

TABLE 12
2003-2004 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (41 departments)								
Full professor								
12 or more years	109,226	78,040	91,000	135,000	155,600	113,906	30,596	191
6-11 years	93,627	72,977	76,752	119,000	127,200	98,043	24,453	59
3-5 years	89,084	69,512	76,528	116,157	124,850	95,825	26,850	44
Less than 3 years	87,201	67,024	75,700	108,600	130,000	93,838	27,051	45
All years	101,820	72,860	81,575	123,967	145,100	106,134	29,922	339
Associate professor								
6 or more years	66,150	57,098	61,240	75,367	86,613	69,515	13,541	104
3-5 years	64,735	57,400	59,780	75,650	89,211	68,254	10,698	36
Less than 3 years	63,900	53,788	57,250	73,418	85,480	66,584	12,317	48
All years	64,936	56,067	60,026	74,992	86,603	68,525	12,731	188
Assistant professor								
3 or more years	56,900	48,523	52,231	62,550	68,358	57,846	8,243	98
Less than 3 years	55,800	48,500	51,000	60,204	66,000	56,260	7,510	99
All years	56,318	48,563	51,475	61,349	68,010	57,115	7,936	198
All ranks	72,522	51,580	59,261	99,995	125,316	81,951	31,260	746
NEW ENGLAND (5 departments) (Insufficient Ns of faculty)								
MID ATLANTIC (11 departments)								
Full professor								
12 or more years	113,400	79,092	97,721	136,885	145,350	115,249	28,515	62
6-11 years	102,981	73,077	81,566	118,800	124,578	103,632	25,617	20
3-5 years	91,353	69,650	79,369	123,888	141,055	100,892	30,388	18
Less than 3 years	102,362	70,659	82,701	120,375	173,080	106,800	33,337	13
All years	106,387	73,379	87,596	124,850	145,000	109,934	29,162	113
Associate professor								
6 or more years	70,074	55,150	60,092	84,549	106,195	72,918	17,409	26
3-5 years								7
Less than 3 years	83,394	59,047	66,691	88,450	103,441	80,665	13,847	10
All years	74,968	58,584	63,333	86,601	98,898	74,870	15,961	43
Assistant professor								
3 or more years	58,225	48,523	53,430	64,903	68,807	59,401	8,110	28
Less than 3 years	55,000	50,215	51,098	63,688	72,620	58,007	8,373	25
All years	57,125	50,179	52,438	65,250	71,250	58,952	8,252	54
All ranks	84,487	53,430	63,688	110,735	136,403	89,494	32,170	211
EAST NORTH CENTRAL (6 departments)								
Full professor								
12 or more years	95,375	77,352	83,765	135,450	146,823	105,027	25,560	14
6-11 years								7
3-5 years								5
Less than 3 years	79,396	66,160	71,800	91,175	95,130	80,904	10,253	10
All years	85,100	68,320	77,572	99,017	135,540	91,968	22,604	36
Associate professor								
6 or more years	62,178	53,620	61,400	72,500	91,217	66,715	14,053	15
3-5 years	64,600	51,730	59,900	68,500	88,235	66,650	10,725	11
Less than 3 years	60,255	49,933	57,250	62,500	70,250	60,075	5,881	12
All years	62,089	54,261	59,425	67,758	78,485	64,599	11,216	38
Assistant professor								
3 or more years	50,336	42,149	46,750	54,350	71,642	52,322	9,765	17
Less than 3 years	51,875	48,250	49,080	54,263	57,000	52,164	2,994	14
All years	51,600	46,100	49,080	54,000	57,000	52,251	7,399	31
All ranks	62,242	48,770	52,894	79,173	97,616	69,587	22,587	108

(continued)

TABLE 12 (continued)
2003-2004 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
WEST NORTH CENTRAL (2 departments) (Insufficient Ns of faculty)								
SOUTH ATLANTIC (5 departments)								
Full professor								
12 or more years	103,042	71,985	85,487	128,205	151,168	109,593	31,379	18
6-11 years								9
3-5 years								3
Less than 3 years								4
All years	102,958	76,933	81,450	124,574	145,750	105,933	27,387	34
Associate professor								
6 or more years	61,750	53,718	59,265	72,950	77,160	64,151	8,101	15
3-5 years								5
Less than 3 years								7
All years	61,750	53,743	58,092	72,148	77,130	63,689	8,338	27
Assistant professor								
3 or more years	54,441	44,240	49,874	57,603	62,749	53,887	5,611	11
Less than 3 years	52,984	40,545	45,690	58,000	58,816	51,862	6,810	18
All years	53,967	42,457	48,711	57,802	58,765	52,630	6,356	29
All ranks	62,744	48,962	54,773	86,900	122,332	74,914	29,541	94
EAST SOUTH CENTRAL (2 departments) (Insufficient Ns of faculty)								
WEST SOUTH CENTRAL (3 departments) (Insufficient Ns of faculty)								
MOUNTAIN (1 department) (Insufficient Ns of faculty)								
PACIFIC (6 departments)								
Full professor								
12 or more years	119,639	75,380	100,650	135,998	160,000	120,106	33,197	35
6-11 years								7
3-5 years								9
Less than 3 years								9
All years	103,322	63,364	76,550	122,818	154,725	104,055	34,598	60
Associate professor								
6 or more years	69,052	58,693	62,086	76,686	85,700	69,718	9,086	14
3-5 years								1
Less than 3 years								2
All years	69,100	60,729	62,243	77,371	85,460	70,514	9,158	17
Assistant professor								
3 or more years	60,600	53,256	53,878	67,000	78,200	61,105	8,288	11
Less than 3 years	57,481	51,209	52,467	67,300	76,453	60,791	9,186	13
All years	59,300	52,467	53,294	66,650	76,066	60,935	8,597	24
All ranks	76,000	53,002	62,086	112,550	133,899	86,401	33,992	105

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.