

**TABLE 26**  
**2003-2004 Starting Salaries and Expected 2004-2005 Starting Salaries for Faculty in U.S. and Canadian**  
**Departments of Psychology**

	U.S. Departments <sup>a</sup>						Canadian	
	Public	Doctoral Private	All	Public	Master's Private		All	Doctoral Depts. <sup>b</sup>
<b>Average starting salary in 2003-2004 for a new faculty member who was a new doctorate recipient:</b>								
Median	\$50,000	\$50,125	\$50,000	\$43,338			\$42,000	
25%	\$45,000	\$44,250	\$45,000	\$40,750			\$39,250	
75%	\$53,489	\$57,250	\$53,875	\$44,874			\$44,620	
Mean	\$49,316	\$50,528	\$49,634	\$43,087			\$41,989	
S.D.	6,097	7,696	6,523	3,634			4,125	
N	56	20	76	16	5		21	6
<b>Comparison with 2002-2003 starting salaries:</b>								
Mean in 2002-2003:	\$47,336	\$48,993	\$47,825	\$43,004	*		\$43,383	*
Mean in 2003-2004:	\$49,316	\$50,528	\$49,634	\$43,087			\$41,989	*
Percentage change in monetary salary:	+4.2%	+3.1%	+3.8%	+0.2%	*		-3.2%	*
Percentage change in real terms:	+1.9%	+0.8%	+1.5%	-2.1%	*		-5.5%	*
<b>Expected salary offered to a new Doctorate recipient in 2004-2005:</b>								
Median	\$50,000	\$52,000	\$50,000	\$42,000	\$42,500	\$42,000	\$42,000	\$57,650
25%	\$46,000	\$45,000	\$45,332	\$40,000	\$40,000	\$40,000	\$40,000	\$54,344
75%	\$54,000	\$58,000	\$55,000	\$45,000	\$46,000	\$45,000	\$45,000	\$61,500
Mean	\$49,943	\$52,345	\$50,631	\$43,140	\$43,328	\$43,185	\$43,185	\$59,546
S.D.	5,695	7,056	6,193	4,405	4,327	4,358	4,358	7,968
N	132	53	185	57	18	75	75	12
<b>Expected salary offered to a new faculty with 2 years postdoctoral experience in 2004-05:</b>								
Median	\$52,000	\$53,380	\$52,000	\$45,000	\$45,000	\$45,000	\$45,000	\$62,550
25%	\$48,125	\$49,750	\$48,800	\$41,000	\$42,500	\$41,500	\$41,500	\$58,274
75%	\$58,000	\$60,000	\$58,000	\$47,000	\$50,500	\$48,000	\$48,000	\$64,500
Mean	\$52,809	\$54,690	\$53,367	\$45,396	\$45,629	\$45,452	\$45,452	\$63,207
S.D.	6,144	7,291	6,542	5,548	5,116	5,413	5,413	7,329
N	128	54	182	54	17	71	71	12

Source: 2002-2003 and 2003-2004 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology.

**Note.** The **Ns** refer to the number of departments that provided the information. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. For the period of September 2002 to September 2003, the percentage change was 2.3% for the United States.

<sup>a</sup>Reported are 9-10-month salaries.

<sup>b</sup>Reported are 11-12-month salaries in Canadian dollars.

\*There was an insufficient number of respondents for analysis.