

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.