

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 **N**s 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.