

2003 - 2004 Faculty Salaries

in Graduate Departments of Psychology

2003-2004 FACULTY SALARIES IN GRADUATE DEPARTMENTS OF PSYCHOLOGY

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2003-2004 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, 2003, the Survey of Faculty Salaries in Graduate Departments of Psychology was mailed to 644 U.S. and Canadian graduate departments of psychology. Eligible departments were drawn from the current edition of *Graduate Study in Psychology* (APA, 2003) and prior editions, 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 644 departments and professional schools surveyed, 307 provided at least some usable information, for an overall response rate of 47.7%. Data presented in this report are based on 5,752 faculty who hold doctorates, who are employed full time, and for whom the relevant data were available. Included in this total are 4,454 faculty in 215 U.S. doctoral departments, 925 faculty in 80 U.S. master's departments, and 373 faculty in 12 Canadian departments.

Consistent with previous efforts, response rates varied considerably, depending on the geographic location of the institution, the highest degree offered by the department (doctoral or master's), whether the institution is public or private, and the department type. Substantially higher levels of response were obtained in the U.S. for doctoral departments (53.2%) than for master's departments (37.6%). Departments in the U.S. overall were more likely to have completed the survey than Canadian departments (47.8% versus 41.4%). 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. No master's-level departments in Canada participated in the survey this year.

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.

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 N s 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 2002-2003 to 2003-2004 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: 2001-2002 to 2003-2004

	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	All ranks
U.S. Doctoral Departments					
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
2003-2004 (215 departments)	\$93,145 N=1,974	\$62,820 N=1,204	\$52,639 N=1,107	\$44,370 N=84	\$73,330 N=4,454
Percent change in monetary salary					
2001-2002 to 2002-2003	+3.8%	+2.5%	+3.0%	+5.3%	+2.9%
2002-2003 to 2003-2004	+2.4%	+2.2%	+2.3%	-0.9%	+2.1%
Percent change in real terms					
2001-2002 to 2002-2003	+2.3%	+1.0%	+1.5%	+3.8%	+1.4%
2002-2003 to 2003-2004	+0.1%	-0.1%	+0.0%	-3.2%	-0.2%
All U.S. Departments					
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
2003-2004 (295 departments)	\$89,755 N=2,337	\$61,497 N=1,471	\$51,419 N=1,369	\$42,975 N=98	\$70,809 N=5,379
Percent change in monetary salary					
2001-2002 to 2002-2003	+3.4%	+2.4%	+2.4%	+8.2%	+2.5%
2002-2003 to 2003-2004	+2.1%	+2.1%	+2.3%	-1.8%	+2.1%
Percent change in real terms					
2001-2002 to 2002-2003	+1.9%	+0.9%	+0.9%	+6.7%	+1.0%
2002-2003 to 2003-2004	-0.2%	-0.2%	+0.0%	-4.1%	-0.2%

Source: 2002-2003 and 2003-2004 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 1.5% for the period from September 2001 to September 2002 and 2.3% for the period from September 2002 to September 2003.

TABLE 2
Changes in Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology
by Rank and Years in Rank: 2001-2002 to 2003-2004

	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
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
2003-2004 (212 departments)	\$99,649 N=1,048	\$89,282 N=422	\$84,789 N=244	\$81,189 N=256	\$63,894 N=578	\$62,891 N=266	\$61,043 N=360	\$53,656 N=542	\$51,624 N=563	\$46,990 N=36	\$42,404 N=48
Percentage change in monetary salary											
2001-2002 to 2002-03	+3.2%	+5.9%	+1.6%	+4.0%	+2.0%	+4.6%	+1.6%	+2.7%	+3.0%	+3.5%	+7.2%
2002-2003 to 2003-04	+3.0%	+0.7%	+4.3%	+0.6%	+2.2%	+1.6%	+2.8%	+2.4%	+2.2%	+1.4%	-2.6%
Percentage change in real terms											
2001-2002 to 2002-03	+1.7%	+4.4%	+0.1%	+2.5%	+0.5%	+3.1%	+0.1%	+1.2%	+1.5%	+2.0%	+5.7%
2002-2003 to 2003-04	+0.7%	-1.6%	+1.0%	-1.7%	-0.1%	-0.7%	+0.5%	+0.1%	-0.1%	-0.9%	-4.9%

Source: 2002-2003 and 2003-2004 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 1.5% for the period from September 2001 to September 2002 and 2.3% for the period from September 2002 to September 2003.

Table 3
Distribution of 2003-2004 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	12	17	6	7	4	2					
155,000-159,999	6	3	2	1	1	1					
150,000-154,999	1	1	3			1					
145,000-149,999	11	5	6	2		2					
140,000-144,999	6	8	6	2	1						
135,000-139,999	10	5	15	2	3	2					
130,000-134,999	4	7	12	2	2	2	1				
\$125,000-129,999	18	8	15	10	1	1					
120,000-124,999	10	8	19	17	8	6					
115,000-119,999	13	11	15	13	8	4					
110,000-114,999	9	14	20	17	4	7	3				
105,000-109,999	11	15	23	17	6	7	4		1		
\$100,000-104,999	21	18	33	17	10	5	2	1	1		
95,000-99,999	24	28	30	18	11	12	4	2	1		1
90,000-94,999	29	18	48	50	13	12	5	2			
85,000-89,999	29	25	40	32	21	20	11	4	8		
80,000-84,999	28	28	28	46	21	26	19	10	11	5	
\$79,000-79,999	2	7	5	8	4	3	2	4	2		
78,000-78,999	2	6	9	13	9	6	9		4		2
77,000-77,999	4	2	11	10	9	6	13	4	1		
76,000-76,999	8	11	10	13	6	4	9	6	5		
75,000-75,999	2	9	3	10	3	5	6	5	5	1	
\$74,000-74,999	1	6	8	5	6	6	10	2	4	1	2
73,000-73,999	3	7	6	14	4	7	12	4	6		1
72,000-72,999	5	3	9	11	8	10	9	3	4	1	3
71,000-71,999	2	7	2	6	11	5	12	1	3	1	2
70,000-70,999	1	2	7	8	8	6	12	9	7	6	
\$69,000-69,999	2	6	3	11	5	8	10	7	7	3	1
68,000-68,999	4	1	6	13	7	4	15	6	4	5	3
67,000-67,999	2	4	5	11	1	6	20	10	8	5	1
66,000-66,999	0	3	4	4	2	8	18	9	10	5	4
65,000-65,999	3	2	5	2	15	8	6	9	13	8	6
\$64,000-64,999	1	4	3	4	6	4	25	12	7	5	2
63,000-63,999	2	2	5	5	3	6	17	7	11	12	3
62,000-62,999	1	0	1	4	6	7	38	11	12	11	5
61,000-61,999	2	3	1	3	5	8	30	6	13	20	12
60,000-60,999	2	2	1	3	2	5	26	8	25	19	31
\$59,000-59,999	1	3	4	2	4	5	25	13	18	7	8
58,000-58,999				1		5	21	9	14	20	18
57,000-57,999	1		3	2	2	1	21	16	20	29	23
56,000-56,999	1		1	1		1	23	14	11	15	21
55,000-55,999	1	2			3	5	18	8	13	30	28
\$54,000-54,999			1			2	23	12	17	25	17
53,000-53,999			2	3	1	1	12	13	11	41	34
52,000-52,999	3	1		1		1	14	7	17	20	33
51,000-51,999							13	6	18	37	39
50,000-50,999				1			10	5	9	27	39
\$49,000-49,999							8	5	7	27	25
48,000-48,999						2	7	8	11	23	15
47,000-47,999			1				11	2	4	29	33
46,000-46,999	1						5	3	8	37	27
45,000-45,999							5	2	5	18	36
\$44,000-44,999							4	1	3	16	26
43,000-43,999							2		1	15	12
42,000-42,999							2			7	7
41,000-41,999							1			3	5
40,000-40,999						1	1			2	9
\$39,000-39,999							2			2	4
38,000-38,999										1	10
Less than \$38,000							2			3	15

Source: 2003-2004 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

TABLE 4
2003-2004 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	96,300	71,954	82,495	120,492	145,000	102,802	28,498	299
18-23 years	92,847	69,429	77,081	112,889	142,175	99,601	30,276	312
12-17 years	93,142	69,014	78,893	112,682	133,920	97,526	24,095	437
6-11 years	84,522	67,286	73,600	100,400	120,000	89,282	21,644	422
3-5 years	78,693	63,145	69,546	94,626	116,100	84,789	22,508	244
Less than 3	76,462	60,088	66,205	89,975	110,300	81,189	21,603	256
Not specified								4
All years	87,705	65,553	74,396	106,045	128,300	93,145	25,972	1974
Associate professor								
11 or more years	62,024	48,834	55,240	70,753	79,637	63,875	12,945	302
6-10 years	61,842	52,106	56,684	68,450	77,559	63,915	11,415	276
3-5 years	61,241	51,068	55,161	68,603	77,236	62,891	10,521	266
Less than 3	59,500	49,496	53,710	66,066	75,424	61,043	10,253	360
All years	61,000	50,181	55,014	68,500	77,529	62,820	11,356	1204
Assistant professor								
3 or more years	53,045	45,382	48,016	57,987	63,386	53,656	7,384	542
Less than 3	51,098	43,500	46,600	56,000	60,599	51,624	7,539	563
Not specified								2
All years	52,000	44,418	47,200	57,025	61,802	52,639	7,540	1107
Lecturer/Instructor								
3 or more years	44,512	38,533	41,309	52,622	58,715	46,990	7,313	36
Less than 3	40,887	34,180	37,000	46,230	54,004	42,404	7,695	48
All years	42,681	36,000	38,525	49,319	56,500	44,370	7,829	84

Source: 2003-2004 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
2003-2004 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (212 departments)								
Full professor								
12 or more years	93,773	69,765	79,576	115,403	138,000	99,649	27,385	1,048
6-11 years	84,522	67,286	73,600	100,400	120,000	89,282	21,644	422
3-5 years	78,693	63,145	69,546	94,626	116,100	84,789	22,508	244
Less than 3 years	76,462	60,088	66,205	89,975	110,300	81,189	21,603	256
All years	87,705	65,553	74,396	106,045	128,300	93,145	25,972	1,974
Associate professor								
6 or more years	62,000	50,491	56,097	69,576	78,130	63,894	12,228	578
3-5 years	61,241	51,068	55,161	68,603	77,236	62,891	10,521	266
Less than 3 years	59,500	49,496	53,710	66,066	75,424	61,043	10,253	360
All years	61,000	50,181	55,014	68,500	77,529	62,820	11,356	1,204
Assistant professor								
3 or more years	53,045	45,382	48,016	57,987	63,386	53,656	7,384	542
Less than 3 years	51,098	43,500	46,600	56,000	60,599	51,624	7,539	563
All years	52,000	44,418	47,200	57,025	61,802	52,639	7,540	1,107
All ranks	66,200	47,873	54,653	85,927	110,000	73,587	26,234	4,369
NEW ENGLAND (12 departments)								
Full professor								
12 or more years	93,917	75,100	82,608	122,600	148,280	103,260	29,149	43
6-11 years	75,393	68,657	72,685	99,763	118,750	85,318	20,874	20
3-5 years								9
Less than 3 years	81,699	65,620	73,015	102,456	122,400	87,225	19,314	13
All years	86,525	70,442	75,125	104,100	131,600	94,396	26,635	85
Associate professor								
6 or more years	64,275	56,913	61,661	70,634	86,002	67,359	10,318	35
3-5 years	58,283	50,371	52,523	73,663	90,650	64,038	13,870	10
Less than 3 years	59,381	51,917	55,609	66,225	71,100	60,624	6,766	15
All years	63,198	53,362	57,655	68,500	81,603	65,122	10,482	60
Assistant professor								
3 or more years	58,000	47,922	53,562	62,473	65,580	57,808	6,394	21
Less than 3 years	53,890	47,500	49,375	60,600	65,000	55,112	6,532	26
All years	56,000	47,779	49,707	61,700	65,000	56,316	6,542	47
All ranks	67,990	50,841	59,181	85,514	110,300	75,303	25,397	196
MID ATLANTIC (31 departments)								
Full professor								
12 or more years	103,669	84,797	93,437	123,761	140,511	108,756	24,051	166
6-11 years	90,272	77,027	85,224	105,587	120,189	96,886	20,173	69
3-5 years	89,124	72,927	79,656	109,682	128,820	96,963	24,955	33
Less than 3 years	87,498	71,568	77,519	106,701	120,150	93,995	24,771	37
All years	97,774	77,204	87,606	115,228	136,010	103,004	24,158	305
Associate professor								
6 or more years	71,377	56,600	63,183	77,655	86,203	71,738	12,648	89
3-5 years	70,459	59,114	64,715	76,153	86,680	71,103	10,702	34
Less than 3 years	69,251	56,541	64,716	74,860	86,226	69,817	10,822	48
All years	70,020	57,810	63,948	77,274	85,823	71,072	11,751	171
Assistant professor								
3 or more years	59,200	51,787	54,024	63,069	68,060	59,300	6,859	79
Less than 3 years	55,000	50,000	51,238	60,000	66,875	56,447	7,338	74
All years	57,000	50,000	53,000	61,784	67,919	57,999	7,256	154
All ranks	77,529	53,772	61,691	97,751	120,096	82,928	26,932	637

(continued)

TABLE 5 (continued)
2003-2004 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST NORTH CENTRAL (39 departments)								
Full professor								
12 or more years	100,210	73,105	84,626	128,845	145,869	107,454	30,805	171
6-11 years	86,155	68,372	76,591	107,488	125,000	92,726	22,722	89
3-5 years	81,081	62,013	67,887	95,384	113,086	84,620	20,596	50
Less than 3 years	76,300	59,576	65,059	86,210	95,058	76,900	15,086	55
All years	89,551	66,812	76,624	110,434	137,990	95,979	28,219	367
Associate professor								
6 or more years	61,787	49,476	56,040	70,243	76,828	63,354	11,572	94
3-5 years	63,500	53,301	57,602	69,250	80,337	65,321	10,699	69
Less than 3 years	59,850	49,206	53,575	69,337	78,348	62,117	11,000	85
All years	61,341	50,025	55,898	69,550	78,455	63,477	11,166	248
Assistant professor								
3 or more years	52,069	46,000	47,897	57,045	61,779	53,147	6,738	120
Less than 3 years	51,000	40,667	45,684	55,060	60,669	50,402	7,150	132
All years	51,285	44,052	46,931	55,973	60,844	51,709	7,077	252
All ranks	65,000	47,298	53,605	84,814	111,757	73,341	27,778	880
WEST NORTH CENTRAL (20 departments)								
Full professor								
12 or more years	83,492	63,133	71,954	105,001	135,572	92,096	29,969	83
6-11 years	82,377	70,105	75,971	97,892	120,025	88,118	18,350	34
3-5 years	79,225	63,811	70,271	102,063	125,228	86,054	21,462	18
Less than 3 years	69,966	55,273	60,595	78,504	100,857	71,552	15,224	16
All years	80,909	62,428	70,450	98,200	126,465	88,303	26,056	151
Associate professor								
6 or more years	62,469	53,979	55,847	67,975	83,376	64,861	11,941	52
3-5 years	56,900	51,221	52,781	64,006	67,223	58,689	8,334	20
Less than 3 years	59,500	51,233	53,818	62,541	66,071	59,112	7,116	29
All years	60,050	52,129	55,120	65,202	76,595	61,988	10,438	101
Assistant professor								
3 or more years	51,170	44,066	47,456	54,663	60,991	51,801	5,805	53
Less than 3 years	50,028	43,400	45,136	53,500	58,995	50,353	5,921	44
All years	51,097	43,990	46,275	53,673	59,620	51,144	5,872	97
All ranks	63,000	47,037	53,318	79,979	103,931	69,999	24,520	353
SOUTH ATLANTIC (38 departments)								
Full professor								
12 or more years	87,033	66,852	75,345	104,439	128,230	92,904	26,205	196
6-11 years	83,387	68,459	73,150	98,136	121,029	89,508	22,212	92
3-5 years	79,156	64,078	70,789	93,657	124,238	85,581	23,176	48
Less than 3 years	79,170	60,175	70,350	99,500	114,263	85,318	22,363	52
All years	83,631	65,200	73,292	100,206	124,670	90,130	24,538	389
Associate professor								
6 or more years	61,080	48,012	54,096	66,543	75,168	61,690	11,438	124
3-5 years	62,896	52,541	56,311	67,848	76,752	62,805	9,050	45
Less than 3 years	57,390	49,372	52,584	62,656	67,656	58,513	8,505	78
All years	60,000	49,900	54,295	65,617	73,295	60,890	10,271	247
Assistant professor								
3 or more years	51,198	43,900	47,217	55,703	60,083	51,748	6,705	99
Less than 3 years	50,662	40,000	45,915	55,000	58,000	49,795	6,790	110
All years	51,000	42,643	46,620	55,027	58,451	50,741	6,795	210
All ranks	64,059	46,820	53,576	82,007	104,248	71,110	24,941	869

(continued)

TABLE 5 (continued)
2003-2004 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST SOUTH CENTRAL (13 departments)								
Full professor								
12 or more years	83,999	66,821	74,095	95,117	120,046	89,160	22,946	83
6-11 years	74,627	54,058	63,593	93,260	121,293	79,730	22,977	20
3-5 years	84,750	58,258	71,715	112,801	124,300	89,516	22,511	14
Less than 3 years	76,202	59,719	64,624	89,823	140,076	83,918	26,515	12
All years	81,575	63,710	72,063	94,959	123,600	87,249	23,246	129
Associate professor								
6 or more years	53,325	47,337	50,016	58,000	77,631	56,321	11,082	27
3-5 years	54,059	47,743	48,165	59,766	68,210	55,246	7,855	21
Less than 3 years	54,999	48,333	51,101	59,912	76,000	57,174	9,426	21
All years	53,487	47,666	50,073	58,245	68,587	56,253	9,582	69
Assistant professor								
3 or more years	49,700	42,000	47,500	57,875	66,800	52,555	8,419	27
Less than 3 years	47,000	43,908	44,840	50,000	57,972	48,473	4,928	31
All years	47,898	43,813	45,990	52,792	60,210	50,374	7,024	58
All ranks	63,837	46,551	50,883	82,413	99,446	70,004	24,557	261
WEST SOUTH CENTRAL (20 departments)								
Full professor								
12 or more years	86,000	70,407	76,750	101,499	117,376	89,985	19,018	97
6-11 years	80,479	61,004	67,188	87,500	103,209	80,400	18,454	34
3-5 years	71,575	59,018	68,000	101,191	157,623	86,365	33,242	18
Less than 3 years	71,750	60,133	65,303	81,412	126,700	79,362	25,301	28
All years	81,250	63,019	71,000	96,769	117,156	86,047	22,035	178
Associate professor								
6 or more years	59,765	47,753	55,821	64,367	71,442	60,790	12,964	73
3-5 years	58,227	51,820	55,000	66,766	76,502	60,890	8,563	22
Less than 3 years	58,263	50,825	54,921	64,063	70,952	59,501	7,515	26
All years	59,000	49,752	55,182	64,534	72,031	60,531	11,213	121
Assistant professor								
3 or more years	49,527	44,755	46,450	53,432	59,211	50,836	6,636	57
Less than 3 years	50,500	45,000	45,767	56,000	60,000	51,275	5,746	53
All years	50,000	45,000	46,245	55,000	60,000	51,047	6,199	110
All ranks	61,182	45,938	52,571	78,160	98,390	68,151	22,332	425
MOUNTAIN (17 departments)								
Full professor								
12 or more years	90,730	67,518	76,800	100,163	111,785	89,824	16,733	87
6-11 years	72,411	61,512	68,192	88,081	101,400	77,533	14,071	29
3-5 years	68,001	61,799	65,000	79,529	92,061	72,489	11,279	25
Less than 3 years	65,137	58,435	61,204	69,300	83,743	67,110	8,625	23
All years	80,057	61,672	67,571	93,926	102,714	81,823	17,084	164
Associate professor								
6 or more years	59,247	51,594	55,169	61,259	80,779	60,986	9,879	37
3-5 years	56,432	47,521	51,943	62,450	70,120	57,360	7,727	23
Less than 3 years	52,980	45,890	48,576	60,289	78,321	57,018	11,310	31
All years	57,540	47,062	52,202	60,980	71,580	58,718	9,993	91
Assistant professor								
3 or more years	49,345	43,453	44,941	55,503	58,578	49,988	5,971	44
Less than 3 years	49,452	43,369	45,650	52,765	56,400	49,499	5,985	42
All years	49,345	43,497	45,344	53,870	57,269	49,749	5,948	86
All ranks	61,536	46,195	52,234	80,054	96,224	67,305	19,361	346

(continued)

TABLE 5 (continued)
2003-2004 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
PACIFIC (22 departments)								
Full professor								
12 or more years	118,100	74,930	92,600	131,625	145,440	112,846	28,307	122
6-11 years	92,600	61,740	72,700	107,900	121,201	92,162	23,521	35
3-5 years	73,100	63,362	66,543	78,750	105,100	77,163	14,480	29
Less than 3 years	70,200	54,910	65,853	97,875	111,779	79,451	22,690	20
All years	99,750	65,498	76,115	121,151	138,120	101,066	29,387	206
Associate professor								
6 or more years	63,500	49,560	55,300	70,000	77,926	63,746	10,233	47
3-5 years	60,750	48,736	53,747	67,162	73,070	61,128	9,444	22
Less than 3 years	61,350	46,995	54,556	64,700	73,439	60,793	9,052	27
All years	61,914	49,318	54,600	68,713	74,877	62,315	9,739	96
Assistant professor								
3 or more years	57,100	49,100	53,160	61,300	67,350	57,639	7,672	42
Less than 3 years	54,600	41,420	47,514	60,000	67,520	55,082	10,965	51
All years	55,100	43,605	51,699	60,850	67,300	56,237	9,654	93
All ranks	69,300	51,346	57,300	100,400	128,300	80,476	30,659	402

Source: 2003-2004 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 school 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
2003-2004 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	N
ALL U.S. REGIONS (152 departments)								
Full professor								
12 or more years	92,147	68,569	77,931	110,000	133,950	96,778	25,801	829
6-11 years	84,320	67,070	73,387	96,579	116,228	87,859	20,554	342
3-5 years	77,986	62,465	68,227	90,000	111,515	82,904	21,302	183
Less than 3 years	74,096	60,113	65,128	87,095	106,124	78,993	19,303	198
All years	86,069	65,000	73,423	101,976	125,000	90,858	24,384	1,556
Associate professor								
6 or more years	61,002	50,016	55,027	68,537	77,529	62,749	11,716	450
3-5 years	60,196	50,794	54,596	67,813	76,070	61,904	9,849	210
Less than 3 years	59,098	49,495	53,412	65,200	74,762	60,331	9,693	278
All years	60,080	50,014	54,410	67,400	76,502	61,843	10,782	938
Assistant professor								
3 or more years	51,699	44,948	47,483	57,000	61,510	52,574	6,678	422
Less than 3 years	51,000	43,000	46,000	55,000	60,000	50,908	7,179	434
All years	51,238	44,060	46,910	56,000	60,623	51,729	6,982	856
All ranks	65,210	47,400	54,085	84,538	105,593	72,223	24,990	3,410
NEW ENGLAND (5 departments) (Insufficient N of faculty)								
MID ATLANTIC (16 departments)								
Full professor								
12 or more years	99,334	85,702	93,084	112,612	132,087	104,939	20,677	97
6-11 years	90,145	82,188	85,767	99,412	114,795	94,943	17,079	46
3-5 years	89,122	74,477	78,912	104,364	128,252	93,315	17,461	11
Less than 3 years	85,032	70,303	76,397	91,842	113,495	86,133	14,980	21
All years	93,684	81,878	87,714	107,468	126,471	99,324	20,014	175
Associate professor								
6 or more years	72,999	60,766	64,294	77,529	83,851	71,922	9,807	60
3-5 years	70,444	59,417	65,133	75,000	81,271	69,997	7,889	23
Less than 3 years	66,942	56,765	61,812	70,002	76,280	66,999	7,275	31
All years	70,001	59,429	64,561	75,807	81,865	70,195	8,988	114
Assistant professor								
3 or more years	58,804	52,462	54,024	61,811	64,058	58,557	5,887	47
Less than 3 years	55,000	49,850	51,750	59,972	63,319	55,818	6,762	46
All years	56,412	50,400	53,401	60,972	63,332	57,202	6,449	93
All ranks	76,490	54,000	61,111	93,507	110,456	79,909	23,534	387

(continued)

TABLE 6 (continued)
2003-2004 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	N
EAST NORTH CENTRAL (29 departments)								
Full professor								
12 or more years	100,843	72,973	84,677	128,413	148,275	107,822	31,334	156
6-11 years	90,250	68,399	76,315	108,418	125,569	93,455	23,088	81
3-5 years	82,909	63,175	70,000	94,728	111,515	85,420	20,642	43
Less than 3 years	75,191	59,573	64,545	86,192	95,451	76,647	15,511	44
All years	90,125	67,156	76,398	111,865	138,446	96,847	28,724	326
Associate professor								
6 or more years	61,724	49,656	55,860	70,730	76,823	63,363	10,916	75
3-5 years	62,700	53,295	56,700	70,000	81,544	64,839	10,957	55
Less than 3 years	60,608	51,887	54,364	74,943	79,782	64,225	11,640	61
All years	61,282	52,030	55,860	70,859	79,335	64,064	11,122	191
Assistant professor								
3 or more years	53,335	46,012	47,897	57,747	61,779	53,314	6,230	100
Less than 3 years	51,000	38,739	45,567	55,620	60,750	50,553	7,611	107
All years	51,665	44,401	46,815	57,000	61,140	51,887	7,097	207
All ranks	66,692	47,263	54,409	87,274	113,938	74,879	28,674	734
WEST NORTH CENTRAL (17 departments)								
Full professor								
12 or more years	80,909	61,815	69,346	103,225	134,053	88,917	26,966	71
6-11 years	83,291	69,859	77,159	107,927	123,600	89,774	19,283	29
3-5 years	79,225	62,065	69,497	100,358	115,490	84,399	20,372	16
Less than 3 years	69,966	54,854	61,257	75,512	96,694	70,819	14,130	14
All years	79,979	61,657	69,914	96,470	124,469	86,603	24,011	130
Associate professor								
6 or more years	62,262	53,487	55,592	66,069	77,621	62,979	10,064	42
3-5 years	55,884	50,370	52,280	62,703	73,059	58,275	9,164	16
Less than 3 years	59,500	50,486	53,739	61,950	65,320	58,819	6,726	23
All years	59,838	52,036	54,891	64,421	72,780	60,869	9,219	81
Assistant professor								
3 or more years	51,170	44,122	47,092	53,786	61,700	51,590	5,768	47
Less than 3 years	50,028	43,000	45,084	53,187	57,650	50,031	5,852	38
All years	51,097	43,891	46,137	53,500	58,454	50,893	5,824	85
All ranks	62,279	46,990	53,000	78,553	103,225	68,985	23,213	299
SOUTH ATLANTIC (30 departments)								
Full professor								
12 or more years	85,674	65,338	74,168	102,209	126,600	91,179	25,421	172
6-11 years	81,828	67,208	72,697	95,057	110,069	86,706	20,266	72
3-5 years	78,913	63,553	70,239	94,918	129,746	85,795	24,636	42
Less than 3 years	78,839	60,075	67,199	97,901	113,526	83,717	21,349	45
All years	82,498	64,270	72,198	98,793	120,494	88,459	23,811	332
Associate professor								
6 or more years	60,291	46,980	53,538	66,007	74,678	61,112	11,911	105
3-5 years	62,370	50,665	55,936	67,514	69,923	61,588	8,147	37
Less than 3 years	57,390	47,817	51,594	62,305	66,263	57,980	8,461	64
All years	59,492	47,412	53,556	64,794	72,095	60,225	10,389	206
Assistant professor								
3 or more years	50,352	43,730	47,000	55,000	59,596	51,116	6,548	83
Less than 3 years	50,662	38,857	45,674	54,000	57,900	49,419	6,816	90
All years	50,352	41,652	46,464	54,097	58,000	50,233	6,723	173
All ranks	63,984	46,430	53,007	81,358	101,935	70,303	24,347	729

(continued)

TABLE 6 (continued)
2003-2004 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	N
EAST SOUTH CENTRAL (11 departments)								
Full professor								
12 or more years	80,933	65,422	73,438	91,716	99,980	83,351	15,426	68
6-11 years	67,942	53,414	62,471	76,632	96,133	71,269	13,641	16
3-5 years	79,703	57,810	70,970	100,365	122,740	84,137	21,390	11
Less than 3 years	74,404	59,386	63,681	86,288	142,249	83,274	27,711	11
All years	77,989	63,378	68,567	90,727	100,654	81,601	17,730	106
Associate professor								
6 or more years	52,155	47,132	49,584	55,035	59,014	53,028	6,472	23
3-5 years	53,314	47,666	48,141	56,178	61,901	53,468	5,665	19
Less than 3 years	53,582	48,282	50,850	57,999	65,049	55,271	7,263	19
All years	52,586	47,560	49,709	56,379	61,613	53,864	6,462	61
Assistant professor								
3 or more years	47,920	42,000	46,056	50,812	57,436	48,955	5,555	20
Less than 3 years	46,459	43,740	44,840	49,000	50,200	46,848	2,504	27
All years	47,460	43,058	44,840	49,700	51,330	47,745	4,171	47
All ranks	59,690	46,272	49,767	77,989	92,243	65,769	20,465	217
WEST SOUTH CENTRAL (16 departments)								
Full professor								
12 or more years	85,000	70,277	76,578	99,600	116,923	89,025	18,961	91
6-11 years	77,066	60,528	67,076	87,500	93,600	78,161	15,162	31
3-5 years	71,150	58,674	68,000	90,701	127,600	82,300	29,293	17
Less than 3 years	73,427	61,140	66,495	81,882	127,800	80,510	24,757	23
All years	80,000	63,779	71,000	93,600	115,700	84,986	20,792	163
Associate professor								
6 or more years	59,000	46,674	54,737	62,419	70,187	59,499	12,405	64
3-5 years	58,000	51,640	54,997	67,532	76,502	60,809	8,765	21
Less than 3 years	58,165	51,387	55,300	60,700	68,000	59,233	6,823	23
All years	58,263	49,613	54,993	62,500	71,301	59,697	10,717	108
Assistant professor								
3 or more years	48,480	44,575	46,190	53,100	55,500	49,651	5,303	49
Less than 3 years	49,325	45,000	45,650	56,000	59,521	51,014	5,413	42
All years	49,127	45,000	46,050	54,325	57,600	50,280	5,368	91
All ranks	61,000	46,010	53,078	78,200	98,006	67,921	21,640	375
MOUNTAIN (16 departments)								
Full professor								
12 or more years	91,179	67,697	76,302	99,764	107,299	89,302	16,523	80
6-11 years	72,206	61,492	67,932	89,151	101,543	77,672	14,309	28
3-5 years	68,001	61,799	65,000	79,529	92,061	72,489	11,279	25
Less than 3 years	65,119	58,378	61,159	68,832	83,807	66,627	8,505	22
All years	79,432	61,525	67,224	93,714	102,197	81,271	16,871	155
Associate professor								
6 or more years	59,477	51,518	55,056	61,538	81,800	61,094	10,154	35
3-5 years	55,813	47,312	51,652	62,588	70,163	57,330	7,907	22
Less than 3 years	54,084	45,842	48,080	60,851	79,161	57,158	11,476	30
All years	57,156	46,665	52,057	61,538	72,504	58,785	10,202	87
Assistant professor								
3 or more years	49,345	43,453	44,941	55,503	58,578	49,988	5,971	44
Less than 3 years	47,733	43,000	45,200	53,827	57,000	49,366	6,191	39
All years	49,209	43,431	45,200	54,000	57,411	49,696	6,046	83
All ranks	61,523	46,000	52,043	79,925	96,079	66,917	19,098	330

(continued)

TABLE 6 (continued)
2003-2004 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	N
PACIFIC (12 departments)								
Full professor								
12 or more years	118,100	80,982	96,123	132,350	144,470	114,017	23,824	78
6-11 years	96,500	64,280	83,141	109,100	121,201	97,379	22,903	25
3-5 years	76,560	63,457	72,558	85,300	112,150	80,332	15,242	14
Less than 3 years	70,200	59,740	67,225	99,700	111,339	79,384	18,482	10
All years	100,400	68,700	83,436	128,300	138,080	104,301	26,004	127
Associate professor								
6 or more years	61,850	47,249	53,375	67,525	74,670	61,033	10,038	26
3-5 years	62,466	54,958	59,950	71,424	80,380	65,063	8,405	13
Less than 3 years	60,200	47,744	54,439	65,300	72,997	59,804	8,160	20
All years	61,000	49,000	54,556	67,500	73,200	61,505	9,154	59
Assistant professor								
3 or more years	57,100	50,777	53,900	60,625	68,250	57,858	6,302	26
Less than 3 years	55,000	43,700	50,000	60,000	64,640	55,852	10,108	31
All years	55,900	46,860	53,000	60,000	65,500	56,767	8,572	57
All ranks	71,183	52,210	57,300	104,875	128,300	82,367	30,058	246

Source: 2003-2004 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 school 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
2003-2004 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	N
ALL U.S. REGIONS (60 departments)								
Full professor								
12 or more years	106,100	76,130	86,525	128,588	149,600	110,517	30,384	219
6-11 years	87,404	69,765	76,232	116,755	124,967	95,369	25,035	80
3-5 years	83,472	65,408	72,769	100,428	123,840	90,444	25,139	61
Less than 3 years	82,270	56,319	71,325	106,227	121,275	88,683	26,947	58
All years	96,819	69,699	78,150	120,413	143,100	101,659	29,701	418
Associate professor								
6 or more years	64,600	55,719	60,019	73,063	86,148	67,919	13,157	128
3-5 years	64,500	51,742	57,649	74,900	84,881	66,593	12,126	56
Less than 3 years	62,176	49,056	54,626	70,431	80,876	63,456	11,703	82
All years	63,888	51,696	58,323	72,848	84,561	66,264	12,615	266
Assistant professor								
3 or more years	55,655	47,110	51,497	63,441	69,203	57,460	8,450	120
Less than 3 years	52,575	44,172	49,080	60,000	65,000	54,034	8,222	129
All years	54,441	45,199	50,156	60,762	67,772	55,740	8,505	251
All ranks	69,312	50,000	57,424	91,611	123,000	78,437	29,759	959
NEW ENGLAND (7 departments)								
Full professor								
12 or more years	100,989	75,880	84,725	134,000	168,800	111,592	33,515	27
6-11 years								6
3-5 years								5
Less than 3 years								5
All years	100,989	74,400	82,300	123,000	148,280	106,391	30,122	43
Associate professor								
6 or more years	66,000	58,579	62,000	68,500	80,340	66,848	8,052	15
3-5 years								6
Less than 3 years								8
All years	66,200	57,400	61,750	69,525	83,000	67,223	8,924	29
Assistant professor								
3 or more years	60,700	51,342	53,878	63,867	67,820	59,618	5,858	15
Less than 3 years	60,600	53,814	59,250	64,175	67,100	60,732	4,134	12
All years	60,600	53,621	54,550	63,867	66,400	60,113	5,102	27
All ranks	68,500	53,972	61,000	91,500	124,200	80,863	29,886	103
MID ATLANTIC (15 departments)								
Full professor								
12 or more years	110,735	79,540	97,631	136,000	145,000	114,121	27,385	69
6-11 years	100,548	72,653	77,027	115,717	124,374	100,772	25,249	23
3-5 years	91,353	70,511	79,369	117,150	132,417	98,787	28,165	22
Less than 3 years	96,181	71,330	81,551	119,083	164,140	104,315	31,199	16
All years	105,363	73,077	87,023	123,975	143,900	107,957	28,140	130
Associate professor								
6 or more years	68,525	51,765	60,038	81,876	104,860	71,356	17,316	29
3-5 years	70,801	52,684	61,600	88,893	99,615	73,415	15,243	11
Less than 3 years	74,860	51,140	66,085	86,500	92,526	74,955	14,190	17
All years	71,622	51,640	60,849	84,610	92,369	72,827	15,859	57
Assistant professor								
3 or more years	61,013	49,247	53,700	67,570	69,020	60,392	8,055	32
Less than 3 years	54,363	49,900	50,820	61,097	72,530	57,480	8,222	28
All years	59,200	50,000	52,375	66,000	69,872	59,213	8,248	61
All ranks	79,870	52,617	63,883	107,058	134,370	87,599	30,952	250

(continued)

TABLE 7 (continued)
2003-2004 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	N
EAST NORTH CENTRAL (10 departments)								
Full professor								
12 or more years	94,050	77,714	84,021	135,000	146,459	103,626	25,221	15
6-11 years								8
3-5 years								7
Less than 3 years	78,791	51,560	69,400	89,900	95,115	77,912	13,894	11
All years	81,600	65,512	77,076	97,050	133,000	89,077	22,973	41
Associate professor								
6 or more years	61,850	48,524	56,100	67,758	78,409	63,318	14,210	19
3-5 years	65,903	53,856	62,600	70,394	84,838	67,216	9,758	14
Less than 3 years	57,815	47,970	49,024	61,425	64,095	56,758	6,832	24
All years	61,400	48,471	55,400	64,938	73,695	61,513	11,185	57
Assistant professor								
3 or more years	50,469	43,660	47,600	54,525	68,138	52,309	9,012	20
Less than 3 years	50,552	43,284	47,400	52,914	56,550	49,758	4,759	25
All years	50,552	43,760	47,500	53,385	56,550	50,892	7,004	45
All ranks	60,078	47,403	50,273	76,914	94,335	65,607	21,188	146
WEST NORTH CENTRAL (3 departments) (Insufficient Ns of faculty)								
SOUTH ATLANTIC (8 departments)								
Full professor								
12 or more years	92,558	75,353	86,566	126,416	145,750	105,267	28,909	24
6-11 years	91,707	69,585	76,645	120,409	135,767	99,595	26,292	20
3-5 years								6
Less than 3 years								7
All years	89,255	72,487	78,581	119,776	138,524	99,861	26,598	57
Associate professor								
6 or more years	62,929	56,998	59,809	72,950	77,250	64,883	7,848	19
3-5 years								8
Less than 3 years	57,989	50,767	54,376	70,012	74,400	60,950	8,590	14
All years	62,900	54,317	57,546	72,549	77,824	64,233	9,047	41
Assistant professor								
3 or more years	54,117	45,702	50,205	58,475	65,641	55,024	6,757	16
Less than 3 years	51,029	40,771	46,005	57,863	58,587	51,486	6,571	20
All years	53,793	42,847	48,711	57,802	61,359	53,114	6,710	37
All ranks	68,800	49,882	56,027	86,599	120,789	75,314	27,542	140
EAST SOUTH CENTRAL (2 departments) (Insufficient Ns of faculty)								
WEST SOUTH CENTRAL (4 departments) (Insufficient Ns of faculty)								
MOUNTAIN (1 department) (Insufficient Ns of faculty)								

(continued)

TABLE 7 (continued)
2003-2004 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	N
PACIFIC (10 departments)								
Full professor								
12 or more years	114,800	64,904	76,900	125,836	155,600	110,771	35,093	44
6-11 years	74,307	59,098	67,168	83,049	124,690	79,121	20,655	10
3-5 years	71,914	63,148	65,400	77,288	100,564	74,205	13,571	15
Less than 3 years	69,820	53,056	55,204	100,425	133,320	79,519	27,301	10
All years	81,130	62,827	69,700	119,639	145,100	95,866	33,659	79
Associate professor								
6 or more years	67,841	54,900	59,900	73,250	83,988	67,104	9,668	21
3-5 years								9
Less than 3 years								7
All years	62,086	49,249	55,050	69,814	80,034	63,608	10,605	37
Assistant professor								
3 or more years	56,300	41,873	53,120	61,775	71,200	57,282	9,720	16
Less than 3 years	52,467	36,974	44,072	65,125	73,619	53,889	12,353	20
All years	53,878	39,591	47,836	63,500	70,540	55,397	11,236	36
All ranks	67,841	48,363	57,270	85,275	121,607	77,492	31,450	156

Source: 2003-2004 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 school 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
2003-2004 Salaries for Full-time Faculty in U.S. Doctoral Departments by Type of Department,
Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
PSYCHOLOGY (147 departments)								
Full professor								
12 or more years	96,766	70,600	81,508	118,500	140,178	102,268	28,195	879
6-11 years	86,155	67,649	75,619	102,899	121,054	90,940	22,267	331
3-5 years	81,086	62,898	71,364	99,889	121,660	88,058	24,323	184
Less than 3 years	77,562	60,283	66,506	93,050	112,185	82,531	22,557	206
All years	90,286	66,553	76,179	110,385	134,000	95,689	27,000	1,604
Associate professor								
6 or more years	62,000	50,994	56,071	70,015	78,801	64,188	12,761	468
3-5 years	62,136	52,427	56,028	69,016	78,307	63,568	10,450	206
Less than 3 years	60,000	50,615	54,221	66,942	78,000	61,944	10,744	262
All years	61,294	51,283	55,365	69,048	78,725	63,423	11,765	936
Assistant professor								
3 or more years	53,446	46,401	49,034	58,681	63,632	54,309	7,358	422
Less than 3 years	52,000	43,930	47,007	57,000	61,000	52,311	7,802	455
All years	52,650	44,890	48,000	57,952	62,084	53,292	7,669	878
All ranks	67,400	48,466	55,191	89,423	114,830	75,331	27,563	3,485
EDUCATIONAL/COUNSELING/SCHOOL PSYCHOLOGY (40 departments)								
Full professor								
12 or more years	84,420	68,000	75,317	93,107	104,796	85,223	13,558	116
6-11 years	76,764	66,198	68,781	86,972	110,391	80,723	16,004	60
3-5 years	71,410	62,440	65,114	84,771	96,634	75,615	12,033	41
Less than 3 years	73,666	58,853	62,238	83,938	94,054	75,388	16,185	38
All years	78,785	64,539	70,000	88,741	101,347	81,154	14,873	255
Associate professor								
6 or more years	62,613	50,371	56,361	71,756	77,847	63,955	10,144	72
3-5 years	61,851	49,788	54,200	68,955	72,796	62,147	10,814	38
Less than 3 years	57,904	48,334	52,121	65,752	70,219	58,826	8,477	68
All years	60,742	49,793	54,410	67,745	74,725	61,609	9,910	178
Assistant professor								
3 or more years	50,981	43,762	45,444	54,486	60,688	50,906	6,754	94
Less than 3 years	49,750	43,500	45,093	52,250	55,142	49,409	4,837	78
All years	50,000	43,760	45,401	53,621	57,560	50,227	5,992	172
All ranks	63,202	45,965	51,737	76,628	89,628	66,135	17,494	622

(continued)

TABLE 8 (continued)
2003-2004 Salaries for Full-time Faculty in U.S. Doctoral Departments by Type of Department,
Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
HUMAN DEVELOPMENT (5 departments) (Insufficient Ns of faculty)								
PROFESSIONAL SCHOOL (13 departments)								
Full professor								
12 or more years	77,715	55,271	64,321	87,621	114,479	79,636	18,894	22
6-11 years	76,899	65,483	69,631	103,939	128,358	88,179	26,954	18
3-5 years	68,400	63,856	65,420	79,220	83,712	71,980	7,753	13
Less than 3 years								6
All years	75,800	59,573	65,670	86,549	117,102	79,445	20,549	59
Associate professor								
6 or more years	58,425	47,129	49,508	66,850	70,640	58,698	9,136	22
3-5 years	55,833	45,962	49,197	63,040	76,783	57,553	10,022	18
Less than 3 years	57,527	45,440	48,814	62,846	63,938	56,407	7,899	24
All years	57,473	46,748	49,014	62,981	69,229	57,516	8,869	64
Assistant professor								
3 or more years	48,800	41,469	44,452	54,700	65,116	50,528	7,926	17
Less than 3 years	44,995	36,810	40,062	49,054	53,170	44,999	5,509	22
All years	46,807	38,601	42,597	52,516	55,558	47,602	7,149	40
All ranks	59,573	44,860	48,796	70,350	85,370	63,021	19,052	163

OTHER DEPARTMENTS (7 departments) (Insufficient Ns of faculty)

Source: 2003-2004 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
2003-2004 Salaries for Full-time Faculty in U.S. Doctoral Departments by Type of Department,
and Years Since Doctorate

	Median	10%	25%	75%	90%	Mean	SD	N
PSYCHOLOGY (147 departments)								
35 years or more	90,390	56,512	73,536	111,703	139,079	94,134	31,302	399
30-34 years	84,553	58,204	70,565	104,339	129,870	90,312	28,763	390
25-29 years	89,170	59,481	70,567	113,828	136,237	94,183	30,179	465
20-24 years	78,600	57,894	66,507	96,528	120,000	84,125	24,686	405
17-19 years	71,761	54,252	60,680	86,234	108,323	76,712	22,657	246
14-16 years	66,324	53,040	58,000	80,092	95,000	70,521	17,325	263
11-13 years	62,500	48,939	55,717	70,000	84,015	64,867	14,913	269
8-10 years	57,723	48,225	52,554	63,676	76,498	60,106	12,656	312
6-7 years	54,451	46,985	50,020	60,025	67,350	56,594	9,806	206
4-5 years	52,012	43,845	47,551	57,729	63,263	52,829	7,612	252
2-3 years	50,294	40,746	45,093	55,128	60,000	50,224	7,715	198
0-1 year	50,000	38,928	45,156	55,530	58,343	50,420	8,090	106
EDUCATIONAL/COUNSELING/SCHOOL (40 departments)								
35 years or more	74,140	52,515	61,614	86,915	100,915	74,774	17,080	53
30-34 years	77,083	55,037	67,418	88,706	110,620	78,759	18,665	52
25-29 years	78,701	59,565	69,925	90,230	103,675	79,630	16,881	84
20-24 years	71,661	58,708	64,137	83,388	96,139	74,561	15,343	79
17-19 years	69,673	51,957	61,691	80,089	93,278	71,654	16,706	42
14-16 years	67,561	50,144	56,746	74,309	87,297	67,179	13,052	43
11-13 years	62,538	49,574	55,033	70,402	81,320	63,918	12,302	53
8-10 years	55,349	46,715	51,271	59,828	67,980	56,263	7,223	60
6-7 years	52,539	43,434	46,787	58,512	69,202	53,669	9,096	50
4-5 years	49,498	43,499	45,088	55,832	60,797	50,963	6,866	44
2-3 years	47,428	43,619	45,341	51,343	53,383	48,298	3,860	40
0-1 year	47,000	44,290	45,000	50,500	53,040	48,094	3,619	29
HUMAN DEVELOPMENT (5 departments) (Insufficient Ns of faculty)								
PROFESSIONAL SCHOOL (16 departments)								
35 years or more	59,887	46,408	49,356	84,134	94,233	66,270	20,446	17
30-34 years	71,220	47,991	63,026	82,005	108,733	74,999	25,176	24
25-29 years	63,583	47,019	52,761	77,509	101,306	67,864	20,678	38
20-24 years	60,613	46,912	53,203	74,814	81,404	63,260	12,763	28
17-19 years	48,524	44,940	47,788	57,986	62,504	52,292	6,229	13
14-16 years	56,083	45,736	48,885	67,908	85,132	60,048	12,986	16
11-13 years	58,400	46,811	49,727	62,158	75,177	57,644	9,628	13
8-10 years	53,793	35,927	44,875	62,943	68,424	52,953	11,404	21
6-7 years	48,400	40,082	44,774	53,006	61,742	48,458	7,268	19
4-5 years	47,444	43,200	44,172	55,108	62,332	49,989	6,579	11
2-3 years								6
0-1 year								6
OTHER DEPARTMENTS (7 departments) (Insufficient Ns of faculty)								

Source: 2003-2004 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
2003-2004 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (147 departments)								
Full professor								
12 or more years	96,766	70,600	81,508	118,500	140,178	102,268	28,195	879
6-11 years	86,155	67,649	75,619	102,899	121,054	90,940	22,267	331
3-5 years	81,086	62,898	71,364	99,889	121,660	88,058	24,323	184
Less than 3 years	77,562	60,283	66,506	93,050	112,185	82,531	22,557	206
All years	90,286	66,553	76,179	110,385	134,000	95,689	27,000	1,604
Associate professor								
6 or more years	62,000	50,994	56,071	70,015	78,801	64,188	12,761	468
3-5 years	62,136	52,427	56,028	69,016	78,307	63,568	10,450	206
Less than 3 years	60,000	50,615	54,221	66,942	78,000	61,944	10,744	262
All years	61,294	51,283	55,365	69,048	78,725	63,423	11,765	936
Assistant professor								
3 or more years	53,446	46,401	49,034	58,681	63,632	54,309	7,358	422
Less than 3 years	52,000	43,930	47,007	57,000	61,000	52,311	7,802	455
All years	52,650	44,890	48,000	57,952	62,084	53,292	7,669	878
All ranks	67,400	48,466	55,191	89,423	114,830	75,331	27,563	3,485
NEW ENGLAND (9 departments)								
Full professor								
12 or more years	98,700	75,142	82,454	124,000	152,680	106,116	30,429	37
6-11 years	73,882	67,572	71,587	84,410	123,000	82,303	19,974	17
3-5 years								7
Less than 3 years	81,699	65,620	73,015	102,456	122,400	87,225	19,314	13
All years	86,650	69,411	73,971	105,875	135,500	95,089	28,059	74
Associate professor								
6 or more years	65,138	56,557	61,158	71,301	90,584	67,851	11,063	30
3-5 years								9
Less than 3 years	58,357	50,879	54,327	64,563	73,050	59,764	7,142	12
All years	62,351	52,679	57,333	68,695	82,867	65,148	11,307	51
Assistant professor								
3 or more years	60,500	47,756	53,303	62,700	64,740	57,782	6,121	15
Less than 3 years	54,079	47,500	49,000	60,600	65,000	55,161	6,887	23
All years	57,000	47,669	49,574	61,775	65,000	56,196	6,638	38
All ranks	68,234	50,369	59,327	86,575	113,400	76,103	26,519	166
MID ATLANTIC (21 departments)								
Full professor								
12 or more years	105,170	85,547	93,507	126,265	143,300	110,605	24,399	146
6-11 years	92,939	76,960	85,946	109,091	124,103	98,754	21,442	57
3-5 years	90,178	72,866	80,400	115,658	132,243	99,155	26,750	27
Less than 3 years	87,754	71,784	80,832	113,132	124,195	97,546	26,128	28
All years	100,003	77,797	89,291	119,354	138,003	105,371	24,823	258
Associate professor								
6 or more years	72,831	59,760	64,363	78,431	86,615	72,959	12,971	73
3-5 years	73,028	59,417	67,176	77,274	87,123	72,651	8,839	23
Less than 3 years	69,125	56,765	61,812	78,750	88,105	70,812	12,137	31
All years	70,820	59,175	64,664	78,111	86,900	72,379	12,069	127
Assistant professor								
3 or more years	59,357	51,987	54,008	62,738	67,754	59,377	6,913	62
Less than 3 years	55,900	50,036	52,313	60,153	70,787	57,344	7,640	60
All years	57,675	50,766	53,388	61,993	68,100	58,472	7,366	123
All ranks	80,401	54,567	62,943	100,537	124,050	85,449	28,108	512

(continued)

TABLE 10 (continued)
2003-2004 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST NORTH CENTRAL (25 departments)								
Full professor								
12 or more years	103,042	73,673	85,415	132,803	153,722	109,704	31,934	149
6-11 years	89,233	69,290	77,129	107,631	125,653	93,863	23,121	72
3-5 years	84,380	61,785	67,547	101,857	117,234	87,140	22,466	37
Less than 3 years	78,096	60,944	65,961	86,840	95,523	78,179	15,321	44
All years	91,144	67,534	77,020	113,610	140,089	98,370	29,424	304
Associate professor								
6 or more years	61,500	49,586	56,150	69,174	79,812	63,462	12,033	75
3-5 years	63,750	53,294	57,225	73,442	83,786	65,895	11,575	54
Less than 3 years	60,554	52,054	55,047	74,115	79,718	64,231	11,259	62
All years	61,500	52,240	56,250	71,060	80,251	64,399	11,638	191
Assistant professor								
3 or more years	53,750	46,462	48,422	57,949	63,233	53,843	6,983	95
Less than 3 years	51,216	38,000	45,951	56,438	61,005	50,881	7,632	98
All years	51,750	44,559	47,445	57,341	61,655	52,339	7,450	193
All ranks	66,368	48,000	54,667	88,354	117,034	75,429	29,277	700
WEST NORTH CENTRAL (13 departments)								
Full professor								
12 or more years	84,398	64,374	71,968	119,077	138,258	96,217	32,621	62
6-11 years	83,545	71,020	78,765	109,787	126,549	91,517	19,304	24
3-5 years	82,335	59,445	69,611	105,008	131,866	89,612	24,266	13
Less than 3 years	68,255	54,435	60,595	73,845	106,081	71,257	16,604	12
All years	82,335	63,443	70,658	106,551	134,053	91,729	28,591	111
Associate professor								
6 or more years	62,279	53,964	55,682	67,689	85,423	64,702	12,531	41
3-5 years	57,000	50,115	52,191	64,341	74,946	58,832	9,435	15
Less than 3 years	57,081	50,133	52,670	63,132	72,053	59,001	8,016	23
All years	60,096	52,016	54,830	64,825	78,001	61,928	11,092	79
Assistant professor								
3 or more years	51,680	43,966	46,919	57,012	61,986	52,149	6,314	42
Less than 3 years	51,357	43,000	45,184	53,515	59,550	50,845	6,324	34
All years	51,454	43,719	46,048	54,819	60,111	51,565	6,310	76
All ranks	63,030	47,092	53,298	80,845	108,225	71,019	26,550	269
SOUTH ATLANTIC (29 departments)								
Full professor								
12 or more years	89,757	68,186	76,623	107,182	130,948	95,274	26,882	169
6-11 years	82,813	67,273	73,291	97,696	119,008	88,788	21,343	77
3-5 years	79,000	63,640	70,612	95,043	128,828	86,252	24,326	43
Less than 3 years	79,500	60,075	67,199	99,000	112,000	84,830	22,870	45
All years	85,047	65,120	73,520	102,091	127,060	91,153	25,098	335
Associate professor								
6 or more years	61,248	51,000	54,715	67,203	75,540	62,216	11,628	109
3-5 years	63,720	54,262	58,580	67,813	71,633	63,346	7,326	38
Less than 3 years	58,840	48,601	52,644	62,724	68,752	58,938	8,797	62
All years	60,671	50,750	54,785	66,030	73,244	61,449	10,261	209
Assistant professor								
3 or more years	51,275	45,142	48,175	55,788	59,697	51,991	6,378	82
Less than 3 years	50,323	39,729	45,899	55,000	58,000	49,762	6,881	99
All years	51,000	42,518	46,983	55,621	58,264	50,772	6,732	181
All ranks	64,240	46,993	54,000	82,500	105,198	71,685	25,526	747

(continued)

TABLE 10 (continued)
2003-2004 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST SOUTH CENTRAL (10 departments)								
Full professor								
12 or more years	87,532	65,728	74,954	97,425	127,881	90,962	24,193	71
6-11 years	68,884	53,336	62,157	99,244	125,662	81,136	26,199	15
3-5 years	89,500	58,109	74,877	113,101	124,440	90,943	22,762	13
Less than 3 years	78,000	59,712	67,454	91,001	142,249	85,906	26,855	11
All years	84,682	63,684	71,933	98,123	124,987	89,114	24,488	110
Associate professor								
6 or more years	52,740	47,183	49,692	58,784	77,882	56,498	11,705	24
3-5 years	54,146	47,705	48,153	60,448	68,398	55,463	7,995	20
Less than 3 years	54,291	47,989	51,227	62,562	78,450	57,723	9,975	18
All years	53,474	47,574	49,970	60,050	73,566	56,520	10,004	62
Assistant professor								
3 or more years	49,973	42,000	46,630	59,469	68,000	52,926	8,871	24
Less than 3 years	46,960	43,989	45,081	50,000	58,255	48,631	5,080	28
All years	47,811	43,920	45,971	54,996	61,470	50,613	7,337	52
All ranks	63,681	46,340	50,717	83,943	101,330	70,530	25,646	229
WEST SOUTH CENTRAL (14 departments)								
Full professor								
12 or more years	86,839	69,926	77,609	105,091	119,574	91,265	20,200	72
6-11 years	80,479	58,969	65,475	87,482	115,065	81,370	20,944	24
3-5 years	76,979	56,957	68,375	113,046	170,541	94,279	38,596	12
Less than 3 years	72,000	60,366	66,000	90,000	133,000	84,156	28,874	19
All years	82,000	62,250	71,861	101,500	120,199	88,529	23,992	128
Associate professor								
6 or more years	58,000	46,072	53,638	64,200	69,204	59,901	14,625	51
3-5 years	57,500	50,940	54,618	66,766	76,502	60,681	9,006	18
Less than 3 years	59,500	51,312	53,784	65,000	73,173	60,618	8,116	19
All years	58,158	48,814	53,797	64,667	71,716	60,215	12,351	88
Assistant professor								
3 or more years	51,293	46,080	47,200	54,325	61,234	52,173	6,854	39
Less than 3 years	52,000	45,500	47,500	56,642	60,000	52,681	5,554	41
All years	51,524	45,533	47,271	56,000	60,900	52,433	6,187	80
All ranks	61,182	46,893	52,878	80,000	105,384	69,493	23,943	305
MOUNTAIN (12 departments)								
Full professor								
12 or more years	92,995	67,396	79,783	101,662	113,362	91,221	17,241	74
6-11 years	79,909	60,537	67,869	94,582	103,543	80,725	16,101	18
3-5 years	74,000	57,961	68,693	85,407	93,040	76,012	11,419	13
Less than 3 years	66,336	58,497	61,227	69,475	83,421	67,466	7,630	18
All years	83,722	61,393	69,300	96,264	105,166	84,601	17,745	123
Associate professor								
6 or more years	59,362	52,980	55,712	60,817	70,597	60,442	7,878	30
3-5 years	58,139	50,263	54,224	62,863	72,034	59,062	7,270	16
Less than 3 years	55,933	46,409	49,525	63,845	80,000	58,808	12,239	21
All years	58,907	49,876	54,159	60,980	72,504	59,600	9,234	67
Assistant professor								
3 or more years	50,000	43,601	47,741	55,600	58,055	51,016	5,523	27
Less than 3 years	50,000	42,300	46,000	53,827	57,051	49,915	6,217	35
All years	50,000	44,150	47,448	54,113	57,458	50,394	5,904	62
All ranks	61,758	47,546	53,741	84,216	99,397	69,326	20,360	254

(continued)

TABLE 10 (continued)
2003-2004 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
PACIFIC (14 departments)								
Full professor								
12 or more years	118,100	76,700	100,000	134,000	146,400	117,439	26,797	99
6-11 years	98,900	70,112	78,600	109,100	122,560	98,479	22,744	27
3-5 years	77,288	67,414	72,132	85,300	115,000	81,508	15,462	19
Less than 3 years	70,200	54,262	60,850	97,875	117,240	79,101	23,675	16
All years	106,000	69,520	78,750	126,707	144,380	106,209	28,938	161
Associate professor								
6 or more years	67,400	49,420	55,300	70,000	78,177	64,580	10,672	35
3-5 years	63,500	54,958	60,750	72,750	80,420	66,133	8,481	13
Less than 3 years	62,954	50,836	58,800	71,675	79,798	64,124	9,610	14
All years	64,550	51,821	59,874	70,667	77,260	64,803	9,890	62
Assistant professor								
3 or more years	57,250	51,549	53,958	61,975	68,250	58,866	7,089	36
Less than 3 years	56,160	49,896	54,550	63,600	70,026	58,978	9,774	37
All years	56,600	51,397	54,200	62,600	68,600	58,923	8,497	73
All ranks	73,100	53,411	59,000	109,200	132,420	84,944	31,703	303

Source: 2003-2004 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
2003-2004 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (106 departments)								
Full professor								
12 or more years	93,791	69,283	79,954	113,575	137,355	99,037	26,627	688
6-11 years	85,700	67,019	74,622	100,115	117,794	89,400	21,503	272
3-5 years	79,508	62,460	70,097	96,511	115,617	85,618	23,039	140
Less than 3 years	73,700	60,153	65,119	87,489	107,331	79,371	20,117	161
All years	88,748	65,122	74,319	105,245	128,351	92,890	25,456	1,265
Associate professor								
6 or more years	60,797	49,642	54,638	68,506	77,529	62,666	12,126	364
3-5 years	60,750	52,034	54,907	68,552	76,502	62,575	10,154	170
Less than 3 years	59,288	49,920	53,511	65,724	76,466	60,903	10,100	214
All years	60,200	50,102	54,381	67,559	77,293	62,141	11,157	748
Assistant professor								
3 or more years	52,460	46,047	48,007	57,696	61,947	53,239	6,725	324
Less than 3 years	51,000	42,871	46,340	56,000	60,000	51,213	7,531	356
All years	51,691	44,171	47,283	56,633	60,900	52,178	7,224	680
All ranks	66,012	47,760	54,400	87,059	109,100	73,529	26,184	2,739
NEW ENGLAND (4 departments) (Insufficient Ns of faculty)								
MID ATLANTIC (10 departments)								
Full professor								
12 or more years	100,035	89,907	93,507	115,288	136,030	107,177	20,357	84
6-11 years	90,272	81,246	85,946	103,473	118,113	96,118	18,667	37
3-5 years								9
Less than 3 years	87,228	71,232	77,799	96,555	116,648	89,525	14,683	15
All years	96,215	82,463	89,898	111,031	128,475	101,815	20,228	145
Associate professor								
6 or more years	73,450	61,350	67,200	77,781	84,339	72,982	9,932	47
3-5 years	71,751	59,453	68,288	76,905	83,012	72,129	7,068	16
Less than 3 years	65,905	56,541	59,622	70,237	76,280	66,121	7,938	21
All years	70,474	59,311	65,724	77,121	83,095	71,104	9,347	84
Assistant professor								
3 or more years	59,757	52,709	54,255	62,015	64,546	59,358	5,876	34
Less than 3 years	56,014	50,000	53,000	60,000	66,460	56,871	7,159	35
All years	57,960	51,750	53,981	61,443	63,733	58,097	6,630	69
All ranks	78,111	55,000	62,604	95,603	114,657	82,614	24,529	301

(continued)

TABLE 11 (continued)
2003-2004 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST NORTH CENTRAL (19 departments)								
Full professor								
12 or more years	105,681	73,000	85,530	131,820	154,730	110,189	32,564	135
6-11 years	90,400	68,772	76,651	108,418	126,301	94,485	23,654	65
3-5 years	84,915	63,104	68,683	102,457	118,083	87,793	22,459	32
Less than 3 years	75,775	59,422	64,294	86,420	96,092	77,378	16,561	34
All years	91,596	67,260	76,924	115,440	140,292	99,230	30,153	268
Associate professor								
6 or more years	59,595	48,739	54,831	68,981	81,400	62,648	11,462	60
3-5 years	62,700	53,293	56,158	75,435	83,872	65,702	11,895	43
Less than 3 years	60,623	52,005	54,618	76,350	80,999	65,229	12,033	50
All years	60,908	52,079	55,935	72,234	81,598	64,350	11,776	153
Assistant professor								
3 or more years	54,581	46,556	48,761	58,000	63,133	54,175	6,253	78
Less than 3 years	51,000	38,000	45,578	57,000	61,600	50,668	8,145	84
All years	52,000	43,016	47,050	57,958	61,770	52,356	7,482	162
All ranks	67,035	47,966	55,136	90,037	120,000	76,495	30,233	592
WEST NORTH CENTRAL (11 departments)								
Full professor								
12 or more years	81,048	63,443	69,346	117,150	135,958	92,367	29,729	51
6-11 years	83,798	70,323	79,029	112,364	128,318	93,081	20,104	21
3-5 years	82,335	57,699	68,564	103,820	130,981	87,851	23,735	11
Less than 3 years	66,510	54,225	60,265	73,330	102,803	68,922	15,209	11
All years	80,979	62,659	69,731	105,939	130,745	89,254	26,557	94
Associate professor								
6 or more years	60,272	53,551	55,588	65,795	74,722	62,179	9,884	33
3-5 years	54,563	49,352	52,060	62,580	80,605	58,159	10,399	12
Less than 3 years	57,081	48,894	52,654	63,107	68,858	58,565	7,858	17
All years	59,326	51,398	53,885	64,381	69,233	60,410	9,518	62
Assistant professor								
3 or more years	51,565	43,867	46,746	54,663	62,239	51,879	6,287	37
Less than 3 years	51,357	43,000	45,184	53,500	58,850	50,534	6,230	30
All years	51,454	43,505	46,014	53,560	60,427	51,277	6,251	67
All ranks	62,274	46,827	52,835	79,029	106,337	69,511	25,018	225
SOUTH ATLANTIC (24 departments)								
Full professor								
12 or more years	87,886	67,025	75,725	105,129	129,456	93,567	25,889	151
6-11 years	81,828	67,113	72,697	95,296	112,304	86,979	20,709	68
3-5 years	78,913	63,378	69,494	95,001	131,582	86,135	25,140	40
Less than 3 years	77,250	60,025	64,287	95,401	109,190	82,289	20,998	41
All years	83,000	64,474	72,436	100,000	123,256	89,484	24,315	301
Associate professor								
6 or more years	61,202	48,910	54,064	66,408	75,168	61,907	12,101	94
3-5 years	64,000	53,702	56,910	67,848	70,596	63,027	7,266	33
Less than 3 years	59,000	47,896	51,877	62,500	66,615	58,620	8,722	55
All years	60,334	50,210	54,317	65,776	72,994	61,117	10,495	182
Assistant professor								
3 or more years	51,000	45,070	47,560	55,000	59,798	51,698	6,475	71
Less than 3 years	50,103	38,760	45,450	54,097	57,800	49,295	6,851	81
All years	50,376	41,528	46,953	54,848	58,000	50,417	6,764	152
All ranks	64,561	46,872	53,700	82,254	103,348	71,220	24,886	653

(continued)

TABLE 11 (continued)
2003-2004 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST SOUTH CENTRAL (8 departments)								
Full professor								
12 or more years	83,828	64,051	72,450	91,988	101,561	84,390	16,510	56
6-11 years	65,999	53,023	57,735	76,999	98,355	69,340	15,353	11
3-5 years	79,852	57,660	68,724	103,699	123,870	85,454	22,072	10
Less than 3 years	76,202	59,216	66,511	95,933	144,421	85,396	28,252	10
All years	80,000	63,071	67,950	91,790	103,306	82,725	19,043	87
Associate professor								
6 or more years	51,733	46,978	48,410	54,329	59,328	52,747	6,783	20
3-5 years	53,687	47,537	48,125	56,734	62,381	53,610	5,795	18
Less than 3 years	53,084	47,404	50,976	57,674	68,934	55,532	7,725	16
All years	52,534	47,487	49,259	56,123	61,817	53,860	6,745	54
Assistant professor								
3 or more years	47,782	42,000	45,401	50,623	59,500	48,843	6,030	17
Less than 3 years	46,400	43,943	44,840	48,735	50,500	46,828	2,454	24
All years	47,000	42,897	44,840	49,350	52,248	47,664	4,361	41
All ranks	58,400	45,984	49,000	78,124	93,779	65,687	21,384	185
WEST SOUTH CENTRAL (11 departments)								
Full professor								
12 or more years	85,000	68,636	76,895	102,296	118,859	90,059	20,307	66
6-11 years	77,066	58,224	63,950	87,464	108,974	78,204	17,066	21
3-5 years	72,000	56,613	68,000	106,435	164,650	88,716	35,073	11
Less than 3 years	71,750	60,133	65,768	83,912	135,700	81,831	27,821	18
All years	81,000	61,512	71,000	98,414	117,514	86,432	22,912	117
Associate professor								
6 or more years	57,000	44,501	52,189	61,000	68,221	57,743	14,008	42
3-5 years	57,000	50,599	54,245	67,532	76,502	60,568	9,270	17
Less than 3 years	58,360	50,988	52,803	64,375	72,199	59,622	7,874	17
All years	57,150	47,871	53,184	61,750	69,370	58,795	11,846	76
Assistant professor								
3 or more years	49,719	45,968	46,877	53,326	56,550	50,462	5,203	32
Less than 3 years	52,321	45,250	46,737	56,633	60,000	52,166	5,362	34
All years	50,784	45,500	46,844	55,625	58,479	51,340	5,315	66
All ranks	60,320	46,832	52,878	79,948	100,800	68,777	23,172	265
MOUNTAIN (11 departments)								
Full professor								
12 or more years	93,192	67,409	79,432	101,000	111,785	90,742	17,099	67
6-11 years	80,460	59,759	66,206	95,165	104,260	81,142	16,496	17
3-5 years	74,000	57,961	68,693	85,407	93,040	76,012	11,419	13
Less than 3 years	65,866	58,219	61,219	68,988	83,486	66,863	7,409	17
All years	83,465	61,274	69,076	96,221	103,170	84,070	17,624	114
Associate professor								
6 or more years	59,482	52,798	55,425	60,926	72,817	60,539	8,155	28
3-5 years	58,248	49,617	54,159	63,000	72,615	59,131	7,519	15
Less than 3 years	56,195	46,386	49,232	65,622	80,000	59,108	12,477	20
All years	58,907	49,407	54,159	61,538	74,302	59,749	9,484	63
Assistant professor								
3 or more years	50,000	43,601	47,741	55,600	58,055	51,016	5,523	27
Less than 3 years	49,452	40,650	45,850	53,957	57,089	49,792	6,491	32
All years	49,764	44,000	47,440	54,450	57,600	50,352	6,048	59
All ranks	61,525	47,500	53,741	83,610	96,932	68,925	20,127	238

(continued)

TABLE 11 (continued)
2003-2004 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
PACIFIC (8 departments)								
Full professor								
12 or more years	118,100	86,450	96,525	133,975	144,750	115,980	22,719	64
6-11 years	100,400	79,270	92,600	115,775	121,367	103,430	21,074	20
3-5 years	77,750	67,886	72,558	90,250	117,790	82,894	16,490	10
Less than 3 years								7
All years	107,900	71,466	92,037	128,300	138,400	107,489	25,083	101
Associate professor								
6 or more years	63,500	47,504	52,550	67,500	75,620	61,156	10,448	21
3-5 years	62,983	54,711	60,725	71,962	81,610	65,552	8,584	12
Less than 3 years	61,254	49,410	56,000	69,750	74,037	62,345	8,081	12
All years	62,466	49,420	54,600	68,750	74,218	62,645	9,368	45
Assistant professor								
3 or more years	57,000	50,637	53,600	61,050	68,500	57,881	6,431	25
Less than 3 years	55,750	47,500	54,600	61,350	66,500	57,997	10,131	24
All years	56,575	49,800	54,550	61,000	67,500	57,938	8,358	49
All ranks	72,600	53,873	57,700	109,100	132,320	84,172	30,480	198

Source: 2003-2004 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
2003-2004 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (41 departments)								
Full professor								
12 or more years	109,226	78,040	91,000	135,000	155,600	113,906	30,596	191
6-11 years	93,627	72,977	76,752	119,000	127,200	98,043	24,453	59
3-5 years	89,084	69,512	76,528	116,157	124,850	95,825	26,850	44
Less than 3 years	87,201	67,024	75,700	108,600	130,000	93,838	27,051	45
All years	101,820	72,860	81,575	123,967	145,100	106,134	29,922	339
Associate professor								
6 or more years	66,150	57,098	61,240	75,367	86,613	69,515	13,541	104
3-5 years	64,735	57,400	59,780	75,650	89,211	68,254	10,698	36
Less than 3 years	63,900	53,788	57,250	73,418	85,480	66,584	12,317	48
All years	64,936	56,067	60,026	74,992	86,603	68,525	12,731	188
Assistant professor								
3 or more years	56,900	48,523	52,231	62,550	68,358	57,846	8,243	98
Less than 3 years	55,800	48,500	51,000	60,204	66,000	56,260	7,510	99
All years	56,318	48,563	51,475	61,349	68,010	57,115	7,936	198
All ranks	72,522	51,580	59,261	99,995	125,316	81,951	31,260	746
NEW ENGLAND (5 departments) (Insufficient Ns of faculty)								
MID ATLANTIC (11 departments)								
Full professor								
12 or more years	113,400	79,092	97,721	136,885	145,350	115,249	28,515	62
6-11 years	102,981	73,077	81,566	118,800	124,578	103,632	25,617	20
3-5 years	91,353	69,650	79,369	123,888	141,055	100,892	30,388	18
Less than 3 years	102,362	70,659	82,701	120,375	173,080	106,800	33,337	13
All years	106,387	73,379	87,596	124,850	145,000	109,934	29,162	113
Associate professor								
6 or more years	70,074	55,150	60,092	84,549	106,195	72,918	17,409	26
3-5 years								7
Less than 3 years	83,394	59,047	66,691	88,450	103,441	80,665	13,847	10
All years	74,968	58,584	63,333	86,601	98,898	74,870	15,961	43
Assistant professor								
3 or more years	58,225	48,523	53,430	64,903	68,807	59,401	8,110	28
Less than 3 years	55,000	50,215	51,098	63,688	72,620	58,007	8,373	25
All years	57,125	50,179	52,438	65,250	71,250	58,952	8,252	54
All ranks	84,487	53,430	63,688	110,735	136,403	89,494	32,170	211
EAST NORTH CENTRAL (6 departments)								
Full professor								
12 or more years	95,375	77,352	83,765	135,450	146,823	105,027	25,560	14
6-11 years								7
3-5 years								5
Less than 3 years	79,396	66,160	71,800	91,175	95,130	80,904	10,253	10
All years	85,100	68,320	77,572	99,017	135,540	91,968	22,604	36
Associate professor								
6 or more years	62,178	53,620	61,400	72,500	91,217	66,715	14,053	15
3-5 years	64,600	51,730	59,900	68,500	88,235	66,650	10,725	11
Less than 3 years	60,255	49,933	57,250	62,500	70,250	60,075	5,881	12
All years	62,089	54,261	59,425	67,758	78,485	64,599	11,216	38
Assistant professor								
3 or more years	50,336	42,149	46,750	54,350	71,642	52,322	9,765	17
Less than 3 years	51,875	48,250	49,080	54,263	57,000	52,164	2,994	14
All years	51,600	46,100	49,080	54,000	57,000	52,251	7,399	31
All ranks	62,242	48,770	52,894	79,173	97,616	69,587	22,587	108

(continued)

TABLE 12 (continued)
2003-2004 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
WEST NORTH CENTRAL (2 departments) (Insufficient Ns of faculty)								
SOUTH ATLANTIC (5 departments)								
Full professor								
12 or more years	103,042	71,985	85,487	128,205	151,168	109,593	31,379	18
6-11 years								9
3-5 years								3
Less than 3 years								4
All years	102,958	76,933	81,450	124,574	145,750	105,933	27,387	34
Associate professor								
6 or more years	61,750	53,718	59,265	72,950	77,160	64,151	8,101	15
3-5 years								5
Less than 3 years								7
All years	61,750	53,743	58,092	72,148	77,130	63,689	8,338	27
Assistant professor								
3 or more years	54,441	44,240	49,874	57,603	62,749	53,887	5,611	11
Less than 3 years	52,984	40,545	45,690	58,000	58,816	51,862	6,810	18
All years	53,967	42,457	48,711	57,802	58,765	52,630	6,356	29
All ranks	62,744	48,962	54,773	86,900	122,332	74,914	29,541	94
EAST SOUTH CENTRAL (2 departments) (Insufficient Ns of faculty)								
WEST SOUTH CENTRAL (3 departments) (Insufficient Ns of faculty)								
MOUNTAIN (1 department) (Insufficient Ns of faculty)								
PACIFIC (6 departments)								
Full professor								
12 or more years	119,639	75,380	100,650	135,998	160,000	120,106	33,197	35
6-11 years								7
3-5 years								9
Less than 3 years								9
All years	103,322	63,364	76,550	122,818	154,725	104,055	34,598	60
Associate professor								
6 or more years	69,052	58,693	62,086	76,686	85,700	69,718	9,086	14
3-5 years								1
Less than 3 years								2
All years	69,100	60,729	62,243	77,371	85,460	70,514	9,158	17
Assistant professor								
3 or more years	60,600	53,256	53,878	67,000	78,200	61,105	8,288	11
Less than 3 years	57,481	51,209	52,467	67,300	76,453	60,791	9,186	13
All years	59,300	52,467	53,294	66,650	76,066	60,935	8,597	24
All ranks	76,000	53,002	62,086	112,550	133,899	86,401	33,992	105

Source: 2003-2004 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: 2001-2002 to 2003-2004
- Table 14. Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank: 2001-2002 to 2003-2004
- Table 15. Distribution of 2003-2004 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank
- Table 16. 2003-2004 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank
- Table 17. 2003-2004 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Type of Department, Rank, and Years in Rank
- Table 18. 2003-2004 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Region, Rank, and Years in Rank
- Table 19. 2003-2004 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Type of Institution, Rank, and Years in Rank
- Table 20. 2003-2004 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: 2001-2002 to 2003-2004

	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	All ranks
U.S. Master's Departments					
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
2003-2004 (80 departments)	\$71,321 N=363	\$55,534 N=267	\$46,267 N=262	\$34,606 N=14	\$58,671 N=925
Percent change in monetary salary					
2001-2002 to 2002-2003	+4.3%	+2.8%	+1.9%	+12.2%	+3.2%
2002-2003 to 2003-2004	-2.1%	+0.7%	+1.2%	-12.7%	-0.7%
Percent change in real terms					
2001-2002 to 2002-2003	+2.8%	+1.3%	+0.4%	+10.7%	+1.7%
2002-2003 to 2003-2004	-4.4%	-1.6%	-1.1%	-15.0%	-3.0%
All U.S. Departments					
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
2003-2004 (295 departments)	\$89,755 N=2,337	\$61,497 N=1,471	\$51,419 N=1,369	\$42,975 N=98	\$70,809 N=5,379
Percent change in monetary salary					
2001-2002 to 2002-2003	+3.4%	+2.4%	+2.4%	+8.2%	+2.5%
2002-2003 to 2003-2004	+2.1%	+2.1%	+2.3%	-1.8%	+2.1%
Percent change in real terms					
2001-2002 to 2002-2003	+1.9%	+0.9%	+0.9%	+6.7%	+1.0%
2002-2003 to 2003-2004	-0.2%	-0.2%	+0.0%	-4.1%	-0.2%

Source: 2002-2003 and 2003-2004 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 1.5% for the period from September 2001 to September 2002 and 2.3% for the period from September 2002 to September 2003.

^a 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: 2001-2002 to 2003-2004

	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
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
2003-2004 (80 departments)	\$77,200 N=162	\$70,110 N=81	\$65,253 N=60	\$63,151 N=60	\$57,591 N=99	\$54,877 N=80	\$53,816 N=88	\$47,141 N=124	\$45,482 N=138
Percentage change in monetary salary									
2001-2002 to 2002-03	+4.7%	+4.6%	+6.9%	-0.3%	+2.0%	+3.4%	+3.6%	+2.1%	+1.6%
2002-2003 to 2003-04	+0.0%	-2.0%	-4.2%	-4.2%	+0.7%	-1.8%	+1.5%	+0.2%	+1.5%
Percentage change in real terms									
2001-2002 to 2002-03	+3.2%	+3.1%	+5.4%	-1.8%	+0.5%	+1.9%	+2.1%	+0.6%	+0.1%
2002-2003 to 2003-04	-2.3%	-4.3%	-6.5%	-6.5%	-3.0%	-4.1%	-0.8%	-2.1%	-0.8%

Source: 2002-2003 and 2003-2004 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 1.5% for the period from September 2001 to September 2002 and 2.3% for the period from September 2002 to September 2003.

Table 15
Distribution of 2003-2004 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							
100,000-104,999	1	1	2	1							
95,000-99,999	1	2	1			1					
90,000-94,999	1	3	2	2							
85,000-89,999	6	6	6	6							
80,000-84,999	6	11	13	10	9	1	1	2			
\$79,000-79,999	2	2	4	3	2	3					
78,000-78,999	2	1	1	3	2	1					
77,000-77,999	1	2	3		2		2				
76,000-76,999	2		1	2		1	1	1	1		
75,000-75,999			2	1	2	1					
\$74,000-74,999			5	1	1	5		1			
73,000-73,999	2	2	2			2	1		1		
72,000-72,999	3	4	1	1		3	2		1		
71,000-71,999	3	1	3	1	2	1	2		1		1
70,000-70,999	1	3	4	3			2	3			
\$69,000-69,999		2		3			4	1			
68,000-68,999	1	1	2	4	1	1			1		
67,000-67,999			3	1		4	1	1			
66,000-66,999	2	1	1	1	2			1	1	1	1
65,000-65,999	1		1	5	3	3	7	1	1		
\$64,000-64,999			2	1	1			1			
63,000-63,999			4	2	2	2	2	3	2		
62,000-62,999		1		2	1		1	1			
61,000-61,999		1	2	7	5	2	2	1	1		
60,000-60,999			2	1	2	2	5	1	5	3	1
\$59,000-59,999				5	7	1	1		2		1
58,000-58,999				2	2		4	3	3	1	1
57,000-57,999	1		2	2	1	4	3	3		3	2
56,000-56,999	1			1	1	1	8	5	5	2	1
55,000-55,999			1	3	3	3	4	2	5	4	3
\$54,000-54,999		1	3	1	1	4	7	3	4	4	1
53,000-53,999			1	3	2	5	4	1	9	4	3
52,000-52,999				1			6	5	5	5	3
51,000-51,999	1				1	1	5	9	8	10	7
50,000-50,999							7	2	9	1	8
\$49,000-49,999					2	4	7	6	6	3	5
48,000-48,999				1	1		2	7	3	2	4
47,000-47,999					1	1	3	7	2	3	2
46,000-46,999							1	2	4	8	4
45,000-45,999						1	1	4	3	16	9
\$44,000-44,999						1	2		2	12	17
43,000-43,999							1	3	1	15	15
42,000-42,999									1	8	12
41,000-41,999			1			1			1	8	9
40,000-40,999										5	8
\$39,000-39,999										1	3
38,000-38,999										2	8
37,000-37,999										2	5
Less than \$37K						1				1	4

Source: 2003-2004 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

TABLE 16
2003-2004 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology
by Rank and Years in Rank

Rank and Years In Rank	Median	Percentiles				Mean	SD	N
		10%	25%	75%	90%			
Full professor								
24 or more years	78,576	65,985	71,566	87,223	97,951	79,132	12,993	40
18-23 years	80,244	67,736	72,161	86,496	94,572	80,098	11,529	46
12-17 years	74,473	57,208	65,465	82,323	87,898	74,430	12,262	76
6-11 years	68,086	55,894	61,058	79,884	85,795	70,110	12,137	81
3-5 years	61,766	51,372	58,287	77,004	81,142	65,253	11,183	60
Less than 3	61,584	49,427	54,485	73,483	78,656	63,151	11,376	60
All years	71,430	54,873	61,260	80,364	86,631	71,321	13,265	363
Associate professor								
11 or more years	54,842	47,919	51,185	61,150	69,205	56,940	8,280	53
6-10 years	56,013	48,888	50,751	65,602	71,986	58,342	8,757	46
3-5 years	51,984	46,580	48,200	58,465	69,695	54,877	8,821	80
Less than 3	52,632	46,214	49,715	56,505	63,250	53,816	6,851	88
All years	53,571	46,991	49,760	59,918	69,182	55,534	8,228	267
Assistant professor								
3 or more years	45,254	41,269	43,149	51,440	55,284	47,141	5,758	124
Less than 3	44,000	38,195	41,748	49,652	53,832	45,482	6,083	138
All years	44,708	39,973	42,313	50,000	54,996	46,267	5,978	262
Lecturer/Instructor								
3 or more years								7
Less than 3								7
All years	33,769	30,694	32,496	36,375	40,228	34,606	3,129	14

Source: 2003-2004 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
2003-2004 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		Percentiles				Mean	SD	N
		10%	25%	75%	90%			
PSYCHOLOGY (66 departments)								
Full professor								
12 or more years	77,907	61,441	70,196	83,866	91,970	77,364	12,387	153
6-11 years	68,086	55,728	61,058	79,884	85,542	70,025	12,172	77
3-5 years	63,525	53,217	58,949	77,784	81,301	66,230	10,628	56
Less than 3 years	61,200	49,479	54,853	73,165	77,835	62,608	10,570	53
All years	71,762	54,978	61,400	80,618	86,412	71,551	13,074	339
Associate professor								
6 or more years	55,319	48,452	50,934	62,667	70,714	57,376	8,424	93
3-5 years	52,073	46,281	48,811	57,300	66,567	54,616	8,203	67
Less than 3 years	52,203	45,853	49,566	55,884	60,436	52,840	5,638	82
All years	53,205	46,944	49,888	58,437	66,051	55,075	7,746	242
Assistant professor								
3 or more years	45,171	41,275	43,110	51,420	55,689	46,967	5,769	116
Less than 3 years	44,000	38,136	41,500	49,056	53,399	45,222	6,086	123
All years	44,581	39,767	42,315	49,805	54,996	46,069	5,986	239
All ranks	55,132	42,640	47,212	69,185	80,884	58,848	14,955	834
OTHER DEPARTMENTS (2 departments) (Insufficient Ns of faculty)								

Source: 2003-2004 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
2003-2004 Salaries for Full-time Faculty in U.S. Master's *Psychology* Departments
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (66 departments)								
Full professor								
12 or more years	77,907	61,441	70,196	83,866	91,970	77,364	12,387	153
6-11 years	68,086	55,728	61,058	79,884	85,542	70,025	12,172	77
3-5 years	63,525	53,217	58,949	77,784	81,301	66,230	10,628	56
Less than 3 years	61,200	49,479	54,853	73,165	77,835	62,608	10,570	53
All years	71,762	54,978	61,400	80,618	86,412	71,551	13,074	339
Associate professor								
6 or more years	55,319	48,452	50,934	62,667	70,714	57,376	8,424	93
3-5 years	52,073	46,281	48,811	57,300	66,567	54,616	8,203	67
Less than 3 years	52,203	45,853	49,566	55,884	60,436	52,840	5,638	82
All years	53,205	46,944	49,888	58,437	66,051	55,075	7,746	242
Assistant professor								
3 or more years	45,171	41,275	43,110	51,420	55,689	46,967	5,769	116
Less than 3 years	44,000	38,136	41,500	49,056	53,399	45,222	6,086	123
All years	44,581	39,767	42,315	49,805	54,996	46,069	5,986	239
All ranks	55,132	42,640	47,212	69,185	80,884	58,848	14,955	834
NEW ENGLAND (2 departments) (Insufficient Ns of faculty)								
MID ATLANTIC (6 departments) (Insufficient Ns of faculty)								
EAST NORTH CENTRAL (10 departments)								
Full professor								
12 or more years	72,262	61,266	67,503	77,271	93,201	74,396	13,470	23
6-11 years	65,020	55,440	60,899	70,022	81,723	66,173	8,204	12
3-5 years								6
Less than 3 years								3
All years	69,500	54,573	60,870	74,496	82,484	69,327	12,627	44
Associate professor								
6 or more years	56,025	48,856	50,770	57,410	70,304	56,483	7,461	15
3-5 years	51,895	45,582	48,627	53,660	56,936	51,481	3,568	12
Less than 3 years	51,506	48,516	50,544	53,057	57,264	52,197	2,980	15
All years	52,201	47,762	50,714	56,041	59,533	53,523	5,525	42
Assistant professor								
3 or more years	45,242	41,631	43,330	46,526	47,616	44,918	2,582	23
Less than 3 years	44,000	38,130	41,448	46,101	49,713	43,780	3,872	21
All years	45,000	38,306	42,805	46,395	49,008	44,375	3,273	44
All ranks	52,073	42,987	45,500	62,226	73,817	55,602	13,329	131
WEST NORTH CENTRAL (7 departments) (Insufficient Ns of faculty)								

(continued)

TABLE 18 (continued)
2003-2004 Salaries for Full-time Faculty in U.S. Master's *Psychology* Departments
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
SOUTH ATLANTIC (9 departments)								
Full professor								
12 or more years	78,546	59,599	70,662	89,630	110,639	81,251	16,030	13
6-11 years								7
3-5 years								7
Less than 3 years								6
All years	67,979	57,335	59,995	77,681	90,812	70,754	14,166	33
Associate professor								
6 or more years	54,531	47,134	51,370	58,530	63,916	54,765	5,861	15
3-5 years	51,938	48,590	49,520	64,062	71,977	56,034	8,735	14
Less than 3 years	52,173	44,804	49,681	55,272	63,151	52,641	5,610	12
All years	52,866	48,344	50,045	56,822	66,038	54,576	6,882	41
Assistant professor								
3 or more years	45,064	41,652	43,200	48,157	52,175	45,610	3,788	21
Less than 3 years	43,005	37,964	40,007	44,000	44,631	42,017	2,529	18
All years	43,911	38,000	41,963	45,517	49,684	43,952	3,703	39
All ranks	52,330	42,389	44,546	63,403	75,258	55,634	13,935	113
EAST SOUTH CENTRAL (8 departments)								
Full professor								
12 or more years	70,391	54,474	61,231	83,076	88,232	70,644	12,043	15
6-11 years	62,055	52,919	55,744	74,416	82,128	64,432	10,225	10
3-5 years								4
Less than 3 years	56,052	48,346	51,970	63,898	73,012	57,852	7,974	12
All years	62,334	52,907	55,104	73,018	82,963	64,383	11,088	41
Associate professor								
6 or more years	55,775	49,988	50,677	59,818	79,694	58,345	10,138	12
3-5 years								9
Less than 3 years	50,292	42,392	45,302	52,524	63,922	50,375	6,720	11
All years	51,468	45,877	48,200	57,006	73,055	54,571	9,744	32
Assistant professor								
3 or more years								7
Less than 3 years	41,896	38,060	41,090	46,602	48,989	43,243	3,645	10
All years	41,500	37,976	40,557	45,249	51,270	43,462	5,337	17
All ranks	54,896	41,500	47,930	63,616	76,319	56,459	12,763	92

WEST SOUTH CENTRAL (10 departments) (Insufficient Ns of faculty)

MOUNTAIN (4 departments) (Insufficient Ns of faculty)

(continued)

TABLE 18 (continued)
2003-2004 Salaries for Full-time Faculty in U.S. Master's *Psychology* Departments
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
PACIFIC (10 departments)								
Full professor								
12 or more years	80,469	69,882	77,751	84,197	88,274	80,035	9,800	54
6-11 years	80,040	56,783	65,166	82,504	102,043	77,531	14,277	21
3-5 years	78,090	61,468	74,511	81,429	83,128	76,168	7,145	16
Less than 3 years	73,800	62,250	67,200	74,918	81,996	72,193	6,364	11
All years	79,620	63,686	73,908	82,635	87,437	78,067	10,431	102
Associate professor								
6 or more years	68,346	55,090	63,756	70,791	73,727	66,695	5,939	10
3-5 years								6
Less than 3 years	56,500	48,436	50,774	61,968	63,317	56,054	5,943	11
All years	60,420	48,825	52,893	69,228	72,290	60,659	8,361	27
Assistant professor								
3 or more years	51,420	43,158	45,171	55,002	57,319	51,039	5,243	25
Less than 3 years	51,400	43,798	44,714	55,056	60,000	51,410	7,060	29
All years	51,420	43,478	45,156	55,008	57,354	51,239	6,230	54
All ranks	68,796	45,159	53,388	80,040	84,190	66,911	15,671	187

Source: 2003-2004 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
2003-2004 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	N
PUBLIC INSTITUTIONS (56 departments)								
Full professor								
12 or more years	77,820	61,332	69,255	83,076	88,657	76,635	11,688	135
6-11 years	67,588	55,272	59,605	79,728	85,795	69,793	12,484	71
3-5 years	62,593	53,213	58,287	77,784	81,513	66,096	10,834	52
Less than 3 years	60,644	49,106	54,835	68,796	75,173	61,666	10,232	47
All years	71,430	54,896	61,095	80,325	85,910	70,939	12,793	305
Associate professor								
6 or more years	54,671	47,918	50,683	61,945	71,084	56,993	8,560	77
3-5 years	51,686	45,155	47,857	56,216	66,875	53,453	8,004	52
Less than 3 years	51,506	45,376	49,126	55,242	60,336	52,489	5,637	71
All years	52,632	46,301	49,544	57,051	65,825	54,474	7,728	200
Assistant professor								
3 or more years	45,032	40,768	42,911	51,420	55,692	46,692	5,917	96
Less than 3 years	44,000	38,124	41,419	48,192	53,832	45,099	6,239	109
All years	44,477	38,828	42,000	49,066	55,001	45,845	6,127	205
All ranks	55,104	42,470	46,901	69,242	80,992	58,690	14,844	721
PRIVATE INSTITUTIONS (10 departments)								
Full professor								
12 or more years	80,516	66,864	70,840	93,883	109,485	82,832	16,104	18
6-11 years								6
3-5 years								4
Less than 3 years								6
All years	73,307	59,875	67,945	83,797	99,670	77,040	14,447	34
Associate professor								
6 or more years	58,030	49,042	54,200	64,517	72,058	59,220	7,718	16
3-5 years	58,628	49,028	51,968	63,620	70,132	58,647	7,838	15
Less than 3 years	55,120	47,544	51,431	58,150	65,089	55,106	5,342	11
All years	57,123	49,577	51,845	63,272	66,198	57,938	7,260	42
Assistant professor								
3 or more years	46,635	43,429	44,262	52,043	55,773	48,288	4,917	20
Less than 3 years	46,672	39,041	41,723	50,000	52,150	46,178	4,814	14
All years	46,635	41,482	43,925	50,388	53,160	47,419	4,915	34
All ranks	56,141	43,820	49,639	68,631	80,710	59,850	15,673	113

Source: 2003-2004 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
2003-2004 Salaries for Full-time Faculty in U.S. Master's *Psychology* Departments
by Years Since Doctorate

	Percentiles					Mean	SD	N
	Median	10%	25%	75%	90%			
PSYCHOLOGY (65 departments)								
35 years or more	71,973	47,807	60,258	81,413	94,157	71,320	16,780	49
30-34 years	73,212	54,710	63,407	80,827	87,872	73,036	12,783	97
25-29 years	70,450	52,508	59,320	81,329	85,920	70,477	14,315	85
20-24 years	63,303	49,387	55,271	77,160	84,491	65,770	14,288	85
17-19 years	59,649	49,068	51,782	69,820	79,591	61,379	11,305	68
14-16 years	56,389	44,636	49,585	69,733	78,271	59,319	11,794	68
11-13 years	53,904	43,700	48,656	59,867	65,720	54,251	8,941	96
8-10 years	50,774	43,965	46,955	55,144	58,252	51,100	6,598	75
6-7 years	46,821	42,197	44,090	54,614	57,659	48,860	6,916	47
4-5 years	44,000	39,790	41,983	50,219	54,917	46,005	5,483	60
2-3 years	43,798	37,500	40,527	48,126	53,388	44,553	6,394	49
0-1 year	42,000	37,000	39,854	44,784	46,444	42,295	3,757	38
All years	55,423	42,739	47,480	69,620	81,044	59,053	14,986	818

Source: 2003-2004 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:
2001-2002 to 2003-2004
- Table 22. Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank and
Years in Rank: 2001-2002 to 2003-2004
- Table 23. Distribution of 2003-2004 Salaries for Full-time Faculty in Canadian Doctoral Departments of
Psychology by Rank and Years in Rank
- Table 24. 2003-2004 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and
Years in Rank
- Table 25. 2003-2004 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: 2001-2002 to 2003-2004

	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	All ranks
All Canadian Departments					
2001-2002 (17 departments)	\$95,026	\$77,674	\$60,375	a	\$83,008
	N=256	N=165	N=88	N=8	N=517
2002-2003 (18 departments)	\$100,188	\$80,033	\$63,374	a	\$86,797
	N=274	N=181	N=93	N=7	N=558
2003-2004 (12 departments)	\$103,937	\$83,325	\$66,463	a	\$89,884
	N=186	N=106	N=80	N=1	N=373
Percentage change in monetary salary					
2001-2002 to 2002-2003	+5.4%	+3.0%	+5.0%	a	+4.6%
2002-2003 to 2003-2004	+3.7%	+4.1%	+4.9%	a	+3.6%
Percentage change in real terms					
2001-2002 to 2002-2003	+3.1%	+0.7%	+2.7%	a	+2.3%
2002-2003 to 2003-2004	+1.5%	+1.9%	+2.7%	a	+1.3%

Source: 2002-2003 and 2003-2004 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 2.3% for the period from September 2001 to September 2002 and 2.2% for the period from September 2002 to September 2003.

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

TABLE 22
Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology
by Rank and Years in Rank: 2001-2002 to 2003-2004

	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
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
2003-2004 (12 departments)	\$110,336 N=79	\$103,563 N=53	\$96,772 N=25	\$93,369 N=29	\$87,807 N=52	\$87,479 N=15	\$75,752 N=39	\$70,545 N=22	\$64,746 N=57
Percentage change in monetary salary									
2001-2002 to 2002-03	+5.3%	+6.3%	+8.2%	+7.6%	+2.2%	+7.6%	+6.0%	+7.7%	+7.8%
2002-2003 to 2003-04	+2.7%	+4.2%	+0.4%	+4.7%	+2.5%	+10.7%	+3.0%	+3.1%	+2.0%
Percentage change in real terms									
2001-2002 to 2002-03	+3.0%	+4.0%	+5.9%	+5.3%	-0.1%	+5.3%	+3.7%	+5.4%	+5.5%
2002-2003 to 2003-04	+0.5%	+2.0%	-1.8%	+2.5%	+0.3%	+8.5%	+0.8%	+0.9%	-0.2%

Source: 2002-2003 and 2003-2004 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 2.3% for the period from September 2001 to September 2002 and 2.2% for the period from September 2002 to September 2003.

Table 23
Distribution of 2003-2004 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	3	5	1	2		2					
125,000-129,999		1	3								
120,000-124,999	2	1	2								
115,000-119,999		3	1	4							
110,000-114,999	3	3	7	4	2						
105,000-109,999	1	4	6	11	3	2	1	1			
\$100,000-104,999	3	6	7	13	4	2	5	2			
95,000-99,999		5	5	7	4	4	4	2	1		
90,000-94,999		2	3	6	5	7	12	1	4		
85,000-89,999		0	2	6	7	4	12	3	4		1
80,000-84,999						6	7	2	4	6	3
\$79,000-79,999							1				1
78,000-78,999							2		2		
77,000-77,999							2		2		
76,000-76,999							2		2		
75,000-75,999						1	1	1			
\$74,000-74,999									1	1	
73,000-73,999						1			1		3
72,000-72,999							1		2		5
71,000-71,999									1		3
70,000-70,999								1	2	2	1
\$69,000-69,999							1		2	2	
68,000-68,999									4	2	1
67,000-67,999								1	1	1	1
66,000-66,999							1				
65,000-65,999								1	3	3	4
\$64,000-64,999											2
63,000-63,999										1	5
62,000-62,999										1	3
61,000-61,999											4
60,000-60,999									1	1	4
\$59,000-59,999											3
58,000-58,999										1	3
57,000-57,999										1	
56,000-56,999											4
55,000-55,999									1		
\$54,000-54,999											2
53,000-53,999											2
Less than \$53,000									1		2

Source: 2003-2004 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

TABLE 24
2003-2004 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
		10%	25%	75%	90%			
Full professor								
24 or more years	110,644	100,395	105,022	128,468	137,089	115,884	13,291	12
18-23 years	107,254	95,047	99,980	120,169	134,428	112,260	17,694	30
12-17 years	106,819	93,916	99,166	112,422	125,096	106,976	11,512	37
6-11 years	101,875	89,537	95,047	108,901	115,744	103,563	12,607	53
3-5 years	95,414	87,752	89,612	103,758	109,870	96,772	8,017	25
Less than 3	91,336	80,174	82,968	98,584	107,786	93,369	14,327	29
All years	100,404	88,526	94,377	110,450	122,369	103,937	14,706	186
Associate professor								
11 or more years	90,414	83,675	88,078	98,714	101,757	91,507	8,234	34
6-10 years	79,824	72,514	77,002	87,797	88,992	80,818	5,857	18
3-5 years	89,302	66,344	75,990	97,477	106,813	87,479	13,493	15
Less than 3	74,318	65,134	68,790	84,440	91,637	75,752	10,908	39
All years	84,729	67,939	75,232	90,414	99,371	83,325	11,863	106
Assistant professor								
3 or more years	69,168	58,800	64,816	80,309	83,857	70,545	8,521	22
Less than 3	63,000	54,557	59,262	71,665	74,975	64,746	8,123	57
Not specified								1
All years	65,167	56,616	60,000	72,000	80,500	66,463	8,583	80

Source: 2003-2004 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
2003-2004 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology
by Years Since Doctorate

Years Since Doctorate	Median	Percentiles				Mean	SD	N
		10%	25%	75%	90%			
CANADIAN DOCTORAL DEPARTMENTS (12 departments)								
35 years or more	110,327	54,705	95,134	119,297	133,663	102,529	25,331	23
30-34 years	105,629	92,292	99,029	115,154	134,292	108,585	17,481	48
25-29 years	100,755	88,517	94,776	109,460	115,404	102,849	11,937	53
20-24 years	98,733	86,736	92,186	104,449	110,915	98,892	11,987	47
17-19 years	91,026	78,494	86,439	96,380	107,420	92,082	9,929	36
14-16 years	87,875	77,585	83,378	90,414	94,875	86,368	10,744	29
11-13 years	81,452	69,329	75,877	92,619	103,383	85,182	14,485	26
8-10 years	71,973	64,000	68,107	84,413	90,414	75,860	10,328	37
6-7 years	70,085	57,998	63,984	79,285	105,433	75,377	19,407	17
4-5 years	65,563	60,000	61,000	72,000	84,657	68,624	9,105	19
2-3 years	62,500	53,923	58,992	73,000	80,500	65,808	9,462	23
0-1 year	59,163	53,934	56,572	65,946	74,176	61,174	6,607	15

Source: 2003-2004 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. 2003-2004 Starting Salaries and Expected 2004-2005 Starting Salaries for Faculty in U.S. and Canadian Graduate Departments of Psychology
- Table 27. 2003-2004 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. 2003-2004 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: 2003-2004
- Table 32. Average Fees Paid Adjunct Faculty Per Course Taught in U.S. Graduate Departments of Psychology: 2003-2004

TABLE 26
2003-2004 Starting Salaries and Expected 2004-2005 Starting Salaries for Faculty in U.S. and Canadian
Departments of Psychology

	U.S. Departments ^a						Canadian	
	Public	Doctoral Private	All	Public	Master's Private		All	Doctoral Depts. ^b
Average starting salary in 2003-2004 for a new faculty member who was a new doctorate recipient:								
Median	\$50,000	\$50,125	\$50,000	\$43,338			\$42,000	
25%	\$45,000	\$44,250	\$45,000	\$40,750			\$39,250	
75%	\$53,489	\$57,250	\$53,875	\$44,874			\$44,620	
Mean	\$49,316	\$50,528	\$49,634	\$43,087			\$41,989	
S.D.	6,097	7,696	6,523	3,634			4,125	
N	56	20	76	16	5		21	6
Comparison with 2002-2003 starting salaries:								
Mean in 2002-2003:	\$47,336	\$48,993	\$47,825	\$43,004	*		\$43,383	*
Mean in 2003-2004:	\$49,316	\$50,528	\$49,634	\$43,087			\$41,989	*
Percentage change in monetary salary:	+4.2%	+3.1%	+3.8%	+0.2%	*		-3.2%	*
Percentage change in real terms:	+1.9%	+0.8%	+1.5%	-2.1%	*		-5.5%	*
Expected salary offered to a new Doctorate recipient in 2004-2005:								
Median	\$50,000	\$52,000	\$50,000	\$42,000	\$42,500	\$42,000	\$42,000	\$57,650
25%	\$46,000	\$45,000	\$45,332	\$40,000	\$40,000	\$40,000	\$40,000	\$54,344
75%	\$54,000	\$58,000	\$55,000	\$45,000	\$46,000	\$45,000	\$45,000	\$61,500
Mean	\$49,943	\$52,345	\$50,631	\$43,140	\$43,328	\$43,185	\$43,185	\$59,546
S.D.	5,695	7,056	6,193	4,405	4,327	4,358	4,358	7,968
N	132	53	185	57	18	75	75	12
Expected salary offered to a new faculty with 2 years postdoctoral experience in 2004-05:								
Median	\$52,000	\$53,380	\$52,000	\$45,000	\$45,000	\$45,000	\$45,000	\$62,550
25%	\$48,125	\$49,750	\$48,800	\$41,000	\$42,500	\$41,500	\$41,500	\$58,274
75%	\$58,000	\$60,000	\$58,000	\$47,000	\$50,500	\$48,000	\$48,000	\$64,500
Mean	\$52,809	\$54,690	\$53,367	\$45,396	\$45,629	\$45,452	\$45,452	\$63,207
S.D.	6,144	7,291	6,542	5,548	5,116	5,413	5,413	7,329
N	128	54	182	54	17	71	71	12

Source: 2002-2003 and 2003-2004 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 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 2002 to September 2003, the percentage change was 2.3% for the United States.

^aReported are 9-10-month salaries.

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

*There was an insufficient number of respondents for analysis.

TABLE 27
2003-2004 Salaries and Benefits for Department Chairs
in U.S. and Canadian Graduate Departments of Psychology

	U.S. Departments ^a						Canadian	
	Public	Doctoral Private	All	Public	Master's Private		All	Doctoral Depts ^b
Salary of the department chair								
Median	\$88,203	\$89,900	\$88,452	\$67,211	\$69,934	\$67,894	\$108,000	
10%	\$64,367	\$61,500	\$63,434	\$53,244	\$46,409	\$51,374	\$91,349	
25%	\$74,565	\$70,103	\$73,390	\$57,422	\$56,438	\$57,422	\$99,660	
75%	\$109,486	\$119,000	\$112,054	\$76,357	\$83,007	\$77,910	\$110,714	
90%	\$127,472	\$137,000	\$131,640	\$85,979	\$92,608	\$86,456	\$146,800	
Mean	\$93,127	\$96,120	\$93,988	\$67,877	\$69,204	\$68,213	\$109,962	
S.D.	25,659	31,588	27,450	12,075	17,034	13,395	16,450	
N	146	59	205	59	20	79	11	
Comparison with 2002-2003 chair salaries:								
Mean in 2002-2003	\$90,837	\$90,932	\$90,866	\$67,825	\$66,109	\$67,490	\$100,262	
Mean in 2003-2004	\$93,127	\$96,120	\$93,988	\$67,877	\$69,204	\$68,213	\$109,962	
Percentage change in monetary salary:	+2.5%	+5.7%	+3.4%	+0.1%	+4.7%	+1.1%	+9.7%	
Percentage change in real terms:	+0.2%	+3.4%	+1.1%	-2.2%	+2.4%	-1.2%	+7.5%	
Benefits received by the department chair:^c								
Assistant chair position (%)	50	44	49	13	15	14	25	
Tenure-track (%)	90	74	86	89	50	82	100	
Extra secretarial support (%)	58	55	57	35	38	36	58	
Extra grad assistants (%)	26	24	26	10	14	11	8	
Summer salary (%)	73	44	64	67	48	62	na	
Other stipend (%)	52	44	50	37	38	37	92	
Reduced teaching load (%)	84	74	81	93	81	90	83	
Other (%)	3	3	3	3	5	4	0	

Source: 2002-2003 and 2003-2004 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 2002 to September 2003, the percentage change was 2.3% for the United States and 2.2% for Canada.

^aReported are 9-10-month salaries.

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

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

TABLE 28
Salary Raises and Decreases for Faculty in U.S. Graduate Departments of Psychology: 2003-2004

	New England %	Middle Atlantic %	East North Central %	West North Central %	South Atlantic %	East South Central %	West South Central %	Mountain %	Pacific %
Doctoral departments									
Public									
Raises for all	40	47	78	69	28	50	13	20	17
Raises for some	20	41	11	19	45	30	53	53	67
No change	40	12	7	13	28	20	33	27	17
Both increases & decreases	0	0	4	0	0	0	0	0	0
Private									
Raises for all	100	86	67	100	86	50	50	100	50
Raises for some	0	7	33	0	14	50	25	0	30
No change	0	0	0	0	0	0	25	0	20
Both increases & decreases	0	7	0	0	0	0	0	0	0
Master s departments									
Public									
Raises for all	50	40	50	50	40	29	40	25	30
Raises for some	0	40	13	50	20	29	10	50	60
No change	50	20	38	0	40	43	50	25	10
Private									
Raises for all	100	100	50	100	100	0	0	0	100
Raises for some	0	0	50	0	0	0	0	0	0

Note. Information on salary increases and reductions pertains to those that were effective in 2003-2004. 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: 2003-2004

	New England %	Middle Atlantic %	East North Central %	West North Central %	South Atlantic %	East South Central %	West South Central %	Mountain %	Pacific %
Doctoral departments									
Public									
Promotion	40	53	59	50	41	40	53	60	67
Other merit inc	0	76	52	75	41	60	20	33	58
Standard adjustmt	0	24	52	0	28	30	0	20	17
Union	60	41	15	0	14	0	0	0	0
Other raise	0	6	7	31	17	10	13	33	17
Private									
Promotion	43	36	17	100	29	0	50	0	30
Other merit inc	71	86	67	100	100	100	50	100	20
Standard adjustmt	29	43	42	0	14	50	0	0	60
Union	14	7	0	0	0	0	0	0	0
Other raise	14	14	8	0	14	0	0	0	0
Master s departments									
Public									
Promotion	0	0	0	38	20	14	0	50	40
Other merit inc	0	40	38	63	0	29	50	0	0
Standard adjustmt	0	40	50	38	60	29	10	25	0
Union	50	60	13	63	0	0	0	0	40
Other raise	0	0	0	0	0	0	10	25	20
Private									
Promotion	0	50	100	0	20	0	0	0	0
Other merit inc	50	50	50	50	60	0	0	0	25
Standard adjustmt	100	100	50	50	80	0	0	0	50
Union	50	0	0	0	0	0	0	0	25
Other raise	0	0	50	0	0	0	0	0	0

Note. Information on salary increases pertains to those that were effective in 2003-2004. Percentages are column percentages and do not sum to 100% given that raises were often determined by multiple factors.

TABLE 30
2003-2004 Salaries for Full-time Faculty in U.S. Doctoral and Master's Departments of Psychology
by Gender, Rank, and Years in Rank

	<u>Full Professor</u>				<u>Associate Professor</u>			<u>Assistant Professor</u>	
	12 or more years	6 - 11 years	3 - 5 years	Less than 3 years	6 or more years	3 - 5 years	Less than 3 years	3 or more years	Less than 3 years
Doctoral departments									
MEN									
Median	93,000	84,880	78,693	75,260	62,000	62,920	60,000	53,581	52,000
Q1	78,951	73,588	69,764	66,633	56,074	55,843	55,430	49,393	47,162
Q3	113,500	101,306	92,692	90,000	69,719	68,854	66,650	58,761	57,000
Mean	98,557	89,146	84,832	82,365	64,053	63,483	62,243	54,471	52,388
SD	28,272	20,733	22,768	23,817	12,647	10,409	10,463	6,814	8,341
N	831	269	156	152	344	125	185	232	265
WOMEN									
Median	99,401	84,962	78,912	77,799	62,279	59,615	58,173	52,000	50,500
Q1	84,922	73,675	69,561	65,150	56,589	55,096	51,783	47,138	45,954
Q3	118,374	96,481	97,176	88,598	70,127	67,708	64,743	57,600	55,000
Mean	102,702	89,480	85,326	79,553	64,110	62,290	58,913	53,389	50,804
SD	26,207	21,958	22,142	17,863	11,606	10,404	10,540	8,315	7,021
N	188	132	85	93	219	128	158	295	271
Master's departments									
MEN									
Median	75,035	67,588	61,506	66,296	55,080	51,968	52,376	47,786	44,000
Q1	68,812	59,605	56,589	55,210	50,967	48,180	50,492	43,238	41,706
Q3	84,088	79,055	76,962	74,897	60,125	58,610	58,378	52,539	48,864
Mean	76,741	69,037	64,821	65,938	56,098	54,506	54,868	48,255	45,253
SD	12,899	11,321	11,511	11,838	7,158	8,872	7,325	5,742	5,934
N	133	47	32	36	50	39	46	50	69
WOMEN									
Median	81,360	72,074	62,827	57,407	56,025	52,470	53,000	45,000	44,000
Q1	78,172	61,848	58,287	51,171	50,985	48,353	48,010	43,073	41,732
Q3	83,475	81,816	77,004	67,631	66,632	60,929	55,193	48,238	50,000
Mean	79,748	72,188	65,746	59,148	59,115	55,421	52,355	46,480	45,711
SD	9,967	13,401	10,984	9,566	9,496	8,894	5,914	5,668	6,263
N	28	32	28	23	49	40	41	73	69

Source: 2003-2004 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: 2003-2004

	Graduate Training	Undergrad Training	Clinical Training	Associate Chair
Full professor				
Median	\$85,418	\$82,567	\$81,568	\$87,203
Q1	\$73,015	\$74,057	\$69,321	\$72,375
Q3	\$105,220	\$94,463	\$97,186	\$95,532
Mean	\$88,920	\$84,735	\$83,528	\$88,308
SD	18,335	15,818	17,097	24,548
N	33	14	48	17
Benefits^a				
Extra secretarial support	48%	36%	40%	29%
Extra graduate assistants	12%	21%	27%	6%
Summer salary	24%	14%	42%	47%
Other stipend15%	29%	19%	29%	
Reduced teaching load	61%	50%	79%	59%
Other benefit0%	0%	4%	6%	
Associate professor				
Median	\$65,417	\$62,000	\$61,350	\$58,360
Q1	\$58,506	\$55,125	\$57,156	\$53,606
Q3	\$69,512	\$70,075	\$65,664	\$64,975
Mean	\$65,996	\$93,705	\$62,082	\$60,324
SD	9,784	149,481	9,705	12,227
N	20	23	35	15
Benefits^a				
Extra secretarial support	35%	43%	54%	27%
Extra graduate assistants	15%	9%	11%	13%
Summer salary	25%	43%	31%	33%
Other stipend20%	9%	29%	33%	
Reduced teaching load	70%	70%	80%	53%
Other benefit	5%	4%	3%	7%

Note. 2003-2004 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

^aPercentages 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: 2003-2004

	Amount faculty paid per course							
	Median	10%	25%	75%	90%	Mean	S.D.	N
Doctoral departments								
Public	\$3,600	\$2,200	\$3,000	\$4,550	\$6,000	\$3,923	1,638	129
Private	\$3,499	\$2,000	\$2,788	\$4,865	\$6,934	\$4,009	1,920	54
Psychology	\$4,000	\$2,200	\$3,000	\$5,000	\$6,802	\$4,192	1,844	126
Educational,								
Counseling, School	\$3,100	\$2,340	\$2,800	\$4,000	\$5,400	\$3,568	1,399	41
Human Development								2
Professional School	\$2,814	\$2,000	\$2,190	\$3,499	\$3,900	\$2,899	684	13
Other								1
All	\$3,500	\$2,200	\$3,000	\$4,600	\$6,000	\$3,949	1,721	183
Master's departments								
Public	\$2,250	\$1,671	\$1,925	\$3,225	\$4,472	\$2,754	1,337	57
Private	\$2,500	\$1,800	\$2,000	\$3,100	\$4,500	\$2,720	1,134	19
Psychology	\$2,275	\$1,645	\$1,963	\$3,356	\$4,450	\$2,759	1,354	64
Educational,								
Counseling, School	\$2,500	\$1,800	\$2,055	\$3,000	\$4,460	\$2,641	867	11
Other								1
All	\$2,300	\$1,732	\$2,000	\$3,221	\$4,430	\$2,745	1,282	76

Source: 2003-2004 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

Table A. Response Rates for Selected Subgroups: 2003-2004 Survey of Graduate
Departments of Psychology

TABLE A
Response Rates for Selected Subgroups:
2003-2004 Survey of Faculty Salaries in Graduate Departments of Psychology

	U.S. Departments						Canadian Depts.	
	Doctoral			Master's			Doctoral	Master's
	Public (N=243) %	Private (N=169) %	Total (N=403) %	Public (N=144) %	Private (N=69) %	Total (N=213) %	(N=26) %	(N=3) %
Total	63	39	53	42	28	38	46	0
New England	63	39	46	29	22	25	Na	Na
Mid Atlantic	52	44	48	29	29	29	Na	Na
East North Central	64	46	58	42	29	38	Na	Na
West North Central	71	43	65	57	33	53	Na	Na
South Atlantic	75	36	61	23	56	32	Na	Na
East South Central	58	40	54	67	0	62	Na	Na
West South Central	55	44	53	48	0	38	Na	Na
Mountain	73	20	63	67	0	67	Na	Na
Pacific	48	32	39	42	21	35	Na	Na
Psychology	70	51	63	47	27	41	46	0
Educational/Counseling/ School Psychology	55	38	51	24	32	28	50	Na
Human Development	38	0	31	0	0	0	Na	Na
Professional	50	26	28	0	0	0	Na	na
Other	38	33	37	14	25	18	na	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