

**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
<b>ALL U.S. REGIONS (212 departments)</b>								
<b>Full professor</b>								
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
<b>Associate professor</b>								
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
<b>Assistant professor</b>								
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
<b>NEW ENGLAND (12 departments)</b>								
<b>Full professor</b>								
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
<b>Associate professor</b>								
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
<b>Assistant professor</b>								
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
<b>MID ATLANTIC (31 departments)</b>								
<b>Full professor</b>								
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
<b>Associate professor</b>								
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
<b>Assistant professor</b>								
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
<b>EAST NORTH CENTRAL (39 departments)</b>								
<b>Full professor</b>								
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
<b>Associate professor</b>								
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
<b>Assistant professor</b>								
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
<b>WEST NORTH CENTRAL (20 departments)</b>								
<b>Full professor</b>								
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
<b>Associate professor</b>								
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
<b>Assistant professor</b>								
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
<b>SOUTH ATLANTIC (38 departments)</b>								
<b>Full professor</b>								
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
<b>Associate professor</b>								
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
<b>Assistant professor</b>								
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
<b>EAST SOUTH CENTRAL (13 departments)</b>								
<b>Full professor</b>								
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
<b>Associate professor</b>								
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
<b>Assistant professor</b>								
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
<b>WEST SOUTH CENTRAL (20 departments)</b>								
<b>Full professor</b>								
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
<b>Associate professor</b>								
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
<b>Assistant professor</b>								
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
<b>MOUNTAIN (17 departments)</b>								
<b>Full professor</b>								
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
<b>Associate professor</b>								
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
<b>Assistant professor</b>								
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
<b>PACIFIC (22 departments)</b>								
<b>Full professor</b>								
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
<b>Associate professor</b>								
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
<b>Assistant professor</b>								
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.