

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)
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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.