduate Departments of Psychology" is meant broadly to encompass departments, schools, interdisciplinary programs, or other academic units listed in recent editions of Graduate Study in Psychology as offering a graduate degree in one or more areas of psychology. Departments may be called any of the following: (a) psychology; (b) educational psychology; (c) counseling psychology; (d) human development; (e) professional school; (f) counseling, guidance and counselor education; (g) school psychology; (h) education; or (i) other, but these department names are not synonymous with program areas. For example, a program in counseling or school psychology may be found in any of several categories. Almost two thirds of the departments award degrees in multiple areas of psychology. The remaining third tend to be departments that are specialized, offering degrees in a few closely related subfields. Thus, "graduate departments of psychology" refers to any academic unit that offers one or more graduate degrees in psychology.

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American Psychological Association (1995). Graduate Study in Psychology, 1994, with 1995 Addendum. Washington, DC: Author.

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Wicherski, M. and Kohout, J. (1995). 1994-95 Faculty salaries in graduate departments of psychology. Washington, DC: American Psychological Association.

Notes To Tables

1. Medians, quartiles, means, and standard deviations are reported for the majority of analyses. The median may be the most useful measure of central tendency since it is less influenced by extreme values than the arithmetic mean. In most of the tables, both median and mean salaries are presented; observed differences reflect the skewness in the distributions.
2. No statistics are provided where the N is less than 10 or where the standard deviation is 0. In these instances, only the N is provided.
3. Statistics also were not provided when the number of responding departments was 1 or when the Ns for subgroups based on rank and years in rank were so small that aggregate statistics would not be meaningful.
4. The majority of tables report salaries for faculty in U.S. graduate departments of psychology on a 9-10-month basis. Some departments (e.g., professional schools of psychology and departments of psychology in medical schools), however, typically operate on an 11-12-month academic calendar. In these cases, the 9-10-month salaries can be converted to their 11-12-month equivalents by multiplying by 11/9.
5. Percentage changes in average salaries from 1993-94 to 1995-96 are provided in some tables. These percentages are reported both in monetary terms (as measured in current dollars) and real terms (those that have been adjusted for inflation). This adjustment is based on the rates of inflation reported by the U.S. Department of Labor's Bureau of Labor Statistics. These percentage changes are based on salary data reported by departments that responded to the survey for the respective years; they are not based on increases in faculty salaries computed on an individual basis. Thus, they are affected by the error resulting from having a slightly different set of departments responding to each survey.
6. This report uses nine categories for geographic region that correspond to the divisions used by the U.S. Department of Commerce's Bureau of the Census. The states comprising each cluster are listed in Appendix B.

FACULTY SALARIES IN U.S. DOCTORAL DEPARTMENTS OF PSYCHOLOGY

- Table 1. Changes in Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank: 1993-94 to 1995-96
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TABLE 1
Changes in Average Salaries of Full-time Faculty in U.S. Doctoral
Departments of Psychology by Rank: 1993-94 to 1995-96

	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	All ranks
U.S. Doctoral Departments					
1993-94 (263 departments)	\$64,582 N=2,557	\$46,057 N=1,445	\$37,797 N=1,118	\$37,118 N=41	\$53,375 N=5,161
1994-95 (260 departments)	\$66,682 N=2,539	\$47,539 N=1,401	\$39,147 N=1,097	\$37,254 N=47	\$55,193 N=5,084
1995-96 (255 departments)	\$68,560 N=2,446	\$48,570 N=1,396	\$40,265 N=1,055	\$37,782 N=45	\$56,593 N=4,942
Percent change in monetary salary					
1993-94 to 1994-95	+3.3%	+3.2%	+3.6%	+0.4%	+3.4%
1994-95 to 1995-96	+2.8%	+2.2%	+2.9%	+1.4%	+2.5%
Percent change in real terms					
1993-94 to 1994-95	+0.4%	+0.3%	+0.7%	-2.5%	+0.5%
1994-95 to 1995-96	+0.3%	-0.3%	+0.4%	-1.1%	0.0%
All U.S. Departments					
1993-94 (379 departments)	\$62,516 N=3,170	\$45,322 N=1,806	\$36,986 N=1,490	\$36,144 N=49	\$51,713 N=6,515
1994-95 (368 departments)	\$64,607 N=3,139	\$46,790 N=1,747	\$38,306 N=1,447	\$35,849 N=57	\$53,523 N=6,390
1995-96 (364 departments)	\$66,297 N=3,079	\$47,790 N=1,730	\$39,446 N=1,401	\$36,323 N=56	\$54,916 N=6,266
Percent change in monetary salary					
1993-94 to 1994-95	+3.3%	+3.2%	+3.6%	-0.8%	+3.5%
1994-95 to 1995-96	+2.6%	+2.1%	+3.0%	+1.3%	+2.6%
Percent change in real terms					
1993-94 to 1994-95	+0.4%	+0.3%	+0.7%	-3.7%	+0.6%
1994-95 to 1995-96	+0.1%	-0.4%	+0.5%	-1.2%	+0.1%

Source: 1994-95 and 1995-96 Surveys of Graduate Departments of Psychology, Research Office, American Psychological Association and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 2.9% for the period from September 1993 to September 1994 and 2.5% for the period from September 1994 to September 1995.

TABLE 2
Changes in Average Salaries of Full-Time Faculty in U.S. Doctoral Departments of Psychology
by Rank and Years in Rank: 1993-94 to 1995-96

	<u>Full Professor</u>				<u>Associate Professor</u>			<u>Assistant Professor</u>		<u>Lecturer/Instr.</u>	
	<u>12 or more years</u>	<u>6 - 11 years</u>	<u>3 - 5 years</u>	<u>Less than 3 years</u>	<u>6 or more years</u>	<u>3 - 5 years</u>	<u>Less than 3 years</u>	<u>3 or more years</u>	<u>Less than 3 years</u>	<u>3 or more years</u>	<u>Less than 3 years</u>
1993-94 (263 departments)	\$68,686 N=1,271	\$63,068 N=605	\$61,068 N=344	\$55,317 N=305	\$47,074 N=705	\$46,209 N=311	\$44,277 N=424	\$38,572 N=557	\$37,028 N=560	\$37,926 N=13	\$36,742 N=28
1994-95 (260 departments)	\$70,867 N=1,228	\$66,194 N=570	\$62,082 N=331	\$57,083 N=351	\$48,524 N=643	\$47,952 N=310	\$45,598 N=431	\$39,886 N=554	\$38,466 N=529	\$41,251 N=18	\$34,338 N=27
1995-96 (255 departments)	\$73,152 N=1,190	\$67,841 N=571	\$63,170 N=315	\$59,616 N=337	\$49,626 N=629	\$49,313 N=328	\$46,432 N=433	\$41,356 N=516	\$39,215 N=535	\$42,257 N=19	\$34,512 N=24
Percent change in monetary salary											
1993-94 to 1994-95	+3.2%	+5.0%	+1.7%	+3.2%	+3.1%	+3.8%	+3.0%	+3.4%	+3.9%	+8.8%	-6.5%
1994-95 to 1995-96	+3.2%	+2.5%	+1.8%	+4.4%	+2.3%	+2.8%	+1.8%	+3.7%	+1.9%	+2.4%	+0.5%
Percent change in real terms											
1993-94 to 1994-95	+0.3%	+2.1%	-1.2%	+0.3%	+0.2%	+0.9%	+0.1%	+0.5%	+1.0%	+5.9%	-9.4%
1994-95 to 1995-96	+0.7%	+0.0%	-0.7%	+1.9%	-0.2%	+0.3%	-0.7%	+1.2%	-0.6%	-0.1%	-2.0%

Source: 1994-95 and 1995-96 Surveys of Graduate Departments of Psychology, Research Office, American Psychological Association and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 2.9% for the period from September 1993 to September 1994 and 2.5% for the period from September 1994 to September 1995.

TABLE 3
Distribution of 1995-96 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank

9-10-month salary	Full Professor						Associate Professor			Assistant Prof.	
	24 years or more	18 - 23 years	12 - 17 years	6 - 11 years	3 - 5 years	Less than 3	6 or more	3 - 5 years	Less than 3	3 or more	Less than 3
\$105,000 or more	28	21	20	7	5	2					
100,000-104,999	11	18	14	10	2	3					
95,000-99,999	14	4	9	14	3	3					
90,000-94,999	18	20	22	13	6	5			1		
85,000-89,999	19	30	32	17	8	3	1	1	1		
80,000-84,999	16	27	40	33	7	8	1		1		
79,000-79,999	10	12	6	12	2	2			1		
78,000-78,999	6	5	5	10	5	1					
77,000-77,999	6	15	9	11		2	1				
76,000-76,999	5	10	11	13	2	2	1				
75,000-75,999	3	7	6	11	4	1	1				
74,000-74,999	4	14	11	14	9	3	1				
73,000-73,999	5	4	11	13	7	6	3	1			
72,000-72,999	4	9	6	15	10	4		2			
71,000-71,999	8	10	12	11	7	4	2	1		1	
70,000-70,999	7	7	11	20	5	6	6	2			
69,000-69,999	3	7	21	14	7	4	6		2		
68,000-68,999	6	5	11	16	9	5	5	1			
67,000-67,999	5	6	11	22	10	5		1	2		
66,000-66,999	5	13	19	16	4	6	5	1	2		
65,000-65,999	4	8	10	15	5	11	4	1			
64,000-64,999	3	17	19	21	8	14	10	1		1	
63,000-63,999	10	13	12	23	10	11	4	4			
62,000-62,999	3	10	14	16	11	13	8	6	2		
61,000-61,999	3	13	11	14	16	5	7	3	5		
60,000-60,999	5	14	21	16	11	10	8	3	1	1	
59,000-59,999	4	5	13	11	11	7	19	4	4	1	
58,000-58,999	7	7	9	14	15	12	8	5	3	2	2
57,000-57,999	3	10	10	27	9	9	13	6	6	1	
56,000-56,999	1	4	15	13	9	14	11	5	6	1	1
55,000-55,999	1	6	15	5	9	16	20	8	11	2	2
54,000-54,999	5	7	9	15	6	21	20	10	6	4	1
53,000-53,999	5	7	14	15	15	12	34	11	9	4	
52,000-52,999		6	7	13	8	18	24	11	13	3	
51,000-51,999	1	6	9	7	9	13	38	22	17	3	1
50,000-50,999	2	9	11	15	4	11	27	25	13	13	4
49,000-49,999	3	6	9	7	7	8	25	18	19	12	2
48,000-48,999		2	6	3	5	9	32	21	18	9	5
47,000-47,999	3	2	6	6	8	10	28	27	22	16	7
46,000-46,999	1	2	4	5	7	8	33	15	31	21	8
45,000-45,999	1	3	1	5	4	2	24	15	29	13	18
44,000-44,999	3		2			5	27	24	35	34	24
43,000-43,999		4	1	3	1	5	36	16	31	23	18
42,000-42,999		2	2	4	2	6	22	17	27	38	41
41,000-41,999			3	1	4	2	20	10	31	29	40
40,000-40,999	1	2	1	3	3	1	14	13	18	54	51
39,000-39,999		1			3	6	9	3	15	47	50
38,000-38,999						1	13	4	15	46	51
37,000-37,999	2	2		1	1		10	3	8	38	45
36,000-36,999				1	1		17	6	19	35	42
35,000-35,999	1					1	10		2	25	49
34,000-34,999	1				1		4	1	3	12	23
33,000-33,999							9			8	20
32,000-32,999							3		2	9	14
31,000-31,999							2			3	7
Less than 31,000						1	3		2	7	9

Source: 1995-96 Survey of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

TABLE 4
1995-96 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Rank and Years in Rank

Rank and Years in Rank	Median	Percentiles				Mean	SD	N
		10%	25%	75%	90%			
Full professor								
24 years or more	76,886	54,094	63,598	91,366	105,944	78,707	20,668	256
18 - 23 years	70,787	52,148	60,728	83,547	96,732	72,911	17,790	412
12 - 17 years	67,788	51,300	58,655	80,728	92,500	70,563	16,602	521
6 - 11 years	66,420	51,269	57,725	75,544	86,000	67,841	14,005	571
3 - 5 years	61,110	47,644	53,409	70,800	79,909	63,170	13,982	315
Less than 3 years	56,900	46,341	51,550	65,000	74,646	59,616	12,922	337
Not specified	59,488	37,349	42,000	74,100	80,500	59,395	18,644	34
All years	65,651	50,010	56,534	77,590	91,350	68,560	16,903	2,446
Associate professor								
6 or more years	48,924	38,500	43,632	54,276	61,261	49,626	8,954	629
3 - 5 years	48,341	41,212	44,208	52,440	58,868	49,313	7,325	328
Less than 3 years	45,085	38,586	41,624	49,738	55,000	46,432	7,552	433
Not specified								6
All years	47,636	39,104	43,105	52,718	59,418	48,570	8,278	1,396
Assistant professor								
3 or more years	40,400	35,500	37,778	44,168	48,700	41,359	5,510	516
Less than 3 years	39,000	34,000	36,000	42,000	44,774	39,215	4,501	535
Not specified								4
All years	39,875	34,700	36,982	42,900	46,800	40,265	5,133	1,055
Lecturer/Instructor								
3 or more years	39,600	26,301	34,400	48,128	62,090	42,257	11,975	19
Less than 3 years	34,325	26,500	31,247	36,996	44,000	34,512	5,849	24
Not specified								2
All years	35,000	26,500	32,000	41,500	48,128	37,782	9,615	45

Source: 1995-96 Survey of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N of faculty is less than 10.

TABLE 5
1995-96 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (255 departments)								
Full professor								
12 or more years	70,322	52,347	60,345	84,091	99,168	73,152	18,213	1,190
6 - 11 years	66,420	51,269	57,725	75,544	86,000	67,841	14,005	571
3 - 5 years	61,110	47,644	53,409	70,800	79,909	63,170	13,982	315
Less than 3 years	56,900	46,341	51,550	65,000	74,646	59,616	12,922	337
All years	65,651	50,010	56,534	77,590	91,350	68,560	16,903	2,446
Associate professor								
6 or more years	48,924	38,500	43,632	54,276	61,261	49,626	8,954	629
3 - 5 years	48,341	41,212	44,208	52,440	58,868	49,313	7,325	328
Less than 3 years	45,085	38,586	41,624	49,738	55,000	46,432	7,552	433
All years	47,636	39,104	43,105	52,718	59,418	48,570	8,278	1,396
Assistant professor								
3 or more years	40,400	35,500	37,778	44,168	48,700	41,359	5,510	516
Less than 3 years	39,000	34,000	36,000	42,000	44,774	39,215	4,501	535
All years	39,875	34,700	36,982	42,900	46,800	40,265	5,133	1,055
All ranks	52,485	37,955	42,939	66,300	80,882	56,593	17,788	4,942
NEW ENGLAND (14 departments)								
Full professor								
12 or more years	77,682	59,355	67,412	87,000	105,294	78,844	16,221	65
6 - 11 years	68,844	57,394	61,210	71,864	85,106	68,798	10,842	20
3 - 5 years	65,041	50,793	59,975	73,034	80,350	66,408	13,160	14
Less than 3 years	60,000	46,500	53,845	65,250	77,475	60,895	10,765	17
All years	69,500	56,472	61,974	82,156	97,100	72,981	15,839	116
Associate professor								
6 or more years	55,400	43,620	48,200	61,261	69,942	56,151	10,610	43
3 - 5 years	48,700	41,474	43,500	51,599	55,750	48,445	5,495	14
Less than 3 years	49,364	44,900	45,700	51,650	56,350	49,806	4,667	13
All years	51,633	43,062	46,045	58,868	69,080	53,431	9,493	70
Assistant professor								
3 or more years	46,159	35,521	42,323	48,600	51,150	45,096	5,853	26
Less than 3 years	41,200	35,000	38,110	42,960	46,700	40,733	3,886	34
All years	42,287	35,424	39,377	46,600	48,627	42,623	5,264	60
All ranks	57,415	41,176	45,998	69,869	84,600	59,870	17,828	248
MID ATLANTIC (40 departments)								
Full professor								
12 or more years	79,349	60,218	70,978	93,018	106,409	82,664	18,954	160
6 - 11 years	73,800	63,518	66,500	79,721	96,250	75,584	14,165	91
3 - 5 years	70,132	56,488	61,601	78,538	88,500	71,327	12,960	60
Less than 3 years	63,761	53,120	58,088	70,848	76,783	64,333	8,970	46
All years	74,137	57,024	65,432	84,734	100,265	76,423	16,859	371
Associate professor								
6 or more years	54,352	44,622	49,840	61,112	65,907	54,870	9,064	113
3 - 5 years	51,723	45,245	48,750	57,071	63,509	53,811	8,334	54
Less than 3 years	47,695	41,300	44,001	50,676	55,322	48,018	6,397	46
All years	51,980	43,000	47,789	59,044	64,883	53,122	8,746	214
Assistant professor								
3 or more years	41,000	37,500	39,672	45,315	49,631	42,985	5,316	71
Less than 3 years	41,004	35,000	39,000	43,870	48,000	41,360	4,844	65
All years	41,002	36,900	39,316	44,509	49,450	42,209	5,142	136
All ranks	60,205	40,200	47,906	74,137	87,796	62,826	19,508	727

(continued)

TABLE 5 (continued)
 1995-96 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
 by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST NORTH CENTRAL (40 departments)								
Full professor								
12 or more years	68,692	52,841	60,064	82,227	96,182	72,424	17,735	244
6 - 11 years	67,226	53,361	60,378	78,000	92,009	70,703	14,243	100
3 - 5 years	62,400	49,733	53,091	70,800	75,900	62,774	10,878	47
Less than 3 years	57,737	50,117	54,197	64,771	74,646	61,067	12,103	77
All years	65,989	51,841	57,500	76,576	92,500	69,219	16,222	468
Associate professor								
6 or more years	49,980	41,335	46,010	54,460	59,858	50,699	7,753	117
3 - 5 years	48,255	43,060	45,000	54,878	60,510	50,217	7,001	58
Less than 3 years	45,360	39,104	42,567	50,100	56,889	47,491	8,371	89
All years	48,194	41,301	44,346	53,408	59,700	49,511	7,918	264
Assistant professor								
3 or more years	40,900	36,864	38,871	44,375	49,080	42,361	5,816	113
Less than 3 years	39,321	35,282	36,838	42,230	45,000	39,641	4,413	110
All years	40,050	35,825	37,728	43,826	47,100	41,019	5,337	223
All ranks	53,130	38,822	43,924	66,098	79,965	56,989	17,397	964
WEST NORTH CENTRAL (23 departments)								
Full professor								
12 or more years	64,215	50,355	56,903	74,052	86,566	66,782	15,250	120
6 - 11 years	60,488	45,405	50,508	72,300	82,300	62,561	15,203	38
3 - 5 years	60,779	47,644	54,342	69,500	80,000	61,779	11,508	19
Less than 3 years	54,715	50,850	52,200	61,500	68,300	58,530	11,815	26
All years	61,500	46,126	53,381	71,988	86,000	63,807	15,190	208
Associate professor								
6 or more years	49,464	41,259	44,000	53,310	56,720	49,620	6,848	50
3 - 5 years	47,172	37,359	41,212	52,467	55,207	46,964	6,325	23
Less than 3 years	44,993	40,600	42,047	47,500	52,356	45,292	5,101	41
All years	47,181	40,365	43,079	51,997	55,100	47,528	6,415	114
Assistant professor								
3 or more years	39,911	34,000	36,720	41,200	43,566	39,635	3,983	38
Less than 3 years	38,600	33,375	37,175	39,600	41,238	38,246	2,918	45
All years	39,000	34,000	36,925	40,600	41,700	38,882	3,495	83
All ranks	51,412	37,800	41,400	62,238	75,500	54,057	15,535	406
SOUTH ATLANTIC (43 departments)								
Full professor								
12 or more years	70,604	52,207	60,831	81,000	98,758	72,826	17,258	210
6 - 11 years	63,536	50,336	56,409	73,620	86,000	65,713	13,144	113
3 - 5 years	59,660	46,307	53,885	67,378	75,256	61,626	14,321	57
Less than 3 years	55,517	42,254	49,400	64,764	82,683	59,813	15,719	58
All years	64,483	50,014	56,077	76,532	90,260	67,763	16,470	440
Associate professor								
6 or more years	46,544	36,300	43,240	50,647	54,300	46,784	7,365	136
3 - 5 years	47,493	40,526	44,000	50,029	55,437	47,514	5,962	64
Less than 3 years	46,000	38,586	43,244	50,250	54,912	46,847	6,984	85
All years	46,603	38,650	43,500	50,326	54,912	46,969	6,905	288
Assistant professor								
3 or more years	40,400	35,791	38,251	44,000	46,094	41,279	4,879	77
Less than 3 years	38,950	32,006	35,900	41,250	44,000	38,874	5,093	84
All years	39,700	33,929	37,440	42,500	45,544	40,024	5,120	161
All ranks	51,000	38,300	43,576	64,466	79,600	55,845	17,203	897

(continued)

TABLE 5 (continued)
1995-96 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST SOUTH CENTRAL (17 departments)								
Full professor								
12 or more years	63,050	50,860	55,378	69,536	80,908	64,972	13,784	72
6 - 11 years	59,104	51,269	55,227	70,240	83,250	64,096	14,018	36
3 - 5 years	54,371	47,664	49,540	64,713	72,800	59,999	18,131	25
Less than 3 years	50,087	44,470	47,547	52,400	62,461	51,034	6,160	17
All years	59,013	48,646	52,400	67,197	80,425	62,353	14,605	150
Associate professor								
6 or more years	44,139	37,850	41,141	47,585	57,500	45,486	8,038	30
3 - 5 years	43,745	40,000	42,000	50,101	53,700	46,115	7,583	18
Less than 3 years	41,361	36,780	39,532	44,361	46,112	42,482	5,087	24
All years	42,840	37,800	40,727	46,362	53,500	44,642	7,139	72
Assistant professor								
3 or more years	38,112	34,559	36,030	43,261	46,100	39,420	4,456	44
Less than 3 years	37,000	33,000	34,500	40,035	41,500	37,599	4,907	34
All years	37,547	33,500	35,001	41,000	45,000	38,626	4,715	78
All ranks	48,484	36,190	40,684	59,472	70,479	51,917	15,391	301
WEST SOUTH CENTRAL (24 departments)								
Full professor								
12 or more years	59,438	45,462	50,311	71,500	85,000	62,109	16,156	87
6 - 11 years	58,871	43,078	50,725	65,060	71,752	58,862	10,129	52
3 - 5 years	57,377	41,877	48,000	66,308	72,039	57,082	11,391	22
Less than 3 years	52,606	44,244	46,100	56,045	66,089	54,386	12,204	25
All years	57,540	44,244	49,561	66,089	77,338	59,568	13,828	186
Associate professor								
6 or more years	41,652	35,319	37,900	45,029	54,134	42,522	6,685	69
3 - 5 years	43,103	38,151	40,131	47,919	50,750	45,026	7,773	22
Less than 3 years	41,640	36,666	38,711	45,150	46,314	41,853	3,978	32
All years	41,859	36,266	38,500	45,698	51,000	42,796	6,364	123
Assistant professor								
3 or more years	37,482	34,413	35,478	39,931	41,450	37,781	3,178	60
Less than 3 years	36,000	34,000	35,000	38,204	43,300	37,072	3,508	72
All years	36,808	34,000	35,000	38,605	41,500	37,394	3,368	132
All ranks	43,616	35,000	37,575	55,500	67,788	48,115	13,871	446
MOUNTAIN (18 departments)								
Full professor								
12 or more years	66,167	49,600	57,561	78,817	88,800	68,275	14,629	88
6 - 11 years	66,678	53,004	60,800	74,130	83,883	67,700	11,591	50
3 - 5 years	56,000	39,638	43,880	61,099	67,741	54,506	10,880	25
Less than 3 years	51,617	39,442	42,985	60,856	69,233	52,959	10,969	20
All years	63,922	46,250	55,192	73,923	83,760	64,563	14,307	183
Associate professor								
6 or more years	47,444	38,055	42,125	51,049	54,860	46,514	6,074	29
3 - 5 years	46,297	41,596	44,477	50,922	54,267	48,204	6,757	24
Less than 3 years	43,482	38,800	41,800	48,301	52,748	45,067	6,365	49
All years	44,917	39,830	42,125	50,582	53,490	46,216	6,441	102
Assistant professor								
3 or more years	39,638	30,488	37,611	42,482	44,116	38,996	5,176	33
Less than 3 years	40,070	35,411	37,684	42,435	44,082	39,871	3,758	42
All years	40,000	32,160	37,611	42,482	44,116	39,486	4,427	75
All ranks	49,669	38,230	42,000	64,233	77,151	53,723	15,633	366

(continued)

TABLE 5 (continued)
1995-96 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
PACIFIC (36 departments)								
Full professor								
12 or more years	81,664	59,720	65,155	92,388	103,400	80,772	19,082	144
6 - 11 years	67,800	53,361	57,661	76,100	82,600	68,402	13,222	71
3 - 5 years	60,821	47,464	53,833	69,800	87,100	63,784	14,280	46
Less than 3 years	58,700	45,930	51,990	67,600	80,760	61,112	15,017	51
All years	68,408	50,215	58,700	82,720	98,200	71,448	18,754	324
Associate professor								
6 or more years	51,388	42,600	46,300	55,300	65,100	51,833	8,870	42
3 - 5 years	50,800	43,015	46,636	53,200	55,491	50,580	6,449	51
Less than 3 years	46,513	36,810	41,053	53,300	59,000	48,443	10,999	54
All years	50,471	40,492	45,600	53,583	59,900	50,251	9,049	149
Assistant professor								
3 or more years	44,020	36,784	39,148	49,000	52,000	43,650	6,340	54
Less than 3 years	39,800	32,720	37,000	42,000	46,000	39,544	4,631	49
All years	41,800	34,729	37,149	45,100	49,296	41,618	5,924	107
All ranks	55,200	39,200	46,000	70,500	89,200	60,361	19,557	587

Source: 1995-96 Survey of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not. For a description of the states included in each region, see Appendix B.

TABLE 6
1995-96 Salaries for Full-time Faculty in U.S. Doctoral Departments
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (166 departments)								
Full professor								
12 or more years	68,700	51,173	59,316	82,128	94,180	71,492	17,178	947
6 - 11 years	64,900	50,625	57,510	74,601	83,760	66,736	13,870	421
3 - 5 years	60,880	47,000	53,096	69,513	78,427	61,963	12,546	220
Less than 3 years	55,624	46,500	51,150	64,601	72,139	58,691	12,064	233
All years	64,780	49,753	55,967	76,426	89,200	67,615	16,037	1,823
Associate professor								
6 or more years	48,226	38,174	43,048	53,351	59,700	48,729	8,482	466
3 - 5 years	47,789	40,700	44,050	52,412	58,600	48,800	7,097	227
Less than 3 years	44,991	38,740	41,476	48,476	53,300	45,693	6,292	316
All years	46,797	38,822	42,620	51,937	57,900	47,794	7,673	1,009
Assistant professor								
3 or more years	39,978	35,000	37,362	42,820	47,100	40,517	4,857	368
Less than 3 years	38,570	33,990	36,000	41,205	44,000	38,859	4,350	376
All years	39,293	34,462	36,833	42,000	45,900	39,679	4,678	744
All ranks	52,105	37,839	42,609	65,730	79,478	56,085	17,215	3,599
NEW ENGLAND (5 departments) (Insufficient <u>N</u>s of faculty for analysis)								
MID ATLANTIC (17 departments)								
Full professor								
12 or more years	84,091	63,567	74,137	96,306	107,175	85,205	17,098	87
6 - 11 years	74,139	64,345	67,284	79,227	91,463	75,900	13,193	45
3 - 5 years	73,273	61,543	67,730	78,800	85,323	73,027	9,754	30
Less than 3 years	66,300	54,695	60,890	70,281	74,980	65,617	7,688	25
All years	75,390	60,900	68,000	86,139	100,634	78,398	15,683	189
Associate professor								
6 or more years	57,050	48,900	52,490	62,187	69,213	57,562	7,339	55
3 - 5 years	54,070	46,134	50,943	60,787	63,509	54,975	6,664	28
Less than 3 years	48,074	43,164	45,115	50,676	56,520	49,319	6,007	23
All years	53,971	46,134	49,050	59,811	64,971	55,090	7,562	106
Assistant professor								
3 or more years	40,200	39,096	39,699	41,500	46,423	41,336	4,034	25
Less than 3 years	41,002	38,081	39,995	42,900	45,547	41,780	3,902	30
All years	40,469	38,718	39,735	42,100	46,362	41,578	3,932	55
All ranks	63,639	41,252	51,175	77,693	87,981	65,553	19,112	350
EAST NORTH CENTRAL (31 departments)								
Full professor								
12 or more years	67,889	52,700	59,677	80,366	93,530	71,166	16,565	228
6 - 11 years	66,729	53,478	59,802	77,145	92,497	70,221	14,374	84
3 - 5 years	61,237	50,402	53,091	67,342	72,293	61,271	8,808	38
Less than 3 years	57,737	48,830	53,235	65,000	75,253	61,070	12,507	59
All years	65,631	51,570	57,500	75,900	92,000	68,596	15,537	409
Associate professor								
6 or more years	49,980	41,301	45,280	54,250	59,700	50,348	7,522	103
3 - 5 years	48,386	42,603	44,370	56,025	60,510	49,990	6,674	46
Less than 3 years	44,988	38,950	41,957	49,371	55,600	46,559	6,793	75
All years	48,123	40,970	43,589	53,302	59,594	49,006	7,296	224
Assistant professor								
3 or more years	40,782	36,909	39,453	44,338	48,390	42,149	4,447	88
Less than 3 years	39,000	35,252	36,838	42,115	45,000	39,599	4,617	84
All years	40,115	35,884	38,000	43,739	47,037	40,904	4,695	172
All ranks	53,478	39,000	44,183	66,100	79,321	57,135	16,854	809

TABLE 6 (continued)
1995-96 Salaries for Full-time Faculty in U.S. Doctoral Departments
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
WEST NORTH CENTRAL (20 departments)								
Full professor								
12 or more years	64,075	50,062	55,812	73,500	86,566	66,456	15,612	110
6 - 11 years	60,488	45,405	49,369	73,650	82,300	62,809	15,571	36
3 - 5 years	61,033	47,644	56,637	70,500	80,000	63,229	12,016	16
Less than 3 years	55,300	50,850	52,484	61,500	68,300	58,814	11,967	25
All years	61,807	48,230	53,705	72,057	86,047	64,456	15,029	187
Associate professor								
6 or more years	49,453	41,020	44,000	53,292	55,439	49,327	6,982	45
3 - 5 years	47,428	37,359	41,212	52,467	55,207	47,126	6,425	22
Less than 3 years	45,232	38,740	42,047	47,753	53,000	45,407	5,249	38
All years	47,189	40,000	43,002	51,800	55,000	47,447	6,468	105
Assistant professor								
3 or more years	39,821	34,000	36,570	41,391	43,566	39,590	4,144	35
Less than 3 years	38,000	33,150	36,900	39,600	41,600	38,045	3,080	39
All years	38,748	33,887	36,720	40,661	41,732	38,776	3,680	74
All ranks	51,412	37,800	41,700	62,729	75,500	54,384	15,651	366
SOUTH ATLANTIC (29 departments)								
Full professor								
12 or more years	69,709	51,240	60,100	79,458	99,110	71,690	17,169	175
6 - 11 years	61,579	50,000	53,800	70,342	83,640	63,380	12,868	89
3 - 5 years	59,111	46,307	52,456	64,728	75,256	61,038	13,807	41
Less than 3 years	54,200	46,047	49,400	64,324	82,683	58,414	14,626	39
All years	63,548	49,784	54,400	74,831	88,881	66,765	16,283	344
Associate professor								
6 or more years	46,100	35,900	42,958	49,898	53,300	46,034	7,266	115
3 - 5 years	46,000	40,526	43,900	48,600	53,700	46,416	4,792	47
Less than 3 years	45,004	38,745	42,563	48,426	52,006	46,355	6,825	59
All years	45,900	38,586	43,056	49,052	53,241	46,201	6,668	221
Assistant professor								
3 or more years	39,820	35,791	38,004	44,000	46,094	40,920	4,968	63
Less than 3 years	38,540	32,000	35,730	41,100	43,145	38,759	5,454	62
All years	39,286	33,302	37,260	42,086	46,027	39,848	5,305	125
All ranks	50,470	38,200	43,500	63,628	78,000	55,224	16,919	694
EAST SOUTH CENTRAL (13 departments)								
Full professor								
12 or more years	60,299	49,329	54,000	66,000	71,436	60,917	9,696	55
6 - 11 years	58,139	50,760	54,807	60,879	72,179	59,650	8,842	26
3 - 5 years	53,304	47,664	48,922	59,410	65,116	55,766	9,603	22
Less than 3 years	48,999	46,341	47,547	52,400	62,461	51,414	6,484	13
All years	57,489	47,900	51,467	63,996	68,786	58,591	9,621	116
Associate professor								
6 or more years	42,177	37,630	39,805	45,445	47,585	42,450	4,117	21
3 - 5 years	43,365	41,120	42,004	45,411	50,101	44,248	3,248	12
Less than 3 years	40,999	36,780	39,104	42,840	44,415	41,039	2,820	21
All years	42,129	37,460	40,028	44,239	46,741	42,301	3,617	54
Assistant professor								
3 or more years	37,663	33,930	36,050	39,000	43,043	38,303	3,719	33
Less than 3 years	36,000	33,000	34,000	38,215	40,684	36,462	2,939	29
All years	37,347	33,500	34,790	39,000	42,469	37,442	3,476	62
All ranks	46,665	36,010	39,167	57,489	64,950	49,147	12,033	232

(continued)

TABLE 6 (continued)
1995-96 Salaries for Full-time Faculty in U.S. Doctoral Departments
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
WEST SOUTH CENTRAL (19 departments)								
Full professor								
12 or more years	57,900	45,952	49,683	66,220	77,338	59,254	12,530	71
6 - 11 years	58,000	42,750	50,500	64,994	71,210	58,056	9,525	47
3 - 5 years	54,837	40,878	47,000	69,525	73,440	56,629	12,221	19
Less than 3 years	51,250	44,244	45,724	55,000	57,500	51,095	6,457	22
All years	56,045	44,016	49,000	65,019	73,440	57,457	11,216	159
Associate professor								
6 or more years	40,900	35,774	37,900	43,900	48,400	41,659	5,936	53
3 - 5 years	42,915	36,692	39,577	47,586	50,750	44,606	8,123	19
Less than 3 years	41,421	36,666	38,500	45,300	46,314	41,812	4,038	31
All years	41,421	36,400	38,270	45,300	48,037	42,249	5,973	103
Assistant professor								
3 or more years	37,260	34,326	35,336	39,700	40,746	37,649	3,237	52
Less than 3 years	36,000	33,804	35,000	37,740	39,000	36,239	2,381	58
All years	36,450	34,000	35,000	38,300	40,230	36,906	2,892	110
All ranks	43,000	35,020	37,384	54,638	65,300	47,054	12,201	376
MOUNTAIN (16 departments)								
Full professor								
12 or more years	66,100	49,600	56,800	78,498	86,645	67,926	14,574	83
6 - 11 years	67,022	52,908	61,942	74,589	84,006	68,187	12,056	44
3 - 5 years	56,600	39,638	42,609	64,087	67,741	54,840	11,350	22
Less than 3 years	51,617	39,442	42,985	60,856	69,233	52,959	10,969	20
All years	64,087	45,699	55,050	73,800	84,006	64,519	14,423	169
Associate professor								
6 or more years	47,444	38,055	42,125	51,049	54,860	46,514	6,074	29
3 - 5 years	46,297	41,596	44,477	50,922	54,267	48,204	6,757	24
Less than 3 years	43,600	38,800	41,800	48,527	52,748	45,218	6,594	45
All years	45,283	39,585	42,125	50,630	54,267	46,333	6,531	98
Assistant professor								
3 or more years	39,769	30,488	37,177	42,634	44,116	39,012	5,258	32
Less than 3 years	40,040	35,411	37,684	42,500	45,005	39,976	3,832	39
All years	40,000	32,160	37,611	42,500	44,116	39,541	4,522	71
All ranks	49,239	38,055	42,000	64,160	77,151	53,558	15,620	344

(continued)

TABLE 6 (continued)
1995-96 Salaries for Full-time Faculty in U.S. Doctoral Departments
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
PACIFIC (16 departments)								
Full professor								
12 or more years	82,300	60,839	69,800	91,100	100,800	81,070	15,458	103
6 - 11 years	69,800	54,900	63,900	77,100	98,200	72,407	13,310	39
3 - 5 years	62,850	52,496	58,700	73,036	88,300	66,837	13,522	24
Less than 3 years	59,700	52,100	54,900	70,164	79,700	62,656	11,352	22
All years	73,750	55,706	63,187	86,600	96,300	75,301	15,855	188
Associate professor								
6 or more years	51,862	36,500	50,471	55,400	65,100	52,102	8,551	18
3 - 5 years	51,700	42,536	48,230	54,000	63,400	51,800	7,767	24
Less than 3 years	46,513	41,277	46,400	50,650	56,650	48,384	4,855	20
All years	51,308	41,500	46,400	54,800	57,500	50,786	7,299	62
Assistant professor								
3 or more years	44,000	36,560	41,800	49,000	51,150	44,023	5,512	30
Less than 3 years	40,600	37,000	37,500	44,000	45,300	40,822	3,913	22
All years	41,900	37,000	39,174	45,800	49,296	42,669	5,111	52
All ranks	61,350	41,718	49,100	78,924	92,200	64,408	19,173	305

Source: 1995-96 Survey of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not. For a description of the states included in each region, see Appendix B.

TABLE 7
1995-96 Salaries for Full-time Faculty in U.S. Doctoral Departments
in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (89 departments)								
Full professor								
12 or more years	76,475	57,724	64,400	91,000	106,400	79,622	20,579	243
6 - 11 years	69,800	54,018	60,205	79,600	89,338	70,941	13,960	150
3 - 5 years	62,001	49,750	55,900	72,800	91,200	65,967	16,583	95
Less than 3 years	59,617	45,930	52,768	66,209	80,760	61,689	14,513	104
All years	68,550	51,300	58,225	80,850	99,300	71,323	18,961	623
Associate professor								
6 or more years	51,942	40,492	45,600	58,100	65,907	52,191	9,764	163
3 - 5 years	49,816	42,927	45,300	52,489	59,816	50,466	7,727	101
Less than 3 years	47,035	37,468	42,336	52,486	58,130	48,427	9,969	117
All years	50,034	40,100	44,518	55,000	61,750	50,594	9,393	387
Assistant professor								
3 or more years	43,172	36,784	38,785	46,825	50,950	43,453	6,426	148
Less than 3 years	40,000	34,390	36,000	43,000	45,320	40,058	4,749	159
All years	41,200	35,100	38,000	44,889	48,654	41,668	5,859	311
All ranks	53,361	38,152	43,700	68,216	84,300	57,953	19,179	1,343
NEW ENGLAND (9 departments) (Insufficient <u>N</u>s of faculty for analysis)								
MID ATLANTIC (23 departments)								
Full professor								
12 or more years	74,645	56,185	66,010	91,000	103,816	79,635	20,665	73
6 - 11 years	72,002	60,205	65,607	82,725	100,000	75,275	15,196	46
3 - 5 years	67,482	52,389	58,650	74,166	93,500	69,626	15,512	30
Less than 3 years	62,550	50,104	55,345	73,620	76,783	62,805	10,276	21
All years	71,419	55,345	62,800	83,020	100,000	74,372	17,811	182
Associate professor								
6 or more years	51,931	36,099	47,454	59,668	65,907	52,318	9,838	58
3 - 5 years	50,406	42,927	47,865	53,000	64,700	52,558	9,805	26
Less than 3 years	46,585	38,971	42,500	50,994	54,640	46,717	6,640	23
All years	50,526	38,971	46,558	55,328	64,800	51,190	9,411	108
Assistant professor								
3 or more years	43,353	37,300	39,100	47,400	51,940	43,882	5,740	46
Less than 3 years	41,050	34,390	36,100	44,520	48,225	41,001	5,558	35
All years	42,000	36,100	38,770	45,250	50,000	42,637	5,807	81
All ranks	55,865	39,000	45,315	71,001	87,796	60,294	19,555	377
EAST NORTH CENTRAL (9 departments)								
Full professor								
12 or more years	85,200	58,078	75,500	104,200	123,000	90,345	24,008	16
6 - 11 years	72,356	53,000	63,250	82,650	88,800	73,234	13,694	16
3 - 5 years								9
Less than 3 years	58,083	51,854	55,645	62,500	70,100	61,057	11,009	18
All years	69,900	52,090	57,500	82,700	101,500	73,532	19,976	59
Associate professor								
6 or more years	50,130	45,000	47,500	56,442	66,300	53,277	9,182	14
3 - 5 years	47,850	45,000	45,450	52,500	60,500	51,084	8,411	12
Less than 3 years	49,240	41,200	46,100	53,200	61,727	52,483	13,407	14
All years	49,040	44,795	46,265	54,600	64,014	52,342	10,430	40
Assistant professor								
3 or more years	40,900	35,825	38,000	44,800	53,170	43,107	9,242	25
Less than 3 years	39,950	35,591	36,000	43,700	44,990	39,774	3,758	26
All years	40,000	35,825	37,344	44,000	47,100	41,408	7,134	51
All ranks	50,000	36,800	41,250	65,400	82,700	56,228	20,039	155

TABLE 7 (continued)
1995-96 Salaries for Full-time Faculty in U.S. Doctoral Departments
in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
WEST NORTH CENTRAL (3 departments) (Insufficient <u>N</u>s of faculty for analysis)								
SOUTH ATLANTIC (14 departments)								
Full professor								
12 or more years	79,200	57,674	67,000	90,200	96,305	78,511	16,804	35
6 - 11 years	72,208	63,536	68,073	83,550	89,176	74,364	10,424	24
3 - 5 years	60,831	50,900	56,124	70,051	72,870	63,132	15,938	16
Less than 3 years	62,885	39,429	52,000	70,000	99,796	62,684	17,830	19
All years	69,553	52,000	61,337	81,550	91,814	71,340	16,726	96
Associate professor								
6 or more years	50,872	43,232	45,400	54,949	59,170	50,887	6,654	21
3 - 5 years	49,811	40,100	44,859	55,437	63,000	50,548	7,785	17
Less than 3 years	48,710	36,457	43,350	52,486	58,100	47,961	7,346	26
All years	49,995	40,100	44,426	54,912	59,170	49,502	7,115	67
Assistant professor								
3 or more years	42,771	39,900	40,326	44,416	44,790	42,896	4,245	14
Less than 3 years	39,750	32,311	36,700	42,000	44,000	39,196	3,998	22
All years	41,085	35,000	38,313	43,000	44,790	40,635	4,430	36
All ranks	54,500	38,928	43,576	68,550	86,000	57,970	18,022	203
EAST SOUTH CENTRAL (4 departments) (Insufficient <u>N</u>s of faculty for analysis)								
WEST SOUTH CENTRAL (5 departments) (Insufficient <u>N</u>s of faculty for analysis)								
MOUNTAIN (2 departments) (Insufficient <u>N</u>s of faculty for analysis)								
PACIFIC (20 departments)								
Full professor								
12 or more years	66,340	52,060	60,860	102,500	122,400	80,023	26,299	41
6 - 11 years	60,085	50,938	54,152	73,300	80,000	63,520	11,524	32
3 - 5 years	59,847	45,700	50,260	63,350	75,000	60,453	14,644	22
Less than 3 years	56,278	43,373	49,496	64,480	93,750	59,940	17,400	29
All years	60,730	45,500	53,190	74,300	100,633	66,121	21,072	136
Associate professor								
6 or more years	50,506	42,819	45,650	52,388	70,200	51,632	9,278	24
3 - 5 years	49,778	43,015	45,808	51,943	55,491	49,496	4,899	27
Less than 3 years	45,815	34,356	39,139	54,561	61,750	48,478	13,443	34
All years	49,816	39,139	43,015	53,583	60,000	49,870	10,138	87
Assistant professor								
3 or more years	44,085	36,784	37,250	49,036	52,000	43,184	7,343	24
Less than 3 years	38,367	32,000	35,100	42,000	46,000	38,501	4,972	27
All years	40,480	32,000	36,784	44,798	49,322	40,625	6,492	55
All ranks	51,943	37,265	43,373	62,291	79,850	55,985	19,050	282

Source: 1995-96 Survey of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not. For a description of the states included in each region, see Appendix B.

TABLE 8
1995-96 Salaries for Full-time Faculty in U.S. Doctoral Departments
by Type of Department, Rank, and Years in Rank

	Median	Percentiles				Mean	SD	N
		10%	25%	75%	90%			
PSYCHOLOGY (167 departments)								
Full professor								
12 or more years	71,500	52,700	60,826	85,367	100,000	74,108	18,482	976
6 - 11 years	67,076	52,090	58,700	76,563	88,446	68,789	14,130	479
3 - 5 years	61,658	47,272	53,400	71,560	80,000	63,734	14,456	226
Less than 3 years	57,200	47,200	52,488	65,400	73,800	60,202	12,293	238
All years	67,000	50,760	57,600	79,000	93,004	69,843	17,083	1,921
Associate professor								
6 or more years	48,461	37,591	43,270	54,000	60,300	49,101	8,911	451
3 - 5 years	48,544	41,474	44,370	52,687	60,500	49,733	7,625	239
Less than 3 years	45,613	39,366	42,200	49,984	55,000	46,745	7,045	302
All years	47,593	39,104	43,257	52,670	59,463	48,536	8,159	992
Assistant professor								
3 or more years	40,485	35,584	37,800	44,000	47,756	41,246	5,339	420
Less than 3 years	39,500	34,850	36,350	42,000	45,000	39,572	4,518	406
All years	40,000	35,000	37,080	43,143	46,578	40,423	5,020	826
All ranks	53,115	38,100	43,200	67,967	82,683	57,486	18,407	3,776
EDUCATIONAL/COUNSELING/SCHOOL PSYCHOLOGY (47 departments)								
Full professor								
12 or more years	63,934	51,033	55,855	74,535	85,870	66,959	15,132	151
6 - 11 years	63,143	46,223	54,600	70,650	77,597	63,074	12,747	50
3 - 5 years	60,280	48,780	54,477	68,447	81,000	62,605	12,248	45
Less than 3 years	52,850	44,470	48,484	61,933	70,650	56,155	11,725	43
All years	62,385	49,059	54,204	71,975	83,650	64,322	14,169	306
Associate professor								
6 or more years	51,159	41,718	45,516	57,489	64,371	52,028	9,317	112
3 - 5 years	47,172	40,000	42,873	52,467	58,189	48,218	6,828	49
Less than 3 years	44,000	36,750	39,847	48,615	56,350	45,118	6,875	59
All years	47,769	39,577	42,873	55,000	60,620	49,387	8,617	226
Assistant professor								
3 or more years	39,776	35,316	37,611	45,544	50,950	41,555	5,767	58
Less than 3 years	37,978	33,965	35,411	40,000	43,179	38,142	3,773	70
All years	38,876	34,091	36,828	42,000	47,358	39,750	5,045	130
All ranks	51,988	38,055	42,611	62,605	73,856	54,366	14,798	664

(continued)

TABLE 8 (continued)
1995-96 Salaries for Full-time Faculty in U.S. Doctoral Departments
by Type of Department, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
HUMAN DEVELOPMENT (9 departments)								
Full professor								
12 or more years	75,500	60,614	64,250	85,050	105,944	77,862	16,708	27
6 - 11 years	68,268	60,110	63,297	74,196	83,640	70,994	11,964	14
3 - 5 years	60,941	53,170	57,024	69,084	74,166	64,270	10,739	13
Less than 3 years	61,872	51,650	54,300	73,620	82,034	63,610	11,754	10
All years	68,047	54,720	60,614	80,537	91,725	71,372	14,983	64
Associate professor								
6 or more years	50,716	44,500	47,611	53,628	60,725	51,820	7,216	24
3 - 5 years	50,389	42,012	43,600	50,743	52,025	48,259	4,771	11
Less than 3 years	46,224	42,000	44,254	48,353	51,200	46,830	4,165	19
All years	48,296	42,331	45,317	51,929	56,000	49,339	6,170	54
Assistant professor								
3 or more years	39,941	35,290	39,100	47,672	50,058	43,454	7,510	11
Less than 3 years	37,996	33,660	34,462	41,004	42,228	39,022	6,527	14
All years	39,941	33,710	35,290	42,228	50,058	40,972	7,184	25
All ranks	52,761	40,000	46,000	67,824	81,862	57,737	16,812	143
PROFESSIONAL SCHOOL (24 departments)								
Full professor								
12 or more years	62,401	49,876	55,477	69,994	96,718	66,748	18,834	30
6 - 11 years	54,870	46,563	53,045	62,291	68,576	57,817	9,626	25
3 - 5 years	58,896	41,400	50,260	69,754	73,620	59,736	14,857	27
Less than 3 years	55,645	39,429	47,276	64,480	76,664	57,697	15,884	43
All years	56,528	39,429	48,724	64,713	76,664	58,404	16,130	139
Associate professor								
6 or more years	48,758	36,099	41,096	53,304	56,348	47,852	8,455	36
3 - 5 years	46,655	41,757	43,015	50,287	55,491	47,607	6,381	26
Less than 3 years	42,336	34,763	38,165	49,371	51,917	43,230	7,223	45
All years	45,000	36,099	40,492	51,246	54,949	45,848	7,739	107
Assistant professor								
3 or more years	40,480	32,400	36,784	44,416	49,322	40,857	7,023	21
Less than 3 years	38,000	32,006	34,729	41,600	42,197	37,507	4,177	43
All years	38,367	32,000	35,000	42,000	44,416	38,512	5,457	66
All ranks	46,640	35,475	39,500	56,348	66,850	49,718	14,446	315

Source: 1995-96 Survey of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree. "Educational/Counseling/School" includes departments of educational psychology, counseling psychology, school psychology, and similar types of units. All salaries are for 9-10 months. No statistics are provided where the N is less than 10. Statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not.

TABLE 9
1995-96 Salaries for Full-time Faculty in U.S. Doctoral Departments
by Type of Department and Years Since Doctorate

	Median	10%	25%	75%	90%	Mean	SD	N
PSYCHOLOGY (164 departments)								
35 years or more	77,669	49,200	63,459	93,500	106,994	78,895	22,589	206
30-34 years	67,200	47,547	56,665	82,128	93,921	70,353	19,653	378
25-29 years	64,233	45,515	53,316	77,100	91,610	66,643	18,162	597
20-24 years	62,187	45,405	52,614	73,076	86,600	64,507	17,064	559
17-19 years	60,205	44,500	51,133	72,039	82,900	62,352	15,157	319
14-16 years	52,655	43,000	46,800	61,500	72,100	55,363	12,471	294
11-13 years	49,256	40,370	43,750	57,000	66,334	51,532	11,111	290
8-10 years	45,800	38,412	41,856	50,901	57,624	47,428	8,422	319
6-7 years	42,469	37,547	39,439	45,900	50,000	43,521	7,489	225
4-5 years	40,026	35,095	37,308	42,960	45,850	40,583	4,823	230
2-3 years	39,550	34,500	36,621	42,000	44,000	39,427	4,467	196
0-1 year	38,110	34,000	35,800	41,000	42,575	38,480	4,123	113
EDUCATIONAL/COUNSELING/SCHOOL (47 departments)								
35 years or more	76,536	63,204	68,007	85,870	117,550	81,450	19,749	18
30-34 years	64,900	53,415	60,000	74,812	84,560	67,160	11,885	61
25-29 years	62,395	49,398	54,200	71,000	78,150	64,278	13,893	110
20-24 years	55,316	43,576	48,541	64,870	74,646	57,483	12,657	112
17-19 years	58,095	42,364	49,339	63,405	83,488	59,147	13,883	60
14-16 years	51,900	43,427	46,996	61,717	68,000	54,357	10,782	52
11-13 years	47,812	39,847	42,937	55,075	58,400	49,029	8,510	64
8-10 years	45,884	38,871	41,866	51,297	56,500	46,400	6,477	48
6-7 years	42,582	36,600	38,811	45,569	51,475	43,162	6,361	40
4-5 years	39,070	34,215	36,568	41,979	44,301	39,350	4,256	40
2-3 years	38,300	34,182	36,100	39,485	41,606	38,463	3,319	37
0-1 year	37,724	34,500	35,411	39,000	43,758	38,212	3,760	22
HUMAN DEVELOPMENT (9 departments) (Insufficient <u>N</u>s of faculty for analysis)								
PROFESSIONAL SCHOOL (26 departments)								
35 years or more	59,400	40,000	42,539	64,138	105,707	62,539	23,721	15
30-34 years	62,100	52,861	53,334	68,576	74,347	62,493	10,653	14
25-29 years	56,528	37,312	43,372	65,280	81,299	59,619	22,608	35
20-24 years	57,365	40,900	50,000	65,520	80,672	60,171	18,825	57
17-19 years	49,226	40,000	45,000	62,648	77,451	55,640	16,982	42
14-16 years	53,000	38,200	43,015	62,272	67,175	53,612	13,253	41
11-13 years	47,917	40,021	40,492	53,000	67,194	49,921	12,730	31
8-10 years	46,257	39,520	41,600	54,000	55,846	47,741	9,760	41
6-7 years	42,168	30,000	38,266	45,048	47,460	40,870	6,190	16
4-5 years	38,367	32,400	36,784	42,497	44,569	38,724	4,667	19
2-3 years	39,269	36,000	37,000	42,000	42,420	39,217	2,642	18
0-1 year	34,250	33,000	33,781	36,000	37,265	35,033	2,712	12
OTHER DEPARTMENTS (8 departments) (Insufficient <u>N</u>s of faculty for analysis)								

Source: 1995-96 Survey of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty in departments of psychology that award the doctorate. The category "Educational/Counseling/School" includes departments of educational psychology, counseling psychology, school psychology, and similar units. All salaries are for 9-10 months. No statistics are provided where the N is less than 10.

TABLE 10
1995-96 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (167 departments)								
Full professor								
12 or more years	71,500	52,700	60,826	85,367	100,000	74,108	18,482	976
6 - 11 years	67,076	52,090	58,700	76,563	88,446	68,789	14,130	479
3 - 5 years	61,658	47,272	53,400	71,560	80,000	63,734	14,456	226
Less than 3 years	57,200	47,200	52,488	65,400	73,800	60,202	12,293	238
All years	67,000	50,760	57,600	79,000	93,004	69,843	17,083	1,921
Associate professor								
6 or more years	48,461	37,591	43,270	54,000	60,300	49,101	8,911	451
3 - 5 years	48,544	41,474	44,370	52,687	60,500	49,733	7,625	239
Less than 3 years	45,613	39,366	42,200	49,984	55,000	46,745	7,045	302
All years	47,593	39,104	43,257	52,670	59,463	48,536	8,159	992
Assistant professor								
3 or more years	40,485	35,584	37,800	44,000	47,756	41,246	5,339	420
Less than 3 years	39,500	34,850	36,350	42,000	45,000	39,572	4,518	406
All years	40,000	35,000	37,080	43,143	46,578	40,423	5,020	826
All ranks	53,115	38,100	43,200	67,967	82,683	57,486	18,407	3,776
NEW ENGLAND (10 departments)								
Full professor								
12 or more years	77,501	59,355	65,232	86,896	102,798	78,267	15,620	56
6 - 11 years	67,845	57,357	59,100	72,093	92,589	68,538	11,429	18
3 - 5 years								9
Less than 3 years	58,562	46,500	53,700	63,700	65,489	57,955	8,490	14
All years	68,690	55,459	59,975	80,500	96,060	71,910	15,634	97
Associate professor								
6 or more years	53,432	43,124	47,073	58,946	62,893	53,345	9,181	32
3 - 5 years	47,015	41,474	43,250	50,925	53,783	47,645	5,445	12
Less than 3 years	48,902	44,900	44,900	51,300	51,650	48,697	4,161	11
All years	50,100	42,640	44,900	55,400	60,250	51,172	8,028	55
Assistant professor								
3 or more years	44,501	35,360	39,753	46,900	48,654	43,510	5,470	19
Less than 3 years	41,200	36,225	39,000	42,960	46,700	41,114	3,373	27
All years	41,900	35,521	39,753	45,100	47,868	42,103	4,468	46
All ranks	56,597	41,105	45,000	69,004	84,450	59,055	17,590	200
MID ATLANTIC (24 departments)								
Full professor								
12 or more years	79,227	60,850	71,595	94,417	105,505	83,137	18,655	130
6 - 11 years	74,139	63,518	66,500	81,608	98,594	76,369	14,527	77
3 - 5 years	72,650	59,335	64,886	80,072	94,000	74,560	13,568	36
Less than 3 years	65,459	53,120	58,445	71,980	76,783	65,116	8,559	34
All years	74,980	59,699	66,500	85,912	101,748	77,935	16,911	279
Associate professor								
6 or more years	54,720	47,558	51,238	59,823	64,971	55,614	7,694	68
3 - 5 years	52,687	47,530	49,353	62,111	66,304	55,438	8,771	35
Less than 3 years	47,990	43,000	45,115	54,034	59,782	49,907	6,831	26
All years	53,351	45,430	49,000	59,536	64,971	54,416	8,106	129
Assistant professor								
3 or more years	41,715	37,444	39,875	45,189	49,631	43,047	5,389	53
Less than 3 years	41,125	35,000	39,000	44,205	50,000	41,817	5,015	46
All years	41,500	36,900	39,316	44,731	50,000	42,475	5,229	99
All ranks	62,639	41,000	49,217	76,634	91,463	64,738	20,104	512

(continued)

TABLE 10 (continued)
1995-96 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST NORTH CENTRAL (28 departments)								
Full professor								
12 or more years	70,300	54,000	61,504	85,876	99,700	74,753	18,305	195
6 - 11 years	67,226	53,000	59,604	78,400	92,497	70,695	14,813	86
3 - 5 years	62,200	50,402	53,409	70,876	75,900	63,100	11,025	38
Less than 3 years	56,750	51,150	54,152	64,535	67,900	60,738	12,258	62
All years	66,638	52,407	58,078	78,400	94,000	70,394	16,923	381
Associate professor								
6 or more years	49,712	41,301	46,010	54,075	60,845	50,571	8,015	101
3 - 5 years	48,281	43,060	44,990	54,878	60,500	50,148	7,207	51
Less than 3 years	45,452	40,970	42,594	50,042	55,600	47,605	8,552	72
All years	48,255	41,301	44,346	53,244	60,500	49,522	8,094	224
Assistant professor								
3 or more years	40,772	36,864	38,736	44,338	49,100	42,344	5,950	104
Less than 3 years	40,000	35,252	36,838	43,343	45,000	39,967	4,697	91
All years	40,149	35,591	38,000	44,000	47,100	41,235	5,518	195
All ranks	52,800	38,640	43,651	66,283	82,251	57,248	18,032	807
WEST NORTH CENTRAL (14 departments)								
Full professor								
12 or more years	63,284	49,484	53,456	73,500	87,100	65,557	15,593	86
6 - 11 years	61,000	45,250	48,230	72,300	82,300	61,979	15,392	29
3 - 5 years	58,875	47,644	53,793	66,848	80,000	60,903	12,067	16
Less than 3 years	55,400	51,426	53,520	64,278	68,300	58,633	10,736	15
All years	61,283	46,115	53,306	72,000	86,262	63,625	14,853	146
Associate professor								
6 or more years	48,700	37,705	43,537	52,500	58,000	48,301	7,105	27
3 - 5 years	46,005	36,442	40,000	48,220	50,737	44,336	5,741	13
Less than 3 years	44,993	41,145	42,153	47,753	52,356	45,388	4,531	31
All years	45,751	37,705	42,246	49,457	54,000	46,303	5,985	71
Assistant professor								
3 or more years	39,911	33,944	36,570	41,125	41,612	39,046	3,311	30
Less than 3 years	38,600	32,589	36,925	39,600	41,600	38,013	2,834	29
All years	39,000	33,375	36,570	40,661	41,600	38,539	3,103	59
All ranks	50,749	37,705	41,396	62,365	77,467	53,806	15,595	276
SOUTH ATLANTIC (30 departments)								
Full professor								
12 or more years	71,288	53,229	60,693	81,180	99,226	73,308	17,443	175
6 - 11 years	63,754	50,996	56,534	74,665	86,700	66,285	12,989	102
3 - 5 years	60,320	48,730	52,213	67,378	73,993	61,298	12,802	42
Less than 3 years	54,784	46,950	50,313	64,324	73,620	59,240	13,853	38
All years	65,400	50,336	56,409	76,698	90,300	68,391	16,231	357
Associate professor								
6 or more years	45,500	35,900	42,958	50,068	54,325	46,115	7,754	105
3 - 5 years	47,546	42,800	44,050	49,900	54,988	47,764	5,297	51
Less than 3 years	45,975	38,898	42,928	50,505	56,781	47,162	7,430	60
All years	46,075	38,586	43,272	50,225	55,000	46,795	7,159	216
Assistant professor								
3 or more years	40,476	36,200	38,300	43,200	44,790	40,873	3,875	62
Less than 3 years	39,000	32,000	36,350	41,300	45,320	39,188	5,246	69
All years	39,820	35,000	37,500	42,473	44,790	39,985	4,707	131
All ranks	51,236	38,500	43,500	65,871	80,030	56,275	17,474	712

(continued)

TABLE 10 (continued)
 1995-96 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
 by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST SOUTH CENTRAL (12 departments)								
Full professor								
12 or more years	63,723	49,906	55,565	71,436	84,168	65,508	14,221	66
6 - 11 years	58,877	51,269	55,647	70,479	83,250	64,228	14,526	33
3 - 5 years	56,408	47,097	49,452	65,982	80,467	61,517	19,848	20
Less than 3 years	49,543	46,341	47,133	52,494	62,461	51,419	7,033	12
All years	59,472	48,807	52,630	68,196	80,908	63,286	15,200	131
Associate professor								
6 or more years	42,177	37,630	38,500	48,412	61,500	45,788	9,541	21
3 - 5 years	44,047	40,954	42,004	50,344	53,700	46,655	7,870	16
Less than 3 years	41,149	36,770	38,812	44,361	51,156	42,413	5,555	20
All years	42,450	37,460	39,959	46,611	56,200	44,847	7,934	57
Assistant professor								
3 or more years	38,516	35,500	36,610	43,850	46,575	40,196	4,542	34
Less than 3 years	37,524	33,500	35,000	40,306	41,500	37,526	3,192	28
All years	38,108	34,000	36,000	42,000	45,000	38,990	4,179	62
All ranks	49,473	36,760	40,999	61,236	71,775	53,032	16,060	251
WEST SOUTH CENTRAL (19 departments)								
Full professor								
12 or more years	60,220	45,952	50,311	71,977	85,000	62,803	16,600	73
6 - 11 years	61,349	47,440	56,127	66,834	73,703	61,024	9,743	40
3 - 5 years	57,700	46,347	49,395	66,308	72,039	57,854	11,067	21
Less than 3 years	54,028	44,549	48,672	57,500	86,622	56,883	13,321	18
All years	59,046	45,952	50,369	69,586	77,515	60,950	14,038	152
Associate professor								
6 or more years	41,546	35,319	37,525	45,134	54,191	42,705	7,073	57
3 - 5 years	46,599	38,151	41,255	49,804	51,445	46,671	8,359	16
Less than 3 years	43,100	37,931	39,600	45,431	46,516	42,696	4,070	21
All years	42,225	36,100	38,750	46,314	52,450	43,378	6,871	94
Assistant professor								
3 or more years	37,610	34,500	35,645	40,170	41,500	37,931	3,258	53
Less than 3 years	36,325	35,000	35,020	38,500	43,500	37,611	3,702	56
All years	37,000	34,795	35,020	39,700	43,300	37,767	3,481	109
All ranks	44,650	35,105	37,778	56,992	70,514	48,995	14,431	360
MOUNTAIN (12 departments)								
Full professor								
12 or more years	66,233	49,275	57,398	79,200	88,925	68,410	15,092	79
6 - 11 years	67,076	53,100	61,350	75,048	84,006	68,378	11,703	43
3 - 5 years	56,600	39,190	41,127	65,132	68,627	54,854	13,015	16
Less than 3 years	52,534	39,562	42,829	61,400	69,739	53,458	11,213	15
All years	64,587	45,699	56,472	75,544	84,490	65,518	14,697	153
Associate professor								
6 or more years	47,448	37,591	43,685	50,630	53,490	46,719	5,923	18
3 - 5 years	48,702	44,177	44,750	51,730	60,935	49,931	6,903	18
Less than 3 years	44,303	39,585	42,385	49,028	55,000	46,010	6,779	38
All years	46,800	40,157	43,042	50,901	54,267	47,136	6,722	74
Assistant professor								
3 or more years	39,638	30,488	36,743	42,482	44,116	38,886	5,266	31
Less than 3 years	41,138	36,000	39,250	42,796	45,005	40,556	3,891	32
All years	40,100	31,372	38,230	42,591	44,433	39,734	4,658	63
All ranks	50,606	38,500	42,410	65,837	78,000	54,688	16,248	296

(continued)

TABLE 10 (continued)
1995-96 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
PACIFIC (18 departments)								
Full professor								
12 or more years	83,120	61,350	69,800	94,025	105,500	84,328	18,283	116
6 - 11 years	70,500	57,900	63,900	79,850	88,200	72,486	12,748	51
3 - 5 years	63,900	46,500	58,700	77,050	95,300	67,955	15,923	28
Less than 3 years	60,491	53,500	56,278	72,100	85,950	65,454	13,952	30
All years	75,600	56,000	63,900	89,200	100,900	77,090	18,005	225
Associate professor								
6 or more years	51,943	42,100	45,700	57,500	70,128	52,955	10,518	22
3 - 5 years	51,700	42,536	49,100	54,800	63,400	52,309	7,477	27
Less than 3 years	49,100	41,400	46,400	52,470	55,900	48,959	5,397	23
All years	51,700	41,500	46,400	55,050	61,759	51,436	8,075	72
Assistant professor								
3 or more years	44,450	37,069	41,800	49,100	53,800	44,810	5,968	34
Less than 3 years	40,250	35,100	37,040	44,000	46,000	40,517	4,219	28
All years	42,700	36,000	37,500	46,300	49,296	42,871	5,638	62
All ranks	63,100	41,800	49,100	80,000	94,400	65,905	20,828	362

Source: 1995-96 Survey of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty who hold the doctoral degree, and who are in psychology departments that award the doctoral degree; excluded are other types of departments that may be more specialized in nature (e.g., counseling psychology and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not. For a description of the states included in each region, see Appendix B.

TABLE 11
1995-96 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (113 departments)								
Full professor								
12 or more years	69,800	51,078	59,579	82,525	96,300	72,067	17,343	772
6 - 11 years	65,060	50,996	57,713	75,000	84,610	67,305	13,809	362
3 - 5 years	61,105	47,000	52,789	70,300	78,554	62,141	12,939	172
Less than 3 years	56,042	46,719	51,550	65,000	72,100	58,975	11,861	186
All years	65,495	50,000	56,442	77,140	90,300	68,149	16,154	1,494
Associate professor								
6 or more years	47,523	37,008	42,515	53,200	59,536	48,102	8,576	347
3 - 5 years	48,034	41,034	44,072	52,786	59,463	49,114	7,299	176
Less than 3 years	45,002	38,745	41,500	48,902	53,016	45,851	6,336	242
All years	46,600	38,586	42,603	51,700	57,652	47,623	7,732	765
Assistant professor								
3 or more years	40,019	35,181	37,369	42,904	47,005	40,509	4,765	310
Less than 3 years	38,700	34,000	36,000	41,500	44,183	39,068	4,532	301
All years	39,550	34,795	36,838	42,120	45,900	39,799	4,704	611
All ranks	52,490	37,800	42,700	66,645	80,234	56,492	17,572	2,891
NEW ENGLAND (4 departments) (Insufficient <u>N</u>s of faculty for analysis)								
MID ATLANTIC (9 departments)								
Full professor								
12 or more years	81,756	65,600	74,137	96,306	106,417	84,892	15,741	67
6 - 11 years	75,390	64,345	66,500	79,227	91,463	76,553	13,098	37
3 - 5 years	74,980	61,586	67,730	79,909	85,912	74,489	9,970	19
Less than 3 years	67,754	54,642	61,894	70,281	74,980	66,455	7,065	18
All years	77,128	62,700	68,567	85,576	99,277	78,946	14,760	143
Associate professor								
6 or more years	54,919	48,900	52,490	59,536	64,971	56,068	6,743	33
3 - 5 years	55,730	47,905	52,500	62,394	66,304	56,869	5,994	19
Less than 3 years	48,074	43,000	45,115	54,034	59,782	50,025	6,801	15
All years	54,000	46,925	50,000	59,536	64,971	54,942	6,990	67
Assistant professor								
3 or more years	40,435	39,316	40,029	41,871	46,423	41,676	4,239	18
Less than 3 years	40,900	37,444	39,419	43,450	47,446	41,861	4,581	20
All years	40,585	37,444	39,995	42,045	46,423	41,773	4,364	38
All ranks	65,665	41,624	52,606	78,800	91,152	66,765	19,001	248
EAST NORTH CENTRAL (21 departments)								
Full professor								
12 or more years	69,700	53,600	61,200	84,320	97,125	73,359	17,112	179
6 - 11 years	66,638	53,244	58,885	77,290	92,497	70,044	14,865	73
3 - 5 years	60,786	51,509	53,409	69,305	72,171	61,517	8,339	30
Less than 3 years	56,500	50,274	53,235	64,535	67,857	60,267	12,132	51
All years	66,245	52,407	57,737	77,290	93,090	69,561	16,127	333
Associate professor								
6 or more years	49,712	39,924	44,700	53,928	60,845	50,136	7,782	87
3 - 5 years	48,386	42,474	44,288	55,539	60,570	49,806	6,812	40
Less than 3 years	45,052	39,366	42,567	49,334	55,600	46,542	6,548	59
All years	48,181	40,970	43,564	53,016	59,661	48,925	7,352	186
Assistant professor								
3 or more years	40,782	36,968	39,453	44,295	48,050	42,106	4,469	80
Less than 3 years	39,312	35,252	36,838	42,654	45,400	39,721	4,910	72
All years	40,149	35,725	37,975	43,948	47,037	40,977	4,818	152
All ranks	53,302	39,000	43,900	66,280	82,000	57,266	17,451	674

TABLE 11 (continued)
 1995-96 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
 in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
WEST NORTH CENTRAL (12 departments)								
Full professor								
12 or more years	62,792	49,396	53,070	72,613	87,100	64,923	16,099	76
6 - 11 years	61,000	45,250	47,505	75,000	82,300	62,266	15,906	27
3 - 5 years	61,000	47,644	56,304	68,904	80,000	62,484	12,928	13
Less than 3 years	56,100	52,000	53,705	64,278	68,300	59,148	10,947	14
All years	61,000	45,584	53,110	72,000	86,566	63,506	15,263	130
Associate professor								
6 or more years	47,364	37,705	43,002	51,418	54,000	47,402	7,244	22
3 - 5 years	46,045	36,442	38,680	48,413	50,737	44,414	5,989	12
Less than 3 years	45,269	40,653	42,200	47,833	53,000	45,555	4,687	28
All years	45,741	37,359	42,153	48,992	53,310	45,989	5,962	62
Assistant professor								
3 or more years	39,821	33,887	36,504	41,200	41,700	38,922	3,461	27
Less than 3 years	38,000	32,589	36,012	39,600	41,600	37,613	3,050	23
All years	38,506	33,220	36,450	40,800	41,650	38,320	3,312	50
All ranks	50,306	37,032	41,425	62,855	76,800	53,814	15,879	242
SOUTH ATLANTIC (21 departments)								
Full professor								
12 or more years	70,665	52,516	59,824	79,350	100,300	72,120	17,413	143
6 - 11 years	61,750	50,336	53,949	70,994	83,662	63,904	12,690	79
3 - 5 years	60,980	46,307	52,213	67,378	75,256	61,347	13,903	33
Less than 3 years	53,240	46,950	49,400	64,324	73,620	58,703	14,733	33
All years	63,548	49,830	55,023	74,831	90,300	67,095	16,335	288
Associate professor								
6 or more years	45,374	35,471	42,658	48,594	53,241	45,577	7,704	92
3 - 5 years	47,010	42,500	44,000	48,600	53,700	46,604	4,343	39
Less than 3 years	44,965	38,586	41,200	48,426	52,006	46,097	7,411	46
All years	45,300	38,428	42,958	48,559	53,241	45,939	6,998	177
Assistant professor								
3 or more years	39,884	35,996	38,200	43,151	45,972	40,659	4,124	50
Less than 3 years	38,740	31,050	36,150	41,136	43,145	38,890	5,568	56
All years	39,370	33,302	37,260	41,913	45,917	39,725	4,996	106
All ranks	50,500	38,141	43,145	63,950	77,890	55,360	17,206	575
EAST SOUTH CENTRAL (9 departments)								
Full professor								
12 or more years	60,299	49,180	54,000	66,366	77,140	61,143	10,144	49
6 - 11 years	58,553	50,760	55,647	60,879	72,179	59,851	8,964	25
3 - 5 years	53,753	46,530	47,900	59,410	67,894	56,306	10,429	17
Less than 3 years	50,087	46,719	47,547	52,587	62,461	52,311	6,625	11
All years	57,897	47,900	51,540	64,065	70,479	59,068	9,903	102
Associate professor								
6 or more years	41,279	36,123	38,070	45,445	47,585	41,492	4,275	15
3 - 5 years	43,365	41,120	42,004	45,411	50,101	44,248	3,248	12
Less than 3 years	40,750	36,760	38,520	43,697	44,959	40,861	3,001	18
All years	42,000	36,780	39,805	44,239	46,611	41,975	3,732	45
Assistant professor								
3 or more years	37,934	34,559	36,190	38,790	43,478	38,659	3,839	25
Less than 3 years	37,500	33,500	35,000	39,229	40,684	36,969	2,810	25
All years	37,530	33,681	35,154	39,229	42,571	37,814	3,437	50
All ranks	47,585	36,190	39,805	58,553	66,385	49,769	12,330	197

(continued)

TABLE 11 (continued)
1995-96 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
WEST SOUTH CENTRAL (14 departments)								
Full professor								
12 or more years	57,448	45,952	49,683	66,220	77,338	59,442	12,387	57
6 - 11 years	61,000	47,080	56,000	65,353	73,465	60,250	9,064	35
3 - 5 years	55,945	41,877	48,000	69,525	73,440	57,504	11,947	18
Less than 3 years	52,823	44,549	46,100	56,045	62,800	52,556	6,645	15
All years	57,448	45,747	49,561	65,648	73,465	58,563	11,048	125
Associate professor								
6 or more years	40,807	35,774	37,000	43,817	51,000	41,661	6,337	41
3 - 5 years	46,056	38,151	40,909	47,919	50,750	46,438	9,073	13
Less than 3 years	42,615	37,458	39,261	45,716	47,095	42,675	4,175	20
All years	41,673	36,266	38,575	46,000	50,750	42,774	6,570	74
Assistant professor								
3 or more years	37,354	34,500	35,600	39,700	41,820	37,805	3,346	45
Less than 3 years	36,000	35,000	35,020	38,000	39,278	36,640	2,478	42
All years	36,922	34,500	35,020	38,500	40,597	37,243	3,000	87
All ranks	44,464	35,230	37,610	55,681	66,155	47,831	12,569	290
MOUNTAIN (11 departments)								
Full professor								
12 or more years	66,167	49,275	56,800	79,136	88,800	68,028	15,067	74
6 - 11 years	68,627	52,908	62,569	75,048	84,610	69,068	12,226	37
3 - 5 years	57,200	39,190	40,973	65,935	68,627	54,951	13,466	15
Less than 3 years	52,534	39,562	42,829	61,400	69,739	53,458	11,213	15
All years	64,587	43,192	55,690	75,620	84,490	65,359	14,889	141
Associate professor								
6 or more years	47,448	37,591	43,685	50,630	53,490	46,719	5,923	18
3 - 5 years	48,702	44,177	44,750	51,730	60,935	49,931	6,903	18
Less than 3 years	44,505	39,585	42,385	49,738	55,000	46,190	7,011	35
All years	47,000	40,157	43,200	50,943	54,267	47,272	6,815	71
Assistant professor								
3 or more years	39,769	30,484	36,743	42,482	44,275	38,899	5,356	30
Less than 3 years	41,638	35,000	39,000	43,000	45,044	40,586	4,021	30
All years	40,271	31,308	38,115	42,688	44,719	39,742	4,772	60
All ranks	50,276	38,230	42,385	65,630	78,000	54,420	16,248	278

(continued)

TABLE 11 (continued)
**1995-96 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
in Public Institutions by Region, Rank, and Years in Rank**

	Median	10%	25%	75%	90%	Mean	SD	N
PACIFIC (12 departments)								
Full professor								
12 or more years	82,214	61,350	69,800	92,288	100,800	81,396	15,587	92
6 - 11 years	69,800	54,900	63,900	77,100	98,200	72,407	13,310	39
3 - 5 years	63,900	52,496	58,700	73,100	88,300	67,856	14,186	21
Less than 3 years	59,700	52,100	54,900	70,164	79,700	62,656	11,352	22
All years	73,750	55,200	63,900	86,600	96,300	75,378	15,947	174
Associate professor								
6 or more years	53,200	36,500	46,400	55,491	65,100	52,106	10,132	13
3 - 5 years	51,700	39,825	49,100	55,300	67,400	52,522	8,824	18
Less than 3 years	46,400	41,053	46,400	49,100	53,300	47,421	4,067	17
All years	50,732	41,004	46,400	55,050	63,400	50,603	8,106	48
Assistant professor								
3 or more years	44,000	37,069	41,800	49,000	52,100	44,224	5,558	26
Less than 3 years	40,600	37,000	37,500	44,000	45,300	40,780	4,004	21
All years	41,800	37,000	39,148	46,300	49,296	42,685	5,172	47
All ranks	63,900	41,700	49,100	79,200	92,400	65,063	19,399	271

Source: 1995-96 Survey of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty who hold the doctoral degree, and who are in psychology departments that award the doctoral degree; excluded are other types of departments that may be more specialized in nature (e.g., counseling psychology and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not. For a description of the states included in each region, see Appendix B.

TABLE 12
1995-96 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (54 departments)								
Full professor								
12 or more years	78,368	59,000	66,931	93,175	108,000	81,831	20,556	204
6 - 11 years	71,752	54,700	64,310	81,100	91,814	73,379	14,184	117
3 - 5 years	64,696	51,141	57,250	74,183	93,000	68,807	17,681	54
Less than 3 years	61,377	52,174	56,278	70,050	80,760	64,591	12,916	52
All years	72,500	54,945	62,400	86,622	103,100	75,769	18,857	427
Associate professor								
6 or more years	52,426	41,800	46,150	58,552	64,883	52,432	9,235	104
3 - 5 years	50,000	43,505	47,300	52,489	61,759	51,465	8,287	63
Less than 3 years	49,040	42,195	44,340	54,820	58,800	50,349	8,530	60
All years	50,800	42,500	45,700	55,856	61,759	51,613	8,800	227
Assistant professor								
3 or more years	42,771	36,850	38,600	46,367	49,816	43,325	6,268	110
Less than 3 years	41,000	35,000	38,625	43,820	45,615	41,017	4,170	105
All years	41,400	35,825	38,600	45,000	48,600	42,198	5,459	215
All years	55,865	39,598	44,889	72,322	90,000	60,735	20,582	885
NEW ENGLAND (6 departments) (Insufficient <u>N</u>s of faculty for analysis)								
MID ATLANTIC (15 departments)								
Full professor								
12 or more years	77,105	57,535	66,861	93,525	104,610	81,271	21,295	63
6 - 11 years	72,700	61,653	66,290	84,873	101,850	76,199	15,901	40
3 - 5 years	71,338	53,080	61,960	90,000	105,169	74,638	17,055	17
Less than 3 years	62,550	50,104	54,850	73,620	77,822	63,610	10,001	16
All years	72,950	55,655	64,844	89,537	103,700	76,872	18,909	136
Associate professor								
6 or more years	54,520	47,454	50,590	61,343	65,907	55,186	8,571	35
3 - 5 years	49,817	46,531	48,163	52,700	71,001	53,739	11,207	16
Less than 3 years	47,906	44,000	44,680	54,640	55,000	49,747	7,201	11
All years	52,000	45,430	48,460	59,418	65,907	53,847	9,187	62
Assistant professor								
3 or more years	43,563	36,900	38,418	47,021	50,000	43,751	5,825	35
Less than 3 years	41,625	34,390	38,535	45,250	50,000	41,783	5,415	26
All years	42,575	36,562	38,535	45,250	50,000	42,912	5,692	61
All ranks	59,377	40,000	47,492	73,608	93,100	62,834	20,944	264
EAST NORTH CENTRAL (7 departments)								
Full professor								
12 or more years	85,200	58,078	75,500	104,200	123,000	90,345	24,008	16
6 - 11 years	73,300	53,000	63,700	82,700	88,800	74,349	14,539	13
3 - 5 years								8
Less than 3 years	58,800	54,197	54,900	65,400	70,100	62,923	13,204	11
All years	73,250	52,090	60,250	88,650	103,900	76,177	20,959	48
Associate professor								
6 or more years	50,130	45,000	47,500	56,442	66,300	53,277	9,182	14
3 - 5 years	48,000	45,000	45,100	53,800	60,500	51,392	8,751	11
Less than 3 years	49,080	41,200	46,100	52,800	61,727	52,428	13,953	13
All years	49,040	44,600	46,100	55,400	66,300	52,441	10,679	38
Assistant professor								
3 or more years	40,750	35,825	37,738	45,550	53,170	43,136	9,440	24
Less than 3 years	40,000	34,356	39,598	44,000	45,000	40,896	3,750	19
All years	40,560	35,591	38,100	44,800	49,080	42,146	7,490	43
All ranks	50,000	38,100	42,190	66,300	88,500	57,155	20,800	133

TABLE 12 (continued)
1995-96 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
WEST NORTH CENTRAL (2 departments) (Insufficient <u>N</u>s of faculty for analysis)								
SOUTH ATLANTIC (9 departments)								
Full professor								
12 or more years	79,550	57,674	67,600	90,100	93,000	78,615	16,831	32
6 - 11 years	72,322	63,536	68,031	86,000	89,176	74,462	10,646	23
3 - 5 years								9
Less than 3 years								5
All years	72,322	56,500	63,830	86,000	91,600	73,802	14,702	69
Associate professor								
6 or more years	50,800	41,800	44,500	55,000	59,170	49,924	7,283	13
3 - 5 years	51,006	44,859	47,370	55,829	59,816	51,534	6,490	12
Less than 3 years	50,174	43,244	43,804	57,705	58,600	50,664	6,575	14
All years	50,500	42,800	44,859	56,220	59,816	50,685	6,645	39
Assistant professor								
3 or more years	42,226	39,900	40,312	43,550	44,635	41,764	2,538	12
Less than 3 years	41,000	35,800	38,625	42,473	45,320	40,469	3,414	13
All years	41,200	35,800	39,900	43,200	44,790	41,091	3,036	25
All ranks	57,275	40,297	44,500	72,322	88,005	60,117	18,124	137
EAST SOUTH CENTRAL (3 departments) (Insufficient <u>N</u>s of faculty for analysis)								
WEST SOUTH CENTRAL (5 departments) (Insufficient <u>N</u>s of faculty for analysis)								
MOUNTAIN (1 department) (Insufficient <u>N</u>s of faculty for analysis)								
PACIFIC (6 departments) (Insufficient <u>N</u>s of faculty for analysis)								

Source: 1995-96 Survey of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty who hold the doctoral degree, and who are in psychology departments that award the doctoral degree; excluded are other types of departments that may be more specialized in nature (e.g., counseling psychology and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but are included in the figures for "All Ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not. For a description of the states included in each region, see Appendix B.

FACULTY SALARIES IN U.S. MASTER'S DEPARTMENTS OF PSYCHOLOGY

- Table 13. Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank: 1993-94 to 1995-96
- Table 14. Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank: 1993-94 to 1995-96
- Table 15. Distribution of 1995-96 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank
- Table 16. 1995-96 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank
- Table 17. 1995-96 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Type of Department, Rank, and Years in Rank
- Table 18. 1995-96 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Region, Rank, and Years in Rank
- Table 19. 1995-96 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Type of Institution, Rank, and Years in Rank
- Table 20. 1995-96 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Years Since Doctorate

TABLE 13
Changes in Average Salaries of Full-time Faculty in U.S. Master's
Departments of Psychology by Rank: 1993-94 to 1995-96

	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	All ranks
U.S. Master's Departments					
1993-94 (116 departments)	\$53,900 N=613	\$42,378 N=361	\$34,548 N=372	a N=8	\$45,377 N=1,354
1994-95 (108 departments)	\$55,824 N=600	\$43,758 N=346	\$35,669 N=350	\$29,246 N=10	\$47,022 N=1,306
1995-96 (110 departments)	\$57,552 N=633	\$44,531 N=334	\$36,950 N=346	\$30,356 N=11	\$48,658 N=1,324
Percent change in monetary salary					
1993-94 to 1994-95	+3.6%	+3.3%	+3.2%	a	+3.6%
1994-95 to 1995-96	+3.1%	+1.8%	+3.6%	+3.8	+3.5%
Percent change in real terms					
1993-94 to 1994-95	+0.7%	+0.4%	+0.3%	a	+0.7%
1994-95 to 1995-96	+0.6%	-0.7%	+1.1%	+1.3%	+1.0%
All U.S. Departments					
1993-94 (379 departments)	\$62,516 N=3,170	\$45,322 N=1,806	\$36,986 N=1,490	\$36,144 N=49	\$51,713 N=6,515
1994-95 (368 departments)	\$64,607 N=3,139	\$46,790 N=1,747	\$38,306 N=1,447	\$35,849 N=57	\$53,523 N=6,390
1995-96 (364 departments)	\$66,297 N=3,079	\$47,790 N=1,730	\$39,446 N=1,401	\$36,323 N=56	\$54,916 N=6,266
Percent change in monetary salary					
1993-94 to 1994-95	+3.3%	+3.2%	+3.6%	-0.8%	+3.5%
1994-95 to 1995-96	+2.6%	+2.1%	+3.0%	+1.3%	+2.6%
Percent change in real terms					
1993-94 to 1994-95	+0.4%	+0.3%	+0.7%	-3.7%	+0.6%
1994-95 to 1995-96	+0.1%	-0.4%	+0.5%	-1.2%	+0.1%

Source: 1994-95 and 1995-96 Surveys of Graduate Departments of Psychology, Research Office, American Psychological Association and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 2.9% for the period from September 1993 to September 1994 and 2.5% for the period from September 1994 to September 1995.

^a There was an insufficient number of faculty for analysis.

TABLE 14
Changes in Average Salaries of Full-Time Faculty in U.S. Master's Departments of Psychology
by Rank and Years in Rank: 1993-94 to 1995-96

	<u>Full Professor</u>				<u>Associate Professor</u>			<u>Assistant Professor</u>	
	12 or more years	6 - 11 years	3 - 5 years	Less than 3 years	6 or more years	3 - 5 years	Less than 3 years	3 or more years	Less than 3 years
1993-94 (116 departments)	\$57,819 N=261	\$53,582 N=182	\$49,369 N=84	\$46,934 N=83	\$45,987 N=157	\$41,356 N=92	\$38,159 N=112	\$36,103 N=165	\$33,264 N=205
1994-95 (108 departments)	\$59,835 N=283	\$54,621 N=159	\$50,717 N=74	\$49,089 N=82	\$46,187 N=150	\$42,639 N=82	\$41,366 N=114	\$36,608 N=174	\$34,740 N=176
1995-96 (110 departments)	\$61,995 N=288	\$56,348 N=173	\$53,237 N=67	\$50,175 N=95	\$47,122 N=137	\$44,604 N=88	\$41,322 N=105	\$38,198 N=179	\$35,512 N=154
Percent change in monetary salary									
1993-94 to 1994-95	+3.5%	+1.9%	+2.7%	+4.6%	+0.4%	+3.1%	+8.4%	+1.4%	+4.4%
1994-95 to 1995-96	+3.6%	+3.2%	+5.0%	+2.2%	+2.0%	+4.6%	-0.1%	+4.3%	+2.2%
Percent change in real terms									
1993-94 to 1994-95	+0.6%	-1.0%	-0.2%	+1.7%	-2.5%	+0.2%	+5.5%	-1.5%	+1.5%
1994-95 to 1995-96	+1.1%	+0.7%	+2.5%	-0.3%	-0.5%	+2.1%	-2.6%	+1.8%	-0.3%

Source: 1994-95 and 1995-96 Surveys of Graduate Departments of Psychology, Research Office, American Psychological Association and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 2.9% for the period from September 1993 to September 1994 and 2.5% for the period from September 1994 to September 1995.

TABLE 15
Distribution of 1995-96 Salaries for Full-time Faculty in
U.S. Master's Departments of Psychology by Rank and Years in Rank

9-10-month Salary	Full Professor				Associate Professor			Assistant Prof.	
	12 or more years	6 - 11 years	3 - 5 years	Less than 3 years	6 or more years	3 - 5 years	Less than 3 years	3 or more years	Less than 3 years
\$79,000 or more	8								
78,000-78,999	2								
77,000-77,999	1								
76,000-76,999	5								
75,000-75,999				1					
74,000-74,999	19	2							
73,000-73,999	4								
72,000-72,999	3	2	2						
71,000-71,999	5	3							
70,000-70,999	7	7	3						
69,000-69,999	3	2	3	3					
68,000-68,999	1	5		1					
67,000-67,999	6		1	1		1			
66,000-66,999	6	4							
65,000-65,999		2	1	1					
64,000-64,999	4	1		1	1				
63,000-63,999	46	7		1	5	1			
62,000-62,999	56	16	2		1	1			
61,000-61,999	2	3	1	1	3			1	
60,000-60,999	4	6			3		1		
59,000-59,999	9	9	4		1				
58,000-58,999	12	4	2	3	2	4	1		
57,000-57,999	7	5	1		2				
56,000-56,999	5	5	2	3	2				
55,000-55,999	6	5	3	4	8	1	1	1	
54,000-54,999	13	4	2	5	2	1		2	
53,000-53,999	6	7	3	4	2	2	1	1	
52,000-52,999	7	6	4	11	3	3	3		1
51,000-51,999	9	10	2	1	4	4			
50,000-50,999	5	5		5	4	1	2	1	1
49,000-49,999	8	13	7	4	16	6	2	1	
48,000-48,999	5	10	3	4	6	2	1	4	
47,000-47,999	2	11	2		1	3	8	7	1
46,000-46,999	3	12	6	6	4	1	2		
45,000-45,999	4	1	3	5	4	4	5	6	1
44,000-44,999	1	2	4	6	7	5	4	1	1
43,000-43,999	1	4	1	10	12	2	9	11	7
42,000-42,999	2		1	3	5	6	4	7	2
41,000-41,999	1			2	8	5	10	7	5
40,000-40,999			1	5	7	9	3	7	4
39,000-39,999				3	8	6	4	10	2
38,000-38,999			2		1	6	6	12	11
37,000-37,999					3	7	8	13	12
36,000-36,999				1	5	1	5	17	9
35,000-35,999					3	1	10	19	21
34,000-34,999						4	7	16	12
33,000-33,999							3	8	26
32,000-32,999							4	9	12
31,000-31,999							1	8	10
30,000-30,999					1	1		2	8
29,000-29,999			1					1	6
28,000-28,999								3	2
Less than 28,000					3			4	

Source: 1995-96 Survey of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

TABLE 16
1995-96 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology
by Rank and Years in Rank

Rank and Years in Rank	Median	Percentiles				Mean	SD	N
		10%	25%	75%	90%			
Full professor								
12 or more years	62,784	50,113	55,805	64,687	74,137	61,995	8,950	288
6 - 11 years	55,633	46,809	49,380	62,784	68,900	56,348	8,039	173
3 - 5 years	52,044	44,217	46,343	59,500	69,660	53,237	9,257	67
Less than 3 years	49,200	41,515	43,918	54,516	61,000	50,175	7,881	95
Not specified	48,888	40,918	42,795	52,190	60,114	49,439	7,454	10
All years	57,550	45,675	49,667	63,537	70,606	57,552	9,671	633
Associate professor								
6 or more years	46,569	37,550	41,512	52,000	59,958	47,122	8,256	137
3 - 5 years	42,554	37,434	39,332	49,598	54,000	44,604	7,271	88
Less than 3 years	41,135	34,450	36,050	45,216	49,632	41,322	6,011	105
Not specified								4
All years	43,178	35,700	39,169	49,632	55,103	44,531	7,717	334
Assistant professor								
3 or more years	37,100	31,692	34,438	41,600	47,000	38,198	5,877	179
Less than 3 years	35,000	30,900	33,000	37,600	41,184	35,512	4,260	154
Not specified	35,000	33,207	33,564	39,034	41,846	36,802	4,111	13
All years	35,969	31,366	33,500	39,500	43,346	36,950	5,309	346

Source: 1995-96 Survey of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full time, who hold the doctoral degree, and who are in departments of psychology that award the master's degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N of faculty is less than 10.

TABLE 17
1995-96 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology
by Type of Department, Rank, and Years in Rank

	Median	Percentiles				Mean	SD	N
		10%	25%	75%	90%			
PSYCHOLOGY (96 departments)								
Full professor								
12 or more years	62,784	50,113	55,392	63,726	73,080	61,594	8,752	274
6 - 11 years	55,219	46,809	49,320	62,784	68,900	56,274	8,090	166
3 - 5 years	52,044	44,418	46,343	59,500	69,208	53,252	9,200	61
Less than 3 years	49,000	41,184	43,918	54,000	58,050	49,850	7,647	90
All years	57,156	45,668	49,552	63,537	70,000	57,317	9,516	601
Associate professor								
6 or more years	46,003	38,500	41,512	51,650	57,000	47,004	7,175	126
3 - 5 years	42,128	37,448	39,229	48,320	52,000	43,722	6,480	76
Less than 3 years	41,068	34,358	36,000	44,786	47,800	41,019	5,742	98
All years	43,063	35,806	38,720	49,111	54,900	44,141	7,029	304
Assistant professor								
3 or more years	37,250	32,113	34,479	41,200	45,475	38,159	5,480	170
Less than 3 years	34,590	30,600	32,640	37,537	40,851	35,088	3,757	136
All years	35,963	31,329	33,500	39,087	43,300	36,795	4,983	319
All ranks	47,194	34,170	38,500	57,735	63,726	48,547	11,980	1,234
OTHER DEPARTMENTS (14 departments) (Insufficient <u>N</u>s of faculty for analysis)								

Source: 1995-96 Survey of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty who hold the doctoral degree, and who are in departments that award the master's degree. The category "Other" includes departments of educational psychology, counseling psychology, school psychology, and other units that may be more specialized in nature. All salaries are for 9-10 months. No statistics are provided where the N is less than 10. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not.

TABLE 18
1995-96 Salaries for Full-time Faculty in U.S. Master's *Psychology* Departments by Region,
Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (96 departments)								
Full professor								
12 or more years	62,784	50,113	55,392	63,726	73,080	61,594	8,752	274
6 - 11 years	55,219	46,809	49,320	62,784	68,900	56,274	8,090	166
3 - 5 years	52,044	44,418	46,343	59,500	69,208	53,252	9,200	61
Less than 3 years	49,000	41,184	43,918	54,000	58,050	49,850	7,647	90
All years	57,156	45,668	49,552	63,537	70,000	57,317	9,516	601
Associate professor								
6 or more years	46,003	38,500	41,512	51,650	57,000	47,004	7,175	126
3 - 5 years	42,128	37,448	39,229	48,320	52,000	43,722	6,480	76
Less than 3 years	41,068	34,358	36,000	44,786	47,800	41,019	5,742	98
All years	43,063	35,806	38,720	49,111	54,900	44,141	7,029	304
Assistant professor								
3 or more years	37,250	32,113	34,479	41,200	45,475	38,159	5,480	170
Less than 3 years	34,590	30,600	32,640	37,537	40,851	35,088	3,757	136
All years	35,963	31,329	33,500	39,087	43,300	36,795	4,983	319
All ranks	47,194	34,170	38,500	57,735	63,726	48,547	11,980	1,234
NEW ENGLAND (2 departments) (Insufficient <u>N</u>s of faculty for analysis)								
MID ATLANTIC (15 departments)								
Full professor								
12 or more years	73,436	51,782	63,271	74,837	78,680	69,658	11,335	35
6 - 11 years	70,000	60,500	62,193	70,606	74,137	67,532	5,073	16
3 - 5 years								6
Less than 3 years	56,693	50,283	54,825	61,000	68,000	57,580	6,528	18
All years	70,000	51,782	58,000	74,100	76,320	65,962	10,200	75
Associate professor								
6 or more years	55,000	39,870	48,000	57,000	61,480	52,520	7,140	27
3 - 5 years								7
Less than 3 years	45,666	38,516	44,000	52,687	55,322	46,796	6,500	15
All years	51,650	39,870	45,400	55,322	61,480	50,736	7,455	49
Assistant professor								
3 or more years	42,000	35,785	38,025	47,789	48,000	42,193	4,934	37
Less than 3 years	41,141	38,310	38,790	43,150	43,300	40,391	3,799	12
All years	42,000	35,785	38,640	43,460	48,000	41,752	4,709	49
All ranks	52,687	39,081	43,460	67,000	74,100	54,792	13,191	173
EAST NORTH CENTRAL (13 departments)								
Full professor								
12 or more years	58,466	50,113	53,709	63,075	68,000	59,191	7,634	44
6 - 11 years	52,641	47,620	49,500	56,200	60,850	53,335	5,275	29
3 - 5 years	48,947	42,000	44,577	58,050	59,666	50,678	8,417	14
Less than 3 years	45,330	43,336	43,668	50,694	53,560	48,342	8,079	15
All years	53,560	44,577	48,893	59,430	64,794	54,762	8,262	102
Associate professor								
6 or more years	44,115	39,777	41,170	47,096	54,900	45,107	5,565	17
3 - 5 years								9
Less than 3 years								9
All years	41,860	37,724	39,519	44,426	49,822	43,073	5,256	35
Assistant professor								
3 or more years	35,662	29,943	34,479	38,090	40,599	35,734	3,722	14
Less than 3 years	34,585	32,337	33,000	36,900	37,573	34,859	2,056	18
All years	35,000	32,337	33,586	36,900	38,900	35,228	2,797	34
All ranks	48,233	34,479	38,655	56,095	62,640	47,857	11,083	176

TABLE 18 (continued)
1995-96 Salaries for Full-time Faculty in U.S. Master's *Psychology* Departments by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
WEST NORTH CENTRAL (8 departments) (Insufficient <u>N</u>s of faculty for analysis)								
SOUTH ATLANTIC (20 departments)								
Full professor								
12 or more years	54,950	49,407	53,000	60,584	73,000	59,097	12,205	25
6 - 11 years	49,884	46,330	47,602	59,439	65,500	53,327	7,532	31
3 - 5 years	47,444	44,418	44,762	53,000	59,500	50,271	7,909	11
Less than 3 years	44,340	40,000	40,149	46,064	46,531	43,911	3,459	11
All years	50,805	44,340	46,440	56,652	65,450	53,082	9,926	84
Associate professor								
6 or more years	43,790	36,725	40,774	48,600	54,900	45,319	6,698	29
3 - 5 years	40,489	35,450	39,375	50,800	52,000	42,958	6,417	11
Less than 3 years	37,945	33,594	34,970	41,135	45,051	38,454	4,391	10
All years	42,068	35,450	38,380	47,730	52,000	43,151	6,676	53
Assistant professor								
3 or more years	37,016	32,410	34,900	38,881	41,200	36,631	3,483	36
Less than 3 years	33,733	32,000	33,000	35,500	37,600	34,230	2,413	34
All years	35,430	32,410	33,500	38,000	40,500	35,825	3,460	77
All ranks	42,242	33,556	36,468	49,653	58,200	44,392	10,479	215
EAST SOUTH CENTRAL (8 departments)								
Full professor								
12 or more years	55,506	48,949	52,754	60,755	68,779	57,235	7,594	20
6 - 11 years	51,484	47,291	48,738	52,798	54,576	52,081	5,912	12
3 - 5 years								8
Less than 3 years								7
All years	51,573	42,852	47,291	57,500	65,828	52,669	8,927	51
Associate professor								
6 or more years	44,757	36,612	39,972	55,103	56,386	45,703	9,614	11
3 - 5 years	39,639							8
Less than 3 years	36,293	33,990	34,641	37,656	41,796	36,787	2,870	14
All years	38,113	33,990	36,050	42,276	55,103	40,702	7,716	34
Assistant professor								
3 or more years	34,885	31,252	31,692	37,680	38,293	35,144	3,607	19
Less than 3 years	32,000	29,053	31,000	33,700	35,037	32,161	2,118	19
All years	33,104	31,000	31,483	35,037	37,680	33,600	3,130	42
All ranks	40,000	31,440	33,990	51,499	58,397	43,159	10,913	127
WEST SOUTH CENTRAL (10 departments) (Insufficient <u>N</u>s of faculty for analysis)								
MOUNTAIN (6 departments) (Insufficient <u>N</u>s of faculty for analysis)								

(continued)

TABLE 18 (continued)
1995-96 Salaries for Full-time Faculty in U.S. Master's *Psychology* Departments by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
PACIFIC (14 departments)								
Full professor								
12 or more years	63,080	62,784	62,784	63,726	66,564	63,334	4,374	116
6 - 11 years	62,784	57,152	59,921	63,537	66,564	62,134	4,760	36
3 - 5 years	54,846	52,044	53,109	56,832	61,512	55,548	3,359	12
Less than 3 years	52,044	43,680	52,000	52,668	54,516	52,395	5,264	17
All years	62,784	52,044	62,000	63,540	66,564	61,552	5,676	181
Associate professor								
6 or more years	49,632	43,154	46,401	49,632	50,916	48,262	3,654	20
3 - 5 years	47,953	42,707	45,116	49,632	51,072	47,097	3,563	13
Less than 3 years	44,299	41,184	41,676	47,376	49,632	44,829	4,027	24
All years	47,376	41,184	43,164	49,632	51,072	46,551	4,037	57
Assistant professor								
3 or more years	42,092	36,218	37,560	44,589	45,216	41,378	3,772	22
Less than 3 years	37,642	35,000	35,868	40,000	43,164	38,095	3,061	18
All years	39,360	35,800	36,412	43,077	45,000	39,901	3,806	40
All ranks	59,921	40,598	46,854	63,080	63,726	55,228	10,176	280

Source: 1995-96 Survey of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty who hold the doctoral degree, and who are in psychology departments that award the master's degree; excluded are other types of departments that may be more specialized in nature (e.g., educational psychology departments). All salaries are 9-10-month salaries. No statistics are provided where the **N** is less than 10. Salary statistics for Lecturers/Instructors are not reported, given that the **Ns** are insufficient for analysis, but they are included in the figures for "All Ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not. For a description of the states included in each region, see Appendix B.

TABLE 19
1995-96 Salaries for Full-time Faculty in U.S. Master's *Psychology* Departments
by Type of Institution, Rank, and Years in Rank

	Median	Percentiles				Mean	SD	N
		10%	25%	75%	90%			
PUBLIC INSTITUTIONS (71 departments)								
Full professor								
12 or more years	62,784	51,480	56,823	63,726	71,394	61,350	7,158	240
6 - 11 years	54,263	46,716	48,934	62,784	69,416	55,914	8,060	148
3 - 5 years	52,227	44,577	46,271	59,623	69,660	54,249	8,838	52
Less than 3 years	49,000	41,515	43,680	54,516	58,100	49,942	7,559	74
All years	57,579	46,001	50,051	63,456	69,568	57,272	8,721	524
Associate professor								
6 or more years	45,565	38,500	41,514	51,642	57,000	47,058	7,188	98
3 - 5 years	40,933	37,448	38,700	44,568	51,421	42,484	5,658	61
Less than 3 years	40,691	34,450	35,861	43,811	47,800	40,800	5,715	83
All years	42,175	35,728	38,410	48,087	54,000	43,671	6,916	245
Assistant professor								
3 or more years	37,270	32,049	34,682	42,000	45,802	38,326	5,698	132
Less than 3 years	34,500	30,000	32,065	37,290	40,500	34,911	3,822	116
All years	35,865	31,034	33,100	39,081	43,300	36,681	5,161	254
All ranks	47,789	34,200	38,659	58,212	63,726	48,731	11,782	1,032
PRIVATE INSTITUTIONS (25 departments)								
Full professor								
12 or more years	61,320	45,675	49,501	73,436	81,016	63,314	16,098	34
6 - 11 years	60,925	48,907	49,653	65,500	68,805	59,232	7,939	18
3 - 5 years								9
Less than 3 years	48,600	40,000	44,933	51,730	54,898	49,426	8,285	16
All years	53,000	43,891	47,705	64,670	78,000	57,624	13,834	77
Associate professor								
6 or more years	46,833	37,894	41,042	52,299	57,147	46,813	7,258	28
3 - 5 years	49,121	42,960	45,717	51,072	53,200	48,757	7,342	15
Less than 3 years	44,000	32,480	38,100	45,550	47,765	42,229	5,941	15
All years	45,717	37,550	42,372	50,800	55,182	46,094	7,216	59
Assistant professor								
3 or more years	37,250	32,176	34,438	40,700	43,200	37,580	4,666	38
Less than 3 years	35,650	33,000	33,543	38,450	40,926	36,117	3,248	20
All years	36,847	32,869	34,170	40,000	42,705	37,240	4,219	65
All ranks	45,215	34,170	38,100	52,830	64,670	47,610	12,931	202

Source: 1995-96 Survey of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty who hold the doctoral degree, and who are in psychology departments that award the master's degree; excluded are other types of departments that may be more specialized in nature (e.g., educational psychology departments). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10. Statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not.

TABLE 20
1995-96 Salaries for Full-time Faculty in U.S. Master's
Psychology Departments by Years Since Doctorate

	Median	Percentiles				Mean	SD	N
		10%	25%	75%	90%			
PSYCHOLOGY (96 departments)								
35 years or more	63,100	53,000	62,784	71,250	81,000	66,642	13,231	25
30-34 years	62,784	48,851	56,219	63,537	74,160	60,866	9,845	57
25-29 years	58,414	46,107	51,600	63,540	71,390	58,289	9,379	197
20-24 years	53,011	42,175	47,730	62,784	66,700	54,032	9,648	238
17-19 years	48,848	39,285	44,217	59,916	66,091	51,101	10,401	103
14-16 years	48,000	38,516	42,800	53,158	59,921	48,629	8,277	65
11-13 years	43,336	35,349	38,740	49,121	55,322	44,727	8,581	101
8-10 years	41,846	34,220	37,460	45,484	50,800	41,915	6,401	109
6-7 years	37,770	32,792	34,885	41,200	44,738	38,476	5,381	81
4-5 years	36,072	32,176	34,120	39,000	43,154	37,087	4,952	93
2-3 years	35,120	30,600	33,000	38,250	42,800	35,845	4,460	75
0-1 year	33,395	31,000	32,000	35,800	38,016	34,096	2,877	51

Source: 1995-96 Survey of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty who hold the doctoral degree, and who are in psychology departments that award the master's degree. All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10.

FACULTY SALARIES IN CANADIAN GRADUATE DEPARTMENTS OF PSYCHOLOGY

- Table 21. Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank: 1993-94 to 1995-96
- Table 22. Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank and Years in Rank: 1993-94 to 1995-96
- Table 23. Distribution of 1995-96 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank
- Table 24. 1995-96 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank
- Table 25. 1995-96 Salaries for Full-time Faculty in Canadian Doctoral Departments by Years Since Doctorate

TABLE 21
Changes in Average Salaries of Full-time Faculty in Canadian
Departments of Psychology by Rank: 1993-94 to 1995-96

	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	All ranks
All Canadian Departments					
1993-94 (18 departments)	\$83,118 N=261	\$69,498 N=241	\$50,372 N=84	a N=1	\$73,089 N=587
1994-95 (14 departments)	\$85,718 N=191	\$69,267 N=161	\$49,102 N=64	a N=1	\$73,676 N=417
1995-96 (14 departments)	\$85,228 N=227	\$68,939 N=176	\$48,859 N=71	a N=1	\$73,666 N=475
Percent change in monetary salary					
1993-94 to 1994-95	+3.1%	-0.3%	-2.5%	a	+0.8%
1994-95 to 1995-96	-0.6%	-0.5%	-0.5%	a	-0.0%
Percent change in real terms					
1993-94 to 1994-95	+2.9%	-0.5%	-2.7%	a	+0.6%
1994-95 to 1995-96	-2.9%	-2.8%	-2.8%	a	-2.3%

Source: 1994-95 and 1995-96 Surveys of Graduate Departments of Psychology, Research Office, American Psychological Association and Council of Graduate Departments of Psychology.

Note. All salaries are 11-12-month salaries and are reported in Canadian dollars. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for inflation in Canada as reported by the Bureau of Labor Statistics. These percentage changes were 0.2% for the period from September 1993 to September 1994 and 2.3% for the period from September 1994 to September 1995.

^a There was an insufficient number of faculty for analysis.

TABLE 22
Changes in Average Salaries of Full-Time Faculty in Canadian Departments of Psychology
by Rank and Years in Rank: 1993-94 to 1995-96

	Full Professor				Associate Professor			Assistant Professor	
	12 or more years	6 - 11 years	3 - 5 years	Less than 3 years	6 or more years	3 - 5 years	Less than 3 years	3 or more years	Less than 3 years
1993-94 (18 departments)	\$94,407 N=109	\$81,000 N=79	\$75,159 N=33	\$74,171 N=40	\$73,066 N=147	\$63,512 N=55	\$58,858 N=38	\$52,677 N=37	\$48,000 N=47
1994-95 (14 departments)	\$94,480 N=87	\$82,146 N=58	\$76,707 N=22	\$70,850 N=24	\$73,337 N=103	\$65,462 N=25	\$59,497 N=32	\$52,317 N=37	\$44,696 N=27
1995-96 (14 departments)	\$94,040 N=100	\$82,381 N=66	\$71,125 N=30	\$73,223 N=34	\$72,302 N=132	\$63,079 N=55	\$59,247 N=30	\$51,746 N=34	\$45,889 N=41
Percent change in monetary salary									
1993-94 to 1994-95	+0.1%	+1.4%	+2.1%	-4.5%	+0.4%	+3.1%	+1.1%	-0.7%	-6.9%
1994-95 to 1995-96	-0.5%	+0.3%	-7.3%	+3.3%	-1.4%	-3.6%	-0.4%	-1.1%	-2.7%
Percentage change in real terms									
1993-94 to 1994-95	-0.1%	+1.2%	+1.9%	-4.7%	+0.2%	+2.9%	+0.9%	-0.9%	-7.1%
1994-95 to 1995-96	-2.8%	-2.0%	+5.0%	+1.0%	-3.7%	-1.3%	-2.7%	-3.4%	+0.4%

Source: 1994-95 and 1995-96 Surveys of Graduate Departments of Psychology, Research Office, American Psychological Association and Council of Graduate Departments of Psychology.

Note. All salaries are 11-12-month salaries in Canadian dollars. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for inflation in Canada as reported by the Bureau of Labor Statistics. These percentage changes were 0.2% for the period from September 1993 to September 1994 and 2.3% for the period from September 1994 to September 1995.

TABLE 23
Distribution of 1995-96 Salaries for Full-time Faculty in Canadian Doctoral
Departments of Psychology by Rank and Years in Rank

11-12-month Salary	Full Professor				Associate Professor			Assistant Prof	
	12 or more years	6 - 11 years	3 - 5 years	Less than 3 years	6 or more years	3 -5 years	Less than 3 years	3 or more years	Less than 3 years
\$105,000 or more	17	2							
100,000-104,999	15	1							
95,000-95,999	23		1		2				
90,000-94,999	11	6		2	4				
85,000-85,899	15	9			8		1		
80,000-84,999	16	20	2	6	12				
79,000-79,999	2	4	1						
78,000-78,999	1	5		1	3				
77,000-77,999	1		1	2	3	1			
76,000-76,999	2	1	1	1	7				
75,000-75,999	1	1	1	2	3				
74,000-74,999	1		1	1	5				
73,000-73,999			3		6	2			
72,000-72,999	1	4	2		6		1		
71,000-71,999		2	3	2	7	1	1		
70,000-70,999			1	1	5	1			
69,000-69,999		2			4				
68,000-68,999			3	2	7	2	2		
67,000-67,999	1		3	1	6	2			
66,000-66,999			1		4		2	1	
65,000-65,999		2		2	5				
64,000-64,999			1	1	4				
63,000-63,999		1	1	1	6	1	1	1	
62,000-62,999				1	3		1		
61,000-61,999		1		3	2	3		1	
60,000-60,999			1	1	1	1			
59,000-59,999					3	3	2	3	
58,000-58,999			1		1	1	2		
57,000-57,999						1	2	2	
56,000-56,999					4	1		1	
55,000-55,999						1		1	
54,000-54,999					1		2		1
53,000-53,999							1	2	
52,000-52,999					1		6	6	1
51,000-51,999							1		
50,000-50,999							2	1	3
49,000-49,999			1		1	2		2	1
48,000-48,999							1	4	6
47,000-47,999								2	3
46,000-46,999								2	3
45,000-45,999								5	6
44,000-44,999								1	2
43,000-43,999									1
42,000-42,999									1
Less than 42,000								1	7

Source: 1995-96 Survey of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

TABLE 24
1995-96 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology
by Rank and Years in Rank

Rank and Years in Rank	Median	Percentiles				Mean	SD	N
		10%	25%	75%	90%			
Full professor								
12 or more years	95,154	80,603	85,253	102,370	106,100	94,040	10,720	107
6 - 11 years	82,440	71,315	78,214	86,592	91,087	82,381	10,762	61
3 - 5 years	71,743	60,319	67,021	74,737	80,000	71,125	8,440	29
Less than 3 years	73,156	61,711	65,336	80,153	83,373	73,223	9,129	30
All years	84,165	67,504	75,890	95,248	104,472	85,228	13,703	227
Associate professor								
6 or more years	71,614	61,025	65,804	77,136	85,493	72,302	9,507	124
3 - 5 years	61,199	55,262	58,544	68,566	73,000	63,079	7,386	23
Less than 3 years	57,885	50,788	52,705	65,007	71,300	59,247	8,701	28
Not specified								1
All years	68,613	54,910	61,143	75,247	83,934	68,939	10,502	176
Assistant professor								
3 or more years	51,495	45,205	47,062	55,500	59,693	51,746	5,908	36
Less than 3 years	46,000	40,500	43,093	48,000	50,000	45,889	3,644	35
All years	48,000	41,565	45,312	52,333	57,169	48,859	5,710	71

Source: 1995-96 Survey of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments and educational psychology departments). All salaries are 11-12-month salaries and are reported in Canadian dollars. No statistics are provided where the N of faculty is less than 10.

TABLE 25
1995-96 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology
by Years Since Doctorate

Years Since Doctorate	Median	Percentiles				Mean	SD	N
		10%	25%	75%	90%			
CANADIAN DOCTORAL DEPARTMENTS (13 departments)								
35 years or more	105,298	89,583	100,350	107,666	110,108	101,018	11,677	11
30 - 34 years	94,173	76,280	84,412	102,707	105,958	93,731	13,372	57
25 - 29 years	85,323	72,080	79,361	93,003	99,604	85,772	10,627	92
20 - 24 years	75,946	64,867	68,264	83,003	91,892	77,130	10,023	81
17 - 19 years	74,737	61,025	68,059	78,214	83,000	73,272	8,093	35
14 - 16 years	70,206	61,753	63,787	76,200	78,154	69,350	8,219	42
11 - 13 years	61,668	52,496	58,544	68,566	75,000	63,239	8,587	39
8 - 10 years	59,576	49,548	52,713	68,625	71,957	60,312	8,049	33
6 - 7 years	52,745	46,054	50,394	58,002	67,585	54,763	7,752	20
4 - 5 years	47,201	44,547	45,430	49,098	53,809	48,080	4,602	20
2 - 3 years	47,250	40,093	41,000	48,580	54,000	46,295	4,959	18
0 - 1 year								5

Source: 1995-96 Survey of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments and educational psychology departments). All salaries are 11-12-month salaries and are reported in Canadian dollars. No statistics are provided where the N of faculty is less than 10.

OTHER SALARIES AND BENEFITS FOR SPECIFIC FACULTY POSITIONS
IN U.S. AND CANADIAN GRADUATE DEPARTMENTS OF PSYCHOLOGY

Table 26. 1995-96 Starting Salaries and Expected 1996-97 Starting Salaries for Faculty in U.S. and Canadian Graduate Departments of Psychology

Table 27. 1995-96 Salaries and Benefits for Department Chairs in U.S. and Canadian Graduate Departments of Psychology

Table 28. Salary Raises and Decreases for Faculty in U.S. Graduate Departments of Psychology, by Geographic Region

Table 29. Determinants of Salary Raises for Faculty in U.S. Graduate Departments of Psychology, by Geographic Region

Table 30. 1995-96 Salaries for Full-time Faculty in U.S. Doctoral and Master's Departments of Psychology by Gender, Rank, and Years in Rank

Table 31. 9-10-Month Salaries and Benefits for Selected Administrative Positions in U.S. Doctoral Departments of Psychology: 1995-96

Table 32. Average Fees Paid Adjunct Faculty Per Course Taught in U.S. Graduate Departments of Psychology: 1995-96



TABLE 26
1995-96 Starting Salaries and Expected 1996-97 Starting Salaries for
Faculty in U.S. and Canadian Graduate Departments of Psychology

	U.S. Departments ^a						Canadian Doctoral Departments ^b
	Doctoral			Master's			
	Public	Private	All	Public	Private	All	
Average starting salary in 1995-96 for a new faculty member who was a new doctorate recipient:							
Median salary	\$37,000	\$38,500	\$37,444	\$33,000	*	\$33,000	
25%	\$35,000	\$35,500	\$35,000	\$32,000		\$32,000	
75%	\$39,000	\$41,000	\$40,200	\$35,000		\$34,862	
Mean	\$37,351	\$38,567	\$37,736	\$33,464		\$33,437	
S.D.	3,849	5,457	4,422	2,484		2,454	
N	54	25	79	35	1	36	0
Comparison with 1994-95 starting salaries:							
Mean in 1994-95:	\$36,635	\$36,746	\$36,669	\$32,996	\$34,993	\$33,483	*
Mean in 1995-96:	\$37,351	\$38,567	\$37,736	\$33,464	*	\$33,437	*
Percentage change in monetary salary:	+2.0%	+5.0%	+2.9%	+1.4%	*	-0.1%	*
Percentage change in real terms:	-0.5%	+2.5%	+0.4%	-1.1%	*	-2.6%	*
Expected salary offered to a new doctorate recipient in 1996-97:							
Median salary	\$38,000	\$38,500	\$38,000	\$34,000	\$34,000	\$34,000	\$41,354
25%	\$35,500	\$35,000	\$35,000	\$32,500	\$31,000	\$32,000	\$40,280
75%	\$40,000	\$42,000	\$40,000	\$35,868	\$36,000	\$36,000	\$44,000
Mean	\$37,737	\$38,556	\$38,016	\$34,264	\$33,624	\$34,113	\$43,248
S.D.	3,313	4,867	3,921	2,813	3,666	3,029	4,588
N	151	78	229	81	25	106	13
Expected salary offered to new faculty with 2 years postdoctoral experience in 1996-97:							
Median	\$40,000	\$40,906	\$40,000	\$35,000	\$35,000	\$35,000	\$45,000
25%	\$37,000	\$36,500	\$37,000	\$34,000	\$33,000	\$34,000	\$42,625
75%	\$42,000	\$44,000	\$42,500	\$39,300	\$37,500	\$38,500	\$47,000
Mean	\$39,703	\$40,734	\$40,060	\$36,107	\$35,167	\$35,888	\$45,869
S.D.	3,676	4,953	4,181	3,713	3,821	3,741	4,510
N	147	78	225	79	24	103	13

Source: 1994-95 and 1995-96 Surveys of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

Note. The *N*s refer to the number of departments that provided the information. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. For the period of September 1994 to September 1995, the percentage change was 2.5% for the United States.

^aReported are 9-10-month salaries.

^bReported are 11-12-month salaries in Canadian dollars.

*There was an insufficient number of respondents for analysis.

TABLE 27
1995-96 Salaries and Benefits for Department Chairs
in U.S. and Canadian Graduate Departments of Psychology

	U.S. Departments ^a						Canadian Doctoral Departments ^b	
	Doctoral			Master's			All	All
	Public	Private	All	Public	Private	All		
Salary of the department chair								
Median	\$68,447	\$70,260	\$68,667	\$54,806	\$49,621	\$54,598	\$84,412	
25%	\$60,221	\$56,100	\$58,949	\$47,912	\$45,770	\$47,622	\$77,609	
75%	\$79,100	\$81,100	\$79,550	\$60,500	\$60,532	\$60,532	\$91,656	
Mean	\$70,885	\$70,278	\$70,675	\$55,427	\$52,897	\$54,760	\$83,522	
S.D.	15,612	16,970	16,063	9,613	12,689	10,509	13,330	
N	165	87	252	81	29	110	13	
Comparison with 1994-95 chair salaries								
Mean in 1994-95:	\$69,356	\$68,191	\$68,960	\$54,598	\$51,515	\$53,767	\$81,593	
Mean in 1995-96:	\$70,885	\$70,278	\$70,675	\$55,427	\$52,897	\$54,760	\$83,522	
Percent change in monetary salary:	+2.2%	+3.1%	+2.5%	+1.5%	+2.7%	+1.8%	+2.4%	
Percent change in real terms:	-0.3%	+0.6%	0.0%	-1.0%	+0.2%	-0.7%	+0.1%	
Benefits received by department chair^c								
Assistant chair position (%):	42	23	36	16	7	14	46	
Tenure-track (%):	37	16	30	17	7	15	38	
Extra secretarial support (%):	65	56	62	52	45	50	85	
Extra grad assistants (%):	25	25	25	9	21	12	15	
Summer salary (%):	53	28	44	49	10	39	na	
Other stipend (%):	42	39	41	37	34	36	62	
Reduced teaching load (%):	88	77	85	94	83	91	100	
Other (%):	8	9	8	1	0	1	8	

Source: 1994-95 and 1995-96 Surveys of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

Note. The *N*s refer to the number of departments that provided the information. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. For the period of September 1994 to September 1995, the percentage change was 2.5% for the United States and 2.3% for Canada.

^aReported are 9-10-month salaries.

^bReported are 11-12-month salaries in Canadian dollars.

^cIncluded are those departments that provided information on the salaries for department chairs. Percentages exceed 100%, given that individuals may receive multiple types of benefits.

TABLE 28
Salary Raises and Decreases for Faculty in U.S. Graduate Departments of Psychology: 1995-96

	New England %	Middle Atlantic %	East North Central %	West North Central %	South Atlantic %	East South Central %	West South Central %	Mounntn %	Pacific %
Doctoral departments									
Public									
Raises for all	60	47	87	95	83	38	68	50	76
Raises for some	40	47	10	5	14	15	21	44	18
No change	0	6	3	0	3	38	0	0	6
Both increases & decreases	0	0	0	0	0	8	11	6	0
Private									
Raises for all	80	86	80	67	71	75	40	100	74
Raises for some	20	9	20	0	21	25	60	0	16
No change	0	5	0	33	7	0	0	0	11
Master's departments									
Public									
Raises for all	100	77	89	90	100	57	44	83	43
Raises for some	0	23	0	0	0	29	22	17	21
No change	0	0	11	10	0	14	33	0	36
Private									
Raises for all	0	100	83	100	89	100	100	0	67
No change	0	0	17	0	11	0	0	0	33

Source: 1995-96 Survey of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

Note. Information on salary increases and reductions pertains to those that were effective in 1995-96. Percentages are column percentages and may not sum to 100% due to rounding.

TABLE 29
Determinants of Salary Raises for Faculty in U.S. Graduate Departments of Psychology: 1995-96

	New England %	Middle Atlantic %	East North Central %	West North Central %	South Atlantic %	East South Central %	West South Central %	Mountn %	Pacific %
Doctoral departments									
Public									
Promotion	60	41	48	45	48	31	63	56	65
Other merit inc	60	59	81	85	83	38	79	75	76
Standard adjustmt	40	12	35	35	41	23	26	69	82
Union	80	53	13	10	17	0	0	6	6
Other raise	40	18	19	35	31	15	26	19	24
Private									
Promotion	30	36	30	0	21	50	60	25	53
Other merit inc	70	77	80	67	57	50	80	100	47
Standard adjustmt	50	41	10	0	36	50	0	50	53
Union	0	9	0	0	0	0	0	0	5
Other raise	20	5	20	0	36	0	0	0	11
Master's departments									
Public									
Promotion	33	46	56	50	50	57	11	50	29
Other merit inc	33	23	67	50	83	43	56	50	29
Standard adjustmt	0	38	67	50	33	43	44	67	43
Union	67	77	44	30	0	0	0	0	36
Other raise	0	0	22	30	33	14	11	17	0
Private									
Promotion	0	50	50	0	33	0	0	0	33
Other merit inc	0	75	67	100	67	0	0	0	67
Standard adjustmt	0	88	67	0	78	100	100	0	67
Other raise	0	13	17	0	11	0	0	0	0

Source: 1995-96 Survey of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

Note. Information on salary increases pertains to those that were effective in 1995-96. Percentages are column percentages and do not sum to 100% given that raises were often determined by multiple factors.

TABLE 30
1995-96 Salaries for Full-time Faculty in U.S. Doctoral and Master's Departments of Psychology
by Gender, Rank, and Years in Rank

	Full Professor				Associate Professor			Assistant Professor	
	12 or more years	6 - 11 years	3 - 5 years	Less than 3 years	6 or more years	3 - 5 years	Less than 3 years	3 or more years	Less than 3 years
Doctoral departments									
MEN									
Median	70,574	65,300	60,641	56,460	48,621	49,134	45,085	40,700	39,343
Q1	60,558	57,510	53,172	51,522	43,498	44,975	41,470	38,000	36,000
Q3	84,101	74,665	69,415	64,872	53,929	53,542	50,000	44,200	42,000
Mean	73,277	67,134	62,447	59,617	49,362	50,000	46,655	41,711	39,439
SD	18,313	14,372	14,431	13,376	9,119	7,747	7,953	5,639	4,557
N	1,059	430	220	230	452	188	245	257	266
WOMEN									
Median	69,800	69,553	63,591	56,930	49,989	47,351	45,196	40,012	38,793
Q1	58,294	60,158	56,565	51,748	44,000	44,000	42,192	37,440	36,000
Q3	84,000	76,650	71,658	65,200	55,439	51,836	49,285	44,129	41,325
Mean	72,439	69,982	64,992	59,528	50,436	48,392	46,140	41,028	39,011
SD	17,489	12,668	12,787	11,855	8,402	6,634	7,005	5,369	4,442
N	127	140	94	103	175	140	188	258	268
Master's departments									
MEN									
Median	62,784	54,576	49,400	47,454	45,100	42,068	41,406	37,816	35,000
Q1	55,189	48,907	46,001	43,918	41,170	38,700	35,850	34,115	33,000
Q3	64,687	62,000	58,600	53,916	53,568	49,121	46,599	43,000	38,016
Mean	61,874	55,810	52,164	49,453	46,924	44,167	41,628	38,695	35,772
SD	9,139	8,108	8,631	7,864	8,834	6,904	6,226	7,126	4,471
N	248	137	42	62	97	53	54	80	74
WOMEN									
Median	62,784	60,111	52,302	52,000	48,213	43,164	40,411	36,932	34,333
Q1	58,578	50,188	49,667	44,865	42,669	39,650	36,510	34,700	32,740
Q3	65,655	63,537	62,000	54,898	50,773	51,421	43,700	40,573	37,573
Mean	62,743	58,394	55,039	51,532	47,601	45,264	40,984	37,796	35,272
SD	7,735	7,530	10,149	7,851	6,726	7,851	5,877	4,631	4,069
N	40	36	25	33	40	35	50	99	80

Source: 1995-96 Survey of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis.

TABLE 31
9-10-Month Salaries and Benefits for Selected Administrative Positions
in U.S. Doctoral Departments of Psychology: 1995-96

	Director of Graduate Training	Undergrad Training Director	Clinical Training Director	Counseling Training Director	Director of Psych Svcs Clinic	Experimntl Training Director	Associate Chair
Full professor							
Median	\$65,440	\$59,628	\$64,963	\$61,055	\$56,806	\$67,192	a
Q1	\$57,300	\$52,932	\$57,900	\$51,130	\$47,448	\$57,987	
Q3	\$78,800	\$70,000	\$76,000	\$66,791	\$72,726	\$80,400	
Mean	\$68,707	\$61,905	\$66,580	\$60,523	\$58,769	\$71,073	
SD	13,472	11,777	13,588	10,375	14,256	23,535	
N	51	30	66	12	12	10	9
Benefits^b							
Extra secretarial support	55%	47%	44%	17%	83%	50%	33%
Extra graduate assistants	14%	27%	14%	75%	42%	30%	11%
Summer salary	22%	27%	48%	42%	25%	60%	33%
Other stipend	18%	20%	18%	0%	8%	10%	33%
Reduced teaching load	76%	70%	73%	67%	67%	90%	78%
Other benefit	4%	3%	9%	0%	0%	10%	11%
Associate professor							
Median	\$48,100	\$50,520	\$49,190	\$46,315	\$44,513	a	\$48,858
Q1	\$42,190	\$44,859	\$44,278	\$43,110	\$41,499		\$46,500
Q3	\$52,673	\$54,000	\$54,325	\$50,339	\$47,089		\$54,200
Mean	\$47,324	\$49,190	\$49,420	\$47,253	\$46,172		\$50,946
SD	5,977	7,511	6,985	4,564	7,527		7,181
N	35	21	36	12	15	8	10
Benefits^b							
Extra secretarial support	43%	33%	56%	17%	80%	25%	50%
Extra graduate assistants	37%	33%	14%	42%	40%	0%	10%
Summer salary	20%	38%	31%	42%	27%	25%	40%
Other stipend	20%	14%	6%	0%	20%	0%	20%
Reduced teaching load	71%	52%	75%	75%	60%	88%	80%
Other benefit	0%	5%	3%	0%	0%	0%	0%

Source: 1995-96 Survey of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

^a No statistics are provided where the N of faculty is less than 10.

^b Percentages exceed 100%, given that individuals may receive multiple types of benefits.

TABLE 32
Average Fees Paid Adjunct Faculty Per Course Taught
in U.S. Graduate Departments of Psychology: 1995-96

	Amount faculty paid per course							<u>N</u>
	Median	10%	25%	75%	90%	Mean	SD	
Doctoral departments								
Public	\$2,725	\$1,714	\$2,000	\$3,500	\$5,000	\$3,052	1,347	144
Private	\$2,500	\$1,800	\$2,000	\$3,313	\$5,000	\$2,989	1,529	84
Psychology	\$3,000	\$1,800	\$2,160	\$4,000	\$5,000	\$3,278	1,499	145
Educational/ Counseling/School	\$2,500	\$1,750	\$2,000	\$3,000	\$4,000	\$2,656	867	48
Human Development								8
Professional School	\$2,000	\$1,650	\$1,800	\$2,338	\$2,550	\$2,025	402	24
Other								3
All	\$2,600	\$1,750	\$2,000	\$3,500	\$5,000	\$3,029	1,414	228
Master's departments								
Public	\$2,000	\$1,200	\$1,500	\$2,500	\$3,500	\$2,190	973	74
Private	\$2,000	\$1,500	\$1,700	\$2,500	\$3,000	\$2,170	612	27
Psychology	\$2,000	\$1,210	\$1,500	\$2,500	\$3,463	\$2,177	913	90
Educational/ Counseling/School	\$2,400	\$1,500	\$1,500	\$2,500	\$3,100	\$2,250	676	11
All	\$2,000	\$1,350	\$1,500	\$2,500	\$3,425	\$2,185	888	101

Source: 1995-96 Survey of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

Note. The Ns refer to the number of departments that provided the information. No statistics are reported where the N of departments is less than 10.

APPENDIX A

Table A. Response Rates for Selected Subgroups: 1995-96 Survey of Graduate Departments of Psychology

TABLE A
Response Rates for Selected Subgroups:
1995-96 Survey of Faculty Salaries in Graduate Departments of Psychology

	<u>U.S. Departments</u>						<u>Canadian</u>	
	<u>Doctoral</u>			<u>Master's</u>			<u>Departments</u>	
	Public (N=235) %	Private (N=140) %	Total (N=375) %	Public (N=146) %	Private (N=64) %	Total (N=210) %	Doctoral (N=29) %	Master's (N=5) %
Total	71	66	69	56	45	53	48	20
Region								
New England	56	50	52	43	0	19	na	na
Middle Atlantic	55	67	61	65	44	55	na	na
East North Central	72	44	62	53	86	62	na	na
West North Central	83	60	79	64	33	59	na	na
South Atlantic	72	82	75	44	90	57	na	na
East South Central	72	80	74	58	100	62	na	na
West South Central	70	83	73	53	20	46	na	na
Mountain	84	60	79	75	na	75	na	na
Pacific	71	87	79	58	27	49	na	na
Type of department								
Psychology	80	73	77	56	53	55	50	20
Educational/Counseling/ School psychology	63	32	56	53	33	46	50	na
Human development	46	100	56	na	na	na	na	na
Professional	75	72	72	na	0	0	na	na
Other	33	56	44	67	0	25	100	na

Note. These response rates are for those departments providing sufficient salary information to be included in the analyses for any of the tables within this report. The category "Educational/Counseling/School Psychology" includes departments of educational psychology, counseling psychology, school psychology, and other similar units. The "Other" category is a heterogeneous group of departments, including programs in industrial-organizational psychology and rehabilitation.

na = Not applicable.

APPENDIX B

STATES COMPRISING GEOGRAPHIC REGIONS IN THE UNITED STATES

APPENDIX B

States Comprising Geographic Regions in the United States

New England:	Connecticut Maine Massachusetts New Hampshire Rhode Island Vermont
Middle Atlantic:	New Jersey New York Pennsylvania
East North Central:	Illinois Indiana Michigan Ohio Wisconsin
West North Central:	Iowa Kansas Minnesota Missouri Nebraska North Dakota South Dakota
South Atlantic:	Delaware District of Columbia Florida Georgia Maryland North Carolina South Carolina Virginia West Virginia
East South Central:	Alabama Kentucky Mississippi Tennessee
West South Central:	Arkansas Louisiana Oklahoma Texas

Mountain:

Arizona
Colorado
Idaho
Montana
Nevada
New Mexico
Utah
Wyoming

Pacific:

Alaska
California
Hawaii
Oregon
Washington

