

# **2002 - 2003 Faculty Salaries**

**In Graduate Departments of Psychology**

2002-2003 FACULTY SALARIES IN GRADUATE DEPARTMENTS OF PSYCHOLOGY

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## 2002-2003 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, with the initial phase of the survey addressing faculty salaries and the second covering other topics. More recently that second portion was folded in with the ongoing Graduate Study effort. This has been accomplished by modifying the Graduate Study instrument.

### Method

In September 2002, the Survey of Faculty Salaries in Graduate Departments of Psychology was mailed to 634 U.S. and Canadian graduate departments of psychology. Eligible departments were drawn from the current edition of *Graduate Study in Psychology* (APA, 2000) and prior editions, which included many departments not strictly defined as psychology departments (e.g., *Graduate Study in Psychology and Associated Fields*, APA, 1991), and from the membership of the National Council of Schools and Programs of Professional Psychology (NCSPP). The questionnaire requested information on demographics, employment status, rank, years in rank, highest degree and year awarded, and salary for all faculty members. Departments that had not yet returned completed forms were sent a final reminder by electronic mail in late December.

Of the 634 departments and professional schools surveyed, 323 provided at least some usable information, for an overall response rate of 50.9%. Data presented in this report are based on 6,038 faculty who hold doctorates, who are employed full time, and for whom the relevant data were available. Included in this total are 4,425 faculty in 218 U.S. doctoral departments, 1,055 faculty in 87 U.S. master's departments, and 558 faculty in 18 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 (55.3%) than for master's departments (41.4%). Departments in the U.S. overall were less likely to have completed the survey than Canadian departments (50.5% versus 60.0%). Psychology departments were more likely than other types of academic units (e.g., professional schools or educational psychology departments) to provide data. More information on specific response rates can be found in Appendix Table A.

### Structure of the Report

Results are presented separately for (1) U.S. doctoral departments; (2) U.S. master's departments; and (3) Canadian departments. For U.S. doctoral departments, salaries are broken out along the following dimensions: geographic region, public or private institution status, and type of department (e.g., psychology, professional school of psychology, or human development). Among master's departments, the majority of participants were psychology departments; thus, detailed analyses have been limited to this category. Statistics on Canadian faculty concentrate on doctoral-level departments as there were only two 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 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 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 national statistical agency of Canada, Canada Statistics). It is important to note that these percentage changes are based on salary data reported by departments that responded to the survey for the respective years; they are not based on changes in faculty salaries computed on an individual basis. Thus, they are subject to the error that may be introduced by a slightly different set of departments responding to each survey.

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

## REFERENCES

American Psychological Association (2003). Graduate Study in Psychology, 2003. 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 2001-2002 to 2002-2003 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: 2000-2001 to 2002-2003

	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	All ranks
<b>U.S. Doctoral Departments</b>					
2000-2001 (247 departments)	\$84,173 N=2,190	\$57,681 N=1,315	\$47,999 N=1,155	\$43,061 N=46	\$67,533 N=4,781
2001-2002 (214 departments)	\$87,621 N=1,926	\$60,004 N=1,177	\$49,957 N=1,059	\$42,537 N=52	\$69,807 N=4,281
2002-2003 (218 departments)	\$90,987 N=1,979	\$61,486 N=1,197	\$51,459 N=1,070	\$44,784 N=70	\$71,815 N=4,425
<b>Percent change in monetary salary</b>					
2000-2001 to 2001-2002	+4.1%	+4.0%	+4.1%	-1.2%	+3.4%
2001-2002 to 2002-2003	+3.8%	+2.5%	+3.0%	+5.3%	+2.9%
<b>Percent change in real terms</b>					
2000-2001 to 2001-2002	+1.5%	+1.4%	+1.5%	-3.8%	+0.8%
2001-2002 to 2002-2003	+2.3%	+1.0%	+1.5%	+3.8%	+1.4%
<b>All U.S. Departments</b>					
2000-2001 (344 departments)	\$81,054 N=2,676	\$56,255 N=1,652	\$46,792 N=1,467	\$41,914 N=53	\$65,088 N=5,959
2001-2002 (284 departments)	\$84,945 N=2,268	\$58,822 N=1,445	\$49,042 N=1,291	\$40,462 N=73	\$67,694 N=5,149
2002-2003 (33x departments)	\$87,871 N=2,390	\$60,241 N=1,489	\$50,239 N=1,358	\$43,779 N=87	\$69,365 N=5,480
<b>Percent change in monetary salary</b>					
2000-2001 to 2001-2002	+4.8%	+4.6%	+4.8%	-3.5%	+4.0%
2001-2002 to 2002-2003	+3.4%	+2.4%	+2.4%	+8.2%	+2.5%
<b>Percent change in real terms</b>					
2000-2001 to 2001-2002	+2.2%	+2.0%	+2.2%	-6.1%	+1.4%
2001-2002 to 2002-2003	+1.9%	+0.9%	+0.9%	+6.7%	+1.0%

Source: 2001-2002 and 2002-2003 Faculty Salary Surveys, APA Research Office 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 2.6% for the period from September 2000 to September 2001 and 1.5% for the period from September 2001 to September 2002.

TABLE 2  
Changes in Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology  
by Rank and Years in Rank: 2000-2001 to 2002-2003

	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
2000-2001 (243 departments)	\$89,907 N=1,110	\$81,455 N=533	\$76,704 N=254	\$73,869 N=293	\$59,151 N=605	\$57,727 N=321	\$55,353 N=388	\$49,335 N=517	\$46,918 N=636	\$43,468 N=22	\$42,688 N=24
2001-2002 (214 departments)	\$93,814 N=987	\$83,708 N=454	\$80,050 N=213	\$77,603 N=272	\$61,275 N=570	\$59,162 N=300	\$58,466 N=307	\$51,097 N=464	\$49,022 N=592	\$44,749 N=24	\$40,641 N=28
2002-2003 (218 departments)	\$96,777 N=1,044	\$88,628 N=430	\$81,302 N=258	\$80,676 N=245	\$62,489 N=585	\$61,899 N=277	\$59,392 N=335	\$52,469 N=511	\$50,507 N=558	\$46,334 N=31	\$43,552 N=39
Percentage change in monetary salary											
2000-2001 to 2001-02	+4.3%	+2.8%	+4.4%	+5.1%	+3.6%	+2.5%	+5.6%	+3.6%	+4.5%	+2.9%	-4.8%
1999-2000 to 2000-01	+3.2%	+5.9%	+1.6%	+4.0%	+2.0%	+4.6%	+1.6%	+2.7%	+3.0%	+3.5%	+7.2%
Percentage change in real terms											
2000-2001 to 2001-02	+1.7%	+0.2%	+1.8%	+2.5%	+1.0%	-0.1%	+3.0%	+1.0%	+1.9%	+0.3%	-7.4%
1999-2000 to 2000-01	+1.7%	+4.4%	+0.1%	+2.5%	+0.5%	+3.1%	+0.1%	+1.2%	+1.5%	+2.0%	+5.7%

Source: 2001-2002 and 2002-2003 Faculty Salary Surveys, APA Research Office 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 2.6% for the period from September 2000 to September 2001 and 1.5% for the period from September 2001 to September 2002.

TABLE 3  
Distribution of 2002-2003 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 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
\$160,000 or more	6	8	7	2	2	3					
155,000-159,999	4	4	2	2	1	1					
150,000-154,999	4	4	2	1	1	2					
145,000-149,999	6	2	1	1		1					
140,000-144,999	6	5	6	3		2					
135,000-139,999	11	7	9	4	2	2					
130,000-134,999	9	9	9	2	3	1	1				
\$125,000-129,999	14	8	17	9	1	1					
120,000-124,999	11	4	22	9	5	4			1		
115,000-119,999	11	10	10	17	2	5					
110,000-114,999	10	9	14	15	5	3		1			
105,000-109,999	9	15	26	26	5	2	2	2			
\$100,000-104,999	15	26	33	18	14	11	1	1			
95,000-99,999	18	24	42	24	9	10	4	3	1		1
90,000-94,999	28	31	48	39	15	13	4	3	2		
85,000-89,999	28	21	33	40	22	10	9	6	3		
80,000-84,999	30	27	41	49	20	22	14	7	8	3	
\$79,000-79,999	6	2	3	4	7	2	3	1	1		
78,000-78,999	4	4	5	18	8	5	8		1		
77,000-77,999	1	2	9	5	5	5	10	1	1		
76,000-76,999	5	6	9	11	3	4	7	3	4		2
75,000-75,999	3	7	7	12	10	7	11	4	3		1
\$74,000-74,999	5	6	7	9	3	4	10	5	1	1	1
73,000-73,999	3	8	5	8	6	8	7	1			1
72,000-72,999	2	6	7	12	9	9	12	4	5	3	
71,000-71,999	2	4	8	16	11	11	12	4	2		1
70,000-70,999	4	7	8	1	6	8	12	4	14	2	1
\$69,000-69,999	4	5	8	12	1	9	8	2	4	2	1
68,000-68,999	4	3	7	8	5	10	12	8	5	1	1
67,000-67,999	4	5	7	10	17	10	19	11	5	3	1
66,000-66,999	2	3	2	9	3	3	21	8	11	3	2
65,000-65,999	5	3	5	7	12	6	18	7	10	7	5
\$64,000-64,999		5	4	5	6	5	22	7	10	4	2
63,000-63,999	1	1	2	3	4	5	19	12	13	6	2
62,000-62,999	3	2	5	3	7	4	20	11	13	9	9
61,000-61,999	1	2	3	2	4	7	36	6	12	11	7
60,000-60,999	5	1	1	3	7	7	28	12	17	13	12
\$59,000-59,999	3	1	3	3	6	6	19	8	12	7	6
58,000-58,999		1	1	1	5	1	22	10	9	15	21
57,000-57,999	1		1	2	2	4	20	15	11	27	12
56,000-56,999		1	1		2	2	21	19	20	29	18
55,000-55,999		1					23	8	17	26	32
\$54,000-54,999	1	1	1			2	28	11	12	24	26
53,000-53,999			1	3		1	16	13	12	28	22
52,000-52,999	2	1	1	2	1	2	15	14	13	34	30
51,000-51,999	1	1	1			1	18	7	15	33	39
50,000-50,999							14	8	16	30	50
\$49,000-49,999						1	12	7	6	27	18
48,000-48,999			1				10	8	5	32	25
47,000-47,999							10	5	14	22	32
46,000-46,999	1						5	1	12	21	24
45,000-45,999			1			1	8	2	5	29	39
\$44,000-44,999		1					6	3	3	11	22
43,000-43,999					1	1	3	2	3	13	21
42,000-42,999							1	1		16	21
41,000-41,999									1	5	12
40,000-40,999						1	2			4	11
\$39,000-39,999							1		1	3	5
38,000-38,999								1		2	13
Less than 38,000							1		1	4	9

Source: 2002-2003 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.



TABLE 4  
2002-2003 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 or more years	92,608	67,456	79,738	118,139	138,822	98,975	27,789	294
18-23 years	92,600	68,123	75,872	108,268	135,450	96,670	27,105	304
12-17 years	92,600	68,606	77,244	107,104	128,230	95,399	24,121	446
6-11 years	84,455	66,999	73,636	100,007	116,754	88,628	20,202	430
3-5 years	76,482	61,460	67,353	90,000	106,242	81,302	20,150	258
Less than 3	73,350	60,109	67,166	89,350	110,000	80,676	22,835	245
Not specified								2
All years	86,000	65,142	72,700	103,300	125,700	90,987	24,691	1979
Associate professor								
11 or more years	61,000	48,700	53,966	68,695	77,529	62,424	12,429	299
6-10 years	61,418	51,505	55,801	67,485	75,001	62,558	9,721	286
3-5 years	59,300	49,806	53,496	67,070	76,440	61,899	12,070	277
Less than 3	58,033	47,428	52,248	64,800	70,793	59,392	10,199	335
All years	60,028	49,228	53,961	66,979	75,223	61,486	11,200	1197
Assistant professor								
3 or more years	52,000	44,280	47,822	56,628	61,171	52,469	7,024	511
Less than 3	50,003	42,000	45,591	54,999	59,028	50,507	7,193	558
Not specified								1
All years	51,070	43,000	46,536	55,650	60,168	51,459	7,189	1070
Lecturer/Instructor								
3 or more years	44,263	38,290	42,131	49,436	58,484	46,334	7,046	31
Less than 3	40,000	33,000	37,500	48,600	57,000	43,552	9,006	39
All years	43,401	35,135	39,275	48,967	56,747	44,784	8,258	70

Source: 2002-2003 Faculty Salary Survey, 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 schools of professional psychology). All salaries are 9-10-month salaries. No statistics are provided where the N of faculty is less than 10.

TABLE 5  
2002-2003 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	<u>N</u>
ALL U.S. REGIONS (218 departments)								
Full professor								
12 or more years	92,600	68,052	77,460	109,981	133,596	96,777	26,092	1,044
6-11 years	84,455	66,999	73,636	100,007	116,754	88,628	20,202	430
3-5 years	76,482	61,460	67,353	90,000	106,242	81,302	20,150	258
Less than 3 years	73,350	60,109	67,166	89,350	110,000	80,676	22,835	245
All years	86,000	65,142	72,700	103,300	125,700	90,987	24,691	1,979
Associate professor								
6 or more years	61,092	49,940	54,875	68,027	76,691	62,489	11,178	585
3-5 years	59,300	49,806	53,496	67,070	76,440	61,899	12,070	277
Less than 3 years	58,033	47,428	52,248	64,800	70,793	59,392	10,199	335
All years	60,028	49,228	53,961	66,979	75,223	61,486	11,200	1,197
Assistant professor								
3 or more years	52,000	44,280	47,822	56,628	61,171	52,469	7,024	511
Less than 3 years	50,003	42,000	45,591	54,999	59,028	50,507	7,193	558
All years	51,070	43,000	46,536	55,650	60,168	51,459	7,189	1,070
All ranks	65,500	47,246	53,770	84,840	106,741	72,256	25,312	4,316
NEW ENGLAND (15 departments)								
Full professor								
12 or more years	93,917	72,324	78,480	112,046	135,040	97,817	25,572	45
6-11 years	87,300	65,327	73,510	109,200	127,400	91,525	24,973	27
3-5 years	75,675	58,889	60,774	105,550	110,200	80,854	20,723	10
Less than 3 years	77,896	58,583	72,023	85,925	115,000	80,693	19,596	14
All years	85,200	66,551	73,603	102,771	128,060	91,783	24,794	96
Associate professor								
6 or more years	64,237	54,084	59,398	70,984	81,953	66,269	10,385	40
3-5 years	57,417	50,990	52,395	71,350	91,540	63,392	13,950	12
Less than 3 years	63,000	49,469	54,000	68,425	75,160	62,107	8,749	15
All years	64,000	51,997	57,368	70,200	78,600	64,822	10,757	67
Assistant professor								
3 or more years	55,708	46,120	49,840	59,500	62,623	55,092	6,119	23
Less than 3 years	55,500	44,664	48,401	58,100	62,360	53,617	6,058	25
All years	55,604	45,000	49,398	59,075	62,281	54,324	6,068	48
All ranks	69,098	51,556	58,000	84,862	107,820	74,551	24,169	212
MID ATLANTIC (27 departments)								
Full professor								
12 or more years	99,400	74,897	89,460	118,865	137,062	103,879	23,735	143
6-11 years	90,831	75,392	83,893	106,324	119,030	95,728	17,472	72
3-5 years	86,864	67,593	75,786	93,420	108,752	86,863	15,884	32
Less than 3 years	87,757	70,082	74,250	111,100	123,306	95,263	25,131	31
All years	93,796	73,097	84,510	109,285	131,740	98,849	22,300	278
Associate professor								
6 or more years	67,074	53,770	60,290	76,254	81,015	68,072	11,491	92
3-5 years	64,000	54,964	59,647	75,047	85,490	67,854	12,423	35
Less than 3 years	64,332	54,530	59,536	70,474	72,641	65,040	8,360	37
All years	66,107	54,505	60,008	74,179	80,809	67,341	11,086	164
Assistant professor								
3 or more years	56,628	50,558	53,000	60,811	64,083	56,969	6,067	67
Less than 3 years	56,000	50,000	51,100	60,550	62,069	56,127	6,819	63
All years	56,124	50,000	51,955	60,625	63,835	56,641	6,471	131
All ranks	74,377	53,099	60,175	93,507	114,467	79,837	25,194	579

(continued)

TABLE 5 (continued)  
 2002-2003 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	<u>N</u>
EAST NORTH CENTRAL (43 departments)								
Full professor								
12 or more years	95,000	72,371	82,131	114,578	139,242	101,078	27,725	181
6-11 years	80,975	66,785	73,151	99,288	117,316	88,109	20,779	94
3-5 years	77,114	59,808	67,059	96,609	104,765	81,703	18,875	44
Less than 3 years	75,250	59,712	66,240	90,000	98,370	78,337	18,328	63
All years	86,422	66,098	74,000	104,438	128,454	91,905	25,484	382
Associate professor								
6 or more years	60,000	50,850	55,146	66,676	75,242	61,498	9,682	109
3-5 years	59,283	50,617	55,263	67,318	76,830	62,334	11,907	78
Less than 3 years	57,119	49,107	52,860	63,775	77,805	60,478	12,094	80
All years	58,900	49,954	54,522	66,000	75,865	61,436	11,093	267
Assistant professor								
3 or more years	52,055	45,268	47,477	56,126	58,368	52,126	6,870	116
Less than 3 years	50,000	40,596	45,000	54,000	58,000	49,559	6,816	133
All years	50,475	43,002	45,825	55,145	58,000	50,755	6,947	249
All ranks	63,423	46,971	53,014	82,909	106,132	71,168	25,564	907
WEST NORTH CENTRAL (18 departments)								
Full professor								
12 or more years	88,257	62,760	71,287	117,218	134,816	94,231	29,494	85
6-11 years	82,660	66,461	74,385	104,824	123,620	88,954	19,607	31
3-5 years	79,846	60,164	62,993	102,063	116,405	83,432	21,940	22
Less than 3 years	70,081	51,935	65,904	78,288	97,665	72,900	14,559	17
All years	82,319	62,470	70,081	104,065	126,706	89,303	26,174	155
Associate professor								
6 or more years	61,556	53,019	56,460	67,689	78,040	63,978	11,175	45
3-5 years	56,088	48,335	52,181	61,755	74,946	58,133	9,558	15
Less than 3 years	55,000	50,247	51,472	61,375	65,695	56,496	6,828	21
All years	60,000	51,102	54,102	65,084	74,343	60,956	10,401	81
Assistant professor								
3 or more years	52,194	43,534	48,080	56,240	60,035	52,250	6,354	43
Less than 3 years	49,029	42,520	44,104	51,955	57,097	49,212	5,879	58
All years	50,011	42,833	46,075	55,034	57,936	50,506	6,240	101
All ranks	62,672	46,779	52,103	81,273	106,051	70,670	25,668	339
SOUTH ATLANTIC (39 departments)								
Full professor								
12 or more years	86,193	65,456	74,240	102,818	125,778	91,253	25,071	208
6-11 years	83,244	66,951	72,214	96,171	115,911	87,108	19,822	87
3-5 years	76,006	63,915	70,153	85,568	106,996	82,146	21,976	56
Less than 3 years	77,257	60,274	69,324	99,500	132,750	86,157	25,258	48
All years	81,938	65,045	71,889	99,634	121,973	88,457	23,783	401
Associate professor								
6 or more years	60,291	49,300	54,065	67,238	75,131	61,650	11,305	133
3-5 years	61,692	44,262	53,396	67,753	76,959	62,541	13,147	48
Less than 3 years	57,579	49,540	52,896	63,322	69,961	59,270	9,285	74
All years	59,504	49,048	53,635	66,776	74,952	61,127	11,167	255
Assistant professor								
3 or more years	50,000	42,363	46,800	53,385	58,477	50,164	6,738	101
Less than 3 years	49,596	40,000	45,016	53,000	58,000	49,296	6,636	108
All years	49,882	41,221	45,495	53,185	58,000	49,715	6,683	209
All ranks	65,000	46,448	52,408	81,479	102,936	70,455	24,333	885

(continued)

TABLE 5 (continued)  
 2002-2003 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	<u>N</u>
EAST SOUTH CENTRAL (14 departments)								
Full professor								
12 or more years	80,066	64,210	70,634	89,839	104,445	83,788	21,483	82
6-11 years	76,999	55,747	66,402	100,000	117,980	82,850	23,324	21
3-5 years	76,349	57,352	63,362	97,341	121,500	81,930	21,264	16
Less than 3 years	71,289	57,752	61,843	78,436	126,851	76,885	22,744	14
All years	77,167	61,293	68,072	89,978	114,219	82,690	21,734	133
Associate professor								
6 or more years	51,041	45,817	48,273	57,976	74,663	54,564	10,586	26
3-5 years	51,430	46,749	48,092	55,692	90,000	56,347	14,015	16
Less than 3 years	50,883	46,530	47,547	56,695	63,401	53,071	6,777	22
All years	50,929	46,433	48,092	56,461	69,613	54,496	10,399	64
Assistant professor								
3 or more years	47,300	41,755	42,453	50,116	63,520	48,699	7,112	27
Less than 3 years	47,000	41,100	42,290	51,829	56,113	47,811	7,257	40
All years	47,000	41,800	42,453	50,116	56,608	48,169	7,158	67
All ranks	61,221	44,772	48,563	78,250	94,755	66,609	23,132	269
WEST SOUTH CENTRAL (18 departments)								
Full professor								
12 or more years	86,000	62,866	72,872	102,334	117,866	87,953	20,536	81
6-11 years	81,000	64,749	71,000	89,666	114,727	83,934	18,007	23
3-5 years	71,575	59,403	63,250	94,827	146,846	85,697	31,289	20
Less than 3 years	68,537	58,673	63,248	74,900	104,975	74,480	22,617	17
All years	82,000	60,449	69,500	95,684	115,363	85,353	22,402	141
Associate professor								
6 or more years	59,172	46,560	52,577	62,500	68,492	59,097	12,690	55
3-5 years	58,000	47,873	54,075	64,800	72,878	60,239	11,662	29
Less than 3 years	58,185	47,927	54,698	64,738	66,163	58,122	6,648	18
All years	59,000	47,434	53,065	63,375	68,931	59,250	11,478	102
Assistant professor								
3 or more years	50,759	43,227	46,065	54,785	57,874	50,980	6,691	45
Less than 3 years	48,308	42,330	45,000	50,960	55,660	48,774	6,031	45
All years	49,322	42,473	45,582	52,905	57,106	49,877	6,430	90
All ranks	60,112	45,080	50,891	76,578	98,003	66,810	22,512	347
MOUNTAIN (17 departments)								
Full professor								
12 or more years	92,580	67,697	78,730	100,044	115,204	91,880	18,757	100
6-11 years	78,139	59,845	69,355	90,125	105,229	80,214	16,670	33
3-5 years	68,192	63,026	65,150	81,819	94,140	73,857	11,645	26
Less than 3 years	64,823	60,104	61,603	69,668	83,707	68,089	9,231	20
All years	81,450	63,750	68,736	96,143	109,218	84,453	18,831	179
Associate professor								
6 or more years	58,801	50,678	54,757	63,723	76,091	60,348	8,527	43
3-5 years	54,925	49,644	52,073	62,725	68,344	57,356	6,695	21
Less than 3 years	55,193	45,988	47,044	66,980	78,440	57,873	11,702	33
All years	56,865	48,275	51,673	63,362	71,130	58,858	9,414	97
Assistant professor								
3 or more years	51,272	43,677	46,444	56,000	58,742	51,331	6,005	53
Less than 3 years	47,125	39,529	44,043	52,750	55,720	47,919	5,673	36
All years	50,000	43,085	45,296	54,537	58,000	49,951	6,078	89
All ranks	63,758	46,297	52,252	81,200	98,298	68,908	20,969	371

(continued)

TABLE 5 (continued)  
 2002-2003 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	<u>N</u>
PACIFIC (14 departments)								
Full professor								
12 or more years	113,600	75,800	92,600	128,400	140,700	111,848	27,107	119
6-11 years	89,300	68,299	75,700	101,175	120,100	90,733	20,360	42
3-5 years	72,416	60,629	65,250	83,625	105,650	75,376	15,859	32
Less than 3 years	71,100	46,495	66,140	86,703	123,881	79,450	30,904	21
All years	96,500	66,140	73,339	120,000	135,449	99,071	28,989	214
Associate professor								
6 or more years	62,086	48,280	55,047	67,400	73,409	61,837	9,218	42
3-5 years	59,500	52,502	54,000	67,400	80,216	61,803	10,285	23
Less than 3 years	60,200	43,730	47,478	65,000	70,675	57,833	10,352	35
All years	60,400	47,267	53,500	67,175	72,590	60,428	9,958	100
Assistant professor								
3 or more years	55,650	48,033	51,842	61,575	67,000	56,617	7,262	36
Less than 3 years	54,000	47,030	51,700	55,125	60,570	54,088	8,511	50
All years	54,600	47,210	51,700	57,300	65,150	55,147	8,065	86
All ranks	68,900	49,113	55,500	100,000	128,300	79,368	30,273	407

Source: 2002-2003 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those 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 of faculty is less than 10. Salary statistics for Lecturers/Instructors are not provided, 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  
2002-2003 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology  
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
ALL U.S. REGIONS (151 departments)								
Full professor								
12 or more years	91,208	67,361	75,762	106,185	129,207	94,353	25,065	826
6-11 years	83,267	66,853	73,320	96,438	112,859	87,085	18,695	345
3-5 years	75,563	60,884	66,152	88,883	102,823	80,076	19,046	193
Less than 3 years	72,000	60,280	65,958	84,524	104,803	78,790	20,991	185
All years	84,571	64,459	71,781	100,400	122,173	89,096	23,423	1,551
Associate professor								
6 or more years	60,980	49,512	54,000	67,761	76,300	61,908	11,253	449
3-5 years	58,360	49,780	53,011	66,003	74,000	60,430	10,230	209
Less than 3 years	57,915	47,830	52,481	64,650	70,532	59,583	10,295	255
All years	59,504	49,089	53,292	66,615	75,000	60,920	10,799	913
Assistant professor								
3 or more years	51,657	43,908	47,437	56,058	60,023	52,026	6,855	393
Less than 3 years	50,000	42,000	45,000	54,000	58,267	49,823	6,959	442
All years	50,341	42,790	46,000	55,000	58,916	50,860	6,993	835
All ranks	65,081	46,969	53,100	83,267	103,797	71,192	24,300	3,351
NEW ENGLAND (6 departments)								
Full professor								
12 or more years	83,412	71,155	72,928	94,369	104,824	85,706	13,461	18
6-11 years	74,616	63,896	69,832	82,853	96,515	77,370	12,923	16
3-5 years								5
Less than 3 years								6
All years	77,099	62,307	71,335	86,729	96,426	79,486	13,532	45
Associate professor								
6 or more years	63,713	53,859	55,639	71,811	86,747	65,742	11,729	24
3-5 years								5
Less than 3 years								4
All years	58,381	50,991	53,983	68,338	79,206	62,281	11,578	33
Assistant professor								
3 or more years	54,444	44,956	46,900	58,554	64,907	53,568	6,963	13
Less than 3 years	46,901	42,666	44,790	53,750	58,250	48,696	5,400	10
All years	49,251	44,200	46,000	57,046	61,099	51,450	6,669	23
All ranks	64,656	47,976	54,642	77,679	90,925	67,480	16,314	101
MID ATLANTIC (14 departments)								
Full professor								
12 or more years	96,049	81,141	89,460	107,706	129,838	99,860	18,472	76
6-11 years	90,272	78,644	83,469	97,308	115,382	92,786	12,718	51
3-5 years	87,451	74,207	84,131	90,516	104,837	87,913	9,316	14
Less than 3 years	89,457	70,321	79,985	105,049	119,862	92,640	16,701	14
All years	93,507	77,645	85,303	103,191	120,650	95,801	16,348	155
Associate professor								
6 or more years	70,820	56,243	65,257	77,529	80,034	70,271	9,334	55
3-5 years	66,477	60,497	62,350	75,914	80,408	69,043	7,457	17
Less than 3 years	66,092	57,112	61,847	70,474	72,009	65,792	7,096	26
All years	68,304	58,253	62,912	75,016	78,641	68,870	8,620	98
Assistant professor								
3 or more years	56,254	50,965	53,580	60,030	63,167	56,911	5,875	43
Less than 3 years	56,259	50,000	51,100	61,111	62,013	56,176	6,470	43
All years	56,257	50,003	52,710	60,559	62,045	56,544	6,154	86
All ranks	74,871	53,497	60,714	90,272	104,891	77,552	21,231	344

(continued)

TABLE 6 (continued)  
 2002-2003 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology  
 in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
EAST NORTH CENTRAL (30 departments)								
Full professor								
12 or more years	94,833	71,666	82,106	114,578	140,000	101,131	28,931	149
6-11 years	81,301	66,885	72,861	100,797	116,631	87,977	19,787	79
3-5 years	77,114	61,632	67,114	96,880	105,417	82,080	18,957	38
Less than 3 years	74,121	60,651	66,126	83,207	98,878	77,637	18,903	50
All years	85,900	66,026	73,274	104,853	126,785	91,834	26,002	316
Associate professor								
6 or more years	59,962	50,257	54,682	66,676	75,217	61,133	9,783	85
3-5 years	58,555	51,024	55,158	67,140	76,260	61,910	10,794	60
Less than 3 years	57,442	49,979	53,561	65,147	81,836	61,856	13,328	56
All years	58,553	50,735	54,442	66,535	76,266	61,566	11,116	201
Assistant professor								
3 or more years	52,110	45,216	47,255	56,325	60,094	52,373	7,430	89
Less than 3 years	50,000	40,000	44,001	54,005	58,172	49,483	7,152	114
All years	50,470	43,002	45,594	55,297	58,677	50,750	7,398	203
All ranks	64,620	46,417	53,321	83,144	107,305	71,641	26,033	724
WEST NORTH CENTRAL (16 departments)								
Full professor								
12 or more years	87,695	62,385	69,331	117,218	133,412	92,491	27,996	73
6-11 years	84,732	65,611	75,443	105,339	124,525	89,747	19,996	29
3-5 years	79,950	59,591	62,672	101,477	111,098	82,331	22,005	19
Less than 3 years	70,058	51,903	65,050	72,985	94,767	71,545	13,885	16
All years	81,273	61,979	69,629	104,415	126,687	88,055	25,109	137
Associate professor								
6 or more years	61,325	52,290	55,704	66,274	73,183	62,419	9,623	37
3-5 years	55,526	47,908	52,162	62,402	76,832	57,999	9,905	14
Less than 3 years	55,300	49,009	51,366	62,799	68,750	57,134	7,482	16
All years	59,601	50,978	54,064	64,445	71,272	60,233	9,414	67
Assistant professor								
3 or more years	51,484	43,946	47,206	55,422	58,643	51,463	5,263	36
Less than 3 years	48,800	42,140	44,000	51,000	57,090	48,722	5,851	51
All years	50,000	42,762	45,906	52,573	57,826	49,857	5,746	87
All ranks	62,640	46,489	51,812	80,960	106,137	70,011	25,021	293
SOUTH ATLANTIC (30 departments)								
Full professor								
12 or more years	84,582	64,833	72,374	101,549	125,491	89,422	24,764	180
6-11 years	80,729	67,013	72,214	93,588	113,919	85,695	19,416	71
3-5 years	75,949	62,623	68,799	87,082	99,777	80,837	20,391	41
Less than 3 years	76,795	60,142	67,709	96,601	130,750	84,711	25,383	40
All years	81,266	64,329	70,839	97,000	117,657	87,005	23,404	334
Associate professor								
6 or more years	60,291	48,128	52,935	67,000	76,118	61,465	11,798	115
3-5 years	61,750	45,119	53,134	67,341	74,277	61,910	12,188	41
Less than 3 years	56,746	50,000	52,860	62,800	68,855	58,746	9,407	61
All years	59,259	48,887	52,975	66,007	74,936	60,784	11,279	217
Assistant professor								
3 or more years	49,954	42,741	46,900	53,092	56,849	50,195	6,442	82
Less than 3 years	49,325	40,154	45,929	52,000	58,000	49,083	6,052	80
All years	49,821	42,293	46,247	52,859	57,700	49,646	6,258	162
All ranks	64,767	46,612	52,253	80,962	101,334	69,951	23,711	730

(continued)

TABLE 6 (continued)  
 2002-2003 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology  
 in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
EAST SOUTH CENTRAL (12 departments)								
Full professor								
12 or more years	75,396	61,986	68,700	85,085	92,124	77,221	11,237	67
6-11 years	71,764	53,571	65,635	85,238	109,536	77,719	20,936	18
3-5 years	72,435	56,840	59,647	90,542	116,936	76,744	20,284	12
Less than 3 years	70,951	57,501	61,636	78,446	128,882	76,822	23,671	13
All years	74,568	60,861	67,259	84,802	95,000	77,203	15,752	110
Associate professor								
6 or more years	50,275	45,109	47,849	52,849	58,191	51,339	6,266	22
3-5 years	50,130	46,000	48,025	52,955	55,158	50,387	3,110	13
Less than 3 years	50,850	46,479	47,427	55,715	61,193	52,136	5,296	21
All years	50,469	46,369	47,986	53,021	58,375	51,417	5,268	56
Assistant professor								
3 or more years	46,650	41,143	42,000	48,409	50,081	45,888	3,561	22
Less than 3 years	46,000	41,000	42,000	48,278	53,059	46,626	6,935	35
All years	46,424	41,000	42,000	48,282	52,465	46,341	5,838	57
All ranks	57,796	43,770	47,945	74,563	87,983	62,396	18,774	226
WEST SOUTH CENTRAL (14 departments)								
Full professor								
12 or more years	85,000	61,431	71,000	100,000	116,962	86,727	20,500	75
6-11 years	81,000	63,924	71,000	89,337	109,724	81,692	14,852	21
3-5 years	71,075	59,198	62,175	94,009	117,182	82,347	28,827	18
Less than 3 years	68,537	58,651	63,495	72,000	89,250	70,179	9,521	15
All years	80,000	60,112	68,879	93,734	110,536	83,372	20,623	129
Associate professor								
6 or more years	59,000	45,792	51,337	61,611	66,530	58,611	13,490	46
3-5 years	57,000	47,686	52,824	64,200	72,182	58,506	8,583	26
Less than 3 years	58,185	47,927	54,698	64,738	66,163	58,122	6,648	18
All years	58,000	47,310	52,584	62,500	67,816	58,483	11,008	90
Assistant professor								
3 or more years	50,568	42,661	45,615	53,060	56,916	49,532	5,169	35
Less than 3 years	47,000	42,173	45,000	50,389	55,000	47,701	4,382	39
All years	48,310	42,432	45,075	52,122	55,500	48,567	4,826	74
All ranks	60,000	45,000	50,792	76,138	95,240	66,017	21,465	305
MOUNTAIN (15 departments)								
Full professor								
12 or more years	92,552	67,988	77,814	99,422	115,073	91,663	18,899	93
6-11 years	78,239	59,757	69,266	90,876	105,630	80,479	16,866	32
3-5 years	68,192	63,026	65,150	81,819	94,140	73,857	11,645	26
Less than 3 years	64,823	60,104	61,603	69,668	83,707	68,089	9,231	20
All years	81,072	63,053	68,712	95,986	108,607	84,106	18,831	171
Associate professor								
6 or more years	59,477	50,311	54,136	63,723	77,398	60,515	8,756	39
3-5 years	56,452	49,627	52,008	62,863	68,354	57,502	6,834	20
Less than 3 years	55,193	45,988	47,044	66,980	78,440	57,873	11,702	33
All years	57,759	47,731	51,666	63,542	73,006	58,912	9,584	92
Assistant professor								
3 or more years	50,804	43,542	46,361	56,206	58,880	51,517	6,230	48
Less than 3 years	47,125	39,378	44,000	53,363	55,800	48,006	5,803	34
All years	50,002	43,026	45,136	54,719	58,026	50,061	6,267	82
All ranks	63,767	46,297	53,000	81,072	97,265	68,946	20,868	351

(continued)



TABLE 6 (continued)  
 2002-2003 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology  
 in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
PACIFIC (14 departments)								
Full professor								
12 or more years	113,600	83,834	94,800	128,400	138,920	112,467	24,467	95
6-11 years	99,300	72,700	85,300	109,100	121,311	98,124	19,495	28
3-5 years	72,849	60,520	67,625	85,300	107,150	78,287	14,675	20
Less than 3 years	72,700	67,500	67,700	104,800	168,077	90,184	34,631	11
All years	100,400	69,500	85,300	123,275	136,950	103,829	26,285	154
Associate professor								
6 or more years	64,950	47,249	52,375	67,400	72,147	61,312	9,741	26
3-5 years	60,200	53,508	55,720	65,450	72,660	61,370	6,432	13
Less than 3 years	61,987	53,320	60,200	70,000	71,084	63,027	6,718	20
All years	63,500	48,700	56,439	67,400	71,200	61,906	8,056	59
Assistant professor								
3 or more years	57,300	50,997	54,600	62,100	67,480	58,274	5,815	25
Less than 3 years	54,200	47,210	51,700	54,861	56,173	53,953	8,191	36
All years	54,600	48,160	51,950	56,938	63,260	55,724	7,566	61
All ranks	72,700	52,000	58,098	104,400	128,320	83,717	30,371	277

Source: 2002-2003 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those 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 of faculty is less than 10. Salary statistics for Lecturers/Instructors are not provided, 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  
2002-2003 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology  
in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
ALL U.S. REGIONS (67 departments)								
Full professor								
12 or more years	99,722	75,240	84,641	123,704	141,775	105,958	27,867	218
6-11 years	90,800	69,200	75,340	113,212	123,930	94,887	24,568	85
3-5 years	78,500	62,978	68,550	94,957	119,208	84,941	22,894	65
Less than 3 years	77,300	59,010	70,162	97,750	123,600	86,492	27,144	60
All years	93,580	67,849	76,560	115,301	136,039	97,839	27,795	428
Associate professor								
6 or more years	62,172	54,375	57,261	69,433	78,508	64,408	10,742	136
3-5 years	62,219	51,580	55,169	72,325	90,000	66,414	15,742	68
Less than 3 years	59,003	46,776	51,523	64,950	72,540	58,783	9,926	80
All years	61,467	49,450	55,425	68,040	78,631	63,304	12,244	284
Assistant professor								
3 or more years	52,745	45,402	49,072	59,230	63,874	53,944	7,400	118
Less than 3 years	52,830	43,840	48,270	56,975	62,320	53,112	7,502	116
All years	52,850	44,189	48,849	58,000	63,265	53,589	7,482	235
All years	67,000	48,758	55,505	90,200	118,000	75,951	28,255	965
NEW ENGLAND (9 departments)								
Full professor								
12 or more years	99,300	74,795	81,321	128,000	146,560	105,890	28,617	27
6-11 years	109,200	87,920	90,800	125,000	161,000	112,115	24,168	11
3-5 years								5
Less than 3 years								8
All years	97,200	73,030	81,321	122,000	141,600	102,633	27,399	51
Associate professor								
6 or more years	64,688	58,875	60,806	70,825	81,950	67,061	8,268	16
3-5 years								7
Less than 3 years	65,000	51,991	62,725	70,200	77,720	65,582	7,409	11
All years	65,200	57,722	60,969	71,275	78,750	67,289	9,418	34
Assistant professor								
3 or more years	59,100	51,750	52,169	60,525	62,708	57,073	4,377	10
Less than 3 years	58,000	51,559	52,000	59,000	62,640	56,897	3,916	15
All years	58,000	51,676	52,155	59,900	62,640	56,968	4,017	25
All ranks	71,800	54,888	60,000	96,000	126,120	80,985	28,122	111
MID ATLANTIC (13 departments)								
Full professor								
12 or more years	105,191	70,884	90,442	131,600	142,400	108,439	28,011	67
6-11 years	104,000	73,187	84,938	116,272	133,323	102,872	24,569	21
3-5 years	79,072	65,588	72,056	95,045	125,267	86,048	19,802	18
Less than 3 years	84,000	68,811	72,400	119,500	154,400	97,424	30,767	17
All years	99,485	70,814	80,296	120,000	139,260	102,689	27,660	123
Associate professor								
6 or more years	63,334	48,486	56,367	68,118	81,620	64,802	13,592	37
3-5 years	60,259	53,110	55,038	76,659	90,300	66,731	15,924	18
Less than 3 years	60,000	52,107	54,548	66,971	86,361	63,261	10,990	11
All years	62,237	50,591	55,465	68,085	85,113	65,071	13,732	66
Assistant professor								
3 or more years	57,679	47,700	52,000	62,726	65,683	57,072	6,525	24
Less than 3 years	55,300	47,100	50,780	59,656	70,030	56,022	7,694	20
All years	56,000	47,640	51,274	61,947	66,633	56,826	7,106	45
All ranks	74,250	52,333	60,000	104,000	124,880	83,181	29,804	235

(continued)

TABLE 7 (continued)  
 2002-2003 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology  
 in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
EAST NORTH CENTRAL (13 departments)								
Full professor								
12 or more years	98,050	77,069	82,400	117,750	133,340	100,831	21,618	32
6-11 years	77,600	65,010	74,880	97,000	144,141	88,803	26,197	15
3-5 years								6
Less than 3 years	76,900	57,480	66,150	96,000	102,270	81,032	16,329	13
All years	90,950	65,789	76,025	102,225	130,540	92,242	23,023	66
Associate professor								
6 or more years	60,200	54,850	55,647	68,210	78,264	62,789	9,404	24
3-5 years	62,723	48,165	54,575	67,681	91,323	63,749	15,330	18
Less than 3 years	55,976	47,083	49,859	62,889	67,000	57,263	7,887	24
All years	60,200	48,482	54,875	64,504	74,595	61,041	11,099	66
Assistant professor								
3 or more years	52,000	45,240	48,696	55,533	57,132	51,311	4,585	27
Less than 3 years	50,000	45,000	46,881	53,700	57,000	50,016	4,396	19
All years	50,800	45,000	47,110	53,991	57,030	50,776	4,505	46
All ranks	61,084	47,418	52,500	78,600	101,620	69,296	23,594	183
WEST NORTH CENTRAL (2 departments) (Insufficient <u>N</u> s of faculty)								
SOUTH ATLANTIC (9 departments)								
Full professor								
12 or more years	97,856	74,714	84,735	117,844	136,043	103,026	24,238	28
6-11 years	92,057	61,378	75,460	115,156	118,129	93,378	21,024	16
3-5 years	76,063	67,455	71,563	81,500	143,822	85,724	26,279	15
Less than 3 years								8
All years	89,989	69,235	75,536	112,750	126,400	95,697	24,507	67
Associate professor								
6 or more years	60,217	54,527	57,885	70,250	74,865	62,836	7,558	18
3-5 years								7
Less than 3 years	62,182	48,285	55,072	69,356	73,800	61,727	8,606	13
All years	61,217	49,043	57,264	70,000	75,000	63,084	10,429	38
Assistant professor								
3 or more years	50,000	36,824	45,408	55,377	62,051	50,030	8,088	19
Less than 3 years	51,011	38,869	41,625	55,265	60,036	49,903	8,175	28
All years	50,022	38,651	42,000	55,377	61,818	49,954	8,051	47
All ranks	67,452	43,813	53,561	86,256	113,914	72,828	27,027	155
EAST SOUTH CENTRAL (2 departments) (Insufficient <u>N</u> s of faculty)								
WEST SOUTH CENTRAL (4 departments) (Insufficient <u>N</u> s of faculty)								
MOUNTAIN (2 departments) (Insufficient <u>N</u> s of faculty)								

(continued)

TABLE 7 (continued)  
2002-2003 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology  
in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
PACIFIC (13 departments)								
Full professor								
12 or more years	108,300	68,854	76,750	130,929	155,551	109,398	36,269	24
6-11 years	74,307	58,136	68,971	81,242	97,761	75,950	12,846	14
3-5 years	66,900	49,349	62,248	72,616	106,562	70,525	17,197	12
Less than 3 years	66,140	44,115	48,384	76,114	115,691	67,643	22,228	10
All years	76,600	58,522	65,770	100,000	131,871	86,860	32,116	60
Associate professor								
6 or more years	61,698	53,444	56,753	65,378	79,732	62,692	8,534	16
3-5 years	56,030	44,075	53,025	77,174	84,419	62,366	14,241	10
Less than 3 years	47,478	38,585	43,763	57,200	68,826	50,907	10,444	15
All years	57,200	43,698	49,738	62,332	78,029	58,301	11,978	41
Assistant professor								
3 or more years	51,223	40,906	46,244	60,600	67,000	52,851	8,999	11
Less than 3 years	52,467	41,087	48,177	61,450	69,816	54,437	9,604	14
All years	52,467	41,023	48,160	60,600	67,000	53,739	9,184	25
All ranks	62,248	44,033	52,359	76,700	116,440	70,100	27,992	130

Source: 2002-2003 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those 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 of faculty is less than 10. Salary statistics for Lecturers/Instructors are not provided, 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  
2002-2003 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	<u>N</u>
<b>PSYCHOLOGY (153 departments)</b>								
Full professor								
12 or more years	93,970	68,936	79,539	113,575	136,000	98,623	26,816	880
6-11 years	85,300	67,034	74,896	102,880	118,000	89,928	20,872	344
3-5 years	78,600	61,679	68,737	93,642	109,869	83,094	20,366	205
Less than 3 years	74,001	60,063	67,464	93,749	117,158	82,347	24,197	197
All years	88,505	65,610	73,898	105,697	128,400	92,868	25,471	1,627
Associate professor								
6 or more years	61,155	49,960	54,849	68,812	77,450	62,819	11,633	475
3-5 years	59,500	50,608	53,657	67,270	76,988	62,318	12,215	221
Less than 3 years	59,479	48,596	52,941	65,850	72,700	60,532	10,600	249
All years	60,291	49,836	54,000	67,672	76,402	62,099	11,539	945
Assistant professor								
3 or more years	52,270	45,254	48,450	57,013	61,787	53,082	7,044	393
Less than 3 years	50,371	42,000	45,928	55,000	59,331	50,750	7,340	456
All years	51,452	42,994	47,000	56,000	60,533	51,847	7,308	850
All ranks	66,647	47,912	54,286	87,638	109,731	73,694	26,329	3,478
<b>EDUCATIONAL/COUNSELING/SCHOOL PSYCHOLOGY (41 departments)</b>								
Full professor								
12 or more years	84,164	67,578	72,916	95,124	104,509	84,776	15,603	113
6-11 years	78,936	66,207	69,871	89,279	108,866	82,175	14,722	54
3-5 years	67,617	60,491	64,941	75,895	90,320	71,820	13,437	34
Less than 3 years	71,842	61,115	63,946	82,212	88,135	74,892	15,054	33
All years	78,272	64,162	68,499	90,400	103,244	80,813	15,765	235
Associate professor								
6 or more years	62,409	50,394	56,037	68,417	76,459	63,010	9,100	65
3-5 years	60,802	49,814	54,925	67,257	71,883	61,360	9,626	39
Less than 3 years	55,362	47,081	51,291	62,706	66,683	56,977	7,907	48
All years	60,703	49,860	54,056	66,005	72,583	60,682	9,203	152
Assistant professor								
3 or more years	51,030	43,302	45,536	54,053	57,022	50,507	5,992	85
Less than 3 years	48,412	42,915	44,406	52,485	56,512	48,976	5,809	86
All years	50,000	43,059	45,290	53,413	56,980	49,737	5,933	171
All ranks	62,339	45,468	51,545	75,878	91,109	65,377	17,898	572

(continued)

TABLE 8 (continued)  
 2002-2003 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	<u>N</u>
HUMAN DEVELOPMENT (4 departments) (Insufficient <u>N</u> s of faculty)								
PROFESSIONAL SCHOOL (17 departments)								
Full professor								
12 or more years	76,351	52,592	65,025	84,813	116,107	78,018	18,499	20
6-11 years	71,861	57,133	68,598	93,883	117,830	82,069	20,415	17
3-5 years	67,976	53,067	64,612	80,853	121,217	75,606	26,617	14
Less than 3 years								9
All years	72,893	52,620	65,770	85,563	111,269	77,140	20,734	60
Associate professor								
6 or more years	56,604	45,753	50,687	61,634	66,229	56,815	7,980	33
3-5 years	54,000	42,855	46,190	60,539	87,724	57,633	15,823	15
Less than 3 years	55,337	43,681	46,963	59,953	62,182	52,958	7,497	29
All years	55,337	44,260	47,617	60,658	65,132	55,522	9,887	77
Assistant professor								
3 or more years	45,842	37,118	40,994	50,815	56,606	46,408	6,656	21
Less than 3 years	49,000	36,870	44,172	58,100	65,506	50,847	9,040	11
All years	47,022	37,266	43,106	51,976	59,553	47,934	7,716	32
All ranks	57,997	43,886	48,256	68,873	84,852	61,760	18,572	169

OTHER DEPARTMENTS (3 department) (Insufficient Ns of faculty)

Source: 2002-2003 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who hold the doctoral degree, and who are in departments 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 9-10-month salaries. No statistics are provided where the N of faculty is less than 10. Salary statistics for Lecturers/Instructors are not provided, 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  
2002-2003 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	<u>N</u>
<b>PSYCHOLOGY (153 departments)</b>								
35 years or more	90,103	60,883	74,816	110,177	137,015	93,947	28,589	334
30-34 years	83,500	56,507	69,200	100,400	128,320	88,691	28,090	427
25-29 years	83,921	56,764	68,346	107,023	129,112	89,164	28,091	460
20-24 years	78,749	56,481	66,701	95,871	114,767	83,055	23,474	420
17-19 years	69,521	52,960	60,118	83,032	106,215	74,887	22,140	266
14-16 years	67,320	52,070	58,062	79,694	95,951	70,616	18,152	264
11-13 years	60,000	48,133	53,630	69,511	82,003	63,135	14,406	277
8-10 years	56,148	46,786	51,010	62,300	69,200	57,523	10,474	319
6-7 years	54,314	46,366	49,335	59,514	65,000	55,644	10,268	194
4-5 years	51,113	44,130	47,693	55,755	60,000	51,747	6,447	194
2-3 years	50,007	41,178	45,586	54,128	57,960	49,734	6,768	210
0-1 year	46,350	38,000	42,135	50,950	58,000	47,509	8,418	105
<b>EDUCATIONAL/COUNSELING/SCHOOL (41 departments)</b>								
35 years or more	74,265	59,320	65,200	98,563	114,184	80,751	21,181	43
30-34 years	74,797	54,908	65,681	88,686	99,446	76,170	17,651	56
25-29 years	78,749	49,154	66,493	91,012	100,029	77,570	18,316	64
20-24 years	71,000	55,716	64,199	84,829	96,992	75,228	16,383	79
17-19 years	67,304	53,921	62,110	78,380	91,653	71,306	15,188	37
14-16 years	65,093	47,439	56,707	71,986	83,026	64,780	12,040	46
11-13 years	60,802	49,859	53,933	66,003	72,651	61,574	9,749	45
8-10 years	54,105	46,905	51,339	61,323	66,719	55,941	9,112	56
6-7 years	50,748	41,969	45,414	54,034	57,523	49,904	6,107	44
4-5 years	51,211	44,465	46,050	55,704	57,727	51,275	6,258	39
2-3 years	46,651	42,385	43,882	50,932	52,947	47,522	4,587	48
0-1 year	49,150	40,119	43,500	52,000	52,984	47,477	4,739	23
All years	62,039	45,392	51,264	75,352	91,197	65,061	18,016	580
<b>HUMAN DEVELOPMENT (4 departments) (Insufficient <u>N</u>s of faculty)</b>								
<b>PROFESSIONAL SCHOOL (17 departments)</b>								
35 years or more	57,260	41,044	47,509	77,670	84,790	62,310	19,534	23
30-34 years	62,182	45,370	50,986	81,102	92,378	66,685	19,190	21
25-29 years	63,424	47,965	50,577	77,316	118,032	70,218	27,195	32
20-24 years	55,630	44,671	46,241	67,272	73,860	57,625	11,285	36
17-19 years	55,008	43,544	47,156	60,393	75,550	55,624	11,046	14
14-16 years	58,664	39,002	47,225	68,000	85,811	59,605	14,346	18
11-13 years								8
8-10 years	53,988	42,225	45,546	60,539	65,298	54,608	12,740	23
6-7 years	47,755	34,683	41,140	55,951	61,286	47,895	9,558	15
4-5 years	45,770	35,221	38,096	51,019	56,198	45,300	7,162	12
2-3 years								6
0-1 year								3
All years	55,173	43,338	47,000	65,440	80,879	58,813	17,891	211
<b>OTHER DEPARTMENTS (3 departments) (Insufficient <u>N</u>s of faculty)</b>								

Source: 2002-2003 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

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

TABLE 10  
2002-2003 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	<u>N</u>
ALL U.S. REGIONS (153 departments)								
Full professor								
12 or more years	93,970	68,936	79,539	113,575	136,000	98,623	26,816	880
6-11 years	85,300	67,034	74,896	102,880	118,000	89,928	20,872	344
3-5 years	78,600	61,679	68,737	93,642	109,869	83,094	20,366	205
Less than 3 years	74,001	60,063	67,464	93,749	117,158	82,347	24,197	197
All years	88,505	65,610	73,898	105,697	128,400	92,868	25,471	1,627
Associate professor								
6 or more years	61,155	49,960	54,849	68,812	77,450	62,819	11,633	475
3-5 years	59,500	50,608	53,657	67,270	76,988	62,318	12,215	221
Less than 3 years	59,479	48,596	52,941	65,850	72,700	60,532	10,600	249
All years	60,291	49,836	54,000	67,672	76,402	62,099	11,539	945
Assistant professor								
3 or more years	52,270	45,254	48,450	57,013	61,787	53,082	7,044	393
Less than 3 years	50,371	42,000	45,928	55,000	59,331	50,750	7,340	456
All years	51,452	42,994	47,000	56,000	60,533	51,847	7,308	850
All ranks	66,647	47,912	54,286	87,638	109,731	73,694	26,329	3,478
NEW ENGLAND (11 departments)								
Full professor								
12 or more years	94,825	71,864	77,630	121,500	142,240	99,267	27,311	37
6-11 years	75,435	64,656	69,920	100,000	137,000	88,363	27,659	19
3-5 years	75,675	58,889	60,774	105,550	110,200	80,854	20,723	10
Less than 3 years	75,050	55,505	69,608	80,398	89,500	74,385	10,245	10
All years	82,191	64,492	72,585	101,500	128,860	90,844	26,301	76
Associate professor								
6 or more years	64,388	53,976	58,095	70,984	87,701	66,441	11,217	32
3-5 years	57,140	50,989	50,993	66,550	72,250	58,920	7,830	10
Less than 3 years	57,621	48,805	51,686	65,175	69,750	58,406	7,392	10
All years	63,085	50,993	55,120	69,875	73,965	63,449	10,562	52
Assistant professor								
3 or more years	52,309	45,652	48,376	59,441	62,296	54,113	6,517	17
Less than 3 years	52,500	44,412	47,352	58,000	58,760	52,574	5,647	22
All years	52,309	45,000	47,802	58,200	60,300	53,245	6,009	39
All ranks	66,843	49,984	56,525	82,254	104,620	73,352	24,953	168
MID ATLANTIC (19 departments)								
Full professor								
12 or more years	100,012	81,504	89,845	124,160	137,714	105,995	24,003	124
6-11 years	93,507	75,805	85,075	108,338	121,501	98,134	18,406	56
3-5 years	86,728	66,508	75,150	93,572	109,648	86,849	16,617	29
Less than 3 years	96,528	69,486	73,963	119,049	131,800	98,557	26,165	26
All years	96,628	74,384	85,700	111,287	134,083	100,936	23,007	235
Associate professor								
6 or more years	69,463	56,485	63,926	77,529	82,080	70,338	10,984	67
3-5 years	66,809	55,034	60,377	77,726	87,868	70,628	13,038	26
Less than 3 years	67,442	56,869	60,335	70,527	80,508	67,002	8,499	24
All years	68,218	56,617	62,305	76,115	82,965	69,718	11,025	117
Assistant professor								
3 or more years	57,854	50,899	52,971	61,613	65,018	57,709	6,197	48
Less than 3 years	56,192	50,000	51,311	60,747	65,657	56,723	7,336	46
All years	56,925	50,000	52,000	61,111	65,141	57,330	6,798	95
All ranks	77,529	54,953	62,100	98,284	120,422	83,165	26,128	451

(continued)



TABLE 10 (continued)  
 2002-2003 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	<u>N</u>
EAST NORTH CENTRAL (27 departments)								
Full professor								
12 or more years	97,600	73,315	82,897	117,690	140,036	103,051	28,410	155
6-11 years	81,301	67,162	74,100	100,797	119,171	89,059	21,230	79
3-5 years	77,240	59,273	67,031	96,660	104,212	81,888	18,687	35
Less than 3 years	75,412	57,519	66,126	93,305	104,113	79,212	19,973	50
All years	88,224	66,684	74,700	106,530	133,959	93,527	26,392	319
Associate professor								
6 or more years	59,962	50,870	55,320	67,860	75,706	61,587	10,077	91
3-5 years	59,316	51,215	55,568	67,375	83,994	63,406	12,609	60
Less than 3 years	56,906	49,317	53,043	64,772	81,260	61,574	13,133	62
All years	59,000	50,890	54,906	66,719	78,317	62,096	11,733	213
Assistant professor								
3 or more years	52,640	45,151	47,919	56,325	58,596	52,479	7,079	93
Less than 3 years	50,000	39,936	45,279	54,473	58,947	49,940	7,150	104
All years	50,900	43,002	45,951	55,683	58,454	51,139	7,211	197
All ranks	64,333	47,392	53,901	84,413	108,207	72,542	26,618	738
WEST NORTH CENTRAL (13 departments)								
Full professor								
12 or more years	83,079	62,700	70,760	118,780	137,970	94,794	31,971	62
6-11 years	81,706	64,293	72,249	105,854	122,715	88,261	20,245	23
3-5 years	79,742	58,183	62,336	105,008	122,379	84,075	24,611	17
Less than 3 years	70,225	51,774	61,026	72,985	105,374	71,468	16,505	12
All years	81,024	61,947	69,695	105,214	130,494	89,422	28,257	114
Associate professor								
6 or more years	61,503	52,577	56,397	67,237	79,485	63,707	11,500	40
3-5 years	55,526	47,908	52,162	61,085	76,832	57,874	9,865	14
Less than 3 years	53,017	49,160	51,161	62,516	67,857	56,496	7,550	17
All years	59,601	50,724	53,106	64,765	74,134	60,830	10,762	71
Assistant professor								
3 or more years	51,657	42,806	48,448	56,386	61,013	52,448	6,618	35
Less than 3 years	49,029	42,598	45,542	52,000	57,875	49,539	6,019	50
All years	50,011	42,715	46,531	55,135	58,331	50,737	6,398	85
All ranks	61,571	46,820	51,748	80,113	105,992	69,494	26,075	272
SOUTH ATLANTIC (31 departments)								
Full professor								
12 or more years	89,240	67,302	75,698	103,495	128,162	93,270	25,321	183
6-11 years	82,600	67,013	72,565	98,176	115,875	87,644	20,075	71
3-5 years	76,063	62,993	70,612	87,350	104,664	81,942	20,516	47
Less than 3 years	78,584	60,208	68,327	101,500	133,750	86,920	26,209	44
All years	83,186	65,951	73,262	101,758	124,543	89,835	24,094	346
Associate professor								
6 or more years	61,080	49,980	54,617	67,846	75,684	62,358	11,410	118
3-5 years	61,692	49,614	54,068	67,512	73,314	62,185	11,549	44
Less than 3 years	59,492	49,908	53,549	65,025	70,200	60,215	9,602	58
All years	60,747	50,001	54,130	67,000	74,913	61,758	10,982	220
Assistant professor								
3 or more years	50,104	43,938	48,175	53,401	58,799	50,840	6,200	78
Less than 3 years	49,300	39,790	44,877	53,000	57,200	48,858	6,353	97
All years	49,882	41,388	46,500	53,000	57,400	49,742	6,345	175
All ranks	65,693	47,000	52,909	81,937	103,868	71,347	24,849	760

(continued)

TABLE 10 (continued)  
 2002-2003 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	<u>N</u>
EAST SOUTH CENTRAL (11 departments)								
Full professor								
12 or more years	81,382	62,237	70,105	91,651	110,084	85,237	22,782	70
6-11 years	77,028	53,492	66,902	105,500	122,671	85,628	24,927	17
3-5 years	77,834	57,096	60,433	99,216	122,500	83,170	22,531	14
Less than 3 years	71,627	57,501	63,414	79,172	128,882	78,026	23,251	13
All years	79,679	60,892	68,132	93,736	117,950	84,219	22,939	114
Associate professor								
6 or more years	51,041	45,817	48,273	57,976	74,663	54,564	10,586	26
3-5 years	51,430	46,250	48,050	56,401	90,000	56,775	14,949	14
Less than 3 years	50,850	46,378	47,666	58,469	64,100	53,379	7,140	19
All years	50,942	46,378	48,075	57,856	72,700	54,707	10,763	59
Assistant professor								
3 or more years	47,241	41,510	42,227	51,345	64,065	48,781	7,396	25
Less than 3 years	47,000	41,700	42,375	52,545	56,849	48,238	7,373	36
All years	47,000	42,000	42,227	52,506	58,056	48,461	7,325	61
All ranks	60,000	44,625	48,450	79,838	95,515	66,903	24,034	239
WEST SOUTH CENTRAL (13 departments)								
Full professor								
12 or more years	85,000	60,991	71,000	103,183	119,395	88,548	22,225	63
6-11 years	83,332	62,580	78,000	93,338	117,893	87,166	19,039	18
3-5 years	76,413	58,871	63,251	100,316	158,716	88,800	33,903	16
Less than 3 years	69,500	57,794	63,000	87,016	142,096	78,090	27,541	11
All years	83,086	59,979	69,500	101,580	118,502	87,290	24,204	108
Associate professor								
6 or more years	57,500	45,827	50,197	62,250	69,308	58,238	14,659	38
3-5 years	57,000	47,498	52,037	62,592	72,025	59,116	12,532	23
Less than 3 years	58,464	43,913	51,614	65,000	66,163	57,765	7,951	12
All years	57,000	47,102	51,086	63,150	68,887	58,437	12,973	73
Assistant professor								
3 or more years	51,174	44,790	47,679	56,965	61,052	52,303	6,602	32
Less than 3 years	49,219	41,587	44,806	52,275	56,884	49,392	6,775	34
All years	50,043	42,435	46,261	53,658	57,781	50,804	6,800	66
All ranks	60,278	45,740	51,028	80,170	103,159	68,379	24,272	253
MOUNTAIN (12 departments)								
Full professor								
12 or more years	93,650	67,458	79,597	103,895	116,566	93,395	19,289	87
6-11 years	78,338	57,112	70,632	95,497	107,786	81,840	18,349	25
3-5 years	80,814	64,868	71,412	88,488	98,905	80,224	11,627	15
Less than 3 years	67,612	60,211	62,409	75,937	86,828	69,767	9,575	16
All years	86,812	63,823	71,731	98,160	112,260	87,350	19,318	143
Associate professor								
6 or more years	59,139	51,260	55,514	62,931	75,765	60,302	7,858	34
3-5 years	57,978	49,712	52,324	63,000	68,543	58,033	6,527	15
Less than 3 years	58,937	46,322	52,080	69,803	80,000	61,228	11,949	24
All years	58,733	49,678	53,466	65,271	75,312	60,140	9,139	73
Assistant professor								
3 or more years	51,730	45,615	48,676	56,892	58,909	52,518	6,171	36
Less than 3 years	48,616	39,000	44,960	54,581	57,000	49,099	5,890	24
All years	50,670	44,050	46,963	55,450	58,794	51,150	6,242	60
All ranks	66,560	48,500	54,587	88,000	102,825	71,977	21,933	279

(continued)

TABLE 10 (continued)  
2002-2003 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	<u>N</u>
PACIFIC (16 departments)								
Full professor								
12 or more years	118,100	83,436	95,892	131,400	144,300	114,981	26,502	99
6-11 years	95,195	72,464	78,600	106,800	121,020	94,493	19,497	36
3-5 years	72,924	64,650	71,914	87,656	110,700	80,539	15,401	22
Less than 3 years	72,500	55,442	67,500	104,800	146,589	85,582	33,530	15
All years	100,400	70,190	78,600	123,418	137,790	103,723	28,122	172
Associate professor								
6 or more years	64,000	48,100	53,838	67,620	74,356	62,321	9,932	29
3-5 years	63,500	53,292	56,439	72,600	84,016	64,732	9,997	15
Less than 3 years	61,508	47,458	59,700	70,100	71,966	62,309	8,471	23
All years	63,500	48,580	56,439	68,900	73,031	62,856	9,381	67
Assistant professor								
3 or more years	57,300	51,195	54,600	62,900	67,000	58,810	5,912	29
Less than 3 years	54,300	48,000	51,700	55,500	62,640	55,156	8,308	43
All years	54,600	49,370	52,342	59,724	65,710	56,628	7,607	72
All ranks	72,550	51,970	57,300	103,625	128,400	83,161	31,091	318

Source: 2002-2003 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those 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 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. Salary statistics for Lecturers/Instructors are not provided, 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  
2002-2003 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	<u>N</u>
ALL U.S. REGIONS (108 departments)								
Full professor								
12 or more years	92,085	67,568	76,919	108,661	133,585	95,858	25,757	687
6-11 years	84,455	66,873	74,130	98,639	115,288	88,104	19,284	284
3-5 years	77,368	60,823	67,500	93,000	103,850	81,720	19,844	155
Less than 3 years	72,030	60,094	66,131	90,000	110,000	80,013	22,669	151
All years	86,078	64,651	72,533	102,602	125,619	90,564	24,213	1,278
Associate professor								
6 or more years	60,320	49,342	53,912	68,271	76,856	61,972	11,680	373
3-5 years	57,789	49,661	52,815	66,701	74,923	60,593	10,770	172
Less than 3 years	59,121	48,462	53,002	65,276	72,277	60,423	10,800	204
All years	59,601	49,222	53,227	67,245	75,540	61,234	11,250	749
Assistant professor								
3 or more years	52,000	44,798	48,040	56,629	60,546	52,498	7,021	301
Less than 3 years	50,000	42,000	45,279	54,439	58,512	50,022	7,188	356
All years	50,400	42,559	46,524	55,299	59,638	51,156	7,213	657
All ranks	65,806	47,286	53,452	85,300	106,620	72,291	25,183	2,724
NEW ENGLAND (5 departments) (Insufficient <u>N</u> s of faculty)								
MID ATLANTIC (9 departments)								
Full professor								
12 or more years	97,054	83,009	89,460	109,872	132,086	101,644	18,413	64
6-11 years	91,787	81,566	85,300	99,000	116,026	94,419	12,851	39
3-5 years	87,278	73,599	82,563	91,572	105,799	87,925	9,697	13
Less than 3 years	96,055	69,431	85,032	111,100	120,262	96,070	17,296	11
All years	93,507	81,260	87,757	105,392	125,290	97,538	16,532	127
Associate professor								
6 or more years	72,561	55,641	65,928	77,529	80,345	70,907	9,412	44
3-5 years	74,017	61,507	64,303	76,975	81,969	71,749	7,210	12
Less than 3 years	67,708	57,478	61,305	70,474	72,054	66,718	6,894	19
All years	70,474	57,995	64,332	76,392	79,187	69,980	8,632	75
Assistant professor								
3 or more years	57,960	51,029	54,726	60,925	65,388	58,441	5,946	29
Less than 3 years	58,078	50,000	51,588	61,125	62,092	56,737	7,123	30
All years	57,960	50,690	53,580	61,038	63,733	57,574	6,571	59
All ranks	77,529	55,119	62,024	93,507	109,406	80,121	21,687	264

(continued)

TABLE 11 (continued)  
 2002-2003 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	<u>N</u>
EAST NORTH CENTRAL (18 departments)								
Full professor								
12 or more years	96,375	72,214	82,345	117,418	140,177	103,454	29,916	124
6-11 years	83,683	67,351	73,781	104,894	118,586	89,119	20,138	64
3-5 years	77,240	61,812	67,086	97,099	103,020	82,420	18,747	29
Less than 3 years	73,350	56,800	66,013	87,773	105,253	78,573	21,271	37
All years	87,903	66,591	74,239	107,405	134,690	93,816	27,191	254
Associate professor								
6 or more years	58,574	49,429	54,880	67,558	75,618	61,076	10,285	68
3-5 years	57,573	50,919	54,848	66,966	81,798	62,338	11,635	46
Less than 3 years	56,906	49,967	53,451	66,501	82,273	62,558	14,416	46
All years	57,726	50,720	54,517	66,754	79,922	61,865	11,924	160
Assistant professor								
3 or more years	53,090	45,108	47,702	56,696	60,094	52,853	7,713	69
Less than 3 years	50,000	38,792	45,000	55,087	60,400	49,882	7,568	87
All years	50,740	43,002	45,889	56,021	60,028	51,196	7,751	156
All ranks	65,174	47,191	53,970	85,304	109,725	72,971	27,291	574
WEST NORTH CENTRAL (11 departments)								
Full professor								
12 or more years	82,052	62,258	68,708	119,077	135,000	92,390	30,567	50
6-11 years	81,706	63,854	73,188	108,088	123,620	89,290	20,865	21
3-5 years	77,279	56,071	61,875	104,414	124,138	82,719	25,301	14
Less than 3 years	70,000	51,742	59,969	72,376	102,638	69,367	15,536	11
All years	80,800	61,041	67,664	105,641	130,095	87,663	27,227	96
Associate professor								
6 or more years	60,751	51,796	55,263	65,534	70,220	61,836	9,743	32
3-5 years	54,963	47,480	52,142	60,569	78,718	57,710	10,248	13
Less than 3 years	54,000	46,835	51,112	63,915	72,321	57,346	8,620	12
All years	59,130	50,521	52,797	64,393	68,892	59,950	9,710	57
Assistant professor								
3 or more years	51,003	42,934	48,172	55,420	60,727	51,486	5,341	28
Less than 3 years	48,800	42,248	45,000	51,000	58,043	49,011	6,041	43
All years	49,739	42,621	46,481	52,000	58,066	49,987	5,863	71
All ranks	61,475	46,494	51,211	75,456	106,094	68,401	25,272	226
SOUTH ATLANTIC (24 departments)								
Full professor								
12 or more years	86,200	66,616	75,100	102,077	127,281	91,561	24,973	159
6-11 years	80,729	66,901	72,203	95,033	115,190	86,150	20,093	65
3-5 years	77,387	62,562	68,198	87,216	99,889	81,090	20,586	40
Less than 3 years	75,523	59,892	67,568	98,351	132,750	84,820	26,033	38
All years	81,829	64,873	71,917	98,887	122,839	88,253	23,815	303
Associate professor								
6 or more years	60,918	49,827	54,000	67,487	77,206	62,136	11,920	102
3-5 years	62,323	48,671	53,396	67,512	74,599	62,350	12,008	40
Less than 3 years	58,679	50,000	53,463	63,344	69,200	59,550	9,665	49
All years	60,407	50,000	53,822	66,776	74,984	61,518	11,405	191
Assistant professor								
3 or more years	50,104	43,815	48,075	53,100	56,558	50,665	6,222	66
Less than 3 years	49,000	40,000	45,582	52,000	57,800	48,626	5,839	71
All years	49,800	42,270	46,613	52,551	57,200	49,608	6,091	137
All ranks	65,700	47,000	52,935	81,829	102,420	71,104	24,355	647

(continued)

TABLE 11 (continued)  
 2002-2003 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	<u>N</u>
EAST SOUTH CENTRAL (9 departments)								
Full professor								
12 or more years	79,097	61,576	68,193	85,266	93,889	77,632	11,952	55
6-11 years	74,346	53,258	66,603	91,250	123,678	79,627	23,160	14
3-5 years	72,435	56,585	58,874	95,780	122,312	77,443	22,326	10
Less than 3 years	71,289	57,251	62,318	79,545	130,912	78,053	24,285	12
All years	75,287	59,568	66,804	85,266	95,877	77,974	16,901	91
Associate professor								
6 or more years	50,275	45,109	47,849	52,849	58,191	51,339	6,266	22
3-5 years	49,833	45,500	47,975	52,902	53,022	49,847	2,728	11
Less than 3 years	50,785	46,276	47,547	56,695	62,003	52,306	5,550	18
All years	50,354	46,353	47,975	53,007	58,442	51,358	5,411	51
Assistant professor								
3 or more years	46,486	40,898	42,000	48,656	50,104	45,708	3,693	20
Less than 3 years	46,000	41,200	42,000	49,675	53,537	46,970	7,113	31
All years	46,000	41,200	42,000	48,780	52,547	46,475	5,994	51
All ranks	55,200	43,186	47,700	74,572	89,149	62,109	19,407	196
WEST SOUTH CENTRAL (10 departments)								
Full professor								
12 or more years	83,000	60,089	70,014	102,562	118,680	86,997	22,389	57
6-11 years	83,332	61,543	74,000	91,416	113,772	84,629	15,761	16
3-5 years	71,500	58,545	61,295	96,929	143,768	84,935	31,762	14
Less than 3 years	69,019	57,580	62,127	75,754	92,043	70,452	11,392	10
All years	82,000	59,730	68,074	97,677	116,012	84,603	22,456	97
Associate professor								
6 or more years	54,787	45,670	49,777	60,660	68,000	57,200	16,234	29
3-5 years	56,671	47,311	51,470	61,375	69,019	56,695	8,414	20
Less than 3 years	58,464	43,913	51,614	65,000	66,163	57,765	7,951	12
All years	56,408	46,083	50,544	61,000	67,633	57,146	12,535	61
Assistant professor								
3 or more years	50,568	43,517	46,321	53,060	57,000	50,293	4,593	23
Less than 3 years	47,604	40,900	44,106	51,750	55,165	48,030	5,043	28
All years	49,438	42,429	45,000	52,641	56,818	49,051	4,930	51
All ranks	59,786	44,826	50,891	80,000	100,992	67,198	23,228	215
MOUNTAIN (11 departments)								
Full professor								
12 or more years	93,422	67,697	79,473	102,664	119,525	93,276	19,511	80
6-11 years	78,530	56,517	70,252	96,371	108,025	82,261	18,620	24
3-5 years	80,814	64,868	71,412	88,488	98,905	80,224	11,627	15
Less than 3 years	67,612	60,211	62,409	75,937	86,828	69,767	9,575	16
All years	86,812	63,763	71,412	97,246	112,006	87,081	19,402	135
Associate professor								
6 or more years	59,477	51,241	55,281	62,667	76,745	60,328	8,020	31
3-5 years	58,113	49,695	52,294	63,716	68,588	58,289	6,694	14
Less than 3 years	58,937	46,322	52,080	69,803	80,000	61,228	11,949	24
All years	58,801	49,610	53,383	65,271	76,100	60,227	9,294	69
Assistant professor								
3 or more years	51,700	45,327	48,138	57,039	58,922	52,600	6,447	33
Less than 3 years	48,500	39,000	44,880	54,625	57,200	49,115	6,022	23
All years	50,067	43,402	46,658	55,900	58,883	51,169	6,456	56
All ranks	66,468	48,074	54,625	88,000	101,753	71,895	21,892	263

(continued)

TABLE 11 (continued)  
 2002-2003 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	<u>N</u>
PACIFIC (11 departments)								
Full professor								
12 or more years	118,100	84,580	94,908	128,400	139,180	113,363	24,115	83
6-11 years	100,400	77,420	85,300	109,100	121,554	99,065	19,206	27
3-5 years	76,900	67,466	72,700	90,000	109,500	81,850	14,363	15
Less than 3 years	72,600	67,500	67,650	109,875	173,449	91,522	36,203	10
All years	100,400	72,620	87,500	125,101	137,580	105,384	25,707	135
Associate professor								
6 or more years	64,500	47,518	53,200	67,400	73,094	61,466	9,817	23
3-5 years	60,600	53,354	56,439	67,400	72,680	62,146	6,668	11
Less than 3 years	61,987	53,320	60,200	70,000	71,084	63,027	6,718	20
All years	63,500	49,300	58,282	67,775	71,850	62,183	8,066	54
Assistant professor								
3 or more years	57,300	50,948	54,600	62,200	67,900	58,464	5,860	24
Less than 3 years	54,250	47,650	51,700	54,925	56,288	54,320	8,220	34
All years	54,600	48,720	52,000	57,300	63,650	56,035	7,564	58
All ranks	72,700	52,030	57,300	105,575	128,400	83,933	30,500	250

Source: 2002-2003 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those 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 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. Salary statistics for Lecturers/Instructors are not provided, 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  
2002-2003 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	<u>N</u>
ALL U.S. REGIONS (45 departments)								
Full professor								
12 or more years	102,668	76,820	86,984	125,607	144,280	108,466	28,229	193
6-11 years	96,500	71,948	76,700	115,542	135,758	98,560	25,633	60
3-5 years	79,871	64,608	72,504	102,875	119,868	87,351	21,560	50
Less than 3 years	82,632	59,432	71,839	102,702	130,300	90,010	27,548	46
All years	97,200	71,356	78,100	119,000	138,150	101,305	28,093	349
Associate professor								
6 or more years	63,520	55,050	58,740	70,255	79,824	65,915	10,967	102
3-5 years	63,600	54,948	57,351	73,359	90,000	68,373	14,918	49
Less than 3 years	61,500	49,083	52,817	67,000	74,992	61,027	9,741	45
All years	63,000	53,253	57,261	70,000	83,781	65,407	12,053	196
Assistant professor								
3 or more years	53,878	47,332	50,050	59,763	64,684	54,992	6,813	92
Less than 3 years	53,281	43,928	49,064	56,538	60,623	53,342	7,325	100
All years	53,750	45,408	50,000	58,000	63,944	54,199	7,156	193
All ranks	69,632	50,000	56,142	96,000	121,405	78,765	29,576	754
NEW ENGLAND (6 departments) (Insufficient <u>N</u> s of faculty)								
MID ATLANTIC (10 departments)								
Full professor								
12 or more years	106,065	74,721	92,728	133,375	144,675	110,637	28,225	60
6-11 years	108,150	72,817	84,938	118,758	143,800	106,656	25,720	17
3-5 years	77,874	65,343	70,767	98,214	127,400	85,976	20,938	16
Less than 3 years	97,000	67,858	73,100	120,000	158,800	100,381	31,630	15
All years	102,161	70,682	84,013	123,804	141,075	104,932	28,389	108
Associate professor								
6 or more years	66,208	56,214	60,160	75,161	95,586	69,250	13,673	23
3-5 years	62,746	54,962	56,417	84,925	98,927	69,667	16,756	14
Less than 3 years								5
All years	65,237	55,000	58,371	76,054	88,886	69,250	14,458	42
Assistant professor								
3 or more years	55,880	47,100	52,000	62,938	64,977	56,592	6,566	19
Less than 3 years	55,300	48,740	51,237	59,606	72,500	56,698	7,959	16
All years	55,740	48,273	51,511	62,655	67,267	56,928	7,232	36
All ranks	78,733	54,602	62,938	107,000	134,173	87,463	30,900	187
EAST NORTH CENTRAL (9 departments)								
Full professor								
12 or more years	98,600	77,046	83,300	120,500	133,560	101,440	21,694	31
6-11 years	77,600	65,010	74,880	97,000	144,141	88,803	26,197	15
3-5 years								6
Less than 3 years	76,900	57,480	66,150	96,000	102,270	81,032	16,329	13
All years	91,000	65,490	75,950	102,750	130,720	92,400	23,166	65
Associate professor								
6 or more years	60,400	54,840	55,624	69,500	78,317	63,097	9,491	23
3-5 years	63,600	53,650	57,194	68,000	99,815	66,915	15,352	14
Less than 3 years	58,750	48,376	52,563	63,775	70,661	58,745	8,149	16
All years	61,084	52,080	55,450	66,500	77,548	62,792	11,218	53
Assistant professor								
3 or more years	52,160	44,850	48,496	55,745	57,180	51,405	4,787	24
Less than 3 years	51,000	44,200	46,754	53,786	57,200	50,240	4,595	17
All years	51,125	45,000	46,941	54,550	57,080	50,922	4,686	41
All ranks	62,655	48,591	53,743	83,000	104,100	71,040	24,137	164

(continued)



TABLE 12 (continued)  
 2002-2003 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	<u>N</u>
WEST NORTH CENTRAL (2 department) (Insufficient <u>N</u> s of faculty)								
SOUTH ATLANTIC (7 departments)								
Full professor								
12 or more years	102,550	72,970	85,901	119,833	136,217	104,597	25,202	24
6-11 years								6
3-5 years								7
Less than 3 years								6
All years	98,000	75,060	81,500	115,401	134,400	100,984	23,355	43
Associate professor								
6 or more years	62,570	54,699	58,601	70,750	74,895	63,773	7,503	16
3-5 years								4
Less than 3 years								9
All years	63,000	52,883	58,046	70,000	74,850	63,343	7,592	29
Assistant professor								
3 or more years	50,099	42,992	48,638	54,970	63,328	51,807	6,250	12
Less than 3 years	51,011	38,821	41,500	54,995	57,614	49,492	7,678	26
All years	50,110	40,699	43,440	54,989	59,528	50,223	7,255	38
All ranks	65,000	44,378	52,642	90,408	114,341	72,738	27,580	113
EAST SOUTH CENTRAL (2 departments) (Insufficient <u>N</u> s of faculty)								
WEST SOUTH CENTRAL (3 departments) (Insufficient <u>N</u> s of faculty)								
MOUNTAIN (1 department) (Insufficient <u>N</u> s of faculty)								
PACIFIC (5 departments) (Insufficient <u>N</u> s of faculty)								

Source: 2002-2003 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those 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 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. Salary statistics for Lecturers/Instructors are not provided, 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: 2000-2001 to 2002-2003
- Table 14. Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank: 2000-2001 to 2002-2003
- Table 15. Distribution of 2002-2003 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank
- Table 16. 2002-2003 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank
- Table 17. 2002-2003 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Type of Department, Rank, and Years in Rank
- Table 18. 2002-2003 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Region, Rank, and Years in Rank
- Table 19. 2002-2003 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Type of Institution, Rank, and Years in Rank
- Table 20. 2002-2003 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: 2000-2001 to 2002-2003

	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	All ranks
<b>U.S. Master's Departments</b>					
2000-2001 (97 departments)	\$67,000 N=486	\$50,693 N=337	\$42,325 N=312	a N=7	\$55,168 N=1,178
2001-2002 (70 departments)	\$69,879 N=342	\$53,632 N=268	\$44,864 N=232	\$35,324 N=21	\$57,276 N=868
2002-2003 (87 departments)	\$72,868 N=411	\$55,139 N=292	\$45,707 N=288	39,637 N=17	59,085 N=1,055
<b>Percent change in monetary salary</b>					
2000-2001 to 2001-2002	+4.3%	+5.8%	+6.0%	a	+3.8%
2001-2002 to 2002-2003	+4.3%	+2.8%	+1.9%	+12.2%	+3.2%
<b>Percent change in real terms</b>					
2000-2001 to 2001-2002	+1.7%	+3.2%	+3.4%	a	+1.2%
2001-2002 to 2002-2003	+2.8%	+1.3%	+0.4%	+10.7%	+1.7%
<b>All U.S. Departments</b>					
2000-2001 (344 departments)	\$81,054 N=2,676	\$56,255 N=1,652	\$46,792 N=1,467	\$41,914 N=53	\$65,088 N=5,959
2001-2002 (284 departments)	\$84,945 N=2,268	\$58,822 N=1,445	\$49,042 N=1,291	\$40,462 N=73	\$67,694 N=5,149
2002-2003 (305 departments)	\$87,871 N=2,390	\$60,241 N=1,489	\$50,239 N=1,358	\$43,779 N=87	\$69,365 N=5,480
<b>Percent change in monetary salary</b>					
2000-2001 to 2001-2002	+4.8%	+4.6%	+4.8%	-3.5%	+4.0%
2001-2002 to 2002-2003	+3.4%	+2.4%	+2.4%	+8.2%	+2.5%
<b>Percent change in real terms</b>					
2000-2001 to 2001-2002	+2.2%	+2.0%	+2.2%	-6.1%	+1.4%
2001-2002 to 2002-2003	+1.9%	+0.9%	+0.9%	+6.7%	+1.0%

Source: 2001-2002 and 2002-2003 Faculty Salary Surveys, APA Research Office 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 2.6% for the period from September 2000 to September 2001 and 1.5% for the period from September 2001 to September 2002.

<sup>a</sup>There was an insufficient N of faculty for analysis.

TABLE 14  
Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology  
by Rank and Years in Rank: 2000-2001 to 2002-2003

	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
2000-2001 (95 departments)	\$71,134 N=249	\$65,854 N=106	\$60,792 N=48	\$59,653 N=83	\$52,947 N=126	\$50,067 N=90	\$48,810 N=121	\$43,235 N=140	\$41,583 N=172
2001-2002 (70 departments)	\$73,683 N=158	\$68,438 N=73	\$63,754 N=34	\$66,143 N=77	\$56,059 N=93	\$54,087 N=71	\$51,152 N=104	\$46,057 N=93	\$44,065 N=139
2002-2003 (87 departments)	\$77,169 N=203	\$71,572 N=85	\$68,127 N=48	\$65,954 N=74	\$57,204 N=94	\$55,900 N=79	\$53,002 N=119	\$47,045 N=117	\$44,791 N=171
Percentage change in monetary salary									
2000-2001 to 2001-02	+3.6%	+3.9%	+4.9%	+10.9%	+5.9%	+8.0%	+4.8%	+6.5%	+6.0%
2001-2002 to 2002-03	+4.7%	+4.6%	+6.9%	-0.3%	+2.0%	+3.4%	+3.6%	+2.1%	+1.6%
Percentage change in real terms									
2000-2001 to 2001-02	+1.0%	+1.3%	+2.3%	+8.3%	+3.3%	+5.4%	+2.2%	+3.9%	+3.4%
2001-2002 to 2002-03	+3.2%	+3.1%	+5.4%	-1.8%	+0.5%	+1.9%	+2.1%	+0.6%	+0.1%

Source: 2001-2002 and 2002-2003 Faculty Salary Surveys, APA Research Office 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 2.6% for the period from September 2000 to September 2001 and 1.5% for the period from September 2001 to September 2002.

TABLE 15  
 Distribution of 2002-2003 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.	
	24 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	2	1	1	1		1					
100,000-104,999	1			2							
95,000-99,999	2										
90,000-94,999	3	4	1	1		1					
85,000-89,999	8	15	15	7		2					
80,000-84,999	7	8	19	13	8	5			1		
\$79,000-79,999	3	6	4	2	2	1					
78,000-78,999	2	4	2	5	1	3	1				
77,000-77,999	2	1	4	1	4						
76,000-76,999	1	2		1			1	1			
75,000-75,999	1	1	2	1	1	2			1		
\$74,000-74,999	1	1	5	1	2	3	2				
73,000-73,999		1	2	4		2					
72,000-72,999	3	2	1	1		3	3	2			
71,000-71,999		3	3		2	1	1	1			1
70,000-70,999	2	2	2		1	1	3	1			
\$69,000-69,999		2	2	3		2	4				
68,000-68,999	1	3	4	6	1	2	1	3			
67,000-67,999			2	2	1	2	2	4	1		
66,000-66,999	1	2	2	2	2	4	1	1			
65,000-65,999			1	2	2	2	1	2	1		
\$64,000-64,999	1	1			1	3	1	0	3		
63,000-63,999			2	2	3	1	4	4	4		
62,000-62,999		1	4	2		1	1	1	1		
61,000-61,999		2	4	2	3	5	1	2	4		
60,000-60,999		1	3	6		3	3	1	1	1	
\$59,000-59,999		1	2	4	2	4	2	1	3		
58,000-58,999				6	1	2	1	1	3	1	
57,000-57,999			2	2	4	2	4	3	2	3	3
56,000-56,999					2		5	3	3	3	1
55,000-55,999			3	3	3	2	5	3	12	3	2
\$54,000-54,999		1	2		1	2	7	2	7	5	2
53,000-53,999			1	2		4	8	6	7	7	4
52,000-52,999				1		1	2	6	5	4	7
51,000-51,999						3	5	6	7	1	9
50,000-50,999							7	7	11	5	7
\$49,000-49,999					1	1	6	2	8	6	4
48,000-48,999			1				2	6	8	3	9
47,000-47,999							3	2	6	4	6
46,000-46,999							1	4	6	6	11
45,000-45,999							3	2	4	14	7
\$44,000-44,999						1		1	5	13	9
43,000-43,999							1	1	2	9	21
42,000-42,999						1	1		2	10	12
41,000-41,999							1			10	14
40,000-40,999									1	6	11
\$39,000-39,999	1										3
38,000-38,999										1	7
37,000-37,999										1	11
36,000-36,999						1				1	5
35,000-35,999											4
Less than 35,000											1

Source: 2002-2003 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

TABLE 16  
2002-2003 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology  
by Rank and Years in Rank

Rank and Years In Rank	Percentiles					Mean	SD	N
	Median	10%	25%	75%	90%			
Full professor								
24 or more years	81,720	70,036	75,978	89,460	99,478	82,643	12,546	41
18-23 years	78,446	62,412	70,427	85,884	88,392	77,832	10,667	59
12-17 years	75,010	58,715	63,734	83,140	86,860	74,114	11,208	94
6-11 years	68,892	57,994	60,191	80,626	86,221	71,417	12,257	81
3-5 years	66,365	55,523	58,035	77,928	81,432	67,987	10,006	47
Less than 3	62,016	51,648	56,350	73,409	79,038	64,607	10,466	61
All years	73,184	57,120	61,835	81,684	87,046	72,763	12,400	383
Associate professor								
11 or more years	55,359	46,728	50,919	62,588	69,693	57,138	8,246	52
6-10 years	53,670	47,470	50,151	65,206	71,916	56,679	8,993	38
3-5 years	53,427	46,605	50,070	61,965	67,900	55,775	7,898	74
Less than 3	51,315	44,876	48,289	55,880	61,825	52,549	6,424	106
All years	53,455	46,442	49,384	58,625	67,174	54,898	7,801	270
Assistant professor								
3 or more years	45,354	41,348	42,958	50,709	54,974	47,012	5,278	112
Less than 3	43,500	37,353	40,771	48,515	52,440	44,594	5,862	157
All years	44,422	38,425	41,900	49,357	53,748	45,601	5,742	269
Lecturer/Instructor								
3 or more years								8
Less than 3								6
All years	40,500	29,456	32,271	44,850	49,560	39,390	7,181	14

Source: 2002-2003 Faculty Salary Survey, 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 and counseling psychology departments). All salaries are 9-10-month salaries. No statistics are provided where the N of faculty is less than 10.

TABLE 17  
2002-2003 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology  
by Type of Department, Rank, and Years in Rank

Rank and Years In Rank	Median	Percentiles				Mean	SD	<u>N</u>
		10%	25%	75%	90%			
PSYCHOLOGY (74 departments)								
Full professor								
12 or more years	78,439	61,216	69,067	85,600	88,684	77,047	11,763	194
6-11 years	68,892	57,994	60,191	80,626	86,221	71,417	12,257	81
3-5 years	66,365	55,523	58,035	77,928	81,432	67,987	10,006	47
Less than 3 years	62,016	51,648	56,350	73,409	79,038	64,607	10,466	61
All years	73,184	57,120	61,835	81,684	87,046	72,763	12,400	383
Associate professor								
6 or more years	54,818	47,266	50,758	63,049	70,374	56,944	8,523	90
3-5 years	53,427	46,605	50,070	61,965	67,900	55,775	7,898	74
Less than 3 years	51,315	44,876	48,289	55,880	61,825	52,549	6,424	106
All years	53,455	46,442	49,384	58,625	67,174	54,898	7,801	270
Assistant professor								
3 or more years	45,354	41,348	42,958	50,709	54,974	47,012	5,278	112
Less than 3 years	43,500	37,353	40,771	48,515	52,440	44,594	5,862	157
All years	44,422	38,425	41,900	49,357	53,748	45,601	5,742	269
All ranks	55,535	42,009	47,386	70,092	81,904	59,304	15,175	936

OTHER DEPARTMENTS (13 departments) (Insufficient Ns of faculty)

Source: 2002-2003 Faculty Salary Survey, 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 9-10-month salaries. No statistics are provided where the N of faculty 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  
2002-2003 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	<u>N</u>
ALL U.S. REGIONS (74 departments)								
Full professor								
12 or more years	78,439	61,216	69,067	85,600	88,684	77,047	11,763	194
6-11 years	68,892	57,994	60,191	80,626	86,221	71,417	12,257	81
3-5 years	66,365	55,523	58,035	77,928	81,432	67,987	10,006	47
Less than 3 years	62,016	51,648	56,350	73,409	79,038	64,607	10,466	61
All years	73,184	57,120	61,835	81,684	87,046	72,763	12,400	383
Associate professor								
6 or more years	54,818	47,266	50,758	63,049	70,374	56,944	8,523	90
3-5 years	53,427	46,605	50,070	61,965	67,900	55,775	7,898	74
Less than 3 years	51,315	44,876	48,289	55,880	61,825	52,549	6,424	106
All years	53,455	46,442	49,384	58,625	67,174	54,898	7,801	270
Assistant professor								
3 or more years	45,354	41,348	42,958	50,709	54,974	47,012	5,278	112
Less than 3 years	43,500	37,353	40,771	48,515	52,440	44,594	5,862	157
All years	44,422	38,425	41,900	49,357	53,748	45,601	5,742	269
All ranks	55,535	42,009	47,386	70,092	81,904	59,304	15,175	936
NEW ENGLAND (2 departments) (Insufficient <u>N</u> s of faculty)								
MID ATLANTIC (5 departments) (Insufficient <u>N</u> s of faculty)								
EAST NORTH CENTRAL (11 departments)								
Full professor								
12 or more years	73,392	61,601	68,115	84,055	90,713	75,880	12,688	32
6-11 years	65,585	59,264	60,011	68,855	73,797	65,243	5,338	12
3-5 years								6
Less than 3 years								5
All years	68,685	56,762	61,083	75,865	86,780	70,354	12,419	55
Associate professor								
6 or more years	55,130	45,932	50,770	60,845	76,169	57,102	9,442	15
3-5 years								9
Less than 3 years	50,646	44,471	47,342	55,880	55,880	50,739	4,518	28
All years	51,190	45,000	48,739	55,880	59,758	52,625	6,695	52
Assistant professor								
3 or more years	44,280	41,800	43,890	45,237	46,190	44,400	1,412	15
Less than 3 years	43,632	37,631	40,476	46,670	48,380	43,489	3,687	26
All years	44,027	38,960	41,676	45,626	48,042	43,822	3,065	41
All ranks	52,956	42,440	45,500	64,853	75,639	56,456	14,085	151

(continued)



TABLE 18 (continued)  
 2002-2003 Salaries for Full-time Faculty in U.S. Master's *Psychology* Departments  
 by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
WEST NORTH CENTRAL (8 departments)								
Full professor								
12 or more years	72,694	58,430	66,451	81,872	88,515	73,258	10,343	16
6-11 years								7
3-5 years								3
Less than 3 years								8
All years	63,227	53,301	59,213	73,136	85,543	65,929	10,813	34
Associate professor								
6 or more years								7
3-5 years								3
Less than 3 years	48,336	43,170	45,246	52,411	54,614	48,881	4,046	13
All years	50,362	43,721	46,753	53,256	54,614	50,513	5,145	23
Assistant professor								
3 or more years								9
Less than 3 years	43,098	37,760	42,000	43,860	47,617	42,780	2,978	23
All years	43,049	39,446	41,983	43,965	48,175	43,320	3,690	32
All ranks	50,362	41,983	43,500	60,058	72,726	53,389	12,661	91
SOUTH ATLANTIC (11 departments)								
Full professor								
12 or more years	76,913	61,407	70,615	83,406	96,925	78,277	12,635	18
6-11 years	66,646	57,812	58,605	69,588	87,585	67,220	11,496	15
3-5 years								6
Less than 3 years								8
All years	68,017	58,016	61,000	77,100	86,294	70,469	12,380	47
Associate professor								
6 or more years	54,472	45,717	50,627	58,667	69,119	55,118	7,276	20
3-5 years	53,388	48,544	50,389	58,428	64,792	54,967	5,956	22
Less than 3 years	52,369	45,012	48,388	54,812	63,380	52,326	5,646	16
All years	53,527	46,448	50,027	57,306	64,010	54,290	6,372	58
Assistant professor								
3 or more years	45,850	41,488	42,945	49,326	52,193	46,370	3,751	27
Less than 3 years	40,736	35,000	36,900	43,050	45,900	40,395	4,284	23
All years	43,499	36,900	40,694	46,608	50,725	43,622	4,975	50
All ranks	53,199	41,000	45,320	63,168	74,827	55,409	13,546	159
EAST SOUTH CENTRAL (9 departments)								
Full professor								
12 or more years	67,462	54,896	59,592	78,423	88,416	69,502	12,047	22
6-11 years								9
Less than 3 years	58,860	51,433	55,012	60,756	71,753	59,063	5,848	10
All years	62,016	54,052	56,680	74,344	84,822	66,326	11,221	41
Associate professor								
6 or more years	53,538	43,975	48,251	58,799	74,769	54,761	9,204	10
3-5 years	50,772	46,913	48,200	52,785	55,392	50,656	2,913	11
Less than 3 years	48,240	45,178	46,440	55,959	80,653	53,034	11,720	10
All years	49,410	46,440	47,890	54,564	63,289	52,747	8,511	31
Assistant professor								
3 or more years								7
Less than 3 years	41,500	37,352	38,994	43,457	46,438	41,501	3,167	17
All years	41,500	37,510	39,250	44,821	46,938	42,067	3,453	24
All ranks	53,268	40,905	46,104	61,701	76,783	55,643	13,443	97

(continued)

TABLE 18 (continued)  
 2002-2003 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	<u>N</u>
WEST SOUTH CENTRAL (8 departments) (Insufficient <u>N</u> s of faculty)								
MOUNTAIN (5 departments) (Insufficient <u>N</u> s of faculty)								
PACIFIC (15 departments)								
Full professor								
12 or more years	81,720	70,727	79,020	86,280	88,548	81,251	8,557	83
6-11 years	80,626	60,719	77,661	82,178	91,780	79,323	11,424	26
3-5 years	78,907	55,901	76,139	81,291	82,290	76,172	8,492	20
Less than 3 years	73,800	61,901	67,582	78,311	84,017	73,186	7,012	21
All years	80,448	66,241	75,933	84,084	87,722	79,110	9,309	150
Associate professor								
6 or more years	68,700	54,188	62,974	71,166	72,298	65,889	6,239	13
3-5 years	66,144	51,438	60,888	67,872	74,340	64,511	6,979	14
Less than 3 years	57,900	50,501	51,826	62,484	64,202	57,641	5,331	17
All years	63,090	51,064	56,091	67,716	71,964	62,264	7,087	44
Assistant professor								
3 or more years	53,328	42,742	44,617	55,140	57,602	51,295	5,637	28
Less than 3 years	50,098	40,802	44,243	52,824	56,885	49,404	6,290	45
All years	51,420	42,082	44,570	54,186	57,151	50,129	6,079	73
PACIFIC	70,428	48,012	54,060	80,820	85,884	68,270	15,169	269

Source: 2002-2003 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those 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., counseling psychology departments). All salaries are 9-10-month salaries. No statistics are provided where the N of faculty is less than 10. Salary statistics for Lecturers/Instructors are not provided, 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  
2002-2003 Salaries for Full-time Faculty in U.S. Master's *Psychology* Departments  
by Type of Institution, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
<b>PUBLIC INSTITUTIONS (58 departments)</b>								
Full professor								
12 or more years	79,038	61,222	70,444	85,570	88,630	77,165	11,267	186
6-11 years	69,588	57,982	60,058	80,600	85,457	71,232	11,954	79
3-5 years	66,480	55,460	57,966	78,132	81,462	68,204	10,094	46
Less than 3 years	64,461	52,767	57,792	73,409	81,765	66,036	12,205	65
All years	73,919	56,941	61,733	81,678	87,306	72,835	12,312	377
Associate professor								
6 or more years	54,378	47,419	50,627	63,011	71,204	56,735	8,825	76
3-5 years	53,856	46,630	50,070	63,555	68,212	56,251	8,211	66
Less than 3 years	52,058	45,812	48,672	55,908	63,000	53,296	6,770	99
All years	53,268	46,630	49,432	59,094	67,771	55,190	7,991	241
Assistant professor								
3 or more years	45,360	41,327	43,385	51,697	55,150	47,142	5,434	101
Less than 3 years	43,860	37,425	41,000	49,152	52,440	44,889	5,953	151
All years	44,583	38,131	41,875	50,074	54,068	45,792	5,845	252
All ranks	55,880	42,393	47,880	71,794	82,102	59,789	15,244	885
<b>PRIVATE INSTITUTIONS (16 departments)</b>								
Full professor								
12 or more years	68,831	61,600	67,091	86,982	107,742	77,207	15,937	17
6-11 years								6
3-5 years								2
Less than 3 years								9
All years	68,711	60,500	64,677	82,283	99,142	73,228	15,514	34
Associate professor								
6 or more years	59,100	46,399	54,291	64,738	70,376	59,181	8,003	18
3-5 years	52,000	46,343	49,565	57,945	66,886	54,119	6,626	13
Less than 3 years	50,626	42,250	46,772	55,759	60,946	51,546	6,336	20
All years	54,561	45,064	49,453	59,200	66,643	54,896	7,670	51
Assistant professor								
3 or more years	45,619	41,495	43,196	49,364	52,452	46,436	3,803	16
Less than 3 years	43,220	40,000	40,874	47,608	48,955	44,045	3,926	20
All years	45,074	40,222	42,319	48,159	50,400	45,107	4,002	36
All ranks	53,400	42,000	46,050	65,216	74,841	56,695	14,918	123

Source: 2002-2003 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those 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., counseling psychology departments). All salaries are 9-10-month salaries. No statistics are provided where the N of faculty is less than 10. Salary statistics for Lecturers/Instructors are not provided, 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  
2002-2003 Salaries for Full-time Faculty in U.S. Master's *Psychology* Departments  
by Years Since Doctorate

	Percentiles					Mean	SD	<u>N</u>
	Median	10%	25%	75%	90%			
PSYCHOLOGY (74 departments)								
35 years or more	71,319	41,201	47,700	79,728	87,745	66,920	18,060	51
30-34 years	75,865	54,862	64,333	82,798	88,793	74,215	12,348	115
25-29 years	73,090	53,202	60,136	82,512	87,051	71,825	14,395	108
20-24 years	63,383	48,769	55,082	75,812	84,736	65,513	13,407	90
17-19 years	60,191	48,942	54,329	71,454	81,304	62,506	12,132	76
14-16 years	59,055	43,786	51,050	70,428	77,424	60,345	11,631	63
11-13 years	53,220	45,652	49,696	59,196	71,546	55,516	9,439	93
8-10 years	51,198	43,847	47,918	55,589	63,904	52,525	8,321	88
6-7 years	48,672	42,760	44,292	54,000	56,250	49,244	5,513	59
4-5 years	46,002	40,537	42,715	53,229	55,880	47,645	6,731	70
2-3 years	43,200	37,440	41,043	46,335	50,750	43,332	6,497	69
0-1 year	42,000	37,000	38,725	45,000	50,400	42,482	4,544	45

Source: 2002-2003 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those 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., counseling psychology departments). All salaries are 9-10-month salaries.

## 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: 2000-2001 to 2002-2003
- Table 22. Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank and Years in Rank: 2000-2001 to 2002-2003
- Table 23. Distribution of 2002-2003 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank
- Table 24. 2002-2003 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank
- Table 25. 2002-2003 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: 2000-2001 to 2002-2003

	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	All ranks
<b>All Canadian Departments</b>					
2000-2001 (18 departments)	\$92,201 N=262	\$74,913 N=180	\$57,452 N=85	a N=2	\$80,520 N=530
2001-2002 (17 departments)	\$95,026 N=256	\$77,674 N=165	\$60,375 N=88	a N=8	\$83,008 N=517
2002-2003 (18 departments)	\$100,188 N=274	\$80,033 N=181	\$63,374 N=93	a N=7	\$86,797 N=558
<b>Percentage change in monetary salary</b>					
2000-2001 to 2001-2002	+3.1%	+3.7%	+5.1%	a	+3.1%
2001-2002 to 2002-2003	+5.4%	+3.0%	+5.0%	a	+4.6%
<b>Percentage change in real terms</b>					
2000-2001 to 2001-2002	+0.5%	+1.1%	+2.5%	a	+0.5%
2001-2002 to 2002-2003	+3.1%	+0.7%	+2.7%	a	+2.3%

Source: 2001-2002 and 2002-2003 Faculty Salary Surveys, APA Research Office 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 2.6% for the period from September 2000 to September 2001 and 2.3% for the period from September 2001 to September 2002.

<sup>a</sup> 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: 2000-2001 to 2002-2003

	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
2000-2001 (18 departments)	\$98,505 N=120	\$90,598 N=67	\$86,518 N=40	\$80,151 N=35	\$80,637 N=105	\$68,722 N=32	\$65,504 N=42	\$60,371 N=30	\$55,860 N=55
2001-2002 (17 departments)	\$102,064 N=112	\$93,496 N=67	\$89,085 N=40	\$82,911 N=37	\$83,851 N=86	\$73,441 N=32	\$69,397 N=46	\$63,541 N=28	\$58,897 N=60
2002-2003 (18 departments)	\$107,462 N=109	\$99,374 N=70	\$96,349 N=40	\$89,187 N=39	\$85,683 N=87	\$79,049 N=31	\$73,541 N=48	\$68,435 N=13	\$63,497 N=57
Percentage change in monetary salary									
2000-2001 to 2001-02	+3.6%	+3.2%	+3.0%	+3.4%	+4.0%	+6.9%	+5.9%	+5.3%	+5.4%
2001-2002 to 2002-03	+5.3%	+6.3%	+8.2%	+7.6%	+2.2%	+7.6%	+6.0%	+7.7%	+7.8%
Percentage change in real terms									
2000-2001 to 2001-02	+1.0%	+0.6%	+0.4%	+0.8%	+1.4%	+4.3%	+3.3%	+2.7%	+2.8%
2001-2002 to 2002-03	+3.0%	+4.0%	+5.9%	+5.3%	-0.1%	+5.3%	+3.7%	+5.4%	+5.5%

Source: 2001-2002 and 2002-2003 Faculty Salary Surveys, APA Research Office 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 2.6% for the period from September 2000 to September 2001 and 2.3% for the period from September 2001 to September 2002.



TABLE 23

Distribution of 2002-2003 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.	
	24 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
\$130,000 or more	2	2	1	1							1
125,000-129,999		3	1	1		2					
120,000-124,999		4	2								
115,000-119,999	3	2	4	1							
110,000-114,999	4	6	1	3	1		3				
105,000-109,999	2	11	7	6	1	2	1				
\$100,000-104,999		8	10	23	8		3				
95,000-99,999		1	10	10	8	5	9	1			
90,000-94,999		14	12	15	9	5	9	1	1		
85,000-89,999			2	9	7	12	15	4	5		
80,000-84,999				3	9	5	28	4	5	2	
\$79,000-79,999					1	1	6	1			
78,000-78,999							1	1	2		
77,000-77,999						2	2	1	1		2
76,000-76,999						1		1	2	2	2
75,000-75,999											1
\$74,000-74,999						1	2	2	3		1
73,000-73,999							2	4	3		
72,000-72,999							2	3	3		
71,000-71,999									1	1	1
70,000-70,999							3	3	3		1
\$69,000-69,999							1	1	2	2	2
68,000-68,999							3		2		1
67,000-67,999						1			4	1	3
66,000-66,999							1		2	1	
65,000-65,999							3		7	3	3
\$64,000-64,999								1	4	3	
63,000-63,999									2	2	3
62,000-62,999									1	1	1
61,000-61,999										1	6
60,000-60,999										1	5
\$59,000-59,999											5
58,000-58,999										1	2
57,000-57,999										1	2
56,000-56,999										1	3
55,000-55,999											4
\$54,000-54,999										1	2
53,000-53,999											2
52,000-52,999										1	2
51,000-51,999									1		2
Less than 51,000											1

Source: 2002-2003 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

TABLE 24  
2002-2003 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology  
by Rank and Years in Rank

Rank and Years In Rank	Percentiles					Mean	SD	N
	Median	10%	25%	75%	90%			
Full professor								
24 or more years	114,866	106,089	110,078	119,211	136,920	116,892	9,790	11
18-23 years	105,820	93,846	94,269	113,357	124,980	107,396	13,115	51
12-17 years	101,841	92,251	94,269	108,137	119,400	104,476	16,634	50
6-11 years	98,942	87,108	91,374	103,033	109,561	98,739	10,114	72
3-5 years	93,125	82,350	86,879	98,821	102,877	93,016	7,884	44
Less than 3	88,621	77,358	83,408	94,470	106,172	89,877	12,285	37
All years	97,876	85,619	91,552	105,888	116,301	100,053	13,962	265
Associate professor								
11 or more years	86,008	79,654	81,800	93,524	101,497	88,030	9,273	63
6-10 years	78,275	66,743	70,032	83,974	93,374	78,207	9,204	31
3-5 years	75,386	70,124	72,461	84,404	88,391	78,115	7,828	28
Less than 3	70,564	64,200	65,746	77,470	86,314	72,258	8,275	54
All years	80,015	65,932	70,732	86,008	94,355	79,883	10,863	176
Assistant professor								
3 or more years	64,654	55,452	61,013	69,626	77,600	65,556	7,295	25
Less than 3	60,766	52,950	56,136	67,163	75,886	62,952	11,991	58
All years	61,567	54,028	57,268	67,954	76,000	63,736	10,815	83

Source: 2002-2003 Faculty Salary Survey, 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.

TABLE 25  
2002-2003 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology  
by Years Since Doctorate

Years Since Doctorate	Median	Percentiles				Mean	SD	<u>N</u>
		10%	25%	75%	90%			
CANADIAN DOCTORAL DEPARTMENTS (16 departments)								
35 years or more	107,994	84,951	97,120	115,268	127,003	106,567	15,062	33
30-34 years	102,737	86,764	93,846	112,444	121,746	105,006	17,908	74
25-29 years	94,269	83,304	86,955	102,286	108,339	95,516	10,224	86
20-24 years	94,327	80,664	87,061	100,509	105,148	94,441	11,583	71
17-19 years	89,868	76,418	83,021	98,361	103,497	90,205	10,414	45
14-16 years	84,271	68,626	78,457	87,488	95,132	82,437	10,583	45
11-13 years	76,099	66,436	70,032	83,974	89,097	77,985	10,976	43
8-10 years	71,367	63,623	67,276	78,475	84,945	73,222	8,923	46
6-7 years	65,282	60,664	63,763	70,438	84,214	69,163	13,862	32
4-5 years	61,174	53,963	57,491	66,047	76,000	62,892	7,070	18
2-3 years	60,671	53,805	57,161	64,265	69,398	61,136	5,819	27
0-1 year	55,038	47,934	51,000	58,314	66,167	55,158	6,240	14

Source: 2002-2003 Faculty Salary Survey, 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 reported 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. 2002-2003 Starting Salaries and Expected 2003-2004 Starting Salaries for Faculty in U.S. and Canadian Graduate Departments of Psychology
- Table 27. 2002-2003 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. 2001-2002 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: 2002-2003
- Table 32. Average Fees Paid Adjunct Faculty Per Course Taught in U.S. Graduate Departments of Psychology: 2002-2003



TABLE 26  
2002-2003 Starting Salaries and Expected 2003-2004 Starting Salaries for  
Faculty in U.S. and Canadian Departments of Psychology

	U.S. Departments <sup>a</sup>					Canadian	
	Public	Doctoral Private	All	Public	Master's Private	All	Doctoral Depts. <sup>b</sup>
Average starting salary in 2002-2003 for a new faculty member who was a new doctorate recipient:							
Median	\$47,500	\$47,750	\$47,500	\$43,000		\$43,167	
25%	\$43,500	\$42,542	\$43,250	\$40,500		\$40,750	
75%	\$50,000	\$54,500	\$52,000	\$45,000		\$45,750	
Mean	\$47,336	\$48,993	\$47,825	\$43,004		\$43,383	
S.D.	5,769	7,201	6,210	4,230		4,334	
N	43	18	61	27	2	29	9
Comparison with 2001-2002 starting salaries:							
Mean in 2001-2002:	\$45,050	\$51,298	\$46,201	\$42,480		\$41,732	
Mean in 2002-2003:	\$47,336	\$48,993	\$47,825	\$43,004	*	\$43,383	*
Percentage change in monetary salary:	+5.1%	-4.5%	+3.5%	+1.2%	*	+4.0%	*
Percentage change in real terms:	+3.6%	-6.0%	+2.0%	-0.3%	*	+2.5%	*
Expected salary offered to a new Doctorate recipient in 2003-2004:							
Median	\$48,000	\$49,000	\$48,000	\$43,816	\$40,000	\$43,000	\$55,365
25%	\$45,000	\$43,750	\$45,000	\$40,000	\$40,000	\$40,000	\$50,860
75%	\$51,000	\$52,750	\$52,000	\$46,203	\$45,000	\$45,500	\$59,488
Mean	\$48,091	\$48,841	\$48,318	\$43,351	\$41,474	\$42,995	\$56,163
S.D.	5,413	7,602	6,147	5,255	5,293	5,280	7,900
N	131	57	188	64	15	79	16
Expected salary offered to a new faculty with 2 years postdoctoral experience in 2003-04:							
Median	\$51,000	\$52,000	\$51,000	\$45,082	\$42,000	\$45,000	\$57,825
25%	\$47,875	\$46,375	\$47,500	\$41,503	\$40,000	\$41,125	\$54,669
75%	\$55,000	\$56,000	\$55,000	\$48,996	\$47,375	\$48,988	\$62,244
Mean	\$51,080	\$51,804	\$51,314	\$45,437	\$42,890	\$44,955	\$58,845
S.D.	5,598	7,889	6,415	6,140	5,988	6,153	8,290
N	130	62	192	60	14	74	16

Source: 2001-2002 and 2002-2003 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology.

Note. The *N*s refer to the number of departments that provided the information. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. For the period of September 2001 to September 2002, the percentage change was 1.5% for the United States.

<sup>a</sup>Reported are 9-10-month salaries.

<sup>b</sup>Reported are 11-12-month salaries in Canadian dollars.

\*There was an insufficient number of respondents for analysis.

TABLE 27  
2002-2003 Salaries and Benefits for Department Chairs  
in U.S. and Canadian Graduate Departments of Psychology

	U.S. Departments <sup>a</sup>					Canadian	
	Public	Doctoral Private	All	Public	Master's Private	All	Doctoral Depts <sup>b</sup>
Salary of the department chair							
Median	\$86,528	\$86,463	\$86,507	\$67,232	\$60,362	\$66,540	\$101,823
10%	\$62,897	\$61,062	\$62,078	\$53,768	\$43,943	\$50,715	\$81,977
25%	\$71,893	\$67,000	\$71,070	\$57,439	\$49,397	\$55,920	\$84,601
75%	\$105,715	\$104,975	\$105,473	\$75,394	\$81,878	\$78,061	\$107,731
90%	\$121,121	\$133,758	\$125,791	\$83,416	\$93,980	\$85,285	\$125,552
Mean	\$90,837	\$90,932	\$90,866	\$67,825	\$66,109	\$67,490	\$100,262
S.D.	23,660	29,165	25,381	11,400	19,131	13,135	16,275
N	145	63	208	66	16	82	16
Comparison with 2000-2001 chair salaries:							
Mean in 2001-2002	\$87,082	\$86,855	\$87,014	\$65,839	\$66,279	\$65,940	\$96,266
Mean in 2002-2003	\$90,837	\$90,932	\$90,866	\$67,825	\$66,109	\$67,490	\$100,262
Percentage change in monetary salary:	+4.3%	+4.7%	+4.4%	+3.0%	-0.2%	+2.4%	+4.2%
Percentage change in real terms:	+2.8%	+3.2%	+2.9%	+1.5%	-1.3%	+0.9%	+1.9%
Benefits received by the department chair: <sup>c</sup>							
Assistant chair position (%)	48	34	44	14	19	15	31
Tenure-track (%)	93	76	89	100	100	100	100
Extra secretarial support (%)	65	60	63	33	44	35	88
Extra graduate assistants (%)	26	29	27	9	19	11	13
Summer salary (%)	74	40	64	76	25	66	na
Other stipend (%)	46	44	46	38	50	40	94
Reduced teaching load (%)	86	83	85	95	75	91	94
Other (%)	6	11	8	0	19	4	13

Source: 2001-2002 and 2002-2003 Faculty Salary Surveys, 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 2001 to September 2002, the percentage change was 1.5% for the United States and 2.3% for Canada.

<sup>a</sup>Reported are 9-10-month salaries.

<sup>b</sup>Reported are 11-12-month salaries in Canadian dollars.

<sup>c</sup>Included 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: 2002-2003

	New England %	Middle Atlantic %	East North Central %	West North Central %	South Atlantic %	East South Central %	West South Central %	Mountain %	Pacific %
<b>Doctoral departments</b>									
<b>Public</b>									
Raises for all	67	87	83	67	57	50	64	67	36
Raises for some	0	13	13	13	36	33	21	27	43
No change	33	0	3	20	7	17	14	7	21
<b>Private</b>									
Raises for all	100	86	83	100	78	50	75	100	85
Raises for some	0	7	17	0	11	50	25	0	15
No change	0	7	0	0	11	0	0	0	0
<b>Master's departments</b>									
<b>Public</b>									
Raises for all	0	80	67	63	83	78	63	60	81
Raises for some	0	20	11	0	17	11	0	40	19
Salary decreases	0	0	0	0	0	11	0	0	0
No change	100	0	22	38	0	0	38	0	0
<b>Private</b>									
Raises for all	33	100	100	100	100	0	100	0	100
Raises for some	67	0	0	0	0	0	0	0	0

Source: 2001-2002 and 2002-2003 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology

Note. Information on salary increases and reductions pertains to those that were effective in 2002-2003. 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: 2002-2003

	New England %	Middle Atlantic %	East North Central %	West North Central %	South Atlantic %	East South Central %	West South Central %	Mountain %	Pacific %
<b>Doctoral departments</b>									
<b>Public</b>									
Promotion	17	53	60	47	39	42	29	67	36
Other merit inc	33	67	77	60	46	58	50	47	64
Standard adjustmt	17	27	27	27	32	17	29	40	36
Union	67	47	13	7	14	0	0	7	0
Other raise	0	7	13	40	25	42	14	7	7
<b>Private</b>									
Promotion	75	43	33	50	22	50	75	0	38
Other merit inc	88	71	67	100	78	100	75	100	31
Standard adjustmt	50	36	25	0	44	50	25	0	77
Union	0	7	0	0	0	0	0	0	8
Other raise	50	14	8	0	44	0	0	0	8
<b>Master's departments</b>									
<b>Public</b>									
Promotion	0	40	33	38	33	33	13	40	44
Other merit inc	0	40	67	38	50	44	50	40	19
Standard adjustmt	0	40	56	13	33	56	25	40	50
Union	0	80	11	50	17	0	0	0	75
Other raise	0	0	0	13	17	0	25	60	0
<b>Private</b>									
Promotion	0	33	67	0	17	0	0	0	0
Other merit inc	33	33	33	0	83	0	100	0	50
Standard adjustmt	100	100	67	100	100	0	100	0	100
Union	33	0	0	0	0	0	0	0	0
Other raise	0	0	0	0	17	0	0	0	0

Source: 2001-2002 and 2002-2003 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology

Note. Information on salary increases pertains to those that were effective in 2002-2003. Percentages are column percentages and do not sum to 100% given that raises were often determined by multiple factors.

TABLE 30  
2002-2003 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	91,666	83,562	75,250	72,381	61,000	60,870	59,121	52,951	50,389
Q1	76,960	72,995	67,169	66,045	54,783	54,364	53,520	48,904	46,000
Q3	109,164	99,358	88,488	88,318	67,593	68,000	65,075	57,115	55,400
Mean	96,267	87,586	81,018	79,925	62,160	63,449	60,238	53,668	50,965
SD	26,268	19,480	21,595	23,596	11,073	13,446	10,047	6,847	7,541
N	863	293	171	150	361	147	172	232	263
WOMEN									
Median	96,000	87,650	79,748	76,249	61,442	58,424	56,700	51,353	50,000
Q1	81,664	75,155	67,480	67,610	55,390	53,309	51,260	46,299	45,279
Q3	112,089	100,046	93,600	91,720	69,425	65,833	63,664	56,000	54,200
Mean	99,207	90,970	81,860	81,864	63,020	60,146	58,499	51,472	50,098
SD	25,166	21,610	17,059	21,650	11,350	10,061	10,312	7,026	6,856
N	181	136	87	95	224	130	163	279	295
Master's departments									
MEN									
Median	78,238	67,700	64,853	66,240	54,971	52,785	51,605	45,929	43,870
Q1	68,940	59,907	57,120	59,683	50,627	50,056	48,504	43,857	41,350
Q3	85,570	77,100	78,336	74,911	60,634	63,787	56,259	49,900	48,039
Mean	76,993	69,400	66,928	67,349	56,173	56,198	53,451	46,997	44,703
SD	11,876	11,916	10,496	13,488	7,918	8,705	7,510	5,063	5,588
N	166	51	25	47	60	31	67	47	85
WOMEN									
Median	80,982	78,903	70,246	62,016	55,961	53,900	51,852	45,293	43,556
Q1	74,269	64,668	61,000	57,261	51,867	50,228	48,246	42,985	40,454
Q3	85,838	82,230	77,352	69,260	69,264	61,674	55,880	51,511	50,000
Mean	77,959	74,831	69,430	63,527	59,022	55,707	52,423	47,078	44,877
SD	10,866	12,078	9,367	9,867	9,758	7,552	5,517	5,380	5,937
N	37	34	23	27	34	48	52	70	86

Source: 2002-2003 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Salaries 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: 2002-2003

	Graduate Training	Undergrad Training	Clinical Training	Associate Chair
<b>Full professor</b>				
Median	\$82,602	\$77,050	\$82,335	\$75,826
Q1	\$72,700	\$70,244	\$70,200	\$72,807
Q3	\$99,234	\$87,213	\$98,391	\$87,174
Mean	\$85,289	\$79,236	\$86,154	\$82,110
SD	16,073	14,872	21,135	19,436
N	48	24	53	24
<b>Benefits<sup>a</sup></b>				
Extra secretarial Support	46%	42%	47%	29%
Extra graduate assistants	8%	8%	13%	0%
Summer salary	31%	33%	36%	54%
Other stipend	15%	13%	17%	17%
Reduced teaching Load	63%	63%	83%	79%
Other benefit	4%	4%	2%	4%
<b>Associate professor</b>				
Median	\$65,218	\$60,171	\$61,634	\$58,454
Q1	\$57,711	\$55,481	\$53,400	\$47,395
Q3	\$67,850	\$68,744	\$67,132	\$72,600
Mean	\$64,799	\$61,407	\$61,323	\$58,535
SD	10,934	9,122	9,475	11,162
N	22	26	35	7
<b>Benefits<sup>a</sup></b>				
Extra secretarial Support	45%	46%	46%	14%
Extra graduate assistants	14%	12%	29%	14%
Summer salary	23%	38%	43%	14%
Other stipend	5%	19%	20%	43%
Reduced teaching load	64%	69%	71%	43%
Other benefit	0%	4%	3%	29%

Note. 2002-2003 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

<sup>a</sup>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: 2002-2003

	Amount faculty paid per course					Mean	S.D.	<u>N</u>
	Median	10%	25%	75%	90%			
Doctoral departments								
Public	\$3,475	\$2,110	\$3,000	\$4,500	\$5,708	\$3,785	1,533	130
Private	\$3,375	\$1,810	\$2,500	\$4,500	\$6,990	\$4,046	2,589	60
Psychology	\$3,500	\$2,230	\$3,000	\$4,725	\$6,000	\$4,025	1,935	135
Educational, Counseling, School Human Development	\$3,000	\$2,000	\$2,500	\$4,000	\$5,540	\$3,490	1,567	35 3
Professional School	\$2,600	\$1,680	\$2,000	\$3,200	\$7,110	\$3,219	2,555	15
Other								2
All	\$3,450	\$2,003	\$2,738	\$4,500	\$6,000	\$3,867	1,927	190
Master's departments								
Public	\$2,500	\$1,595	\$2,000	\$3,450	\$4,274	\$2,773	1,268	67
Private	\$2,500	\$1,640	\$1,925	\$3,450	\$4,890	\$2,885	1,272	17
Psychology	\$2,263	\$1,600	\$1,963	\$3,325	\$4,200	\$2,680	1,143	70
Educational, Counseling, School Human Development								9 1
Other								4
All	\$2,500	\$1,620	\$2,000	\$3,438	\$4,307	\$2,796	1,262	84

Source: 2002-2003 Faculty Salary Survey, 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 is less than 10.

APPENDIX A

RESPONSE RATES FOR SELECTED SUBGROUPS: 2002-2003 SURVEY OF  
GRADUATE DEPARTMENTS OF PSYCHOLOGY



APPENDIX A  
 Response Rates for Selected Subgroups:  
 2002-2003 Survey of Faculty Salaries in Graduate Departments of Psychology

	U.S. Departments						Canadian Depts.	
	Doctoral			Master's			Doctoral	Master's
	Public (N=239) %	Private (N=155) %	Total (N=394) %	Public (N=145) %	Private (N=65) %	Total (N=210) %	(N=25) %	(N=5) %
Total	63	43	55	47	29	41	68	20
New England	75	47	56	14	40	29	Na	Na
Mid Atlantic	47	38	42	29	11	19	Na	Na
East North Central	68	52	62	50	50	50	Na	Na
West North Central	70	29	60	62	33	56	Na	Na
South Atlantic	75	41	63	26	75	39	Na	Na
East South Central	63	40	58	75	0	69	Na	Na
West South Central	48	50	49	38	20	35	Na	Na
Mountain Pacific	71 56	40 43	65 49	71 63	0 15	71 48	Na Na	Na Na
Psychology	72	56	66	48	36	45	73	20
Educational/Counseling/ School Psychology	53	25	47	41	6	24	50	Na
Human Development	40	0	31	100	0	100	Na	Na
Professional	50	31	33	0	0	0	Na	na
Other	31	43	35	29	50	36	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