

1996-97 FACULTY SALARIES IN GRADUATE DEPARTMENTS OF PSYCHOLOGY

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1996-97 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 1996 the Faculty Salaries portion of the 1996-97 Survey of Graduate Departments of Psychology was mailed to 694 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 (NCSP). 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 late November were sent a second set of materials.

Of the 694 departments and professional schools surveyed, 384 provided at least some usable information, for an overall response rate of 55.3%. Data presented in this report are based on 6,491 faculty who hold doctorates, who are employed full time, and for whom the relevant data were available. Included in this total are 4,927 faculty in 254 U.S. doctoral departments, 1,186 faculty in 103 U.S. master's departments, and 378 faculty in 12 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 (62.1%) than for master's departments (46.5%). Departments in the U.S. overall were far more likely to have completed the survey than Canadian departments (56.4% versus 36.1%). 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 was only one 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

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 and the Embassy of Canada). 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.

REFERENCES

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

American Psychological Association (1991). Graduate Study in Psychology and Associated Fields, 1990, with 1991 Addendum. Washington, DC: Author.

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 1994-95 to 1996-97 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

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TABLE 1
Changes in Average Salaries of Full-time Faculty in U.S. Doctoral
Departments of Psychology by Rank: 1994-95 to 1996-97

| | Full professor | Associate professor | Assistant professor | Lecturer/ Instructor | All ranks |
|--|---------------------|---------------------|---------------------|-------------------------|---------------------|
| U.S. Doctoral Departments | | | | | |
| 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 |
| 1996-97 (251 departments) | \$71,249 N=2,351 | \$50,389 N=1,396 | \$41,380 N=1,061 | \$36,966 N=49 | \$58,383 N=4,857 |
| Percent change in monetary salary | | | | | |
| 1994-95 to 1995-96 | +2.8% | +2.2% | +2.9% | +1.4% | +2.5% |
| 1995-96 to 1996-97 | +3.9% | +3.7% | +2.8% | -2.2% | +3.2% |
| Percent change in real terms | | | | | |
| 1994-95 to 1995-96 | +0.3% | -0.3% | +0.4% | -1.1% | 0.0% |
| 1995-96 to 1996-97 | +0.9% | +0.7% | -0.2% | -0.8% | +0.2% |
| All U.S. Departments | | | | | |
| 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 |
| 1996-97 (351 departments) | \$68,956 N=2,865 | \$49,521 N=1,696 | \$40,586 N=1,374 | \$35,848 N=63 | \$56,614 N=5,998 |
| Percent change in monetary salary | | | | | |
| 1994-95 to 1995-96 | +2.6% | +2.1% | +3.0% | +1.3% | +2.6% |
| 1995-96 to 1996-97 | +4.0% | +3.6% | +2.9% | -1.3% | +3.1% |
| Percent change in real terms | | | | | |
| 1994-95 to 1995-96 | +0.1% | -0.4% | +0.5% | -1.2% | +0.1% |
| 1995-96 to 1996-97 | +1.0% | +0.6% | -0.1% | -4.3% | +0.1% |

Source: 1995-96 and 1996-97 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 2.5% for the period from September 1994 to September 1995 and 3.0% for the period from September 1995 to September 1996.

TABLE 2
Changes in Average Salaries of Full-Time Faculty in U.S. Doctoral Departments of Psychology
by Rank and Years in Rank: 1994-95 to 1996-97

| | Full Professor | | | | Associate Professor | | | Assistant Professor | | Lecturer/Instr. | |
|--|---------------------|-------------------|-------------------|-------------------|---------------------|-------------------|-------------------|---------------------|-------------------|------------------|-------------------|
| | 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 | 3 or more years | Less than 3 years |
| 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 |
| 1996-97 (251 departments) | \$75,735 N=1,177 | \$70,169 N=565 | \$64,766 N=293 | \$62,331 N=292 | \$51,125 N=632 | \$51,348 N=336 | \$48,388 N=415 | \$42,777 N=495 | \$40,138 N=559 | \$39,797 N=18 | \$35,908 N=28 |
| Percent change in monetary salary | | | | | | | | | | | |
| 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% |
| 1995-96 to 1996-97 | +3.5% | +3.4% | +2.5% | +4.6% | +3.0% | +4.1% | +4.2% | +3.4% | +2.4% | -5.8% | +4.0% |
| Percent change in real terms | | | | | | | | | | | |
| 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% |
| 1995-96 to 1996-97 | +0.5% | +0.4% | -0.5% | +1.6% | +0.0% | +1.1% | +1.2% | +0.4% | -0.6% | -8.8% | +1.0% |

Source: 1995-96 and 1996-97 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 2.5% for the period from September 1994 to September 1995 and 3.0% for the period from September 1995 to September 1996.

TABLE 3
Distribution of 1996-97 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 | 37 | 29 | 32 | 15 | 3 | 2 | | | | | |
| 100,000-104,999 | 17 | 11 | 10 | 12 | 4 | 4 | | | | | |
| 95,000-99,999 | 11 | 13 | 12 | 9 | 5 | 4 | | | | | |
| 90,000-94,999 | 19 | 22 | 23 | 25 | 8 | 8 | | 1 | | | |
| 85,000-89,999 | 15 | 28 | 35 | 22 | 6 | 4 | 2 | | 2 | | |
| 80,000-84,999 | 29 | 28 | 37 | 36 | 10 | 10 | 3 | 2 | | | |
| \$79,000-79,999 | 5 | 9 | 12 | 15 | 3 | | 1 | | | | |
| 78,000-78,999 | 6 | 9 | 5 | 8 | 2 | 2 | 1 | | | | |
| 77,000-77,999 | 6 | 11 | 8 | 16 | 4 | 4 | | | | | |
| 76,000-76,999 | 2 | 10 | 8 | 11 | 7 | | | | | | |
| 75,000-75,999 | 6 | 5 | 11 | 13 | | 1 | | 1 | | | |
| \$74,000-74,999 | 5 | 12 | 15 | 18 | 8 | 1 | 2 | 2 | 1 | | |
| 73,000-73,999 | 8 | 10 | 11 | 20 | 3 | 5 | 7 | 1 | | 2 | |
| 72,000-72,999 | 11 | 11 | 13 | 18 | 6 | 6 | 4 | 1 | | | |
| 71,000-71,999 | 9 | 10 | 11 | 11 | 6 | 4 | 1 | 1 | | | |
| 70,000-70,999 | 3 | 10 | 13 | 10 | 8 | 4 | 7 | | | | |
| \$69,000-69,999 | 7 | 6 | 11 | 19 | 9 | 6 | 4 | | 1 | | |
| 68,000-68,999 | 4 | 11 | 15 | 13 | 8 | 9 | 3 | 1 | 2 | | |
| 67,000-67,999 | 3 | 8 | 16 | 16 | 9 | 5 | 4 | 2 | 2 | | |
| 66,000-66,999 | 6 | 10 | 17 | 13 | 7 | 9 | | 2 | 1 | | |
| 65,000-65,999 | 2 | 14 | 14 | 18 | 7 | 10 | 8 | 3 | 6 | 1 | |
| \$64,000-64,999 | 5 | 10 | 15 | 18 | 13 | 7 | 10 | 2 | | 1 | |
| 63,000-63,999 | 8 | 8 | 7 | 10 | 15 | 10 | 6 | 4 | 3 | | |
| 62,000-62,999 | 5 | 8 | 12 | 18 | 8 | 6 | 6 | 9 | 2 | 1 | |
| 61,000-61,999 | 4 | 10 | 12 | 15 | 4 | 10 | 14 | 2 | 1 | 1 | |
| 60,000-60,999 | 3 | 6 | 18 | 15 | 12 | 11 | 9 | 5 | 5 | | |
| \$59,000-59,999 | 4 | 5 | 13 | 16 | 9 | 7 | 14 | 8 | 7 | 2 | |
| 58,000-58,999 | 4 | 6 | 12 | 14 | 5 | 7 | 17 | 8 | 3 | | 1 |
| 57,000-57,999 | 4 | 2 | 11 | 17 | 10 | 14 | 14 | 13 | 6 | 4 | |
| 56,000-56,999 | 3 | 7 | 9 | 15 | 10 | 10 | 12 | 14 | 7 | 4 | |
| 55,000-55,999 | 2 | 6 | 10 | 10 | 9 | 15 | 27 | 13 | 11 | 4 | |
| \$54,000-54,999 | 2 | 11 | 7 | 9 | 16 | 15 | 28 | 7 | 11 | | 1 |
| 53,000-53,999 | 1 | 1 | 7 | 9 | 10 | 14 | 28 | 14 | 13 | 4 | |
| 52,000-52,999 | 1 | 12 | 4 | 11 | 4 | 11 | 36 | 22 | 11 | 7 | |
| 51,000-51,999 | 2 | 5 | 8 | 8 | 8 | 10 | 32 | 16 | 23 | 12 | 2 |
| 50,000-50,999 | 2 | 7 | 7 | 8 | 4 | 11 | 33 | 16 | 27 | 10 | 8 |
| \$49,000-49,999 | 2 | 1 | 4 | 6 | 6 | 7 | 24 | 23 | 14 | 8 | 5 |
| 48,000-48,999 | 2 | 1 | 2 | 6 | 6 | 7 | 33 | 21 | 27 | 13 | 7 |
| 47,000-47,999 | | 3 | 6 | 3 | 6 | 4 | 26 | 17 | 29 | 16 | 10 |
| 46,000-46,999 | 3 | | 3 | 6 | 1 | 4 | 24 | 20 | 33 | 27 | 19 |
| 45,000-45,999 | 1 | 2 | | 3 | 3 | 1 | 33 | 18 | 28 | 23 | 14 |
| \$44,000-44,999 | 3 | 2 | 1 | 3 | 1 | 4 | 33 | 27 | 31 | 29 | 29 |
| 43,000-43,999 | | 3 | 1 | 2 | 3 | 4 | 19 | 7 | 25 | 31 | 49 |
| 42,000-42,999 | | 2 | 1 | 2 | 1 | 4 | 22 | 9 | 21 | 49 | 44 |
| 41,000-41,999 | 1 | 1 | 1 | 1 | 3 | 1 | 10 | 5 | 17 | 43 | 55 |
| 40,000-40,999 | 1 | | 1 | | 1 | | 13 | 4 | 18 | 38 | 57 |
| \$39,000-39,999 | | 1 | | | 1 | | 9 | 8 | 12 | 43 | 45 |
| 38,000-38,999 | | 1 | | 2 | 1 | | 14 | 3 | 6 | 39 | 59 |
| 37,000-37,999 | 1 | | | | | | 10 | 2 | 3 | 31 | 35 |
| 36,000-36,999 | | | | | | | 12 | | 2 | 22 | 36 |
| 35,000-35,999 | 1 | | | | | | 6 | | 3 | 8 | 30 |
| \$34,000-34,999 | 1 | | | | | | 4 | 2 | | 8 | 11 |
| 33,000-33,999 | | | | | | | 5 | | 1 | 6 | 12 |
| 32,000-32,999 | | | | | | | 1 | | | 2 | 11 |
| 31,000-31,999 | | | | | | | | | | 1 | 3 |
| Less than 31,000 | 1 | | | | | | 1 | | | 5 | 16 |

Source: 1996-97 Survey of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

TABLE 4
1996-97 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 | 78,012 | 56,700 | 66,220 | 93,600 | 109,462 | 80,640 | 21,761 | 278 |
| 18 - 23 years | 72,570 | 52,850 | 62,600 | 85,422 | 101,100 | 74,924 | 17,972 | 398 |
| 12 - 17 years | 70,489 | 54,826 | 60,987 | 82,904 | 96,700 | 73,658 | 17,740 | 501 |
| 6 - 11 years | 68,581 | 52,390 | 59,300 | 78,169 | 90,730 | 70,169 | 15,049 | 565 |
| 3 - 5 years | 63,270 | 49,172 | 54,837 | 71,277 | 83,326 | 64,766 | 13,699 | 293 |
| Less than 3 years | 59,300 | 49,080 | 53,220 | 68,029 | 82,100 | 62,331 | 13,479 | 292 |
| Not specified | 69,000 | 32,720 | 56,618 | 75,912 | 80,164 | 64,334 | 20,185 | 24 |
| All years | 68,500 | 51,830 | 58,666 | 80,100 | 94,669 | 71,249 | 17,645 | 2,351 |
| Associate professor | | | | | | | | |
| 6 or more years | 50,509 | 40,025 | 44,968 | 55,631 | 62,887 | 51,125 | 9,180 | 632 |
| 3 - 5 years | 50,000 | 43,100 | 45,859 | 55,826 | 61,364 | 51,348 | 7,836 | 336 |
| Less than 3 years | 47,200 | 40,849 | 43,758 | 51,600 | 57,000 | 48,388 | 7,089 | 415 |
| Not specified | 54,000 | 46,000 | 48,086 | 57,672 | 62,000 | 53,705 | 5,949 | 13 |
| All years | 49,285 | 41,000 | 44,806 | 54,660 | 61,000 | 50,389 | 8,357 | 1,396 |
| Assistant professor | | | | | | | | |
| 3 or more years | 42,000 | 36,892 | 39,000 | 45,771 | 50,300 | 42,777 | 5,820 | 495 |
| Less than 3 years | 40,000 | 35,000 | 37,522 | 43,000 | 45,755 | 40,138 | 4,495 | 559 |
| Not specified | | | | | | | | 7 |
| All years | 41,000 | 35,500 | 38,192 | 44,000 | 47,600 | 41,380 | 5,318 | 1,061 |
| Lecturer/Instructor | | | | | | | | |
| 3 or more years | 37,450 | 26,850 | 33,700 | 43,175 | 59,723 | 39,797 | 10,171 | 18 |
| Less than 3 years | 35,450 | 28,000 | 31,388 | 38,543 | 45,400 | 35,908 | 7,634 | 28 |
| Not specified | | | | | | | | 3 |
| All years | 35,900 | 26,000 | 31,500 | 40,300 | 48,775 | 36,966 | 8,882 | 49 |

Source: 1996-97 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
1996-97 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 (251 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 72,600 | 54,521 | 62,570 | 86,139 | 102,758 | 75,735 | 19,030 | 1,177 |
| 6 - 11 years | 68,581 | 52,390 | 59,300 | 78,169 | 90,730 | 70,169 | 15,049 | 565 |
| 3 - 5 years | 63,270 | 49,172 | 54,837 | 71,277 | 83,326 | 64,766 | 13,699 | 293 |
| Less than 3 years | 59,300 | 49,080 | 53,220 | 68,029 | 82,100 | 62,331 | 13,479 | 292 |
| All years | 68,500 | 51,830 | 58,666 | 80,100 | 94,669 | 71,249 | 17,645 | 2,351 |
| Associate professor | | | | | | | | |
| 6 or more years | 50,509 | 40,025 | 44,968 | 55,631 | 62,887 | 51,125 | 9,180 | 632 |
| 3 - 5 years | 50,000 | 43,100 | 45,859 | 55,826 | 61,364 | 51,348 | 7,836 | 336 |
| Less than 3 years | 47,200 | 40,849 | 43,758 | 51,600 | 57,000 | 48,388 | 7,089 | 415 |
| All years | 49,285 | 41,000 | 44,806 | 54,660 | 61,000 | 50,389 | 8,357 | 1,396 |
| Assistant professor | | | | | | | | |
| 3 or more years | 42,000 | 36,892 | 39,000 | 45,771 | 50,300 | 42,777 | 5,820 | 495 |
| Less than 3 years | 40,000 | 35,000 | 37,522 | 43,000 | 45,755 | 40,138 | 4,495 | 559 |
| All years | 41,000 | 35,500 | 38,192 | 44,000 | 47,600 | 41,380 | 5,318 | 1,061 |
| All ranks | 54,033 | 39,106 | 44,300 | 68,576 | 83,811 | 58,383 | 18,547 | 4,857 |
| NEW ENGLAND (16 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 76,067 | 60,987 | 66,026 | 94,000 | 113,638 | 81,707 | 19,371 | 94 |
| 6 - 11 years | 68,997 | 57,357 | 61,515 | 75,081 | 100,500 | 71,650 | 14,869 | 27 |
| 3 - 5 years | 68,807 | 54,491 | 64,521 | 77,858 | 99,600 | 72,561 | 16,083 | 16 |
| Less than 3 years | 64,062 | 51,481 | 55,640 | 71,093 | 94,200 | 68,309 | 18,293 | 18 |
| All years | 71,631 | 58,535 | 63,499 | 87,238 | 109,575 | 77,455 | 18,849 | 155 |
| Associate professor | | | | | | | | |
| 6 or more years | 55,741 | 43,183 | 48,301 | 63,783 | 72,600 | 56,771 | 11,236 | 47 |
| 3 - 5 years | 53,800 | 46,575 | 52,773 | 58,800 | 66,155 | 56,539 | 9,916 | 19 |
| Less than 3 years | 49,436 | 41,950 | 46,200 | 55,000 | 58,850 | 50,264 | 5,883 | 19 |
| All years | 53,379 | 44,366 | 48,612 | 59,900 | 69,010 | 55,265 | 10,243 | 85 |
| Assistant professor | | | | | | | | |
| 3 or more years | 44,672 | 37,296 | 42,200 | 48,902 | 52,000 | 44,897 | 5,365 | 36 |
| Less than 3 years | 43,155 | 35,700 | 40,900 | 44,500 | 46,850 | 42,233 | 3,928 | 33 |
| All years | 43,650 | 36,225 | 40,900 | 46,500 | 50,700 | 43,623 | 4,886 | 69 |
| All ranks | 59,812 | 42,400 | 47,036 | 72,684 | 94,000 | 63,595 | 20,449 | 312 |
| MID ATLANTIC (37 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 81,652 | 62,769 | 73,000 | 98,486 | 108,795 | 84,706 | 19,761 | 153 |
| 6 - 11 years | 74,137 | 61,248 | 67,630 | 83,500 | 96,741 | 76,677 | 14,908 | 90 |
| 3 - 5 years | 74,166 | 60,941 | 66,900 | 83,326 | 92,700 | 75,600 | 12,480 | 41 |
| Less than 3 years | 64,707 | 54,111 | 58,117 | 70,848 | 80,930 | 65,652 | 10,342 | 42 |
| All years | 75,000 | 59,500 | 67,300 | 86,950 | 104,900 | 78,755 | 17,681 | 334 |
| Associate professor | | | | | | | | |
| 6 or more years | 55,756 | 43,149 | 50,716 | 61,991 | 68,544 | 55,998 | 9,608 | 112 |
| 3 - 5 years | 51,681 | 44,481 | 47,370 | 57,386 | 62,577 | 52,879 | 6,998 | 48 |
| Less than 3 years | 48,025 | 42,000 | 44,749 | 51,310 | 56,253 | 48,411 | 5,697 | 46 |
| All years | 52,801 | 42,952 | 47,481 | 59,000 | 66,304 | 53,603 | 8,798 | 207 |
| Assistant professor | | | | | | | | |
| 3 or more years | 42,985 | 38,761 | 40,200 | 48,177 | 55,000 | 44,857 | 6,188 | 62 |
| Less than 3 years | 42,000 | 38,000 | 40,000 | 43,925 | 47,000 | 42,144 | 4,177 | 64 |
| All years | 42,098 | 38,600 | 40,000 | 45,975 | 50,400 | 43,467 | 5,396 | 127 |
| All ranks | 60,813 | 41,496 | 47,770 | 75,000 | 92,500 | 63,963 | 20,308 | 675 |

(continued)

TABLE 5 (continued)
1996-97 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 (42 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 72,000 | 54,900 | 62,821 | 83,910 | 98,017 | 74,542 | 17,745 | 224 |
| 6 - 11 years | 70,475 | 54,963 | 62,580 | 81,840 | 100,000 | 74,322 | 16,920 | 94 |
| 3 - 5 years | 61,700 | 52,083 | 54,351 | 69,736 | 83,684 | 64,410 | 12,540 | 50 |
| Less than 3 years | 60,168 | 50,700 | 54,515 | 67,241 | 78,000 | 62,300 | 11,980 | 68 |
| All years | 68,079 | 53,145 | 59,026 | 79,897 | 94,070 | 71,423 | 16,969 | 436 |
| Associate professor | | | | | | | | |
| 6 or more years | 51,114 | 42,600 | 47,181 | 55,566 | 61,750 | 51,913 | 8,039 | 123 |
| 3 - 5 years | 49,068 | 44,700 | 46,000 | 56,200 | 63,400 | 51,801 | 7,946 | 70 |
| Less than 3 years | 47,822 | 43,039 | 44,660 | 53,700 | 62,400 | 49,874 | 7,089 | 67 |
| All years | 49,891 | 43,370 | 46,050 | 54,796 | 63,088 | 51,358 | 7,800 | 260 |
| Assistant professor | | | | | | | | |
| 3 or more years | 42,186 | 38,313 | 40,284 | 46,639 | 52,063 | 44,001 | 6,619 | 114 |
| Less than 3 years | 40,083 | 35,000 | 38,000 | 42,900 | 46,000 | 40,258 | 4,638 | 105 |
| All years | 41,454 | 37,000 | 39,204 | 44,400 | 48,500 | 42,206 | 6,040 | 219 |
| All ranks | 54,315 | 40,000 | 44,892 | 67,911 | 83,317 | 58,467 | 17,942 | 928 |
| WEST NORTH CENTRAL (25 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 68,111 | 50,958 | 58,147 | 79,152 | 88,812 | 69,827 | 17,913 | 123 |
| 6 - 11 years | 64,031 | 47,410 | 56,022 | 81,097 | 92,353 | 66,909 | 15,475 | 39 |
| 3 - 5 years | 62,550 | 51,253 | 56,501 | 67,955 | 71,212 | 62,155 | 9,162 | 26 |
| Less than 3 years | 56,400 | 50,000 | 52,850 | 62,239 | 71,374 | 59,790 | 13,224 | 23 |
| All years | 64,052 | 48,382 | 55,230 | 75,982 | 88,052 | 66,411 | 17,172 | 216 |
| Associate professor | | | | | | | | |
| 6 or more years | 51,015 | 43,454 | 47,500 | 54,100 | 60,320 | 51,514 | 7,265 | 49 |
| 3 - 5 years | 49,127 | 41,060 | 45,878 | 56,633 | 60,910 | 50,295 | 7,168 | 29 |
| Less than 3 years | 47,000 | 42,283 | 44,250 | 50,500 | 55,667 | 47,653 | 4,551 | 39 |
| All years | 49,127 | 42,283 | 44,900 | 53,547 | 58,793 | 49,925 | 6,623 | 117 |
| Assistant professor | | | | | | | | |
| 3 or more years | 41,377 | 34,820 | 37,800 | 42,600 | 45,000 | 40,575 | 4,345 | 38 |
| Less than 3 years | 40,000 | 35,190 | 38,000 | 40,900 | 43,200 | 39,403 | 2,893 | 45 |
| All years | 40,100 | 35,190 | 37,822 | 42,000 | 43,468 | 39,940 | 3,655 | 83 |
| All ranks | 52,850 | 38,901 | 43,729 | 64,650 | 79,900 | 56,366 | 16,933 | 419 |
| SOUTH ATLANTIC (45 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 72,751 | 54,000 | 63,598 | 84,174 | 102,266 | 75,265 | 17,710 | 216 |
| 6 - 11 years | 65,411 | 51,806 | 57,370 | 76,900 | 89,900 | 67,747 | 15,017 | 122 |
| 3 - 5 years | 60,980 | 47,338 | 54,361 | 68,067 | 76,300 | 62,180 | 11,976 | 69 |
| Less than 3 years | 57,628 | 45,545 | 51,940 | 66,638 | 84,175 | 61,424 | 14,177 | 56 |
| All years | 66,683 | 51,500 | 57,400 | 78,726 | 93,000 | 69,688 | 16,844 | 466 |
| Associate professor | | | | | | | | |
| 6 or more years | 48,050 | 37,400 | 44,575 | 52,672 | 56,293 | 48,287 | 7,740 | 142 |
| 3 - 5 years | 49,950 | 42,000 | 45,500 | 53,975 | 57,260 | 49,862 | 6,218 | 71 |
| Less than 3 years | 48,000 | 42,300 | 44,664 | 53,000 | 59,597 | 49,527 | 7,482 | 86 |
| All years | 48,425 | 39,975 | 44,664 | 53,170 | 57,260 | 49,025 | 7,310 | 302 |
| Assistant professor | | | | | | | | |
| 3 or more years | 41,506 | 35,600 | 38,881 | 45,771 | 48,514 | 42,122 | 5,812 | 75 |
| Less than 3 years | 40,000 | 33,538 | 37,000 | 42,652 | 44,750 | 39,963 | 4,663 | 105 |
| All years | 40,650 | 34,390 | 37,920 | 43,600 | 47,262 | 40,863 | 5,267 | 180 |
| All ranks | 53,000 | 39,225 | 44,596 | 66,605 | 81,500 | 57,431 | 17,676 | 956 |

(continued)

TABLE 5 (continued)
 1996-97 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 | 65,343 | 51,870 | 57,868 | 73,388 | 87,038 | 68,030 | 15,799 | 76 |
| 6 - 11 years | 60,751 | 50,531 | 55,008 | 69,412 | 74,975 | 62,122 | 11,219 | 42 |
| 3 - 5 years | 53,799 | 47,165 | 48,894 | 55,698 | 68,331 | 55,566 | 10,776 | 20 |
| Less than 3 years | 53,045 | 46,341 | 50,986 | 61,000 | 69,088 | 55,667 | 8,701 | 13 |
| All years | 61,119 | 49,473 | 53,844 | 69,300 | 80,000 | 63,671 | 14,303 | 151 |
| Associate professor | | | | | | | | |
| 6 or more years | 44,184 | 38,760 | 40,850 | 48,044 | 54,400 | 45,385 | 7,631 | 33 |
| 3 - 5 years | 44,662 | 38,943 | 42,800 | 51,852 | 66,600 | 48,738 | 11,435 | 20 |
| Less than 3 years | 42,037 | 38,350 | 40,303 | 46,340 | 57,000 | 44,599 | 6,407 | 27 |
| All years | 43,944 | 38,610 | 40,881 | 47,989 | 58,150 | 45,958 | 8,442 | 80 |
| Assistant professor | | | | | | | | |
| 3 or more years | 38,640 | 35,910 | 37,047 | 43,957 | 48,200 | 40,527 | 4,749 | 39 |
| Less than 3 years | 38,184 | 33,990 | 36,025 | 41,966 | 43,500 | 38,801 | 3,925 | 44 |
| All years | 38,512 | 34,950 | 36,597 | 42,507 | 46,000 | 39,612 | 4,391 | 83 |
| All ranks | 48,980 | 37,047 | 41,141 | 61,236 | 71,500 | 52,786 | 15,345 | 315 |
| WEST SOUTH CENTRAL (21 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 63,064 | 46,363 | 55,202 | 74,468 | 84,560 | 64,793 | 14,206 | 80 |
| 6 - 11 years | 61,293 | 49,964 | 55,500 | 69,000 | 76,084 | 62,197 | 9,624 | 46 |
| 3 - 5 years | 58,743 | 48,900 | 54,500 | 64,517 | 71,277 | 60,038 | 11,860 | 18 |
| Less than 3 years | 55,418 | 51,100 | 52,906 | 57,645 | 86,622 | 58,560 | 11,317 | 17 |
| All years | 60,570 | 49,700 | 54,923 | 71,132 | 80,185 | 62,862 | 12,582 | 161 |
| Associate professor | | | | | | | | |
| 6 or more years | 44,430 | 37,500 | 40,783 | 48,656 | 54,250 | 44,999 | 6,465 | 57 |
| 3 - 5 years | 48,600 | 44,000 | 44,591 | 50,000 | 56,889 | 49,472 | 7,581 | 17 |
| Less than 3 years | 43,701 | 39,700 | 41,457 | 46,886 | 48,116 | 44,032 | 3,778 | 34 |
| All years | 44,548 | 38,309 | 41,640 | 48,536 | 54,134 | 45,398 | 6,179 | 108 |
| Assistant professor | | | | | | | | |
| 3 or more years | 40,193 | 36,132 | 37,879 | 42,300 | 45,000 | 40,119 | 3,676 | 58 |
| Less than 3 years | 38,055 | 35,000 | 35,020 | 39,158 | 42,500 | 38,101 | 4,222 | 62 |
| All years | 38,980 | 35,000 | 36,855 | 40,958 | 44,755 | 39,077 | 4,079 | 120 |
| All ranks | 45,986 | 36,900 | 39,535 | 57,645 | 71,752 | 50,445 | 13,921 | 394 |
| MOUNTAIN (15 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 70,022 | 52,400 | 60,150 | 81,747 | 88,350 | 70,944 | 13,503 | 87 |
| 6 - 11 years | 72,700 | 57,392 | 63,400 | 77,602 | 87,050 | 71,255 | 12,463 | 47 |
| 3 - 5 years | 60,650 | 40,962 | 47,526 | 65,070 | 70,094 | 58,010 | 10,955 | 20 |
| Less than 3 years | | | | | | | | 9 |
| All years | 68,600 | 49,080 | 59,292 | 77,830 | 85,955 | 68,460 | 13,836 | 163 |
| Associate professor | | | | | | | | |
| 6 or more years | 49,385 | 41,414 | 44,048 | 53,677 | 59,826 | 49,488 | 7,268 | 30 |
| 3 - 5 years | 49,094 | 43,800 | 45,273 | 52,650 | 55,519 | 48,819 | 4,825 | 24 |
| Less than 3 years | 46,695 | 42,444 | 44,705 | 50,711 | 55,889 | 48,125 | 6,509 | 38 |
| All years | 48,595 | 42,384 | 44,598 | 51,950 | 56,000 | 48,750 | 6,347 | 92 |
| Assistant professor | | | | | | | | |
| 3 or more years | 42,322 | 36,580 | 38,503 | 44,027 | 46,000 | 41,372 | 4,172 | 34 |
| Less than 3 years | 41,876 | 34,000 | 37,895 | 43,730 | 45,452 | 40,757 | 4,337 | 36 |
| All years | 42,147 | 34,074 | 38,352 | 43,969 | 45,925 | 41,055 | 4,238 | 70 |
| All ranks | 51,261 | 39,252 | 44,027 | 68,600 | 79,975 | 56,538 | 16,130 | 330 |

(continued)

TABLE 5 (continued)
1996-97 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 (33 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 81,300 | 58,487 | 66,790 | 96,550 | 112,800 | 84,120 | 21,965 | 124 |
| 6 - 11 years | 73,150 | 52,100 | 59,436 | 79,900 | 90,730 | 71,210 | 13,466 | 58 |
| 3 - 5 years | 64,880 | 50,606 | 56,617 | 73,300 | 93,600 | 67,777 | 16,316 | 33 |
| Less than 3 years | 61,600 | 47,200 | 53,170 | 71,466 | 92,500 | 64,468 | 16,004 | 46 |
| All years | 72,991 | 52,467 | 61,324 | 86,700 | 103,100 | 75,626 | 20,058 | 269 |
| Associate professor | | | | | | | | |
| 6 or more years | 51,352 | 41,707 | 46,300 | 57,478 | 72,550 | 52,754 | 9,893 | 39 |
| 3 - 5 years | 51,909 | 43,656 | 48,875 | 57,500 | 65,000 | 53,374 | 8,583 | 38 |
| Less than 3 years | 48,925 | 39,139 | 42,336 | 53,700 | 60,000 | 49,314 | 9,576 | 59 |
| All years | 51,400 | 40,682 | 45,313 | 55,600 | 62,076 | 51,621 | 9,369 | 145 |
| Assistant professor | | | | | | | | |
| 3 or more years | 44,100 | 37,500 | 39,849 | 48,107 | 51,515 | 44,775 | 6,051 | 39 |
| Less than 3 years | 39,500 | 33,406 | 37,792 | 43,900 | 46,200 | 40,202 | 5,035 | 65 |
| All years | 41,700 | 36,051 | 38,125 | 45,219 | 48,948 | 41,907 | 5,804 | 110 |
| All ranks | 56,000 | 39,302 | 45,901 | 73,300 | 93,700 | 61,759 | 21,170 | 528 |

Source: 1996-97 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
1996-97 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 (164 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 71,394 | 53,229 | 61,494 | 83,612 | 97,400 | 73,888 | 17,769 | 928 |
| 6 - 11 years | 67,054 | 52,100 | 59,032 | 77,045 | 87,429 | 68,958 | 14,733 | 413 |
| 3 - 5 years | 62,506 | 49,080 | 54,500 | 69,382 | 79,144 | 63,331 | 12,087 | 217 |
| Less than 3 years | 57,600 | 49,367 | 53,145 | 66,500 | 78,000 | 61,118 | 12,497 | 194 |
| All years | 67,327 | 51,660 | 57,940 | 78,980 | 92,580 | 70,027 | 16,608 | 1,758 |
| Associate professor | | | | | | | | |
| 6 or more years | 49,600 | 40,022 | 44,829 | 54,792 | 60,388 | 50,228 | 8,341 | 470 |
| 3 - 5 years | 49,782 | 43,100 | 45,756 | 55,802 | 61,364 | 51,012 | 7,347 | 238 |
| Less than 3 years | 47,175 | 41,000 | 43,899 | 51,100 | 56,567 | 48,215 | 6,660 | 294 |
| All years | 48,924 | 41,000 | 44,660 | 54,069 | 59,536 | 49,850 | 7,704 | 1,010 |
| Assistant professor | | | | | | | | |
| 3 or more years | 41,186 | 36,573 | 38,602 | 44,245 | 47,724 | 41,798 | 4,928 | 352 |
| Less than 3 years | 39,957 | 35,000 | 37,503 | 42,400 | 45,000 | 39,953 | 4,191 | 390 |
| All years | 40,486 | 35,500 | 38,000 | 43,383 | 46,434 | 40,826 | 4,645 | 747 |
| All ranks | 53,942 | 39,050 | 44,266 | 67,608 | 81,800 | 57,831 | 17,767 | 3,547 |
| NEW ENGLAND (6 departments) (Insufficient <u>N</u>s of faculty for analysis) | | | | | | | | |
| MID ATLANTIC (16 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 83,058 | 64,956 | 74,137 | 98,486 | 108,869 | 85,135 | 17,101 | 79 |
| 6 - 11 years | 74,137 | 62,307 | 66,816 | 80,056 | 96,297 | 75,978 | 14,407 | 40 |
| 3 - 5 years | 74,016 | 62,506 | 66,900 | 81,042 | 86,396 | 74,259 | 8,970 | 23 |
| Less than 3 years | 63,486 | 54,382 | 58,766 | 69,998 | 77,580 | 64,676 | 8,946 | 20 |
| All years | 75,372 | 60,813 | 67,300 | 86,139 | 102,758 | 78,804 | 16,180 | 162 |
| Associate professor | | | | | | | | |
| 6 or more years | 56,419 | 46,242 | 52,496 | 59,536 | 68,168 | 56,778 | 7,183 | 57 |
| 3 - 5 years | 55,322 | 45,756 | 48,056 | 59,782 | 63,509 | 54,383 | 7,149 | 25 |
| Less than 3 years | 48,334 | 44,624 | 47,001 | 50,004 | 56,520 | 48,983 | 4,791 | 21 |
| All years | 55,047 | 45,731 | 48,558 | 59,089 | 64,971 | 54,650 | 7,326 | 104 |
| Assistant professor | | | | | | | | |
| 3 or more years | 41,741 | 39,316 | 40,709 | 44,853 | 47,045 | 42,934 | 3,784 | 24 |
| Less than 3 years | 41,832 | 39,316 | 40,000 | 43,000 | 47,000 | 42,285 | 3,590 | 35 |
| All years | 41,916 | 39,316 | 40,282 | 43,400 | 47,023 | 42,539 | 3,621 | 60 |
| All ranks | 60,966 | 42,000 | 48,500 | 75,354 | 88,372 | 64,424 | 19,265 | 326 |
| EAST NORTH CENTRAL (30 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 70,854 | 54,639 | 61,971 | 83,624 | 96,900 | 73,614 | 17,259 | 207 |
| 6 - 11 years | 69,291 | 54,963 | 62,439 | 80,004 | 100,294 | 73,942 | 17,123 | 79 |
| 3 - 5 years | 61,700 | 51,921 | 54,338 | 69,406 | 80,115 | 63,758 | 11,916 | 44 |
| Less than 3 years | 59,300 | 50,700 | 54,529 | 68,058 | 78,000 | 62,519 | 12,456 | 47 |
| All years | 68,031 | 53,200 | 58,941 | 79,153 | 94,070 | 71,149 | 16,731 | 377 |
| Associate professor | | | | | | | | |
| 6 or more years | 51,273 | 40,900 | 47,181 | 55,566 | 61,244 | 51,542 | 7,930 | 99 |
| 3 - 5 years | 49,371 | 44,037 | 45,740 | 57,797 | 63,650 | 51,960 | 8,093 | 55 |
| Less than 3 years | 47,638 | 43,039 | 44,412 | 53,700 | 62,400 | 49,992 | 7,311 | 54 |
| All years | 49,835 | 43,039 | 45,789 | 55,590 | 63,026 | 51,250 | 7,819 | 208 |
| Assistant professor | | | | | | | | |
| 3 or more years | 42,132 | 38,313 | 40,450 | 46,490 | 50,300 | 43,331 | 4,621 | 82 |
| Less than 3 years | 40,600 | 36,765 | 38,500 | 43,896 | 46,000 | 40,773 | 4,255 | 73 |
| All years | 41,454 | 37,522 | 39,623 | 44,650 | 47,600 | 42,127 | 4,619 | 155 |
| All ranks | 55,100 | 40,450 | 45,772 | 68,406 | 83,624 | 59,263 | 17,794 | 749 |

TABLE 6 (continued)
1996-97 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 (21 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 67,734 | 50,604 | 57,036 | 77,632 | 88,364 | 68,809 | 16,835 | 112 |
| 6 - 11 years | 65,762 | 47,410 | 56,022 | 82,318 | 92,353 | 68,479 | 16,277 | 33 |
| 3 - 5 years | 64,072 | 54,325 | 59,300 | 68,000 | 71,212 | 63,658 | 9,549 | 21 |
| Less than 3 years | 56,400 | 50,000 | 52,850 | 62,239 | 71,374 | 59,790 | 13,224 | 23 |
| All years | 64,301 | 48,965 | 55,395 | 76,041 | 88,300 | 67,081 | 15,892 | 189 |
| Associate professor | | | | | | | | |
| 6 or more years | 51,006 | 43,454 | 47,500 | 53,576 | 58,793 | 51,125 | 7,150 | 43 |
| 3 - 5 years | 49,127 | 41,060 | 44,812 | 57,318 | 60,910 | 50,364 | 7,370 | 27 |
| Less than 3 years | 47,597 | 42,283 | 44,250 | 51,000 | 55,667 | 47,868 | 4,713 | 35 |
| All years | 49,411 | 42,200 | 44,940 | 52,777 | 58,425 | 49,843 | 6,599 | 105 |
| Assistant professor | | | | | | | | |
| 3 or more years | 40,430 | 34,820 | 37,611 | 43,040 | 45,000 | 40,399 | 4,567 | 34 |
| Less than 3 years | 39,900 | 35,048 | 37,528 | 41,100 | 43,468 | 39,219 | 3,101 | 38 |
| All years | 39,995 | 35,048 | 37,570 | 41,900 | 43,874 | 39,776 | 3,880 | 72 |
| All ranks | 52,814 | 38,937 | 44,309 | 65,682 | 80,940 | 56,706 | 16,444 | 368 |
| SOUTH ATLANTIC (32 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 72,310 | 54,000 | 63,100 | 81,000 | 101,707 | 74,334 | 17,322 | 181 |
| 6 - 11 years | 63,124 | 50,230 | 56,409 | 72,980 | 86,171 | 65,455 | 14,188 | 95 |
| 3 - 5 years | 60,642 | 49,172 | 54,123 | 66,312 | 71,856 | 61,074 | 10,881 | 52 |
| Less than 3 years | 55,807 | 47,357 | 51,880 | 73,009 | 87,500 | 62,259 | 15,670 | 41 |
| All years | 66,012 | 51,534 | 56,848 | 77,875 | 91,144 | 68,935 | 16,589 | 370 |
| Associate professor | | | | | | | | |
| 6 or more years | 48,000 | 37,550 | 44,632 | 52,192 | 55,595 | 48,210 | 7,504 | 127 |
| 3 - 5 years | 50,208 | 42,000 | 46,540 | 53,441 | 56,378 | 49,793 | 5,157 | 54 |
| Less than 3 years | 47,900 | 42,300 | 44,600 | 53,499 | 60,000 | 50,004 | 8,077 | 65 |
| All years | 48,358 | 40,200 | 44,768 | 52,750 | 56,567 | 49,032 | 7,244 | 246 |
| Assistant professor | | | | | | | | |
| 3 or more years | 40,921 | 36,300 | 39,050 | 46,045 | 48,910 | 42,406 | 5,913 | 62 |
| Less than 3 years | 39,850 | 35,073 | 37,000 | 42,347 | 44,734 | 40,005 | 4,508 | 80 |
| All years | 40,186 | 35,500 | 38,000 | 43,700 | 47,641 | 41,053 | 5,286 | 142 |
| All ranks | 52,708 | 39,406 | 44,759 | 65,937 | 80,000 | 57,063 | 17,221 | 764 |
| EAST SOUTH CENTRAL (13 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 62,313 | 50,990 | 55,806 | 68,453 | 80,260 | 64,213 | 13,247 | 58 |
| 6 - 11 years | 58,964 | 50,593 | 55,008 | 63,313 | 69,537 | 59,706 | 7,108 | 33 |
| 3 - 5 years | 53,844 | 46,719 | 48,807 | 56,895 | 71,702 | 55,671 | 11,061 | 19 |
| Less than 3 years | | | | | | | | 9 |
| All years | 59,299 | 48,807 | 53,660 | 66,191 | 70,479 | 60,878 | 11,642 | 119 |
| Associate professor | | | | | | | | |
| 6 or more years | 42,867 | 36,483 | 39,924 | 46,944 | 49,066 | 43,243 | 4,941 | 24 |
| 3 - 5 years | 44,450 | 38,460 | 43,100 | 46,760 | 59,730 | 47,080 | 10,172 | 17 |
| Less than 3 years | 41,698 | 39,658 | 40,477 | 43,952 | 47,041 | 42,760 | 3,926 | 20 |
| All years | 43,100 | 38,760 | 40,650 | 45,646 | 50,684 | 44,154 | 6,726 | 61 |
| Assistant professor | | | | | | | | |
| 3 or more years | 38,529 | 35,910 | 36,737 | 41,794 | 43,957 | 39,358 | 3,866 | 31 |
| Less than 3 years | 37,300 | 33,990 | 35,001 | 40,000 | 42,257 | 37,778 | 3,201 | 35 |
| All years | 38,111 | 33,990 | 36,245 | 41,035 | 43,318 | 38,521 | 3,591 | 66 |
| All ranks | 47,579 | 36,735 | 40,043 | 59,299 | 67,948 | 50,732 | 13,443 | 246 |

(continued)

TABLE 6 (continued)
1996-97 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 (16 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 61,500 | 46,496 | 55,108 | 71,132 | 80,185 | 62,689 | 12,356 | 63 |
| 6 - 11 years | 61,203 | 49,964 | 55,500 | 68,082 | 73,398 | 61,667 | 9,017 | 42 |
| 3 - 5 years | 55,763 | 48,900 | 50,447 | 64,517 | 70,301 | 57,633 | 8,641 | 15 |
| Less than 3 years | 54,923 | 51,100 | 52,000 | 57,645 | 59,182 | 56,798 | 9,306 | 15 |
| All years | 59,696 | 49,610 | 54,500 | 67,342 | 77,000 | 61,155 | 10,820 | 135 |
| Associate professor | | | | | | | | |
| 6 or more years | 44,266 | 38,200 | 40,783 | 45,972 | 50,772 | 44,340 | 5,591 | 45 |
| 3 - 5 years | 48,186 | 44,300 | 44,458 | 51,304 | 56,889 | 49,748 | 8,961 | 12 |
| Less than 3 years | 43,701 | 39,700 | 41,314 | 46,602 | 47,914 | 43,949 | 3,777 | 32 |
| All years | 44,324 | 38,309 | 41,170 | 47,150 | 50,772 | 44,928 | 5,864 | 89 |
| Assistant professor | | | | | | | | |
| 3 or more years | 39,653 | 35,808 | 37,800 | 41,179 | 44,556 | 39,619 | 3,624 | 50 |
| Less than 3 years | 37,571 | 34,500 | 35,020 | 38,774 | 39,535 | 36,866 | 2,818 | 49 |
| All years | 38,500 | 35,000 | 36,132 | 40,135 | 42,142 | 38,257 | 3,517 | 99 |
| All ranks | 45,492 | 36,529 | 39,158 | 56,986 | 68,265 | 49,404 | 12,868 | 328 |
| MOUNTAIN (13 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 70,049 | 52,400 | 60,150 | 81,637 | 87,050 | 70,678 | 13,340 | 82 |
| 6 - 11 years | 72,997 | 57,392 | 65,197 | 77,602 | 87,050 | 71,856 | 12,778 | 42 |
| 3 - 5 years | 60,650 | 39,974 | 45,973 | 65,092 | 70,806 | 57,874 | 11,516 | 18 |
| Less than 3 years | | | | | | | | 9 |
| All years | 68,679 | 49,080 | 59,119 | 77,830 | 85,955 | 68,430 | 13,926 | 151 |
| Associate professor | | | | | | | | |
| 6 or more years | 49,385 | 41,414 | 44,048 | 53,677 | 59,826 | 49,488 | 7,268 | 30 |
| 3 - 5 years | 49,227 | 44,445 | 45,840 | 52,750 | 55,519 | 49,038 | 4,811 | 23 |
| Less than 3 years | 47,290 | 42,444 | 44,991 | 50,763 | 55,889 | 48,382 | 6,686 | 35 |
| All years | 49,028 | 42,227 | 44,705 | 52,250 | 56,438 | 48,930 | 6,416 | 88 |
| Assistant professor | | | | | | | | |
| 3 or more years | 42,143 | 36,580 | 38,503 | 44,027 | 46,000 | 41,338 | 4,232 | 33 |
| Less than 3 years | 42,151 | 34,000 | 37,895 | 44,083 | 45,452 | 40,783 | 4,527 | 32 |
| All years | 42,151 | 34,000 | 38,352 | 44,027 | 46,000 | 41,065 | 4,354 | 65 |
| All ranks | 51,146 | 38,937 | 44,082 | 68,600 | 79,949 | 56,465 | 16,121 | 309 |

(continued)

TABLE 6 (continued)
1996-97 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 (17 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 83,450 | 63,640 | 73,000 | 96,072 | 108,800 | 86,007 | 19,560 | 86 |
| 6 - 11 years | 73,300 | 57,834 | 64,600 | 79,900 | 91,060 | 73,119 | 13,023 | 31 |
| 3 - 5 years | 68,100 | 58,447 | 64,872 | 80,200 | 103,100 | 73,292 | 14,127 | 15 |
| Less than 3 years | 61,600 | 52,100 | 57,600 | 67,100 | 82,100 | 63,342 | 11,969 | 21 |
| All years | 75,420 | 57,600 | 66,480 | 92,400 | 102,100 | 78,789 | 18,658 | 158 |
| Associate professor | | | | | | | | |
| 6 or more years | 54,300 | 36,500 | 44,611 | 57,500 | 63,559 | 52,299 | 10,201 | 15 |
| 3 - 5 years | 53,821 | 42,736 | 50,000 | 57,957 | 62,100 | 53,503 | 6,987 | 18 |
| Less than 3 years | 49,000 | 40,049 | 46,500 | 51,600 | 54,800 | 49,053 | 5,539 | 27 |
| All years | 51,600 | 41,500 | 47,200 | 55,600 | 59,300 | 51,312 | 7,289 | 67 |
| Assistant professor | | | | | | | | |
| 3 or more years | 43,900 | 36,051 | 38,192 | 45,576 | 51,500 | 43,296 | 6,005 | 19 |
| Less than 3 years | 41,500 | 37,860 | 38,232 | 44,900 | 46,200 | 41,937 | 3,717 | 35 |
| All years | 42,000 | 37,500 | 38,232 | 44,900 | 48,500 | 42,256 | 4,726 | 58 |
| All ranks | 59,368 | 39,700 | 46,500 | 79,900 | 93,700 | 64,502 | 21,727 | 286 |

Source: 1996-97 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
1996-97 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 (87 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 77,932 | 59,011 | 67,000 | 95,900 | 110,100 | 82,619 | 21,834 | 249 |
| 6 - 11 years | 72,402 | 54,800 | 61,584 | 83,475 | 94,642 | 73,462 | 15,451 | 152 |
| 3 - 5 years | 65,789 | 50,606 | 56,049 | 76,841 | 93,600 | 68,863 | 16,940 | 76 |
| Less than 3 years | 62,700 | 48,600 | 54,111 | 70,000 | 85,000 | 64,732 | 15,017 | 98 |
| All years | 72,300 | 52,800 | 60,941 | 85,850 | 103,300 | 74,872 | 19,994 | 593 |
| Associate professor | | | | | | | | |
| 6 or more years | 52,891 | 40,025 | 45,835 | 60,320 | 68,544 | 53,727 | 10,883 | 162 |
| 3 - 5 years | 50,679 | 42,746 | 46,653 | 56,200 | 62,100 | 52,164 | 8,903 | 98 |
| Less than 3 years | 47,700 | 39,550 | 43,200 | 53,000 | 58,850 | 48,808 | 8,050 | 121 |
| All years | 50,758 | 40,900 | 45,313 | 56,280 | 64,575 | 51,800 | 9,733 | 386 |
| Assistant professor | | | | | | | | |
| 3 or more years | 44,117 | 38,007 | 40,400 | 48,550 | 53,170 | 45,188 | 7,041 | 143 |
| Less than 3 years | 41,400 | 33,406 | 37,700 | 43,680 | 46,500 | 40,564 | 5,116 | 169 |
| All years | 42,275 | 35,583 | 39,000 | 46,000 | 50,150 | 42,698 | 6,471 | 314 |
| All ranks | 54,134 | 39,264 | 44,451 | 71,998 | 89,700 | 59,878 | 20,443 | 1,310 |
| NEW ENGLAND (10 departments) (Insufficient <u>N</u>s of faculty for analysis) | | | | | | | | |
| MID ATLANTIC (21 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 79,800 | 61,490 | 71,998 | 98,900 | 108,795 | 84,248 | 22,365 | 74 |
| 6 - 11 years | 74,250 | 59,537 | 68,100 | 85,350 | 97,819 | 77,237 | 15,420 | 50 |
| 3 - 5 years | 74,533 | 55,951 | 65,753 | 92,700 | 97,507 | 77,314 | 16,026 | 18 |
| Less than 3 years | 65,990 | 51,607 | 58,117 | 73,620 | 80,930 | 66,538 | 11,604 | 22 |
| All years | 74,950 | 58,117 | 67,000 | 89,350 | 104,900 | 78,709 | 19,033 | 172 |
| Associate professor | | | | | | | | |
| 6 or more years | 53,700 | 38,265 | 48,000 | 62,887 | 69,013 | 55,190 | 11,616 | 55 |
| 3 - 5 years | 50,716 | 44,053 | 44,644 | 56,200 | 59,200 | 51,243 | 6,595 | 23 |
| Less than 3 years | 46,708 | 41,500 | 42,952 | 51,680 | 55,018 | 47,931 | 6,419 | 25 |
| All years | 51,327 | 40,980 | 45,320 | 58,737 | 67,875 | 52,547 | 9,994 | 103 |
| Assistant professor | | | | | | | | |
| 3 or more years | 45,557 | 38,007 | 39,571 | 50,274 | 56,700 | 46,071 | 7,093 | 38 |
| Less than 3 years | 42,000 | 35,174 | 39,264 | 44,700 | 49,000 | 41,975 | 4,854 | 29 |
| All years | 43,500 | 36,810 | 39,264 | 48,177 | 52,613 | 44,298 | 6,510 | 67 |
| All ranks | 59,799 | 40,185 | 46,450 | 74,900 | 92,962 | 63,533 | 21,255 | 349 |
| EAST NORTH CENTRAL (12 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 83,800 | 58,100 | 76,300 | 90,700 | 110,100 | 85,833 | 20,183 | 17 |
| 6 - 11 years | 75,174 | 54,800 | 64,400 | 89,500 | 100,000 | 76,322 | 16,227 | 15 |
| 3 - 5 years | | | | | | | | 6 |
| Less than 3 years | 61,100 | 51,534 | 53,500 | 65,306 | 72,000 | 61,810 | 11,117 | 21 |
| All years | 72,000 | 52,595 | 60,200 | 84,000 | 98,000 | 73,172 | 18,477 | 59 |
| Associate professor | | | | | | | | |
| 6 or more years | 50,697 | 46,000 | 47,625 | 56,400 | 64,600 | 53,444 | 8,476 | 24 |
| 3 - 5 years | 48,904 | 44,990 | 47,600 | 52,000 | 59,100 | 51,219 | 7,622 | 15 |
| Less than 3 years | 47,822 | 44,610 | 45,500 | 51,534 | 54,700 | 49,385 | 6,322 | 13 |
| All years | 49,950 | 44,990 | 46,525 | 53,900 | 64,200 | 51,787 | 7,785 | 52 |
| Assistant professor | | | | | | | | |
| 3 or more years | 42,375 | 38,446 | 39,956 | 48,450 | 59,918 | 45,715 | 9,983 | 32 |
| Less than 3 years | 39,750 | 32,311 | 36,855 | 42,000 | 44,141 | 39,083 | 5,298 | 32 |
| All years | 41,450 | 35,000 | 38,223 | 43,822 | 51,043 | 42,399 | 8,604 | 64 |
| All ranks | 50,149 | 37,800 | 42,000 | 64,200 | 80,800 | 55,137 | 18,225 | 179 |

TABLE 7 (continued)
1996-97 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 (4 departments) (Insufficient <u>N</u>s of faculty for analysis) | | | | | | | | |
| SOUTH ATLANTIC (13 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 80,700 | 55,297 | 66,840 | 92,050 | 103,300 | 80,076 | 19,141 | 35 |
| 6 - 11 years | 75,285 | 54,970 | 58,518 | 85,275 | 94,965 | 75,813 | 15,327 | 27 |
| 3 - 5 years | 71,700 | 43,354 | 56,148 | 76,000 | 81,502 | 65,565 | 14,698 | 17 |
| Less than 3 years | 61,713 | 42,933 | 56,160 | 66,040 | 68,000 | 59,142 | 8,967 | 15 |
| All years | 72,112 | 47,617 | 59,847 | 84,603 | 94,965 | 72,589 | 17,583 | 96 |
| Associate professor | | | | | | | | |
| 6 or more years | 52,907 | 36,071 | 38,037 | 56,800 | 61,180 | 48,938 | 9,805 | 15 |
| 3 - 5 years | 49,700 | 39,703 | 42,267 | 58,245 | 62,100 | 50,081 | 9,000 | 17 |
| Less than 3 years | 48,847 | 42,536 | 45,665 | 50,800 | 53,170 | 48,051 | 5,115 | 21 |
| All years | 48,916 | 38,037 | 43,459 | 53,988 | 60,800 | 48,996 | 7,659 | 56 |
| Assistant professor | | | | | | | | |
| 3 or more years | 42,170 | 33,606 | 36,892 | 44,451 | 46,310 | 40,769 | 5,309 | 13 |
| Less than 3 years | 42,000 | 32,000 | 34,280 | 43,000 | 46,200 | 39,828 | 5,228 | 25 |
| All years | 42,000 | 32,000 | 35,583 | 43,095 | 46,310 | 40,150 | 5,204 | 38 |
| All ranks | 54,281 | 38,119 | 43,143 | 72,112 | 89,255 | 58,898 | 19,361 | 192 |
| 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 (16 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 69,053 | 53,500 | 60,600 | 103,400 | 127,300 | 79,847 | 26,417 | 38 |
| 6 - 11 years | 68,576 | 51,769 | 55,970 | 80,549 | 90,000 | 69,017 | 13,874 | 27 |
| 3 - 5 years | 59,021 | 47,400 | 53,361 | 65,880 | 93,600 | 63,181 | 16,957 | 18 |
| Less than 3 years | 65,770 | 46,350 | 49,392 | 72,500 | 97,500 | 65,414 | 18,943 | 25 |
| All years | 65,880 | 49,392 | 54,765 | 80,549 | 104,658 | 71,124 | 21,179 | 111 |
| Associate professor | | | | | | | | |
| 6 or more years | 50,800 | 43,800 | 46,500 | 56,262 | 72,550 | 53,039 | 9,907 | 24 |
| 3 - 5 years | 50,962 | 44,485 | 47,072 | 55,906 | 68,877 | 53,258 | 9,987 | 20 |
| Less than 3 years | 45,975 | 39,139 | 40,682 | 54,583 | 62,985 | 49,535 | 12,072 | 32 |
| All years | 50,721 | 39,550 | 44,104 | 55,692 | 65,900 | 51,887 | 10,884 | 78 |
| Assistant professor | | | | | | | | |
| 3 or more years | 45,626 | 38,810 | 40,569 | 51,144 | 54,508 | 46,180 | 5,899 | 20 |
| Less than 3 years | 38,246 | 32,480 | 34,080 | 42,000 | 44,215 | 38,177 | 5,646 | 30 |
| All years | 40,891 | 33,406 | 37,688 | 45,626 | 51,050 | 41,518 | 6,837 | 52 |
| All ranks | 53,075 | 39,139 | 45,012 | 66,340 | 88,000 | 58,516 | 20,057 | 242 |

Source: 1996-97 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
1996-97 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 (163 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 73,557 | 54,700 | 63,400 | 86,800 | 104,249 | 76,532 | 19,451 | 978 |
| 6 - 11 years | 69,747 | 52,386 | 60,243 | 79,900 | 92,414 | 71,351 | 15,539 | 460 |
| 3 - 5 years | 63,618 | 49,080 | 54,880 | 70,806 | 81,042 | 64,704 | 13,608 | 205 |
| Less than 3 years | 60,168 | 49,401 | 53,807 | 68,523 | 82,623 | 63,032 | 13,184 | 208 |
| All years | 69,553 | 52,100 | 59,586 | 81,604 | 96,848 | 72,435 | 18,047 | 1,852 |
| Associate professor | | | | | | | | |
| 6 or more years | 49,780 | 39,000 | 44,700 | 55,337 | 62,187 | 50,596 | 9,242 | 469 |
| 3 - 5 years | 50,466 | 42,736 | 45,808 | 56,000 | 62,100 | 51,458 | 7,902 | 245 |
| Less than 3 years | 47,481 | 41,457 | 44,000 | 51,600 | 57,400 | 48,713 | 6,876 | 297 |
| All years | 49,110 | 40,980 | 44,767 | 54,333 | 61,000 | 50,252 | 8,344 | 1,011 |
| Assistant professor | | | | | | | | |
| 3 or more years | 42,000 | 37,132 | 39,087 | 45,771 | 50,377 | 42,903 | 5,976 | 390 |
| Less than 3 years | 40,023 | 35,000 | 37,778 | 43,469 | 46,200 | 40,423 | 4,467 | 424 |
| All years | 41,040 | 36,000 | 38,289 | 44,082 | 47,900 | 41,611 | 5,385 | 814 |
| All ranks | 54,646 | 39,200 | 44,486 | 70,291 | 85,955 | 59,278 | 19,242 | 3,716 |
| EDUCATIONAL/COUNSELING/SCHOOL PSYCHOLOGY (46 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 67,351 | 52,741 | 59,073 | 77,182 | 86,139 | 68,985 | 13,838 | 132 |
| 6 - 11 years | 64,031 | 53,255 | 57,392 | 69,371 | 74,838 | 64,481 | 10,337 | 57 |
| 3 - 5 years | 62,506 | 49,938 | 55,117 | 74,016 | 85,850 | 66,075 | 14,683 | 43 |
| Less than 3 years | 57,450 | 50,690 | 53,145 | 62,239 | 73,748 | 61,320 | 15,695 | 33 |
| All years | 64,506 | 52,195 | 56,886 | 73,642 | 84,941 | 66,827 | 13,569 | 280 |
| Associate professor | | | | | | | | |
| 6 or more years | 52,103 | 44,116 | 47,488 | 58,721 | 65,780 | 53,767 | 8,705 | 100 |
| 3 - 5 years | 48,399 | 42,238 | 46,009 | 57,045 | 59,534 | 50,363 | 6,744 | 48 |
| Less than 3 years | 46,700 | 40,002 | 42,283 | 50,686 | 56,000 | 47,131 | 6,100 | 51 |
| All years | 49,435 | 42,238 | 45,756 | 56,950 | 61,750 | 51,359 | 8,065 | 206 |
| Assistant professor | | | | | | | | |
| 3 or more years | 41,362 | 36,000 | 38,600 | 44,910 | 50,400 | 41,983 | 5,482 | 69 |
| Less than 3 years | 40,000 | 35,048 | 37,700 | 42,000 | 45,000 | 39,794 | 4,221 | 75 |
| All years | 40,658 | 35,200 | 37,839 | 43,569 | 46,639 | 40,945 | 4,975 | 147 |
| All ranks | 53,112 | 39,500 | 44,445 | 63,524 | 74,484 | 55,643 | 14,887 | 637 |

(continued)

TABLE 8 (continued)
1996-97 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 (11 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 80,623 | 63,640 | 69,200 | 88,692 | 109,863 | 81,353 | 16,144 | 29 |
| 6 - 11 years | 71,172 | 56,549 | 64,215 | 77,000 | 84,248 | 71,331 | 12,617 | 21 |
| 3 - 5 years | 64,980 | 53,560 | 60,444 | 72,802 | 83,952 | 66,884 | 11,850 | 15 |
| Less than 3 years | 57,821 | 53,045 | 54,517 | 72,356 | 84,175 | 63,857 | 12,471 | 12 |
| All years | 71,133 | 54,517 | 62,250 | 82,454 | 93,456 | 73,061 | 15,068 | 80 |
| Associate professor | | | | | | | | |
| 6 or more years | 52,761 | 43,599 | 47,791 | 54,861 | 65,083 | 53,137 | 7,903 | 27 |
| 3 - 5 years | 50,607 | 44,254 | 48,472 | 51,775 | 54,642 | 49,773 | 3,889 | 14 |
| Less than 3 years | 48,116 | 43,640 | 45,697 | 51,437 | 59,597 | 49,611 | 6,400 | 19 |
| All years | 50,716 | 44,000 | 46,340 | 54,642 | 59,597 | 51,248 | 6,707 | 65 |
| Assistant professor | | | | | | | | |
| 3 or more years | 42,059 | 37,047 | 39,521 | 46,990 | 48,441 | 42,844 | 4,657 | 12 |
| Less than 3 years | 41,004 | 37,792 | 38,702 | 41,832 | 44,717 | 40,885 | 3,361 | 13 |
| All years | 41,004 | 36,050 | 38,601 | 43,414 | 48,441 | 41,380 | 4,239 | 28 |
| All ranks | 54,642 | 41,180 | 47,603 | 70,752 | 84,175 | 59,544 | 17,128 | 174 |
| PROFESSIONAL SCHOOL (23 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 62,783 | 51,846 | 58,224 | 71,394 | 106,354 | 70,194 | 21,028 | 30 |
| 6 - 11 years | 57,661 | 48,000 | 53,352 | 68,576 | 79,000 | 60,562 | 11,004 | 25 |
| 3 - 5 years | 57,696 | 43,372 | 51,253 | 70,003 | 87,000 | 61,688 | 14,611 | 27 |
| Less than 3 years | 54,259 | 43,830 | 48,695 | 65,770 | 69,960 | 56,915 | 11,293 | 34 |
| All years | 58,233 | 43,788 | 51,534 | 67,625 | 79,153 | 60,958 | 16,615 | 121 |
| Associate professor | | | | | | | | |
| 6 or more years | 46,300 | 37,400 | 41,707 | 54,256 | 61,244 | 48,829 | 9,594 | 33 |
| 3 - 5 years | 49,123 | 44,053 | 45,313 | 52,218 | 52,858 | 48,577 | 4,293 | 22 |
| Less than 3 years | 44,221 | 38,468 | 40,682 | 52,100 | 53,170 | 45,767 | 6,812 | 43 |
| All years | 46,129 | 38,468 | 42,219 | 52,855 | 58,176 | 47,546 | 7,577 | 99 |
| Assistant professor | | | | | | | | |
| 3 or more years | 42,224 | 35,600 | 39,420 | 45,428 | 48,107 | 42,088 | 4,765 | 18 |
| Less than 3 years | 38,367 | 32,000 | 34,680 | 42,000 | 43,000 | 37,665 | 4,837 | 45 |
| All years | 39,674 | 32,960 | 35,850 | 42,274 | 45,012 | 38,977 | 5,158 | 64 |
| All ranks | 48,306 | 36,199 | 41,707 | 58,176 | 68,576 | 51,172 | 14,971 | 286 |

Source: 1996-97 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
1996-97 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 (163 departments) | | | | | | | | |
| 35 years or more | 77,244 | 47,547 | 62,234 | 93,502 | 109,462 | 78,493 | 24,322 | 235 |
| 30-34 years | 71,132 | 50,355 | 59,664 | 83,065 | 98,000 | 72,631 | 19,607 | 399 |
| 25-29 years | 65,024 | 46,496 | 54,400 | 77,642 | 93,835 | 67,822 | 19,090 | 624 |
| 20-24 years | 64,400 | 47,400 | 54,287 | 76,350 | 89,900 | 66,969 | 18,286 | 544 |
| 17-19 years | 61,000 | 45,000 | 52,100 | 74,754 | 90,835 | 65,108 | 17,939 | 275 |
| 14-16 years | 54,500 | 44,600 | 48,700 | 64,400 | 74,137 | 57,624 | 13,017 | 289 |
| 11-13 years | 51,327 | 42,300 | 46,408 | 57,600 | 67,702 | 53,416 | 11,258 | 287 |
| 8-10 years | 46,850 | 40,134 | 43,000 | 51,600 | 59,400 | 48,720 | 8,764 | 293 |
| 6-7 years | 43,674 | 38,350 | 40,700 | 46,909 | 51,339 | 44,202 | 5,895 | 228 |
| 4-5 years | 41,577 | 36,573 | 38,600 | 44,100 | 47,000 | 41,995 | 5,064 | 235 |
| 2-3 years | 40,083 | 35,000 | 37,526 | 43,470 | 45,000 | 40,236 | 4,661 | 199 |
| 0-1 year | 39,051 | 34,000 | 36,850 | 42,000 | 45,000 | 39,665 | 6,058 | 108 |
| EDUCATIONAL/COUNSELING/SCHOOL (46 departments) | | | | | | | | |
| 35 years or more | 72,653 | 61,350 | 68,966 | 86,139 | 117,163 | 79,820 | 18,192 | 17 |
| 30-34 years | 69,750 | 52,514 | 59,292 | 79,293 | 86,139 | 69,552 | 13,799 | 58 |
| 25-29 years | 64,476 | 49,411 | 55,350 | 72,450 | 79,325 | 64,995 | 13,827 | 113 |
| 20-24 years | 58,050 | 46,242 | 50,960 | 67,000 | 74,246 | 59,164 | 12,168 | 103 |
| 17-19 years | 59,000 | 45,460 | 49,800 | 67,630 | 83,326 | 59,847 | 13,979 | 51 |
| 14-16 years | 54,839 | 44,304 | 49,995 | 62,408 | 70,000 | 56,719 | 10,923 | 52 |
| 11-13 years | 49,520 | 43,000 | 47,500 | 57,400 | 59,725 | 51,572 | 7,846 | 49 |
| 8-10 years | 47,150 | 38,826 | 42,750 | 49,529 | 56,500 | 47,028 | 7,081 | 52 |
| 6-7 years | 43,535 | 37,128 | 39,544 | 46,085 | 51,550 | 44,073 | 6,415 | 36 |
| 4-5 years | 40,762 | 35,500 | 38,354 | 43,442 | 46,639 | 40,730 | 5,101 | 44 |
| 2-3 years | 40,705 | 36,580 | 38,300 | 42,151 | 43,695 | 40,536 | 3,282 | 43 |
| 0-1 year | 38,288 | 32,595 | 36,026 | 39,751 | 42,651 | 37,802 | 3,841 | 20 |
| HUMAN DEVELOPMENT (10 departments) (Insufficient <u>N</u>s of faculty for analysis) | | | | | | | | |
| PROFESSIONAL SCHOOL (25 departments) | | | | | | | | |
| 35 years or more | 61,390 | 40,000 | 55,104 | 68,271 | 71,388 | 62,352 | 16,989 | 12 |
| 30-34 years | 63,000 | 53,500 | 55,372 | 69,530 | 86,139 | 65,397 | 16,130 | 15 |
| 25-29 years | 58,423 | 43,627 | 53,626 | 67,173 | 80,627 | 62,689 | 18,413 | 40 |
| 20-24 years | 60,222 | 41,800 | 52,300 | 65,000 | 79,000 | 60,741 | 15,817 | 46 |
| 17-19 years | 52,981 | 42,600 | 48,102 | 65,000 | 75,311 | 56,971 | 12,799 | 41 |
| 14-16 years | 53,000 | 38,969 | 42,098 | 62,985 | 70,000 | 53,035 | 11,989 | 35 |
| 11-13 years | 47,037 | 40,682 | 42,103 | 50,901 | 59,000 | 47,405 | 6,678 | 28 |
| 8-10 years | 47,500 | 39,310 | 42,219 | 52,858 | 55,692 | 49,173 | 10,656 | 31 |
| 6-7 years | 43,000 | 37,960 | 39,139 | 46,046 | 48,715 | 42,636 | 5,484 | 15 |
| 4-5 years | 42,599 | 36,912 | 40,297 | 44,559 | 46,008 | 41,463 | 5,630 | 20 |
| 2-3 years | 37,500 | 34,680 | 36,162 | 42,000 | 43,680 | 39,005 | 4,303 | 17 |
| 0-1 year | 36,500 | 32,703 | 34,000 | 38,000 | 40,750 | 36,379 | 3,082 | 10 |
| OTHER DEPARTMENTS (7 departments) (Insufficient <u>N</u>s of faculty for analysis) | | | | | | | | |

Source: 1996-97 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
1996-97 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 (163 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 73,557 | 54,700 | 63,400 | 86,800 | 104,249 | 76,532 | 19,451 | 978 |
| 6 - 11 years | 69,747 | 52,386 | 60,243 | 79,900 | 92,414 | 71,351 | 15,539 | 460 |
| 3 - 5 years | 63,618 | 49,080 | 54,880 | 70,806 | 81,042 | 64,704 | 13,608 | 205 |
| Less than 3 years | 60,168 | 49,401 | 53,807 | 68,523 | 82,623 | 63,032 | 13,184 | 208 |
| All years | 69,553 | 52,100 | 59,586 | 81,604 | 96,848 | 72,435 | 18,047 | 1852 |
| Associate professor | | | | | | | | |
| 6 or more years | 49,780 | 39,000 | 44,700 | 55,337 | 62,187 | 50,596 | 9,242 | 469 |
| 3 - 5 years | 50,466 | 42,736 | 45,808 | 56,000 | 62,100 | 51,458 | 7,902 | 245 |
| Less than 3 years | 47,481 | 41,457 | 44,000 | 51,600 | 57,400 | 48,713 | 6,876 | 297 |
| All years | 49,110 | 40,980 | 44,767 | 54,333 | 61,000 | 50,252 | 8,344 | 1011 |
| Assistant professor | | | | | | | | |
| 3 or more years | 42,000 | 37,132 | 39,087 | 45,771 | 50,377 | 42,903 | 5,976 | 390 |
| Less than 3 years | 40,023 | 35,000 | 37,778 | 43,469 | 46,200 | 40,423 | 4,467 | 424 |
| All years | 41,040 | 36,000 | 38,289 | 44,082 | 47,900 | 41,611 | 5,385 | 814 |
| All ranks | 54,646 | 39,200 | 44,486 | 70,291 | 85,955 | 59,278 | 19,242 | 3716 |
| NEW ENGLAND (10 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 78,775 | 60,882 | 65,915 | 94,409 | 113,744 | 82,149 | 19,516 | 80 |
| 6 - 11 years | 69,249 | 57,357 | 61,515 | 75,081 | 100,500 | 71,888 | 15,111 | 26 |
| 3 - 5 years | 66,832 | 51,724 | 63,832 | 72,768 | 74,884 | 65,685 | 8,456 | 10 |
| Less than 3 years | 60,002 | 51,481 | 55,600 | 64,625 | 77,485 | 62,574 | 12,067 | 13 |
| All years | 71,516 | 57,357 | 62,806 | 87,238 | 108,500 | 76,832 | 18,744 | 129 |
| Associate professor | | | | | | | | |
| 6 or more years | 52,478 | 43,183 | 47,358 | 59,664 | 65,655 | 54,275 | 9,934 | 33 |
| 3 - 5 years | 53,800 | 48,700 | 53,053 | 59,900 | 66,155 | 57,210 | 10,832 | 15 |
| Less than 3 years | 49,851 | 45,400 | 46,200 | 52,150 | 55,000 | 49,352 | 4,505 | 12 |
| All years | 52,777 | 44,580 | 47,830 | 57,610 | 65,426 | 54,024 | 9,602 | 60 |
| Assistant professor | | | | | | | | |
| 3 or more years | 44,501 | 37,462 | 42,400 | 48,550 | 51,405 | 44,732 | 5,121 | 27 |
| Less than 3 years | 43,000 | 36,925 | 40,900 | 44,500 | 46,850 | 42,290 | 3,585 | 27 |
| All years | 43,441 | 37,462 | 40,900 | 46,500 | 49,253 | 43,511 | 4,549 | 54 |
| All ranks | 59,694 | 42,400 | 46,972 | 73,076 | 94,200 | 63,541 | 20,514 | 246 |
| MID ATLANTIC (22 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 81,756 | 63,567 | 74,137 | 98,788 | 108,175 | 85,195 | 19,620 | 121 |
| 6 - 11 years | 74,200 | 63,115 | 68,567 | 84,000 | 98,594 | 77,990 | 15,167 | 73 |
| 3 - 5 years | 77,556 | 66,900 | 70,100 | 92,112 | 97,507 | 80,180 | 12,125 | 19 |
| Less than 3 years | 65,271 | 54,120 | 59,536 | 72,410 | 82,623 | 66,666 | 10,526 | 34 |
| All years | 76,300 | 61,000 | 68,567 | 88,700 | 104,965 | 80,129 | 17,882 | 247 |
| Associate professor | | | | | | | | |
| 6 or more years | 56,025 | 45,580 | 52,420 | 62,187 | 68,779 | 57,090 | 9,458 | 70 |
| 3 - 5 years | 55,411 | 45,115 | 49,527 | 59,491 | 63,509 | 54,443 | 6,930 | 28 |
| Less than 3 years | 48,400 | 42,000 | 46,100 | 53,000 | 56,253 | 49,548 | 5,824 | 31 |
| All years | 53,942 | 44,624 | 48,985 | 59,799 | 67,478 | 54,703 | 8,710 | 129 |
| Assistant professor | | | | | | | | |
| 3 or more years | 44,205 | 38,487 | 40,495 | 49,373 | 55,000 | 45,245 | 6,452 | 43 |
| Less than 3 years | 42,000 | 38,000 | 40,000 | 44,000 | 49,000 | 42,495 | 4,297 | 44 |
| All years | 42,500 | 38,007 | 40,000 | 46,450 | 50,500 | 43,854 | 5,610 | 87 |
| All ranks | 63,083 | 42,000 | 49,383 | 77,407 | 95,400 | 65,890 | 20,935 | 468 |

(continued)

TABLE 10 (continued)
 1996-97 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 (27 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 72,537 | 55,470 | 64,800 | 86,000 | 101,195 | 76,359 | 18,326 | 180 |
| 6 - 11 years | 71,711 | 54,963 | 62,571 | 83,413 | 102,672 | 75,638 | 17,783 | 76 |
| 3 - 5 years | 59,335 | 52,244 | 54,324 | 69,533 | 86,004 | 64,017 | 12,959 | 38 |
| Less than 3 years | 61,100 | 52,850 | 55,700 | 68,335 | 78,000 | 63,932 | 12,034 | 49 |
| All years | 69,291 | 54,500 | 60,200 | 82,700 | 98,000 | 73,057 | 17,659 | 343 |
| Associate professor | | | | | | | | |
| 6 or more years | 50,892 | 42,600 | 47,181 | 54,665 | 61,000 | 51,766 | 8,102 | 102 |
| 3 - 5 years | 49,411 | 44,800 | 45,740 | 56,200 | 63,650 | 52,091 | 8,209 | 62 |
| Less than 3 years | 47,911 | 43,532 | 45,278 | 53,700 | 64,250 | 50,508 | 7,361 | 50 |
| All years | 50,000 | 43,907 | 46,100 | 54,792 | 63,500 | 51,566 | 7,953 | 214 |
| Assistant professor | | | | | | | | |
| 3 or more years | 42,030 | 38,446 | 40,284 | 46,700 | 52,800 | 44,129 | 6,949 | 97 |
| Less than 3 years | 40,912 | 36,787 | 38,500 | 43,948 | 46,354 | 40,974 | 4,375 | 80 |
| All years | 41,580 | 37,600 | 39,623 | 44,650 | 49,000 | 42,703 | 6,116 | 177 |
| All ranks | 54,500 | 40,284 | 45,000 | 68,913 | 84,526 | 59,223 | 18,609 | 744 |
| WEST NORTH CENTRAL (14 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 66,265 | 48,382 | 57,069 | 79,206 | 93,700 | 69,648 | 19,237 | 88 |
| 6 - 11 years | 64,300 | 46,400 | 51,013 | 82,875 | 92,353 | 67,649 | 16,736 | 27 |
| 3 - 5 years | 61,970 | 49,874 | 57,500 | 64,837 | 70,642 | 61,718 | 9,366 | 19 |
| Less than 3 years | 56,400 | 48,965 | 50,170 | 63,090 | 71,374 | 59,062 | 12,511 | 13 |
| All years | 64,300 | 48,382 | 55,395 | 76,900 | 88,812 | 67,320 | 17,536 | 147 |
| Associate professor | | | | | | | | |
| 6 or more years | 49,460 | 43,454 | 44,900 | 53,751 | 60,320 | 50,408 | 7,581 | 27 |
| 3 - 5 years | 47,213 | 41,060 | 44,812 | 56,000 | 58,300 | 49,097 | 7,323 | 13 |
| Less than 3 years | 47,000 | 43,200 | 44,547 | 50,473 | 56,000 | 48,085 | 4,655 | 29 |
| All years | 47,826 | 42,847 | 44,720 | 52,408 | 57,318 | 49,184 | 6,440 | 69 |
| Assistant professor | | | | | | | | |
| 3 or more years | 39,495 | 34,510 | 37,611 | 42,300 | 45,590 | 40,362 | 4,723 | 30 |
| Less than 3 years | 39,900 | 34,000 | 36,750 | 40,750 | 43,200 | 38,930 | 3,143 | 26 |
| All years | 39,895 | 34,200 | 37,419 | 41,800 | 44,415 | 39,697 | 4,095 | 56 |
| All ranks | 52,664 | 38,901 | 44,000 | 65,659 | 81,393 | 56,952 | 17,699 | 274 |
| SOUTH ATLANTIC (33 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 73,646 | 54,826 | 63,600 | 84,184 | 103,074 | 75,775 | 18,053 | 189 |
| 6 - 11 years | 65,900 | 52,054 | 57,541 | 76,905 | 91,350 | 68,513 | 15,005 | 107 |
| 3 - 5 years | 62,738 | 49,172 | 55,000 | 68,581 | 76,000 | 62,996 | 11,383 | 54 |
| Less than 3 years | 56,469 | 47,357 | 52,000 | 66,610 | 82,782 | 61,597 | 13,979 | 46 |
| All years | 67,660 | 51,794 | 58,450 | 79,158 | 94,386 | 70,510 | 16,993 | 397 |
| Associate professor | | | | | | | | |
| 6 or more years | 48,000 | 36,733 | 44,600 | 52,357 | 58,407 | 48,301 | 8,076 | 119 |
| 3 - 5 years | 50,208 | 42,000 | 45,500 | 54,069 | 57,700 | 50,040 | 6,368 | 62 |
| Less than 3 years | 48,000 | 42,300 | 44,530 | 52,150 | 60,000 | 49,478 | 7,671 | 64 |
| All years | 48,400 | 39,881 | 44,632 | 53,230 | 58,200 | 49,049 | 7,579 | 245 |
| Assistant professor | | | | | | | | |
| 3 or more years | 41,737 | 36,040 | 39,100 | 45,200 | 48,514 | 42,108 | 5,888 | 63 |
| Less than 3 years | 40,000 | 33,088 | 36,810 | 42,500 | 46,200 | 39,753 | 4,951 | 89 |
| All years | 40,395 | 34,112 | 37,110 | 43,793 | 46,680 | 40,729 | 5,466 | 152 |
| All ranks | 53,427 | 39,050 | 44,632 | 67,780 | 82,165 | 57,941 | 18,183 | 802 |

(continued)

TABLE 10 (continued)
1996-97 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 | 65,390 | 51,870 | 57,646 | 73,475 | 84,411 | 67,684 | 15,387 | 71 |
| 6 - 11 years | 59,773 | 48,656 | 54,986 | 69,474 | 75,067 | 62,016 | 11,859 | 36 |
| 3 - 5 years | 53,958 | 47,610 | 48,807 | 54,500 | 64,959 | 55,928 | 11,718 | 14 |
| Less than 3 years | 52,046 | | | | | | | 7 |
| All years | 61,335 | 48,807 | 54,219 | 69,734 | 80,260 | 64,078 | 14,506 | 128 |
| Associate professor | | | | | | | | |
| 6 or more years | 42,493 | 36,483 | 39,924 | 48,228 | 55,700 | 44,854 | 8,760 | 24 |
| 3 - 5 years | 44,874 | 38,460 | 43,100 | 51,597 | 60,000 | 47,613 | 9,379 | 17 |
| Less than 3 years | 42,278 | 39,930 | 40,650 | 47,933 | 57,000 | 45,318 | 6,739 | 22 |
| All years | 43,100 | 38,760 | 40,505 | 48,412 | 59,300 | 45,760 | 8,239 | 63 |
| Assistant professor | | | | | | | | |
| 3 or more years | 39,025 | 36,736 | 38,115 | 44,782 | 48,500 | 41,554 | 4,643 | 30 |
| Less than 3 years | 37,503 | 33,990 | 35,001 | 41,998 | 43,288 | 38,227 | 3,654 | 35 |
| All years | 38,529 | 35,000 | 36,737 | 42,862 | 46,850 | 39,762 | 4,434 | 65 |
| All ranks | 49,675 | 37,300 | 41,269 | 61,788 | 73,200 | 53,378 | 15,634 | 257 |
| WEST SOUTH CENTRAL (18 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 63,328 | 46,230 | 54,969 | 75,103 | 85,900 | 64,960 | 14,612 | 75 |
| 6 - 11 years | 63,136 | 49,964 | 58,278 | 71,000 | 76,084 | 63,634 | 9,665 | 33 |
| 3 - 5 years | 59,532 | 48,900 | 55,169 | 65,930 | 71,277 | 61,036 | 12,209 | 16 |
| Less than 3 years | 55,418 | 51,422 | 52,906 | 58,000 | 86,622 | 59,710 | 12,759 | 13 |
| All years | 61,836 | 49,300 | 54,969 | 72,240 | 81,872 | 63,684 | 13,122 | 137 |
| Associate professor | | | | | | | | |
| 6 or more years | 43,860 | 37,500 | 40,435 | 47,348 | 54,250 | 44,721 | 6,667 | 52 |
| 3 - 5 years | 48,805 | 44,000 | 44,591 | 51,445 | 56,889 | 49,921 | 7,961 | 15 |
| Less than 3 years | 42,947 | 39,700 | 41,314 | 45,659 | 48,900 | 43,774 | 3,718 | 28 |
| All years | 44,000 | 38,309 | 41,047 | 48,600 | 54,191 | 45,263 | 6,466 | 95 |
| Assistant professor | | | | | | | | |
| 3 or more years | 40,385 | 36,483 | 37,879 | 42,300 | 45,500 | 40,294 | 3,531 | 47 |
| Less than 3 years | 38,267 | 35,000 | 36,000 | 39,500 | 44,000 | 38,531 | 4,103 | 54 |
| All years | 39,000 | 35,000 | 37,196 | 41,000 | 45,000 | 39,351 | 3,929 | 101 |
| All ranks | 45,962 | 37,196 | 39,906 | 59,400 | 72,500 | 50,910 | 14,298 | 336 |
| MOUNTAIN (11 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 70,049 | 51,500 | 60,075 | 81,692 | 88,350 | 70,924 | 13,800 | 76 |
| 6 - 11 years | 74,186 | 53,202 | 65,523 | 78,401 | 87,268 | 72,285 | 13,058 | 40 |
| 3 - 5 years | 60,558 | 39,974 | 45,973 | 65,092 | 70,806 | 57,295 | 11,746 | 17 |
| Less than 3 years | | | | | | | | 6 |
| All years | 69,382 | 48,203 | 59,100 | 78,971 | 87,050 | 68,782 | 14,335 | 139 |
| Associate professor | | | | | | | | |
| 6 or more years | 49,385 | 40,600 | 44,550 | 51,950 | 56,600 | 49,252 | 7,335 | 22 |
| 3 - 5 years | 49,233 | 40,008 | 45,840 | 52,937 | 56,000 | 49,112 | 5,382 | 18 |
| Less than 3 years | 48,589 | 43,600 | 45,105 | 50,763 | 53,800 | 48,878 | 6,546 | 31 |
| All years | 49,096 | 42,444 | 45,000 | 51,950 | 56,000 | 49,053 | 6,447 | 71 |
| Assistant professor | | | | | | | | |
| 3 or more years | 42,500 | 35,337 | 38,937 | 44,027 | 46,354 | 41,579 | 4,184 | 30 |
| Less than 3 years | 42,311 | 32,920 | 38,713 | 43,835 | 45,452 | 40,937 | 4,468 | 29 |
| All years | 42,500 | 33,414 | 38,713 | 44,027 | 45,850 | 41,263 | 4,300 | 59 |
| All ranks | 51,425 | 39,504 | 44,027 | 69,530 | 81,356 | 56,999 | 16,576 | 274 |

(continued)

TABLE 10 (continued)
1996-97 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 (16 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 86,700 | 63,909 | 73,300 | 101,100 | 116,000 | 88,827 | 21,395 | 98 |
| 6 - 11 years | 73,300 | 52,100 | 66,800 | 85,000 | 91,060 | 74,507 | 13,725 | 42 |
| 3 - 5 years | 71,732 | 56,617 | 64,872 | 80,760 | 103,100 | 74,637 | 16,611 | 18 |
| Less than 3 years | 64,400 | 47,200 | 57,600 | 77,100 | 96,000 | 67,942 | 16,425 | 27 |
| All years | 79,900 | 57,600 | 67,000 | 93,700 | 108,200 | 81,147 | 20,448 | 185 |
| Associate professor | | | | | | | | |
| 6 or more years | 50,800 | 39,300 | 45,656 | 60,688 | 73,091 | 53,386 | 11,947 | 20 |
| 3 - 5 years | 53,000 | 42,736 | 51,400 | 58,500 | 65,000 | 54,143 | 7,648 | 15 |
| Less than 3 years | 51,600 | 39,800 | 45,000 | 54,133 | 59,650 | 50,512 | 8,095 | 30 |
| All years | 51,600 | 40,049 | 46,700 | 57,500 | 65,000 | 52,234 | 9,355 | 65 |
| Assistant professor | | | | | | | | |
| 3 or more years | 43,937 | 37,750 | 39,200 | 51,237 | 57,500 | 45,517 | 6,850 | 23 |
| Less than 3 years | 42,200 | 38,008 | 38,550 | 44,950 | 48,350 | 42,348 | 3,811 | 40 |
| All years | 43,900 | 38,000 | 38,600 | 46,200 | 51,050 | 43,505 | 5,306 | 63 |
| All ranks | 63,909 | 41,000 | 47,600 | 82,100 | 101,100 | 67,405 | 23,367 | 315 |

Source: 1996-97 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
1996-97 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 (110 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 71,643 | 53,660 | 61,904 | 83,765 | 98,217 | 74,170 | 18,036 | 772 |
| 6 - 11 years | 67,625 | 52,100 | 59,300 | 77,830 | 90,556 | 69,804 | 15,108 | 339 |
| 3 - 5 years | 62,403 | 49,040 | 54,361 | 68,581 | 77,800 | 62,909 | 12,080 | 166 |
| Less than 3 years | 57,600 | 48,887 | 52,827 | 67,100 | 78,000 | 61,099 | 12,613 | 156 |
| All years | 67,613 | 51,527 | 58,278 | 79,565 | 93,222 | 70,434 | 16,951 | 1,434 |
| Associate professor | | | | | | | | |
| 6 or more years | 48,965 | 39,000 | 44,472 | 53,942 | 59,664 | 49,622 | 8,547 | 358 |
| 3 - 5 years | 50,150 | 42,500 | 45,500 | 55,850 | 61,735 | 51,021 | 7,462 | 185 |
| Less than 3 years | 47,098 | 41,170 | 43,747 | 51,237 | 57,059 | 48,362 | 6,882 | 232 |
| All years | 48,700 | 40,807 | 44,459 | 53,763 | 59,536 | 49,579 | 7,875 | 775 |
| Assistant professor | | | | | | | | |
| 3 or more years | 41,173 | 36,737 | 38,652 | 44,189 | 48,400 | 41,897 | 5,016 | 284 |
| Less than 3 years | 39,575 | 35,000 | 37,500 | 42,849 | 45,452 | 40,034 | 4,316 | 313 |
| All years | 40,385 | 35,600 | 38,007 | 43,500 | 46,850 | 40,920 | 4,750 | 597 |
| All ranks | 54,071 | 39,000 | 44,100 | 68,453 | 82,782 | 58,195 | 18,195 | 2,833 |
| NEW ENGLAND (5 departments) (Insufficient <u>N</u>s of faculty for analysis) | | | | | | | | |
| MID ATLANTIC (7 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 82,408 | 65,466 | 74,137 | 96,306 | 106,417 | 84,337 | 15,206 | 57 |
| 6 - 11 years | 74,137 | 63,851 | 67,200 | 81,300 | 96,297 | 77,052 | 14,566 | 30 |
| 3 - 5 years | 76,300 | 66,900 | 69,202 | 79,909 | 81,042 | 75,479 | 7,939 | 11 |
| Less than 3 years | 63,486 | 54,120 | 60,213 | 69,998 | 82,623 | 65,308 | 9,423 | 16 |
| All years | 75,722 | 61,499 | 68,567 | 86,139 | 101,748 | 78,894 | 15,150 | 114 |
| Associate professor | | | | | | | | |
| 6 or more years | 56,319 | 49,609 | 53,942 | 59,811 | 64,971 | 57,088 | 6,709 | 33 |
| 3 - 5 years | 56,000 | 46,684 | 52,317 | 62,577 | 66,304 | 57,013 | 6,779 | 15 |
| Less than 3 years | 49,463 | 44,624 | 47,481 | 50,178 | 57,059 | 49,667 | 4,779 | 14 |
| All years | 55,365 | 46,684 | 50,000 | 59,782 | 64,971 | 55,394 | 6,982 | 62 |
| Assistant professor | | | | | | | | |
| 3 or more years | 42,087 | 39,316 | 40,748 | 44,853 | 47,045 | 43,211 | 4,097 | 16 |
| Less than 3 years | 42,000 | 39,000 | 40,000 | 43,500 | 50,160 | 42,669 | 4,135 | 25 |
| All years | 42,000 | 39,316 | 40,495 | 44,000 | 47,045 | 42,881 | 4,077 | 41 |
| All ranks | 63,115 | 42,000 | 50,160 | 76,538 | 92,112 | 65,376 | 18,921 | 217 |
| EAST NORTH CENTRAL (19 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 72,000 | 55,116 | 64,381 | 85,260 | 98,896 | 75,266 | 17,897 | 164 |
| 6 - 11 years | 71,122 | 55,000 | 62,363 | 82,636 | 102,672 | 75,520 | 17,976 | 63 |
| 3 - 5 years | 60,003 | 52,244 | 54,324 | 69,132 | 77,963 | 63,326 | 12,068 | 33 |
| Less than 3 years | 59,578 | 51,830 | 55,232 | 68,335 | 78,000 | 63,040 | 12,331 | 38 |
| All years | 69,100 | 54,324 | 60,003 | 80,934 | 96,900 | 72,438 | 17,460 | 298 |
| Associate professor | | | | | | | | |
| 6 or more years | 50,949 | 40,900 | 47,181 | 54,665 | 58,908 | 51,250 | 7,969 | 78 |
| 3 - 5 years | 49,732 | 44,037 | 45,620 | 58,325 | 64,636 | 52,296 | 8,371 | 48 |
| Less than 3 years | 48,000 | 43,299 | 44,412 | 54,333 | 65,604 | 50,695 | 7,773 | 39 |
| All years | 50,000 | 43,245 | 45,740 | 55,566 | 63,300 | 51,423 | 8,016 | 165 |
| Assistant professor | | | | | | | | |
| 3 or more years | 41,990 | 38,853 | 40,428 | 45,703 | 50,500 | 43,269 | 4,648 | 68 |
| Less than 3 years | 40,800 | 37,071 | 38,500 | 44,000 | 46,700 | 41,157 | 4,108 | 57 |
| All years | 41,454 | 37,884 | 39,627 | 44,650 | 48,000 | 42,306 | 4,518 | 125 |
| All ranks | 55,232 | 40,725 | 45,709 | 69,291 | 85,098 | 59,927 | 18,526 | 595 |

TABLE 11 (continued)
 1996-97 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 | 65,705 | 47,118 | 55,065 | 76,700 | 90,000 | 68,142 | 17,922 | 77 |
| 6 - 11 years | 69,935 | 46,400 | 50,104 | 83,236 | 92,353 | 68,443 | 17,588 | 24 |
| 3 - 5 years | 63,437 | 49,874 | 58,650 | 65,891 | 70,642 | 62,554 | 10,024 | 16 |
| Less than 3 years | 56,400 | 48,965 | 50,170 | 63,090 | 71,374 | 59,062 | 12,511 | 13 |
| All years | 63,909 | 47,264 | 54,719 | 76,700 | 88,588 | 66,602 | 16,746 | 130 |
| Associate professor | | | | | | | | |
| 6 or more years | 48,810 | 43,454 | 44,940 | 51,374 | 53,751 | 49,294 | 7,224 | 21 |
| 3 - 5 years | 47,213 | 41,060 | 44,812 | 56,000 | 58,300 | 49,097 | 7,323 | 13 |
| Less than 3 years | 47,679 | 43,407 | 44,547 | 51,000 | 56,000 | 48,454 | 4,855 | 25 |
| All years | 47,826 | 41,400 | 44,547 | 51,374 | 56,545 | 48,895 | 6,245 | 59 |
| Assistant professor | | | | | | | | |
| 3 or more years | 38,576 | 34,200 | 37,309 | 42,600 | 46,180 | 40,099 | 5,032 | 26 |
| Less than 3 years | 38,901 | 34,000 | 36,700 | 40,300 | 43,200 | 38,592 | 3,418 | 21 |
| All years | 38,702 | 34,000 | 36,700 | 41,800 | 44,500 | 39,425 | 4,406 | 47 |
| All ranks | 51,478 | 38,450 | 44,250 | 65,659 | 82,875 | 56,672 | 17,177 | 238 |
| SOUTH ATLANTIC (24 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 72,310 | 54,826 | 63,100 | 81,000 | 102,800 | 74,783 | 17,659 | 155 |
| 6 - 11 years | 64,226 | 51,981 | 57,370 | 72,980 | 86,171 | 66,141 | 14,092 | 81 |
| 3 - 5 years | 60,980 | 51,527 | 54,361 | 66,855 | 71,856 | 61,261 | 10,064 | 41 |
| Less than 3 years | 54,769 | 46,550 | 51,600 | 66,610 | 90,855 | 61,064 | 15,288 | 38 |
| All years | 66,299 | 51,600 | 57,133 | 77,808 | 92,700 | 69,259 | 16,768 | 316 |
| Associate professor | | | | | | | | |
| 6 or more years | 47,992 | 37,550 | 44,700 | 52,000 | 56,293 | 48,180 | 7,781 | 106 |
| 3 - 5 years | 49,950 | 40,906 | 45,500 | 53,763 | 56,378 | 49,639 | 5,393 | 47 |
| Less than 3 years | 47,459 | 41,665 | 44,000 | 53,499 | 60,000 | 49,598 | 8,212 | 55 |
| All years | 48,150 | 40,134 | 44,616 | 52,613 | 57,205 | 48,885 | 7,436 | 208 |
| Assistant professor | | | | | | | | |
| 3 or more years | 41,112 | 36,300 | 39,100 | 45,200 | 48,910 | 42,283 | 6,096 | 51 |
| Less than 3 years | 39,600 | 34,750 | 37,000 | 42,393 | 45,025 | 39,933 | 4,725 | 70 |
| All years | 40,000 | 35,146 | 38,000 | 43,500 | 47,523 | 40,923 | 5,448 | 121 |
| All ranks | 52,816 | 39,250 | 44,655 | 66,176 | 79,785 | 57,149 | 17,520 | 651 |
| EAST SOUTH CENTRAL (9 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 61,788 | 50,990 | 55,250 | 67,886 | 74,329 | 63,390 | 12,064 | 53 |
| 6 - 11 years | 58,964 | 50,531 | 55,008 | 63,313 | 69,931 | 59,690 | 7,341 | 29 |
| 3 - 5 years | 53,958 | 47,610 | 48,807 | 54,500 | 64,959 | 55,928 | 11,718 | 14 |
| Less than 3 years | | | | | | | | 6 |
| All years | 59,147 | 48,807 | 53,660 | 66,191 | 70,326 | 60,619 | 11,141 | 102 |
| Associate professor | | | | | | | | |
| 6 or more years | 41,773 | 33,952 | 38,933 | 45,202 | 48,412 | 41,718 | 4,481 | 18 |
| 3 - 5 years | 44,450 | 38,460 | 42,500 | 46,760 | 52,106 | 45,082 | 5,995 | 15 |
| Less than 3 years | 41,740 | 39,930 | 40,650 | 44,145 | 47,933 | 43,099 | 4,049 | 17 |
| All years | 42,550 | 38,610 | 40,043 | 45,202 | 48,739 | 43,197 | 4,948 | 50 |
| Assistant professor | | | | | | | | |
| 3 or more years | 38,602 | 36,735 | 37,382 | 42,328 | 44,334 | 39,969 | 3,702 | 24 |
| Less than 3 years | 37,150 | 33,500 | 35,001 | 38,756 | 42,257 | 37,223 | 2,918 | 28 |
| All years | 38,120 | 34,000 | 36,610 | 39,548 | 43,288 | 38,491 | 3,550 | 52 |
| All ranks | 47,799 | 36,940 | 39,975 | 59,313 | 67,948 | 50,708 | 13,127 | 204 |

(continued)

TABLE 11 (continued)
1996-97 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 (13 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 61,536 | 46,230 | 54,969 | 72,240 | 81,385 | 62,723 | 12,809 | 58 |
| 6 - 11 years | 63,136 | 49,700 | 58,278 | 69,000 | 76,084 | 63,065 | 8,891 | 29 |
| 3 - 5 years | 57,986 | 48,900 | 54,837 | 64,517 | 70,301 | 58,491 | 8,952 | 13 |
| Less than 3 years | 54,054 | 51,422 | 52,000 | 58,000 | 59,182 | 57,516 | 10,810 | 11 |
| All years | 61,171 | 49,300 | 54,837 | 69,000 | 77,069 | 61,800 | 11,336 | 111 |
| Associate professor | | | | | | | | |
| 6 or more years | 43,759 | 37,850 | 40,435 | 45,599 | 50,621 | 43,896 | 5,722 | 40 |
| 3 - 5 years | 48,639 | 41,681 | 44,591 | 53,000 | 65,565 | 50,477 | 9,689 | 10 |
| Less than 3 years | 42,947 | 39,700 | 41,170 | 45,000 | 47,673 | 43,652 | 3,703 | 26 |
| All years | 43,790 | 38,309 | 41,000 | 46,602 | 51,700 | 44,679 | 6,167 | 76 |
| Assistant professor | | | | | | | | |
| 3 or more years | 40,060 | 36,132 | 37,800 | 41,135 | 44,511 | 39,689 | 3,454 | 39 |
| Less than 3 years | 37,571 | 35,000 | 35,020 | 39,006 | 39,535 | 37,192 | 2,432 | 41 |
| All years | 38,532 | 35,000 | 36,506 | 40,193 | 41,288 | 38,409 | 3,211 | 80 |
| All ranks | 44,957 | 37,038 | 39,158 | 57,986 | 70,438 | 49,758 | 13,187 | 270 |
| MOUNTAIN (10 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 70,076 | 51,500 | 59,900 | 81,637 | 87,050 | 70,616 | 13,635 | 71 |
| 6 - 11 years | 74,274 | 48,203 | 66,367 | 78,971 | 87,486 | 73,153 | 13,428 | 35 |
| 3 - 5 years | 60,650 | 39,974 | 45,698 | 66,046 | 70,806 | 57,383 | 12,126 | 16 |
| Less than 3 years | | | | | | | | 6 |
| All years | 69,467 | 48,192 | 59,094 | 78,524 | 87,050 | 68,729 | 14,437 | 128 |
| Associate professor | | | | | | | | |
| 6 or more years | 49,385 | 40,600 | 44,550 | 51,950 | 56,600 | 49,252 | 7,335 | 22 |
| 3 - 5 years | 50,150 | 40,008 | 46,093 | 52,937 | 56,000 | 49,424 | 5,377 | 17 |
| Less than 3 years | 49,096 | 43,068 | 45,169 | 50,763 | 58,195 | 49,070 | 6,699 | 29 |
| All years | 49,349 | 42,384 | 45,053 | 52,250 | 56,438 | 49,217 | 6,522 | 68 |
| Assistant professor | | | | | | | | |
| 3 or more years | 42,500 | 33,414 | 38,937 | 44,027 | 46,857 | 41,547 | 4,254 | 29 |
| Less than 3 years | 42,406 | 32,920 | 38,289 | 44,331 | 45,452 | 40,830 | 4,708 | 26 |
| All years | 42,500 | 33,414 | 38,503 | 44,082 | 45,850 | 41,208 | 4,447 | 55 |
| All ranks | 51,159 | 38,937 | 44,070 | 69,616 | 81,356 | 56,837 | 16,581 | 256 |

(continued)

TABLE 11 (continued)
**1996-97 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 (11 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 83,450 | 63,909 | 73,300 | 96,700 | 109,000 | 86,613 | 19,988 | 78 |
| 6 - 11 years | 73,300 | 54,967 | 64,600 | 79,900 | 92,380 | 73,263 | 13,220 | 30 |
| 3 - 5 years | 69,132 | 58,447 | 64,872 | 80,200 | 103,100 | 73,734 | 14,552 | 14 |
| Less than 3 years | 61,600 | 49,650 | 57,600 | 67,100 | 82,350 | 63,760 | 12,122 | 20 |
| All years | 76,350 | 57,600 | 66,480 | 92,500 | 103,100 | 79,304 | 19,186 | 142 |
| Associate professor | | | | | | | | |
| 6 or more years | 51,264 | 36,500 | 42,100 | 62,076 | 63,559 | 51,777 | 11,991 | 11 |
| 3 - 5 years | 53,000 | 42,736 | 51,400 | 57,957 | 59,700 | 53,411 | 7,595 | 13 |
| Less than 3 years | 49,200 | 40,049 | 45,000 | 51,600 | 54,300 | 48,891 | 5,880 | 23 |
| All years | 51,600 | 39,200 | 45,000 | 55,800 | 59,700 | 50,817 | 8,174 | 47 |
| Assistant professor | | | | | | | | |
| 3 or more years | 43,900 | 37,500 | 39,200 | 46,200 | 51,500 | 44,060 | 6,146 | 15 |
| Less than 3 years | 41,900 | 38,016 | 38,600 | 44,900 | 46,200 | 42,241 | 3,600 | 33 |
| All years | 42,850 | 38,000 | 38,900 | 44,950 | 48,600 | 42,810 | 4,561 | 48 |
| All ranks | 62,376 | 40,300 | 46,500 | 79,900 | 96,400 | 66,061 | 22,350 | 239 |

Source: 1996-97 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
1996-97 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 (53 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 81,395 | 61,490 | 72,000 | 99,700 | 112,500 | 85,386 | 21,906 | 206 |
| 6 - 11 years | 74,285 | 54,970 | 64,500 | 85,350 | 96,404 | 75,685 | 15,968 | 121 |
| 3 - 5 years | 72,000 | 52,595 | 57,775 | 81,502 | 96,434 | 72,345 | 16,925 | 39 |
| Less than 3 years | 65,673 | 56,930 | 60,101 | 72,455 | 93,000 | 68,833 | 13,273 | 52 |
| All years | 76,000 | 57,362 | 65,800 | 92,050 | 107,050 | 79,302 | 19,930 | 418 |
| Associate professor | | | | | | | | |
| 6 or more years | 53,500 | 40,025 | 46,500 | 60,320 | 67,478 | 53,738 | 10,641 | 111 |
| 3 - 5 years | 51,386 | 43,273 | 48,200 | 56,390 | 62,221 | 52,807 | 9,062 | 60 |
| Less than 3 years | 48,847 | 43,150 | 45,665 | 53,040 | 59,300 | 49,968 | 6,757 | 65 |
| All years | 51,364 | 42,000 | 46,200 | 56,900 | 64,600 | 52,463 | 9,411 | 236 |
| Assistant professor | | | | | | | | |
| 3 or more years | 44,900 | 38,007 | 41,409 | 48,800 | 53,170 | 45,599 | 7,377 | 106 |
| Less than 3 years | 42,000 | 35,000 | 39,000 | 44,000 | 47,000 | 41,522 | 4,715 | 111 |
| All years | 42,500 | 36,810 | 40,000 | 46,450 | 50,274 | 43,513 | 6,477 | 217 |
| All ranks | 57,362 | 40,400 | 45,500 | 75,092 | 94,386 | 62,753 | 21,925 | 883 |
| NEW ENGLAND (5 departments) (Insufficient <u>N</u>s of faculty for analysis) | | | | | | | | |
| MID ATLANTIC (15 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 80,793 | 62,312 | 72,488 | 102,078 | 109,500 | 85,959 | 22,945 | 64 |
| 6 - 11 years | 75,800 | 62,015 | 70,426 | 86,570 | 100,750 | 78,645 | 15,709 | 43 |
| 3 - 5 years | | | | | | | | 8 |
| Less than 3 years | 66,332 | 51,607 | 58,660 | 73,620 | 84,025 | 67,873 | 11,553 | 18 |
| All years | 77,180 | 60,997 | 68,580 | 92,700 | 107,530 | 81,188 | 19,925 | 133 |
| Associate professor | | | | | | | | |
| 6 or more years | 55,302 | 41,000 | 51,025 | 64,575 | 72,035 | 57,091 | 11,465 | 37 |
| 3 - 5 years | 51,000 | 42,060 | 49,270 | 56,200 | 59,200 | 51,477 | 6,054 | 13 |
| Less than 3 years | 47,975 | 41,500 | 46,100 | 53,040 | 56,253 | 49,450 | 6,710 | 17 |
| All years | 52,875 | 41,500 | 47,975 | 60,317 | 68,015 | 54,063 | 10,061 | 67 |
| Assistant professor | | | | | | | | |
| 3 or more years | 45,975 | 38,007 | 39,571 | 50,274 | 57,150 | 46,450 | 7,316 | 27 |
| Less than 3 years | 43,400 | 35,174 | 39,264 | 45,400 | 49,000 | 42,266 | 4,606 | 19 |
| All years | 44,000 | 36,810 | 39,571 | 49,000 | 52,613 | 44,722 | 6,614 | 46 |
| All ranks | 62,827 | 41,500 | 48,850 | 77,932 | 97,507 | 66,335 | 22,560 | 251 |
| EAST NORTH CENTRAL (8 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 83,900 | 73,000 | 76,600 | 91,742 | 110,100 | 87,566 | 19,494 | 16 |
| 6 - 11 years | 72,300 | 54,800 | 64,400 | 89,500 | 100,000 | 76,211 | 17,508 | 13 |
| 3 - 5 years | | | | | | | | 5 |
| Less than 3 years | 65,100 | 59,300 | 60,200 | 72,000 | 78,000 | 67,014 | 10,913 | 11 |
| All years | 76,249 | 55,069 | 64,200 | 85,500 | 100,000 | 77,153 | 18,616 | 45 |
| Associate professor | | | | | | | | |
| 6 or more years | 50,697 | 46,000 | 47,625 | 56,400 | 64,600 | 53,444 | 8,476 | 24 |
| 3 - 5 years | 48,952 | 44,990 | 47,600 | 52,000 | 59,100 | 51,385 | 7,881 | 14 |
| Less than 3 years | 47,822 | 44,767 | 45,500 | 51,534 | 54,700 | 49,847 | 5,943 | 11 |
| All years | 50,000 | 44,990 | 46,550 | 53,500 | 64,600 | 52,048 | 7,799 | 49 |
| Assistant professor | | | | | | | | |
| 3 or more years | 42,400 | 37,600 | 40,011 | 49,000 | 64,100 | 46,146 | 10,386 | 29 |
| Less than 3 years | 41,700 | 35,000 | 38,000 | 42,500 | 44,600 | 40,520 | 5,045 | 23 |
| All years | 41,874 | 37,000 | 39,200 | 45,250 | 53,170 | 43,658 | 8,841 | 52 |
| All ranks | 50,394 | 38,900 | 42,900 | 65,000 | 84,000 | 56,412 | 18,738 | 149 |

TABLE 12 (continued)
1996-97 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 | 81,100 | 55,297 | 66,840 | 92,050 | 103,300 | 80,300 | 19,382 | 34 |
| 6 - 11 years | 75,993 | 54,970 | 58,518 | 85,275 | 94,965 | 75,900 | 15,623 | 26 |
| 3 - 5 years | 71,700 | 43,354 | 63,230 | 76,000 | 81,502 | 68,468 | 13,855 | 13 |
| Less than 3 years | | | | | | | | 8 |
| All years | 74,320 | 55,297 | 63,230 | 86,820 | 95,800 | 75,392 | 17,085 | 81 |
| Associate professor | | | | | | | | |
| 6 or more years | 54,190 | 36,071 | 38,037 | 56,800 | 61,180 | 49,286 | 10,505 | 13 |
| 3 - 5 years | 52,107 | 42,243 | 42,746 | 60,800 | 62,100 | 51,295 | 8,883 | 15 |
| Less than 3 years | | | | | | | | 9 |
| All years | 49,700 | 36,733 | 45,081 | 55,845 | 61,180 | 49,969 | 8,391 | 37 |
| Assistant professor | | | | | | | | |
| 3 or more years | 42,385 | 35,583 | 38,646 | 44,872 | 46,310 | 41,366 | 5,069 | 12 |
| Less than 3 years | 41,375 | 30,839 | 33,000 | 44,000 | 46,500 | 39,090 | 5,803 | 19 |
| All years | 42,000 | 32,000 | 34,280 | 44,451 | 46,310 | 39,971 | 5,558 | 31 |
| All ranks | 58,518 | 36,892 | 44,451 | 75,500 | 92,000 | 61,358 | 20,517 | 151 |
| 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 departments) (Insufficient <u>N</u>s of faculty for analysis) | | | | | | | | |
| PACIFIC (5 departments) (Insufficient <u>N</u>s of faculty for analysis) | | | | | | | | |

Source: 1996-97 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.

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: 1994-95 to 1996-97
- Table 14. Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank: 1994-95 to 1996-97
- Table 15. Distribution of 1996-97 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank
- Table 16. 1996-97 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank
- Table 17. 1996-97 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Type of Department, Rank, and Years in Rank
- Table 18. 1996-97 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Region, Rank, and Years in Rank
- Table 19. 1996-97 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Type of Institution, Rank, and Years in Rank
- Table 20. 1996-97 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: 1994-95 to 1996-97

| | Full professor | Associate professor | Assistant professor | Lecturer/ Instructor | All ranks |
|--|---------------------|------------------------|------------------------|-------------------------|---------------------|
| U.S. Master's Departments | | | | | |
| 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 |
| 1996-97 (100 departments) | \$58,467 N=514 | \$45,483 N=300 | \$37,894 N=313 | \$31,935 N=14 | \$49,084 N=1,141 |
| Percent change in monetary salary | | | | | |
| 1994-95 to 1995-96 | +3.1% | +1.8% | +3.6% | +3.8% | +3.5% |
| 1995-96 to 1996-97 | +1.6% | +2.1% | +2.6% | +5.2% | +0.9% |
| Percent change in real terms | | | | | |
| 1994-95 to 1995-96 | +0.6% | -0.7% | +1.1% | +1.3% | +1.0% |
| 1995-96 to 1996-97 | -1.4% | -0.9% | -0.4% | -2.2% | -2.1% |
| All U.S. Departments | | | | | |
| 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 |
| 1996-97 (351 departments) | \$68,956 N=2,865 | \$49,521 N=1,696 | \$40,586 N=1,374 | \$35,848 N=63 | \$56,614 N=5,998 |
| Percent change in monetary salary | | | | | |
| 1994-95 to 1995-96 | +2.6% | +2.1% | +3.0% | +1.3% | +2.6% |
| 1995-96 to 1996-97 | +4.0% | +3.6% | +2.9% | -1.3% | +3.1% |
| Percent change in real terms | | | | | |
| 1994-95 to 1995-96 | +0.1% | -0.4% | +0.5% | -1.2% | +0.1% |
| 1995-96 to 1996-97 | +1.0% | +0.6% | -0.1% | -4.3% | +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 2.5% for the period from September 1994 to September 1995 and 3.0% for the period from September 1995 to September 1996.

TABLE 14
Changes in Average Salaries of Full-Time Faculty in U.S. Master's Departments of Psychology
by Rank and Years in Rank: 1994-95 to 1996-97

| | <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 |
| 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 |
| 1996-97 (100 departments) | \$62,317 N=237 | \$56,944 N=140 | \$54,441 N=63 | \$52,574 N=70 | \$47,945 N=124 | \$44,933 N=87 | \$42,603 N=87 | \$39,199 N=157 | \$36,574 N=147 |
| Percent change in monetary salary | | | | | | | | | |
| 1994-95 to 1995-96 | +3.6% | +3.2% | +5.0% | +2.2% | +2.0% | +4.6% | -0.1% | +4.3% | +2.2% |
| 1995-96 to 1996-97 | +0.5% | +1.1% | +2.3% | +4.8% | +1.7% | +0.7% | +3.1% | +2.6% | +3.0% |
| Percent change in real terms | | | | | | | | | |
| 1994-95 to 1995-96 | +1.1% | +0.7% | +2.5% | -0.3% | -0.5% | +2.1% | -2.6% | +1.8% | -0.3% |
| 1995-96 to 1996-97 | -2.5% | -1.9% | -0.7% | +1.8% | -1.3% | -2.3% | +0.1% | -0.4% | +0.0% |

Source: 1995-96 and 1996-97 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 2.5% for the period from September 1994 to September 1995 and 3.0% for the period from September 1995 to September 1996.

TABLE 15
Distribution of 1996-97 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 | 12 | 1 | | | | | | | |
| 78,000-78,999 | | | | | | | | | |
| 77,000-77,999 | 1 | | | | | | | | |
| 76,000-76,999 | 5 | 1 | | | | | | | |
| 75,000-75,999 | 3 | | | 1 | | | | | |
| \$74,000-74,999 | 11 | 4 | | | | | | | |
| 73,000-73,999 | 1 | 2 | 3 | | | | | | |
| 72,000-72,999 | 1 | 1 | | 1 | | | | | |
| 71,000-71,999 | 5 | 1 | | 1 | | | | | |
| 70,000-70,999 | 2 | | | 1 | | | | | |
| \$69,000-69,999 | 3 | 2 | 2 | | | | | | |
| 68,000-68,999 | 7 | 4 | | 1 | | | | | |
| 67,000-67,999 | 2 | 1 | 1 | 1 | | | | | |
| 66,000-66,999 | 5 | 3 | 1 | | 1 | | | | |
| 65,000-65,999 | 45 | 9 | | | 1 | | | | |
| \$64,000-64,999 | 7 | 4 | 2 | | | | | | |
| 63,000-63,999 | 8 | 4 | 1 | | 3 | 1 | 1 | | |
| 62,000-62,999 | 2 | 7 | | 1 | 2 | | 1 | | |
| 61,000-61,999 | 9 | 3 | 3 | | 4 | | | | |
| 60,000-60,999 | 8 | 1 | 3 | 2 | | | | | |
| \$59,000-59,999 | 9 | 3 | 4 | | | | | | |
| 58,000-58,999 | 14 | 6 | 2 | 2 | 2 | | 1 | | |
| 57,000-57,999 | 6 | 3 | 3 | 5 | 3 | 1 | | | |
| 56,000-56,999 | 8 | 5 | 2 | 5 | 2 | 1 | | 1 | |
| 55,000-55,999 | 9 | 3 | 3 | 6 | 2 | 3 | 2 | | |
| \$54,000-54,999 | 6 | 6 | | 3 | 1 | 1 | | | |
| 53,000-53,999 | 8 | 13 | 1 | 2 | 5 | 1 | | | |
| 52,000-52,999 | 11 | 8 | 6 | 3 | 2 | 2 | 5 | | |
| 51,000-51,999 | 9 | 6 | 3 | | 15 | 1 | | 1 | |
| 50,000-50,999 | 6 | 6 | | 4 | 3 | 7 | 4 | 1 | |
| \$49,000-49,999 | 3 | 8 | 4 | | 6 | 7 | 3 | 1 | |
| 48,000-48,999 | 4 | 10 | 4 | 8 | 2 | | | | |
| 47,000-47,999 | 1 | 6 | 3 | 3 | 5 | 2 | | 3 | 1 |
| 46,000-46,999 | 1 | 4 | 2 | 6 | 9 | 6 | 4 | 5 | |
| 45,000-45,999 | 2 | | 3 | 3 | 11 | 8 | 3 | 8 | 6 |
| \$44,000-44,999 | 1 | 3 | 1 | 5 | 3 | 5 | 4 | 2 | 1 |
| 43,000-43,999 | | | 3 | 3 | 11 | 9 | 3 | 13 | 3 |
| 42,000-42,999 | 2 | 1 | 1 | | 6 | 6 | 6 | 5 | 2 |
| 41,000-41,999 | | | | 3 | 6 | 1 | 7 | 10 | 6 |
| 40,000-40,999 | | | 1 | | 4 | 4 | 6 | 9 | 3 |
| \$39,000-39,999 | | | | | 1 | 6 | 6 | 15 | 7 |
| 38,000-38,999 | | 1 | | | 7 | 7 | 13 | 20 | 10 |
| 37,000-37,999 | | | | | 4 | 2 | 5 | 14 | 13 |
| 36,000-36,999 | | | | | 1 | 2 | 8 | 9 | 19 |
| 35,000-35,999 | | | | | | 2 | 3 | 15 | 31 |
| \$34,000-34,999 | | | | | | 1 | | 6 | 20 |
| 33,000-33,999 | | | | | 1 | | | 6 | 13 |
| 32,000-32,999 | | | | | | | 1 | 6 | 2 |
| 31,000-31,999 | | | | | 1 | 1 | | 3 | 6 |
| 30,000-30,999 | | | 1 | | | | | 3 | 2 |
| Less than 30,000 | | | | | | | 1 | 1 | 3 |

Source: 1996-97 Survey of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

TABLE 16
1996-97 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 | 62,781 | 51,384 | 55,635 | 65,445 | 74,137 | 62,317 | 9,190 | 237 |
| 6 - 11 years | 54,342 | 47,966 | 50,289 | 63,214 | 68,196 | 56,944 | 8,323 | 140 |
| 3 - 5 years | 52,445 | 44,966 | 48,150 | 60,246 | 66,600 | 54,441 | 8,775 | 63 |
| Less than 3 years | 51,580 | 44,577 | 46,755 | 56,608 | 61,000 | 52,574 | 7,688 | 70 |
| Not specified | | | | | | | | 4 |
| All years | 57,710 | 47,221 | 51,480 | 65,004 | 71,412 | 58,467 | 9,477 | 514 |
| Associate professor | | | | | | | | |
| 6 or more years | 46,579 | 38,740 | 42,999 | 51,448 | 58,473 | 47,945 | 7,241 | 124 |
| 3 - 5 years | 44,355 | 38,100 | 40,002 | 49,650 | 52,790 | 44,933 | 5,928 | 87 |
| Less than 3 years | 41,085 | 36,507 | 38,136 | 45,500 | 52,600 | 42,603 | 6,440 | 87 |
| Not specified | | | | | | | | 2 |
| All years | 44,529 | 37,560 | 40,001 | 50,221 | 55,127 | 45,483 | 6,981 | 300 |
| Assistant professor | | | | | | | | |
| 3 or more years | 38,790 | 33,200 | 35,985 | 42,000 | 45,580 | 39,199 | 4,680 | 157 |
| Less than 3 years | 35,800 | 33,003 | 34,724 | 38,000 | 41,600 | 36,574 | 3,525 | 147 |
| Not specified | | | | | | | | 9 |
| All years | 37,203 | 33,200 | 35,000 | 40,175 | 43,668 | 37,894 | 4,316 | 313 |

Source: 1996-97 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
1996-97 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 (90 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 62,637 | 51,249 | 55,635 | 65,004 | 74,100 | 62,086 | 9,005 | 229 |
| 6 - 11 years | 54,277 | 47,950 | 50,252 | 63,033 | 68,196 | 56,932 | 8,414 | 134 |
| 3 - 5 years | 52,445 | 44,966 | 48,150 | 60,246 | 67,500 | 54,604 | 8,833 | 59 |
| Less than 3 years | 52,877 | 44,354 | 46,755 | 56,608 | 60,000 | 52,455 | 7,402 | 67 |
| All years | 57,751 | 47,221 | 51,505 | 65,004 | 71,000 | 58,384 | 9,352 | 493 |
| Associate professor | | | | | | | | |
| 6 or more years | 46,380 | 38,704 | 42,800 | 51,396 | 58,473 | 47,700 | 7,235 | 117 |
| 3 - 5 years | 44,468 | 38,258 | 40,040 | 49,449 | 52,717 | 44,853 | 5,615 | 80 |
| Less than 3 years | 40,888 | 36,745 | 38,156 | 45,500 | 52,491 | 42,525 | 6,192 | 82 |
| All years | 44,500 | 37,695 | 40,000 | 50,000 | 54,250 | 45,340 | 6,819 | 281 |
| Assistant professor | | | | | | | | |
| 3 or more years | 38,797 | 33,382 | 35,974 | 42,025 | 45,580 | 39,232 | 4,710 | 152 |
| Less than 3 years | 35,990 | 33,100 | 34,750 | 38,000 | 41,715 | 36,652 | 3,537 | 135 |
| All years | 37,222 | 33,280 | 35,006 | 40,295 | 44,040 | 37,978 | 4,343 | 296 |
| All ranks | 47,500 | 35,535 | 39,117 | 57,305 | 65,004 | 49,105 | 11,729 | 1,083 |

OTHER DEPARTMENTS (10 departments) (Insufficient Ns of faculty for analysis)

Source: 1996-97 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
1996-97 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 (90 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 62,637 | 51,249 | 55,635 | 65,004 | 74,100 | 62,086 | 9,005 | 229 |
| 6 - 11 years | 54,277 | 47,950 | 50,252 | 63,033 | 68,196 | 56,932 | 8,414 | 134 |
| 3 - 5 years | 52,445 | 44,966 | 48,150 | 60,246 | 67,500 | 54,604 | 8,833 | 59 |
| Less than 3 years | 52,877 | 44,354 | 46,755 | 56,608 | 60,000 | 52,455 | 7,402 | 67 |
| All years | 57,751 | 47,221 | 51,505 | 65,004 | 71,000 | 58,384 | 9,352 | 493 |
| Associate professor | | | | | | | | |
| 6 or more years | 46,380 | 38,704 | 42,800 | 51,396 | 58,473 | 47,700 | 7,235 | 117 |
| 3 - 5 years | 44,468 | 38,258 | 40,040 | 49,449 | 52,717 | 44,853 | 5,615 | 80 |
| Less than 3 years | 40,888 | 36,745 | 38,156 | 45,500 | 52,491 | 42,525 | 6,192 | 82 |
| All years | 44,500 | 37,695 | 40,000 | 50,000 | 54,250 | 45,340 | 6,819 | 281 |
| Assistant professor | | | | | | | | |
| 3 or more years | 38,797 | 33,382 | 35,974 | 42,025 | 45,580 | 39,232 | 4,710 | 152 |
| Less than 3 years | 35,990 | 33,100 | 34,750 | 38,000 | 41,715 | 36,652 | 3,537 | 135 |
| All years | 37,222 | 33,280 | 35,006 | 40,295 | 44,040 | 37,978 | 4,343 | 296 |
| All ranks | 47,500 | 35,535 | 39,117 | 57,305 | 65,004 | 49,105 | 11,729 | 1,083 |
| NEW ENGLAND (3 departments) (Insufficient <u>N</u>s of faculty for analysis) | | | | | | | | |
| MID ATLANTIC (12 departments) (Insufficient <u>N</u>s of faculty for analysis) | | | | | | | | |
| EAST NORTH CENTRAL (13 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 59,410 | 51,790 | 53,970 | 64,390 | 69,672 | 60,258 | 7,585 | 46 |
| 6 - 11 years | 53,000 | 48,420 | 49,918 | 55,167 | 58,801 | 52,906 | 5,233 | 25 |
| 3 - 5 years | 50,805 | 45,330 | 46,656 | 60,559 | 61,671 | 53,383 | 8,839 | 12 |
| Less than 3 years | 48,000 | 45,454 | 46,935 | 52,990 | 55,167 | 50,623 | 7,674 | 14 |
| All years | 54,350 | 46,935 | 50,000 | 60,857 | 66,644 | 56,122 | 8,184 | 97 |
| Associate professor | | | | | | | | |
| 6 or more years | 45,460 | 40,930 | 42,930 | 48,193 | 55,175 | 45,951 | 5,016 | 19 |
| 3 - 5 years | | | | | | | | 9 |
| Less than 3 years | | | | | | | | 5 |
| All years | 43,344 | 38,250 | 40,704 | 45,759 | 50,985 | 43,994 | 5,058 | 33 |
| Assistant professor | | | | | | | | |
| 3 or more years | 37,219 | 31,559 | 35,694 | 38,900 | 42,678 | 37,347 | 3,390 | 17 |
| Less than 3 years | 35,512 | 33,165 | 34,003 | 37,026 | 38,068 | 35,558 | 1,810 | 20 |
| All years | 36,078 | 33,003 | 34,461 | 38,081 | 39,987 | 36,463 | 2,727 | 39 |
| All ranks | 48,097 | 35,694 | 38,606 | 55,823 | 62,710 | 48,642 | 11,124 | 174 |
| WEST NORTH CENTRAL (8 departments) (Insufficient <u>N</u>s of faculty for analysis) | | | | | | | | |

(continued)

TABLE 18 (continued)
1996-97 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 |
|---|--------|--------|--------|--------|--------|--------|--------|-----|
| SOUTH ATLANTIC (17 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 58,827 | 51,117 | 55,633 | 63,817 | 68,100 | 60,095 | 7,804 | 31 |
| 6 - 11 years | 53,122 | 47,620 | 50,582 | 63,000 | 71,000 | 56,657 | 9,401 | 27 |
| 3 - 5 years | 48,460 | 45,248 | 45,755 | 56,000 | 61,673 | 51,065 | 6,536 | 10 |
| Less than 3 years | 47,429 | 43,556 | 44,640 | 51,483 | 55,133 | 48,121 | 4,750 | 12 |
| All years | 54,374 | 45,766 | 48,974 | 61,038 | 67,700 | 56,010 | 8,914 | 80 |
| Associate professor | | | | | | | | |
| 6 or more years | 46,290 | 38,550 | 41,691 | 52,925 | 61,300 | 48,141 | 7,920 | 28 |
| 3 - 5 years | 44,167 | 35,177 | 42,033 | 53,300 | 55,155 | 45,223 | 7,375 | 10 |
| Less than 3 years | 40,000 | 36,200 | 36,920 | 43,038 | 44,500 | 40,611 | 4,993 | 13 |
| All years | 44,166 | 36,920 | 40,000 | 51,500 | 56,060 | 45,649 | 7,731 | 51 |
| Assistant professor | | | | | | | | |
| 3 or more years | 39,000 | 35,243 | 37,300 | 40,400 | 41,912 | 38,728 | 3,449 | 41 |
| Less than 3 years | 35,800 | 33,537 | 35,000 | 37,250 | 39,400 | 36,433 | 2,304 | 31 |
| All years | 37,585 | 33,537 | 35,500 | 40,126 | 41,177 | 37,740 | 3,202 | 72 |
| All ranks | 44,750 | 35,500 | 38,500 | 53,575 | 61,600 | 46,902 | 10,593 | 204 |
| EAST SOUTH CENTRAL (7 departments) (Insufficient <u>N</u>s of faculty for analysis) | | | | | | | | |
| WEST SOUTH CENTRAL (12 departments) (Insufficient <u>N</u>s of faculty for analysis) | | | | | | | | |
| MOUNTAIN (6 departments) (Insufficient <u>N</u>s of faculty for analysis) | | | | | | | | |
| PACIFIC (12 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 65,004 | 54,392 | 65,000 | 65,004 | 68,196 | 63,870 | 6,100 | 71 |
| 6 - 11 years | 65,004 | 59,172 | 62,040 | 66,000 | 68,376 | 63,909 | 4,452 | 29 |
| 3 - 5 years | 57,781 | 48,976 | 55,164 | 59,172 | 66,600 | 57,121 | 6,802 | 13 |
| Less than 3 years | 56,448 | 52,888 | 53,835 | 57,816 | 58,365 | 56,350 | 2,764 | 11 |
| All years | 65,004 | 53,835 | 58,948 | 65,004 | 68,196 | 62,504 | 6,230 | 124 |
| Associate professor | | | | | | | | |
| 6 or more years | 51,396 | 43,154 | 45,116 | 51,396 | 55,164 | 49,531 | 5,341 | 23 |
| 3 - 5 years | 50,232 | 49,000 | 49,740 | 55,090 | 55,164 | 51,658 | 2,992 | 14 |
| Less than 3 years | 49,000 | 38,892 | 44,688 | 50,232 | 55,164 | 48,002 | 6,432 | 15 |
| All years | 50,232 | 43,154 | 45,787 | 51,396 | 55,164 | 49,663 | 5,278 | 52 |
| Assistant professor | | | | | | | | |
| 3 or more years | 43,154 | 35,059 | 39,662 | 45,756 | 46,812 | 42,568 | 4,082 | 19 |
| Less than 3 years | 38,380 | 34,724 | 36,142 | 41,574 | 45,756 | 39,381 | 3,754 | 18 |
| All years | 40,000 | 35,059 | 38,000 | 45,000 | 45,887 | 41,018 | 4,194 | 37 |
| All ranks | 56,307 | 39,816 | 46,205 | 65,004 | 66,600 | 55,467 | 10,395 | 215 |

Source: 1996-97 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
1996-97 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 (65 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 61,507 | 51,529 | 55,776 | 65,004 | 71,693 | 61,437 | 7,553 | 195 |
| 6 - 11 years | 54,043 | 47,950 | 49,924 | 62,040 | 68,196 | 56,457 | 8,065 | 116 |
| 3 - 5 years | 52,302 | 45,530 | 48,150 | 59,994 | 66,600 | 54,690 | 8,320 | 51 |
| Less than 3 years | 51,586 | 43,710 | 46,111 | 56,873 | 61,000 | 52,302 | 7,594 | 50 |
| All years | 57,622 | 47,274 | 51,557 | 65,004 | 68,865 | 58,015 | 8,493 | 416 |
| Associate professor | | | | | | | | |
| 6 or more years | 45,798 | 38,872 | 42,930 | 51,396 | 57,778 | 47,430 | 6,814 | 93 |
| 3 - 5 years | 43,333 | 38,250 | 39,595 | 46,152 | 50,232 | 43,485 | 5,105 | 57 |
| Less than 3 years | 40,644 | 36,507 | 38,136 | 45,000 | 52,600 | 42,394 | 6,385 | 75 |
| All years | 43,585 | 37,440 | 39,500 | 49,153 | 52,700 | 44,728 | 6,635 | 227 |
| Assistant professor | | | | | | | | |
| 3 or more years | 38,625 | 33,176 | 35,807 | 41,912 | 45,500 | 38,921 | 4,745 | 111 |
| Less than 3 years | 35,705 | 33,000 | 34,640 | 37,972 | 41,137 | 36,377 | 3,513 | 108 |
| All years | 36,915 | 33,000 | 34,965 | 39,816 | 43,460 | 37,625 | 4,321 | 226 |
| All ranks | 47,620 | 35,500 | 39,230 | 57,751 | 65,004 | 49,041 | 11,420 | 879 |
| PRIVATE INSTITUTIONS (25 departments) | | | | | | | | |
| Full professor | | | | | | | | |
| 12 or more years | 64,419 | 48,729 | 54,415 | 75,600 | 83,867 | 65,809 | 14,426 | 34 |
| 6 - 11 years | 63,052 | 46,915 | 52,328 | 67,200 | 72,284 | 59,994 | 10,121 | 18 |
| 3 - 5 years | | | | | | | | 8 |
| Less than 3 years | 52,877 | 46,350 | 48,000 | 55,133 | 58,365 | 52,905 | 7,010 | 17 |
| All years | 58,325 | 46,350 | 51,249 | 68,250 | 76,400 | 60,379 | 12,943 | 77 |
| Associate professor | | | | | | | | |
| 6 or more years | 49,526 | 38,300 | 42,360 | 55,159 | 61,300 | 48,749 | 8,766 | 24 |
| 3 - 5 years | 49,650 | 44,305 | 44,690 | 50,940 | 54,250 | 48,245 | 5,477 | 23 |
| Less than 3 years | | | | | | | | 7 |
| All years | 48,597 | 38,300 | 44,500 | 51,012 | 56,767 | 47,909 | 7,046 | 54 |
| Assistant professor | | | | | | | | |
| 3 or more years | 39,957 | 34,120 | 37,219 | 43,367 | 45,887 | 40,074 | 4,567 | 41 |
| Less than 3 years | 36,500 | 34,461 | 35,100 | 39,114 | 43,430 | 37,751 | 3,482 | 27 |
| All years | 38,487 | 34,430 | 36,078 | 41,574 | 45,551 | 39,119 | 4,242 | 70 |
| All ranks | 46,750 | 35,700 | 39,000 | 55,643 | 68,169 | 49,384 | 13,007 | 204 |

Source: 1996-97 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
1996-97 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 (91 departments) | | | | | | | | |
| 35 years or more | 65,004 | 51,396 | 58,827 | 73,151 | 84,400 | 66,856 | 15,280 | 17 |
| 30-34 years | 64,792 | 50,000 | 55,332 | 70,289 | 76,712 | 62,885 | 10,596 | 59 |
| 25-29 years | 58,428 | 46,236 | 51,396 | 65,004 | 74,036 | 58,489 | 9,929 | 195 |
| 20-24 years | 54,004 | 43,332 | 47,981 | 63,033 | 67,200 | 55,067 | 9,294 | 187 |
| 17-19 years | 50,047 | 40,970 | 45,387 | 58,365 | 66,600 | 52,064 | 10,353 | 71 |
| 14-16 years | 48,874 | 38,704 | 44,635 | 55,795 | 62,040 | 50,362 | 8,863 | 72 |
| 11-13 years | 43,740 | 36,100 | 39,500 | 48,150 | 56,060 | 44,925 | 8,073 | 99 |
| 8-10 years | 42,350 | 36,478 | 39,043 | 46,706 | 52,600 | 43,493 | 6,321 | 104 |
| 6-7 years | 38,535 | 35,000 | 36,633 | 42,000 | 44,727 | 39,474 | 4,295 | 74 |
| 4-5 years | 37,219 | 34,000 | 35,243 | 39,980 | 45,000 | 38,131 | 4,200 | 89 |
| 2-3 years | 35,938 | 31,512 | 33,916 | 38,557 | 42,000 | 36,583 | 4,775 | 60 |
| 0-1 year | 34,927 | 32,500 | 33,500 | 36,500 | 38,760 | 35,290 | 2,456 | 46 |

Source: 1996-97 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: 1994-95 to 1996-97
- Table 22. Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank and Years in Rank: 1994-95 to 1996-97
- Table 23. Distribution of 1996-97 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank
- Table 24. 1996-97 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank
- Table 25. 1996-97 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: 1994-95 to 1996-97

| | Full professor | Associate professor | Assistant professor | Lecturer/ Instructor | All ranks |
|--|-------------------|------------------------|------------------------|-------------------------|-------------------|
| All Canadian Departments | | | | | |
| 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 |
| 1996-97 (12 departments) | \$83,522 N=177 | \$67,354 N=146 | \$48,876 N=52 | a N=2 | \$72,253 N=377 |
| Percent change in monetary salary | | | | | |
| 1994-95 to 1995-96 | -0.6% | -0.5% | -0.5% | a | -0.0% |
| 1995-96 to 1996-97 | -2.0% | -2.3% | +0.0% | a | -1.9% |
| Percent change in real terms | | | | | |
| 1994-95 to 1995-96 | -2.9% | -2.8% | -2.8% | a | -2.3% |
| 1995-96 to 1996-97 | -3.5% | -3.8% | -1.5% | a | -3.4% |

Source: 1995-96 and 1996-97 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 2.3% for the period from September 1994 to September 1995 and 1.5% for the period from September 1995 to September 1996.

^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: 1994-95 to 1996-97

| | 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 |
| 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 |
| 1996-97 (12 departments) | \$92,572 N=79 | \$82,231 N=47 | \$72,608 N=24 | \$68,993 N=27 | \$71,441 N=99 | \$61,253 N=20 | \$56,887 N=27 | \$50,404 N=29 | \$46,949 N=23 |
| Percent change in monetary salary | | | | | | | | | |
| 1994-95 to 1995-96 | -0.5% | +0.3% | -7.3% | +3.3% | -1.4% | -3.6% | -0.4% | -1.1% | -2.7% |
| 1995-96 to 1996-97 | -1.6% | -0.2% | +2.1% | -5.8% | -1.2% | -2.9% | -4.0% | -2.6% | +2.3% |
| Percentage change in real terms | | | | | | | | | |
| 1994-95 to 1995-96 | -2.8% | -2.0% | +5.0% | +1.0% | -3.7% | -1.3% | -2.7% | -3.4% | +0.4% |
| 1995-96 to 1996-97 | -3.1% | -1.7% | +0.6% | -7.3% | -2.7% | -4.4% | -5.5% | -4.1% | +0.8% |

Source: 1995-96 and 1996-97 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 2.3% for the period from September 1994 to September 1995 and 1.5% for the period from September 1995 to September 1996.

TABLE 23
Distribution of 1996-97 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 | 13 | 2 | | | | | | | |
| 100,000-104,999 | 7 | 1 | | | | | | | |
| 95,000-99,999 | 13 | | | | | | | | |
| 90,000-94,999 | 9 | 4 | | 1 | 2 | | | | |
| 85,000-89,999 | 13 | 7 | | 1 | 9 | | | | |
| 80,000-84,999 | 16 | 12 | 1 | 3 | 8 | | | | |
| \$79,000-79,999 | | 4 | | | | | | | |
| 78,000-78,999 | 1 | 1 | 2 | | 2 | | | | |
| 77,000-77,999 | 2 | 2 | 4 | 1 | 3 | | | | |
| 76,000-76,999 | 2 | 1 | 2 | | 6 | | | | |
| 75,000-75,999 | 1 | | | | 3 | | | | |
| \$74,000-74,999 | | 1 | 2 | | 3 | 1 | | | |
| 73,000-73,999 | | 5 | 1 | 1 | 4 | | | | |
| 72,000-72,999 | | 1 | 2 | 1 | 6 | | 1 | | |
| 71,000-71,999 | | | | | 3 | | 1 | | |
| 70,000-70,999 | | 2 | | | 5 | | | | |
| \$69,000-69,999 | | 1 | 2 | 4 | 4 | | | | |
| 68,000-68,999 | | | 4 | 1 | 5 | 1 | | | |
| 67,000-67,999 | | 1 | | 1 | 5 | 2 | | | |
| 66,000-66,999 | | | | 1 | 4 | | | | |
| 65,000-65,999 | | 1 | 1 | 1 | 3 | | | | |
| \$64,000-64,999 | | 1 | 1 | | 5 | 2 | | | |
| 63,000-63,999 | 1 | | | 3 | 3 | 1 | 1 | 2 | |
| 62,000-62,999 | | | | 1 | 1 | 1 | 1 | | |
| 61,000-61,999 | | | | 3 | 1 | 2 | | 1 | |
| 60,000-60,999 | | | | 1 | 2 | 1 | 3 | | |
| \$59,000-59,999 | | | | | 2 | 1 | 2 | | |
| 58,000-58,999 | | | | | 3 | 2 | 1 | | |
| 57,000-57,999 | | | | | 2 | 1 | 3 | | |
| 56,000-56,999 | | | | | 2 | 1 | | | |
| 55,000-55,999 | | | | | 1 | | | 1 | 1 |
| \$54,000-54,999 | | | | 1 | 1 | 3 | 6 | 1 | |
| 53,000-53,999 | | | | | | | 2 | 2 | |
| 52,000-52,999 | | | | | | | 1 | 3 | 1 |
| 51,000-51,999 | | | | 1 | | | | 1 | 1 |
| 50,000-50,999 | | | | | | | 2 | 1 | 1 |
| \$49,000-49,999 | | | | | | | | 2 | 2 |
| 48,000-48,999 | | | | | | | 1 | 4 | 3 |
| 47,000-47,999 | | | | | | | | 3 | 4 |
| 46,000-46,999 | | | | | | | | 1 | 2 |
| 45,000-45,999 | | | | | 1 | | | 6 | |
| \$44,000-44,999 | | | 1 | | | | | | 3 |
| 43,000-43,999 | | | | | | | | | 1 |
| Less than 43,000 | | | | | | | | | 3 |

Source: 1996-97 Survey of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

TABLE 24
1996-97 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 | 91,453 | 80,399 | 84,165 | 100,874 | 106,166 | 92,695 | 10,568 | 78 |
| 6 - 11 years | 81,720 | 70,808 | 73,957 | 86,297 | 91,485 | 82,231 | 11,458 | 47 |
| 3 - 5 years | 73,343 | 65,720 | 68,461 | 77,242 | 78,154 | 71,889 | 7,558 | 23 |
| Less than 3 years | 68,036 | 60,566 | 62,489 | 73,137 | 84,165 | 69,201 | 9,804 | 26 |
| All years | 83,282 | 66,386 | 73,563 | 91,811 | 104,472 | 83,608 | 13,891 | 174 |
| Associate professor | | | | | | | | |
| 6 or more years | 70,261 | 58,088 | 65,720 | 76,740 | 85,860 | 71,441 | 9,233 | 99 |
| 3 - 5 years | 61,200 | 54,514 | 57,951 | 64,873 | 68,625 | 61,712 | 5,413 | 19 |
| Less than 3 years | 57,595 | 50,756 | 54,067 | 60,654 | 63,000 | 57,496 | 5,868 | 25 |
| All years | 67,421 | 54,815 | 59,231 | 74,793 | 82,689 | 67,710 | 10,062 | 143 |
| Assistant professor | | | | | | | | |
| 3 or more years | 49,034 | 45,205 | 46,832 | 53,081 | 61,199 | 50,725 | 5,245 | 28 |
| Less than 3 years | 47,381 | 42,868 | 44,500 | 49,000 | 51,007 | 47,199 | 3,458 | 22 |
| All years | 48,000 | 44,250 | 45,830 | 51,208 | 54,609 | 49,173 | 4,838 | 50 |

Source: 1996-97 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
1996-97 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 | | | | | | | | |
| (11 departments) | | | | | | | | |
| 35 years or more | 105,298 | 82,182 | 90,355 | 108,366 | 112,066 | 99,790 | 14,004 | 13 |
| 30-34 years | 90,512 | 80,603 | 84,872 | 98,868 | 105,958 | 92,414 | 11,720 | 41 |
| 25-29 years | 86,041 | 73,352 | 78,807 | 89,632 | 96,984 | 85,718 | 9,430 | 61 |
| 20-24 years | 74,877 | 64,448 | 69,086 | 82,613 | 86,829 | 75,552 | 8,647 | 67 |
| 17-19 years | 73,823 | 58,088 | 66,946 | 77,241 | 81,888 | 72,315 | 7,667 | 28 |
| 14-16 years | 68,509 | 61,668 | 64,169 | 72,120 | 76,908 | 67,726 | 6,868 | 34 |
| 11-13 years | 61,200 | 51,314 | 54,272 | 65,823 | 72,133 | 61,556 | 7,796 | 29 |
| 8-10 years | 57,773 | 50,975 | 54,330 | 60,790 | 66,347 | 58,120 | 6,432 | 32 |
| 6-7 years | 53,601 | 46,464 | 48,706 | 56,391 | 59,231 | 53,291 | 5,088 | 12 |
| 4-5 years | 48,580 | 45,205 | 45,830 | 51,007 | 52,618 | 49,105 | 3,667 | 13 |
| 2-3 years | 47,750 | 42,868 | 44,500 | 48,624 | 52,984 | 48,448 | 7,411 | 14 |
| 0-1 year | | | | | | | | 4 |

Source: 1996-97 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. 1996-97 Starting Salaries and Expected 1997-98 Starting Salaries for Faculty in U.S. and Canadian Graduate Departments of Psychology
- Table 27. 1996-97 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. 1996-97 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: 1996-97
- Table 32. Average Fees Paid Adjunct Faculty Per Course Taught in U.S. Graduate Departments of Psychology: 1996-97

TABLE 26
1996-97 Starting Salaries and Expected 1997-98 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 1996-97 for a new faculty member who was a new doctorate recipient: | | | | | | | |
| Median salary | \$38,232 | \$41,000 | \$39,000 | \$35,000 | * | \$35,000 | * |
| 25% | \$35,750 | \$36,000 | \$36,000 | \$33,537 | | \$33,500 | |
| 75% | \$40,050 | \$43,000 | \$42,000 | \$36,142 | | \$36,142 | |
| Mean | \$38,335 | \$39,416 | \$38,675 | \$35,018 | | \$34,746 | |
| S.D. | 4,075 | 5,063 | 4,408 | 1,968 | | 2,184 | |
| N | 59 | 27 | 86 | 21 | 5 | 26 | 3 |
| Comparison with 1995-96 starting salaries: | | | | | | | |
| Mean in 1995-96: | \$37,351 | \$38,567 | \$37,736 | \$33,464 | * | \$33,437 | * |
| Mean in 1996-97: | \$38,335 | \$39,416 | \$38,675 | \$35,018 | * | \$34,746 | |
| Percentage change in monetary salary: | +2.6% | +2.2% | +2.5% | +4.6% | * | +3.9% | * |
| Percentage change in real terms: | -0.4% | -0.8% | -0.5% | +1.6% | * | +0.9% | * |
| Expected salary offered to a new doctorate recipient in 1997-98: | | | | | | | |
| Median salary | \$39,000 | \$40,000 | \$39,500 | \$35,000 | \$35,000 | \$35,000 | \$43,000 |
| 25% | \$36,024 | \$35,500 | \$36,000 | \$33,000 | \$32,000 | \$33,000 | \$41,354 |
| 75% | \$40,000 | \$42,000 | \$41,000 | \$37,000 | \$37,250 | \$37,000 | \$45,000 |
| Mean | \$38,641 | \$38,670 | \$38,651 | \$35,129 | \$34,316 | \$34,901 | \$43,319 |
| S.D. | 3,453 | 5,111 | 4,095 | 2,842 | 4,324 | 3,320 | 3,855 |
| N | 150 | 80 | 230 | 72 | 28 | 100 | 11 |
| Expected salary offered to new faculty with 2 years postdoctoral experience in 97-98: | | | | | | | |
| Median | \$40,250 | \$41,500 | \$41,000 | \$36,000 | \$36,750 | \$36,000 | \$45,000 |
| 25% | \$38,000 | \$37,500 | \$38,000 | \$34,500 | \$33,000 | \$34,000 | \$43,983 |
| 75% | \$43,000 | \$45,000 | \$43,000 | \$38,446 | \$38,000 | \$38,000 | \$49,000 |
| Mean | \$40,734 | \$40,888 | \$40,787 | \$36,432 | \$35,702 | \$36,239 | \$45,619 |
| S.D. | 3,865 | 5,418 | 4,451 | 3,032 | 3,991 | 3,307 | 3,677 |
| N | 148 | 78 | 226 | 72 | 26 | 98 | 11 |

Source: 1995-96 and 1996-97 Surveys 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. 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 1995 to September 1996, the percentage change was 3.0% 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
1996-97 Salaries and Benefits for Department Chairs
in U.S. and Canadian Graduate Departments of Psychology

| | U.S. Departments ^a | | | | | Canadian Doctoral Departments ^b | |
|--|-------------------------------|----------|----------|----------|----------|--|----------|
| | Doctoral | | All | Master's | | All | |
| | Public | Private | | Public | Private | | |
| Salary of the department chair | | | | | | | |
| Median | \$68,470 | \$71,333 | \$69,305 | \$58,896 | \$50,298 | \$55,981 | \$79,391 |
| 25% | \$60,255 | \$58,800 | \$59,990 | \$50,405 | \$42,757 | \$47,981 | \$72,460 |
| 75% | \$79,900 | \$81,200 | \$80,050 | \$65,000 | \$62,710 | \$63,912 | \$87,460 |
| Mean | \$71,349 | \$72,974 | \$71,878 | \$57,944 | \$52,469 | \$56,409 | \$79,706 |
| S.D. | 16,309 | 20,612 | 17,794 | 10,016 | 12,933 | 11,127 | 15,095 |
| N | 162 | 78 | 240 | 77 | 30 | 107 | 12 |
| Comparison with 1995-96 chair salaries | | | | | | | |
| Mean in 1995-96: | \$70,885 | \$70,278 | \$70,675 | \$55,427 | \$52,897 | \$54,760 | \$83,522 |
| Mean in 1996-97: | \$71,349 | \$72,974 | \$71,878 | \$57,944 | \$52,469 | \$56,409 | \$79,706 |
| Percent change in monetary salary: | +0.7% | +3.8% | +1.7% | +4.5% | -0.8% | +3.0% | -4.6% |
| Percent change in real terms: | -2.3% | +0.8% | -1.3% | +1.5% | -2.2% | +0.0% | -6.1% |
| Benefits received by department chair^c | | | | | | | |
| Assistant chair position (%) | 43 | 22 | 36 | 23 | 13 | 21 | 25 |
| Extra secretarial support (%) | 59 | 54 | 57 | 44 | 33 | 41 | 75 |
| Extra graduate assistants (%) | 21 | 22 | 21 | 9 | 27 | 14 | 17 |
| Summer salary (%) | 51 | 32 | 45 | 52 | 20 | 43 | na |
| Other stipend (%) | 42 | 37 | 40 | 39 | 30 | 36 | 58 |
| Reduced teaching load (%) | 88 | 79 | 85 | 95 | 93 | 94 | 92 |
| Other (%) | 8 | 9 | 8 | 4 | 7 | 5 | 25 |

Source: 1995-96 and 1996-97 Surveys 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. 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 1995 to September 1996, the percentage change was 3.0% for the United States and 1.5% 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: 1996-97

| | New England % | Middle Atlantic % | East North Central % | West North Central % | South Atlantic % | East South Central % | West South Central % | Mountn % | Pacific % |
|-------------------------------|---------------------|-------------------------|-------------------------------|-------------------------------|------------------------|-------------------------------|-------------------------------|-------------|--------------|
| Doctoral departments | | | | | | | | | |
| Public | | | | | | | | | |
| Raises for all | 100 | 29 | 87 | 80 | 87 | 71 | 53 | 71 | 59 |
| Raises for some | 0 | 29 | 13 | 20 | 6 | 14 | 41 | 21 | 24 |
| No change | 0 | 41 | 0 | 0 | 3 | 14 | 6 | 7 | 18 |
| Private | | | | | | | | | |
| Raises for all | 73 | 76 | 67 | 75 | 83 | 100 | 50 | 100 | 71 |
| Raises for some | 9 | 19 | 8 | 0 | 8 | 0 | 50 | 0 | 24 |
| No change | 9 | 5 | 17 | 25 | 0 | 0 | 0 | 0 | 0 |
| Both increases & decreases | 0 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 6 |
| Master's departments | | | | | | | | | |
| Public | | | | | | | | | |
| Raises for all | 50 | 33 | 100 | 89 | 100 | 83 | 82 | 83 | 92 |
| Raises for some | 0 | 33 | 0 | 0 | 0 | 17 | 9 | 17 | 8 |
| No change | 50 | 33 | 0 | 0 | 0 | 0 | 9 | 0 | 0 |
| Private | | | | | | | | | |
| Raises for all | 100 | 100 | 100 | 100 | 100 | 100 | 0 | 0 | 67 |
| Raises for some | 0 | 0 | 0 | 0 | 0 | 0 | 100 | 0 | 0 |
| No change | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 33 |

Source: 1996-97 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 1965-97. 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: 1996-97

| | New England % | Middle Atlantic % | East North Central % | West North Central % | South Atlantic % | East South Central % | West South Central % | Mounntn % | Pacific % |
|-----------------------------|---------------------|-------------------------|-------------------------------|-------------------------------|------------------------|-------------------------------|-------------------------------|--------------|--------------|
| Doctoral departments | | | | | | | | | |
| Public | | | | | | | | | |
| Promotion | 83 | 18 | 57 | 35 | 58 | 43 | 53 | 57 | 59 |
| Other merit increase | 83 | 29 | 97 | 85 | 81 | 64 | 71 | 71 | 71 |
| Standard adjustment | 67 | 12 | 37 | 30 | 32 | 50 | 24 | 50 | 59 |
| Union | 83 | 0 | 17 | 5 | 10 | 0 | 0 | 7 | 6 |
| Other raise | 33 | 29 | 17 | 35 | 29 | 29 | 12 | 29 | 6 |
| Private | | | | | | | | | |
| Promotion | 18 | 33 | 33 | 0 | 25 | 50 | 33 | 0 | 35 |
| Other merit increase | 55 | 62 | 75 | 50 | 67 | 75 | 33 | 100 | 59 |
| Standard adjustment | 36 | 38 | 33 | 25 | 58 | 75 | 50 | 0 | 53 |
| Union | 0 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 6 |
| Other raise | 36 | 24 | 8 | 0 | 8 | 0 | 50 | 0 | 18 |
| Master's departments | | | | | | | | | |
| Public | | | | | | | | | |
| Promotion | 0 | 11 | 50 | 67 | 58 | 50 | 55 | 50 | 58 |
| Other merit increase | 0 | 11 | 70 | 56 | 83 | 50 | 55 | 67 | 50 |
| Standard adjustment | 0 | 33 | 70 | 67 | 42 | 67 | 64 | 50 | 50 |
| Union | 50 | 56 | 50 | 22 | 0 | 0 | 0 | 0 | 58 |
| Other raise | 0 | 0 | 0 | 0 | 33 | 17 | 45 | 17 | 42 |
| Private | | | | | | | | | |
| Promotion | 0 | 29 | 50 | 50 | 43 | 0 | 0 | 0 | 17 |
| Other merit increase | 50 | 57 | 67 | 50 | 57 | 0 | 0 | 0 | 17 |
| Standard adjustment | 100 | 86 | 100 | 50 | 86 | 100 | 100 | 0 | 67 |
| Union | 0 | 14 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other raise | 50 | 29 | 0 | 0 | 14 | 0 | 0 | 0 | 17 |

Source: 1996-97 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 1996-97. Percentages are column percentages and do not sum to 100% given that raises were often determined by multiple factors.

TABLE 30
1996-97 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 | 72,524 | 67,948 | 62,649 | 59,241 | 50,000 | 50,617 | 46,764 | 42,015 | 40,604 |
| Q1 | 62,570 | 58,833 | 54,837 | 53,813 | 44,865 | 46,000 | 43,500 | 39,050 | 38,007 |
| Q3 | 85,975 | 77,700 | 70,164 | 68,135 | 55,090 | 56,200 | 51,276 | 46,023 | 43,700 |
| Mean | 75,642 | 69,816 | 64,034 | 62,750 | 50,744 | 51,427 | 48,091 | 43,266 | 40,698 |
| SD | 19,001 | 15,543 | 13,490 | 13,697 | 9,267 | 7,502 | 7,138 | 6,107 | 4,454 |
| N | 1,054 | 417 | 198 | 202 | 457 | 202 | 229 | 228 | 262 |
| WOMEN | | | | | | | | | |
| Median | 73,300 | 70,774 | 64,000 | 59,800 | 51,352 | 49,346 | 47,700 | 41,760 | 40,000 |
| Q1 | 62,147 | 61,056 | 54,765 | 52,340 | 45,286 | 45,740 | 44,275 | 38,954 | 37,000 |
| Q3 | 87,587 | 79,889 | 72,900 | 66,667 | 57,358 | 55,100 | 51,680 | 45,219 | 42,000 |
| Mean | 76,536 | 71,165 | 66,291 | 61,604 | 52,121 | 51,228 | 48,751 | 42,360 | 39,633 |
| SD | 19,332 | 13,560 | 14,075 | 12,917 | 8,895 | 8,342 | 7,049 | 5,540 | 4,483 |
| N | 123 | 148 | 95 | 89 | 175 | 134 | 185 | 267 | 296 |
| Master's departments | | | | | | | | | |
| MEN | | | | | | | | | |
| Median | 61,507 | 54,664 | 53,170 | 50,000 | 46,159 | 44,581 | 41,115 | 39,300 | 36,234 |
| Q1 | 55,184 | 50,081 | 47,841 | 46,402 | 42,865 | 39,100 | 38,089 | 36,000 | 34,854 |
| Q3 | 65,162 | 62,855 | 60,271 | 55,269 | 51,571 | 49,835 | 44,500 | 42,804 | 38,600 |
| Mean | 62,026 | 56,786 | 54,671 | 51,672 | 47,832 | 44,658 | 42,217 | 39,288 | 36,923 |
| SD | 9,297 | 8,426 | 8,436 | 7,479 | 7,302 | 5,811 | 5,739 | 4,893 | 3,624 |
| N | 209 | 116 | 43 | 45 | 88 | 51 | 41 | 75 | 72 |
| WOMEN | | | | | | | | | |
| Median | 65,004 | 53,666 | 52,259 | 55,000 | 47,985 | 44,070 | 40,865 | 38,593 | 35,500 |
| Q1 | 58,878 | 51,717 | 49,028 | 48,103 | 43,243 | 41,417 | 38,638 | 35,963 | 34,500 |
| Q3 | 67,350 | 65,324 | 58,494 | 57,816 | 51,396 | 47,832 | 46,500 | 41,790 | 37,486 |
| Mean | 64,488 | 57,707 | 53,947 | 54,199 | 48,221 | 45,323 | 42,947 | 39,117 | 36,250 |
| SD | 8,173 | 7,933 | 9,673 | 7,944 | 7,186 | 6,152 | 7,052 | 4,505 | 3,431 |
| N | 28 | 24 | 20 | 25 | 36 | 36 | 46 | 82 | 73 |

Source: 1996-97 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: 1996-97

| | Graduate Training | Undergraduate Training | Clinical Training | Associate Chair |
|-----------------------------|----------------------|---------------------------|----------------------|--------------------|
| Full professor | | | | |
| Median | \$67,321 | \$60,941 | \$69,530 | \$62,892 |
| Q1 | \$55,982 | \$50,508 | \$60,680 | \$58,134 |
| Q3 | \$81,723 | \$77,275 | \$77,070 | \$70,023 |
| Mean | \$69,465 | \$65,981 | \$70,540 | \$64,132 |
| SD | 14,561 | 19,903 | 15,059 | 7,804 |
| N | 32 | 17 | 51 | 12 |
| Benefits^a | | | | |
| Extra secretarial support | 50% | 41% | 51% | 42% |
| Extra graduate assistants | 25% | 24% | 10% | 8% |
| Summer salary | 22% | 24% | 37% | 25% |
| Other stipend | 13% | 12% | 25% | 33% |
| Reduced teaching load | 72% | 53% | 76% | 75% |
| Other benefit | 0% | 0% | 6% | 0% |
| Associate professor | | | | |
| Median | \$50,200 | \$53,211 | \$50,074 | \$54,021 |
| Q1 | \$44,591 | \$48,827 | \$44,895 | \$47,705 |
| Q3 | \$54,282 | \$57,713 | \$55,850 | \$56,114 |
| Mean | \$49,657 | \$52,998 | \$50,852 | \$53,262 |
| SD | 6,959 | 5,240 | 7,564 | 8,145 |
| N | 17 | 16 | 22 | 14 |
| Benefits^a | | | | |
| Extra secretarial support | 47% | 50% | 64% | 57% |
| Extra graduate assistants | 18% | 13% | 18% | 14% |
| Summer salary | 24% | 31% | 32% | 21% |
| Other stipend | 12% | 19% | 23% | 0% |
| Reduced teaching load | 71% | 50% | 68% | 57% |
| Other benefit | 12% | 0% | 9% | 0% |

Source: 1996-97 Survey of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

^a 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: 1996-97

| | Amount faculty paid per course | | | | | | | |
|-----------------------------|--------------------------------|---------|---------|---------|---------|---------|-------|----------|
| | Median | 10% | 25% | 75% | 90% | Mean | SD | <u>N</u> |
| Doctoral departments | | | | | | | | |
| Public | \$3,000 | \$1,658 | \$2,000 | \$3,775 | \$5,000 | \$3,114 | 1,396 | 140 |
| Private | \$2,600 | \$1,806 | \$2,000 | \$3,900 | \$5,000 | \$3,139 | 1,525 | 75 |
| Psychology | \$3,000 | \$1,714 | \$2,075 | \$4,199 | \$5,500 | \$3,382 | 1,606 | 136 |
| Educational/ | | | | | | | | |
| Counseling/School | \$2,500 | \$1,500 | \$2,000 | \$3,000 | \$3,535 | \$2,628 | 866 | 44 |
| Human Development | \$3,000 | \$2,400 | \$2,800 | \$4,400 | \$5,250 | \$3,450 | 1,167 | 10 |
| Professional School | \$2,200 | \$1,875 | \$2,000 | \$2,500 | \$2,800 | \$2,241 | 378 | 22 |
| Other | | | | | | | | 3 |
| All | \$2,800 | \$1,714 | \$2,000 | \$3,800 | \$5,000 | \$3,123 | 1,439 | 215 |
| Masters departments | | | | | | | | |
| Public | \$2,000 | \$1,275 | \$1,500 | \$2,500 | \$3,611 | \$2,226 | 866 | 70 |
| Private | \$2,100 | \$1,500 | \$1,670 | \$2,500 | \$3,615 | \$2,298 | 923 | 31 |
| Psychology | \$2,000 | \$1,300 | \$1,600 | \$2,500 | \$3,700 | \$2,277 | 912 | 87 |
| Educational/ | | | | | | | | |
| Counseling/School | \$2,060 | \$1,500 | \$1,663 | \$2,500 | \$3,000 | \$2,066 | 696 | 12 |
| Other | | | | | | | | 2 |
| All | \$2,000 | \$1,300 | \$1,600 | \$2,500 | \$3,615 | \$2,248 | 880 | 101 |

Source: 1996-97 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: 1996-97 Survey of Graduate Departments of Psychology

TABLE A
Response Rates for Selected Subgroups:
1996-97 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 | Private | Total | Public | Private | Total | Doctoral | Master's |
| | (N=261) | (N=156) | (N=417) | (N=162) | (N=79) | (N=241) | (N=30) | (N=6) |
| | % | % | % | % | % | % | % | % |
| Total | 65 | 58 | 62 | 48 | 44 | 46 | 40 | 17 |
| Region | | | | | | | | |
| New England | 60 | 50 | 53 | 25 | 16 | 20 | na | na |
| Middle Atlantic | 52 | 51 | 51 | 43 | 29 | 35 | na | na |
| East North Central | 60 | 48 | 56 | 50 | 78 | 59 | na | na |
| West North Central | 70 | 67 | 69 | 64 | 50 | 61 | na | na |
| South Atlantic | 76 | 65 | 73 | 41 | 80 | 51 | na | na |
| East South Central | 78 | 80 | 78 | 50 | 100 | 54 | na | na |
| West South Central | 61 | 86 | 66 | 55 | 17 | 46 | na | na |
| Mountain | 68 | 40 | 63 | 50 | na | 50 | na | na |
| Pacific | 61 | 68 | 64 | 46 | 54 | 49 | na | na |
| Type of department | | | | | | | | |
| Psychology | 78 | 67 | 74 | 54 | 56 | 54 | 41 | 20 |
| Educational/Counseling | | | | | | | | |
| School Psychology | 54 | 35 | 50 | 29 | 33 | 31 | 50 | na |
| Human Development | 47 | 60 | 50 | na | na | na | na | na |
| Professional | 100 | 62 | 66 | na | 0 | 0 | na | na |
| Other | 11 | 33 | 22 | 11 | 9 | 10 | 0 | 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

