

**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
<b>ALL U.S. REGIONS (152 departments)</b>								
<b>Full professor</b>								
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
<b>Associate professor</b>								
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
<b>Assistant professor</b>								
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
<b>NEW ENGLAND (5 departments) (Insufficient N of faculty)</b>								
<b>MID ATLANTIC (16 departments)</b>								
<b>Full professor</b>								
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
<b>Associate professor</b>								
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
<b>Assistant professor</b>								
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
<b>EAST NORTH CENTRAL (29 departments)</b>								
<b>Full professor</b>								
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
<b>Associate professor</b>								
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
<b>Assistant professor</b>								
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
<b>WEST NORTH CENTRAL (17 departments)</b>								
<b>Full professor</b>								
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
<b>Associate professor</b>								
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
<b>Assistant professor</b>								
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
<b>SOUTH ATLANTIC (30 departments)</b>								
<b>Full professor</b>								
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
<b>Associate professor</b>								
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
<b>Assistant professor</b>								
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
<b>EAST SOUTH CENTRAL (11 departments)</b>								
<b>Full professor</b>								
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
<b>Associate professor</b>								
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
<b>Assistant professor</b>								
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
<b>WEST SOUTH CENTRAL (16 departments)</b>								
<b>Full professor</b>								
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
<b>Associate professor</b>								
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
<b>Assistant professor</b>								
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
<b>MOUNTAIN (16 departments)</b>								
<b>Full professor</b>								
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
<b>Associate professor</b>								
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
<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	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

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**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
<b>PACIFIC (12 departments)</b>								
<b>Full professor</b>								
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
<b>Associate professor</b>								
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
<b>Assistant professor</b>								
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.