

TABLE 18
2003-2004 Salaries for Full-time Faculty in U.S. Master's *Psychology* Departments
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (66 departments)								
Full professor								
12 or more years	77,907	61,441	70,196	83,866	91,970	77,364	12,387	153
6-11 years	68,086	55,728	61,058	79,884	85,542	70,025	12,172	77
3-5 years	63,525	53,217	58,949	77,784	81,301	66,230	10,628	56
Less than 3 years	61,200	49,479	54,853	73,165	77,835	62,608	10,570	53
All years	71,762	54,978	61,400	80,618	86,412	71,551	13,074	339
Associate professor								
6 or more years	55,319	48,452	50,934	62,667	70,714	57,376	8,424	93
3-5 years	52,073	46,281	48,811	57,300	66,567	54,616	8,203	67
Less than 3 years	52,203	45,853	49,566	55,884	60,436	52,840	5,638	82
All years	53,205	46,944	49,888	58,437	66,051	55,075	7,746	242
Assistant professor								
3 or more years	45,171	41,275	43,110	51,420	55,689	46,967	5,769	116
Less than 3 years	44,000	38,136	41,500	49,056	53,399	45,222	6,086	123
All years	44,581	39,767	42,315	49,805	54,996	46,069	5,986	239
All ranks	55,132	42,640	47,212	69,185	80,884	58,848	14,955	834
NEW ENGLAND (2 departments) (Insufficient Ns of faculty)								
MID ATLANTIC (6 departments) (Insufficient Ns of faculty)								
EAST NORTH CENTRAL (10 departments)								
Full professor								
12 or more years	72,262	61,266	67,503	77,271	93,201	74,396	13,470	23
6-11 years	65,020	55,440	60,899	70,022	81,723	66,173	8,204	12
3-5 years								6
Less than 3 years								3
All years	69,500	54,573	60,870	74,496	82,484	69,327	12,627	44
Associate professor								
6 or more years	56,025	48,856	50,770	57,410	70,304	56,483	7,461	15
3-5 years	51,895	45,582	48,627	53,660	56,936	51,481	3,568	12
Less than 3 years	51,506	48,516	50,544	53,057	57,264	52,197	2,980	15
All years	52,201	47,762	50,714	56,041	59,533	53,523	5,525	42
Assistant professor								
3 or more years	45,242	41,631	43,330	46,526	47,616	44,918	2,582	23
Less than 3 years	44,000	38,130	41,448	46,101	49,713	43,780	3,872	21
All years	45,000	38,306	42,805	46,395	49,008	44,375	3,273	44
All ranks	52,073	42,987	45,500	62,226	73,817	55,602	13,329	131
WEST NORTH CENTRAL (7 departments) (Insufficient Ns of faculty)								

(continued)

TABLE 18 (continued)
2003-2004 Salaries for Full-time Faculty in U.S. Master's *Psychology* Departments
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
SOUTH ATLANTIC (9 departments)								
Full professor								
12 or more years	78,546	59,599	70,662	89,630	110,639	81,251	16,030	13
6-11 years								7
3-5 years								7
Less than 3 years								6
All years	67,979	57,335	59,995	77,681	90,812	70,754	14,166	33
Associate professor								
6 or more years	54,531	47,134	51,370	58,530	63,916	54,765	5,861	15
3-5 years	51,938	48,590	49,520	64,062	71,977	56,034	8,735	14
Less than 3 years	52,173	44,804	49,681	55,272	63,151	52,641	5,610	12
All years	52,866	48,344	50,045	56,822	66,038	54,576	6,882	41
Assistant professor								
3 or more years	45,064	41,652	43,200	48,157	52,175	45,610	3,788	21
Less than 3 years	43,005	37,964	40,007	44,000	44,631	42,017	2,529	18
All years	43,911	38,000	41,963	45,517	49,684	43,952	3,703	39
All ranks	52,330	42,389	44,546	63,403	75,258	55,634	13,935	113
EAST SOUTH CENTRAL (8 departments)								
Full professor								
12 or more years	70,391	54,474	61,231	83,076	88,232	70,644	12,043	15
6-11 years	62,055	52,919	55,744	74,416	82,128	64,432	10,225	10
3-5 years								4
Less than 3 years	56,052	48,346	51,970	63,898	73,012	57,852	7,974	12
All years	62,334	52,907	55,104	73,018	82,963	64,383	11,088	41
Associate professor								
6 or more years	55,775	49,988	50,677	59,818	79,694	58,345	10,138	12
3-5 years								9
Less than 3 years	50,292	42,392	45,302	52,524	63,922	50,375	6,720	11
All years	51,468	45,877	48,200	57,006	73,055	54,571	9,744	32
Assistant professor								
3 or more years								7
Less than 3 years	41,896	38,060	41,090	46,602	48,989	43,243	3,645	10
All years	41,500	37,976	40,557	45,249	51,270	43,462	5,337	17
All ranks	54,896	41,500	47,930	63,616	76,319	56,459	12,763	92

WEST SOUTH CENTRAL (10 departments) (Insufficient Ns of faculty)

MOUNTAIN (4 departments) (Insufficient Ns of faculty)

(continued)

TABLE 18 (continued)
2003-2004 Salaries for Full-time Faculty in U.S. Master's *Psychology* Departments
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
PACIFIC (10 departments)								
Full professor								
12 or more years	80,469	69,882	77,751	84,197	88,274	80,035	9,800	54
6-11 years	80,040	56,783	65,166	82,504	102,043	77,531	14,277	21
3-5 years	78,090	61,468	74,511	81,429	83,128	76,168	7,145	16
Less than 3 years	73,800	62,250	67,200	74,918	81,996	72,193	6,364	11
All years	79,620	63,686	73,908	82,635	87,437	78,067	10,431	102
Associate professor								
6 or more years	68,346	55,090	63,756	70,791	73,727	66,695	5,939	10
3-5 years								6
Less than 3 years	56,500	48,436	50,774	61,968	63,317	56,054	5,943	11
All years	60,420	48,825	52,893	69,228	72,290	60,659	8,361	27
Assistant professor								
3 or more years	51,420	43,158	45,171	55,002	57,319	51,039	5,243	25
Less than 3 years	51,400	43,798	44,714	55,056	60,000	51,410	7,060	29
All years	51,420	43,478	45,156	55,008	57,354	51,239	6,230	54
All ranks	68,796	45,159	53,388	80,040	84,190	66,911	15,671	187

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 master's degree; excluded are other types of departments that may be more specialized in nature (e.g., counseling psychology departments). 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.