

2004 - 2005 Faculty Salaries

in Graduate Departments of Psychology

2004-2005 FACULTY SALARIES IN GRADUATE DEPARTMENTS OF PSYCHOLOGY

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2004-2005 FACULTY SALARIES IN GRADUATE DEPARTMENTS OF PSYCHOLOGY

Background

Surveys of faculty salaries in graduate departments of psychology have been conducted since the mid-1960s, first by the Council of Graduate Departments of Psychology (COGDOP), and after 1978 by the American Psychological Association (APA) in conjunction with COGDOP. Subsequent years saw the survey broaden in scope to cover more diverse issues concerning graduate education, and in 1990 it was divided into two separate components, with the initial phase of the survey addressing faculty salaries and the second covering other topics. More recently that second portion was folded in with the ongoing Graduate Study effort. This has been accomplished by modifying the Graduate Study instrument.

Method

In September, 2004, the Survey of Faculty Salaries in Graduate Departments of Psychology was mailed to 660 U.S. and Canadian graduate departments of psychology. Eligible departments were drawn from the current edition of *Graduate Study in Psychology* (APA, 2005) and prior editions, and from the membership of the National Council of Schools and Programs of Professional Psychology (NCSPP). The questionnaire requested information on demographics, employment status, rank, years in rank, highest degree and year awarded, and salary for all faculty members. Departments that had not yet returned completed forms were sent a final reminder by electronic mail in late December.

Of the 660 departments and professional schools surveyed, 239 provided at least some usable information, for an overall response rate of 36.2%. Data presented in this report are based on 4,703 faculty who hold doctorates, who are employed full time, and for whom the relevant data were available. Included in this total are 3,566 faculty in 170 U.S. doctoral departments, 790 faculty in 58 U.S. master's departments, and 347 faculty in 11 Canadian departments.

Consistent with previous efforts, response rates varied considerably, depending on the geographic location of the institution, the highest degree offered by the department (doctoral or master's), whether the institution is public or private, and the department type. Substantially higher levels of response were obtained in the U.S. for doctoral departments (40.9%) than for master's departments (26.9%). Departments in the U.S. overall were slightly less likely to have completed the survey than Canadian departments (36.1% versus 37.9%). Psychology departments were more likely than other types of academic units (e.g., professional schools or educational psychology departments) to provide data. More information on specific response rates can be found in Appendix Table A.

Structure of the Report

Results are presented separately for (1) U.S. doctoral departments; (2) U.S. master's departments; and (3) Canadian departments. For U.S. doctoral departments, salaries are broken out along the following dimensions: geographic region, public or private institution status, and type of department (e.g., psychology, professional school of psychology, or human development). Among master's departments, the majority of participants were psychology departments; thus, detailed analyses have been limited to this category. No master's-level departments in Canada participated in the survey this year.

Most salaries are reported according to academic rank and years in rank, or by years since earning

the doctorate. Additional tables report salaries paid to chairs, other administrative positions, and newly hired faculty, changes averaged over the past three years, and a comparison of salaries paid to men and women of equivalent years in rank. The final table presents average amounts paid to adjunct or other part-time faculty who are compensated on a per-course basis.

Caveats

Readers of this report should consider possible error introduced by nonresponse. Comparisons of respondents with nonrespondents indicated few marked differences in terms of the geographic distribution for U.S. doctoral departments overall and doctoral psychology departments, in particular. However, the response rate was lower for U.S. master's departments and for departments in Canada. Thus, in reading the results, it is important to consult Appendix A for the appropriate rate of response.

Several tables report percent changes in average salaries over the past two years. These percentages are discussed in both monetary terms (as measured in current dollars) and in real terms (those that have been adjusted for inflation rates reported by the U.S. Bureau of Labor Statistics and the national statistical agency of Canada, Canada Statistics). It is important to note that these percentage changes are based on salary data reported by departments that responded to the survey for the respective years; they are not based on changes in faculty salaries computed on an individual basis. Thus, they are subject to the error that may be introduced by a slightly different set of departments responding to each survey.

Readers should also note that the term "Graduate Departments of Psychology" is meant broadly to encompass departments, schools, interdisciplinary programs, or other academic units listed in recent editions of Graduate Study in Psychology as offering a graduate degree in one or more areas of psychology. Departments may be called any of the following: (a) psychology; (b) educational psychology; (c) counseling psychology; (d) human development; (e) professional school; (f) counseling, guidance and counselor education; (g) school psychology; (h) education; or (I) other, but these department names are not synonymous with program areas. For example, a program in counseling or school psychology may be found in any of several categories. Almost two thirds of the departments award degrees in multiple areas of psychology. The remaining third tend to be departments that are specialized, offering degrees in a few closely related subfields. Thus, "graduate departments of psychology" refers to any academic unit that offers one or more graduate degrees in psychology.

REFERENCES

American Psychological Association (2005). Graduate Study in Psychology, 2003. Washington, DC: Author.

Notes To Tables

1. Medians, quartiles, means, and standard deviations are reported for the majority of analyses. The median may be the most useful measure of central tendency since it is less influenced by extreme values than the arithmetic mean. In most of the tables, both median and mean salaries are presented; observed differences reflect the skewness in the distributions.
2. No statistics are provided where the N is less than 10 or where the standard deviation is 0. In these instances, only the N is provided.
3. Statistics also were not provided when the number of responding departments was 1 or when the N s for subgroups based on rank and years in rank were so small that aggregate statistics would not be meaningful.
4. The majority of tables report salaries for faculty in U.S. graduate departments of psychology on a 9-10-month basis. Some departments (e.g., professional schools of psychology and departments of psychology in medical schools), however, typically operate on an 11-12-month academic calendar. In these cases, the 9-10-month salaries can be converted to their 11-12-month equivalents by multiplying by 11/9.
5. Percentage changes in average salaries from 2002-2003 to 2003-2004 are provided in some tables. These percentages are reported both in monetary terms (as measured in current dollars) and real terms (those that have been adjusted for inflation). This adjustment is based on the rates of inflation reported by the U.S. Department of Labor's Bureau of Labor Statistics. These percentage changes are based on salary data reported by departments that responded to the survey for the respective years; they are not based on increases in faculty salaries computed on an individual basis. Thus, they are affected by the error resulting from having a slightly different set of departments responding to each survey.
6. This report uses nine categories for geographic region that correspond to the divisions used by the U.S. Department of Commerce's Bureau of the Census. The states comprising each cluster are listed in Appendix B.

FACULTY SALARIES IN U.S. DOCTORAL DEPARTMENTS OF PSYCHOLOGY

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TABLE 1
Changes in Average Salaries of Full-time Faculty in U.S. Doctoral
Departments of Psychology by Rank: 2002-2003 to 2004-2005

	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	All ranks
U.S. Doctoral Departments					
2002-2003 (218 departments)	\$90,987 N=1,979	\$61,486 N=1,197	\$51,459 N=1,070	\$44,784 N=70	\$71,815 N=4,425
2003-2004 (215 departments)	\$93,145 N=1,974	\$62,820 N=1,204	\$52,639 N=1,107	\$44,370 N=84	\$73,330 N=4,454
2004-2005 (170 departments)	\$97,252 N=1,544	\$64,495 N=984	\$54,687 N=899	\$45,723 N=67	\$75,751 N=3,566
Percent change in monetary salary					
2002-2003 to 2003-2004	+2.4%	+2.2%	+2.3%	-0.9%	+2.1%
2003-2004 to 2004-2005	+4.4%	+2.7%	+3.9%	+3.0%	+3.3%
Percent change in real terms					
2002-2003 to 2003-2004	+0.1%	-0.1%	+0.0%	-3.2%	-0.2%
2003-2004 to 2004-2005	+1.9%	+0.2%	+1.4%	+0.5%	+0.8%
All U.S. Departments					
2002-2003 (305 departments)	\$87,871 N=2,390	\$60,241 N=1,489	\$50,239 N=1,358	\$43,779 N=87	\$69,365 N=5,480
2003-2004 (295 departments)	\$89,755 N=2,337	\$61,497 N=1,471	\$51,419 N=1,369	\$42,975 N=98	\$70,809 N=5,379
2004-2005 (228 departments)	\$93,282 N=1,849	\$62,974 N=1,199	\$53,076 N=1,139	\$43,779 N=85	\$72,786 N=4,356
Percent change in monetary salary					
2002-2003 to 2003-2004	+2.1%	+2.1%	+2.3%	-1.8%	+2.1%
2003-2004 to 2004-2005	+3.9%	+2.4%	+3.2%	+1.9%	+2.8%
Percent change in real terms					
2002-2003 to 2003-2004	-0.2%	-0.2%	+0.0%	-4.1%	-0.2%
2003-2004 to 2004-2005	+1.4%	-0.1%	+0.7%	-0.6%	+0.3%

Source: 2003-2004 and 2004-2005 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 2.3% for the period from September 2002 to September 2003 and 2.5% for the period from September 2003 to September 2004.

TABLE 2
Changes in Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology
by Rank and Years in Rank: 2002-2003 to 2004-2005

	<u>Full Professor</u>				<u>Associate Professor</u>		<u>Assistant Professor</u>	<u>Lecturer/Instr.</u>			
	12 or more years	6 - 11 years	3 - 5 years	Less than 3 years	6 or more years	3 - 5 years	Less than 3 years	3 or more years	Less than 3 years	3 or more years	Less than 3 years
2002-2003 (218 departments)	\$96,777 N=1,044	\$88,628 N=430	\$81,302 N=258	\$80,676 N=245	\$62,489 N=585	\$61,899 N=277	\$59,392 N=335	\$52,469 N=511	\$50,507 N=558	\$46,334 N=31	\$43,552 N=39
2003-2004 (212 departments)	\$99,649 N=1,048	\$89,282 N=422	\$84,789 N=244	\$81,189 N=256	\$63,894 N=578	\$62,891 N=266	\$61,043 N=360	\$53,656 N=542	\$51,624 N=563	\$46,990 N=36	\$42,404 N=48
2004-2005 (170 departments)	\$104,876 N=811	\$92,885 N=356	\$86,512 N=198	\$83,273 N=179	\$65,091 N=451	\$65,694 N=229	\$62,709 N=304	\$55,727 N=447	\$53,651 N=451	\$46,645 N=36	\$44,651 N=31
Percentage change in monetary salary											
2002-2003 to 2003-04	+3.0%	+0.7%	+4.3%	+0.6%	+2.2%	+1.6%	+2.8%	+2.4%	+2.2%	+1.4%	-2.6%
2003-2004 to 2004-05	+5.2%	+4.0%	+2.0%	+2.6%	+1.9%	+4.5%	+2.7%	+3.9%	+3.9%	-0.7%	+5.3%
Percentage change in real terms											
2002-2003 to 2003-04	+0.7%	-1.6%	+1.0%	-1.7%	-0.1%	-0.7%	+0.5%	+0.1%	-0.1%	-0.9%	-4.9%
2003-2004 to 2004-05	+2.7%	+1.5%	-0.5%	+0.1%	-0.6%	+2.0%	+0.2%	+1.4%	+1.4%	-3.2%	+2.8%

Source: 2003-2004 and 2004-2005 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 2.3% for the period from September 2002 to September 2003 and 2.5% for the period from September 2003 to September 2004.

Table 3
Distribution of 2004-2005 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by
Rank and Years in Rank

9-10-month salary	Full professor						Associate professor			Assistant prof.	
	24 or more	18-23 years	12-17 years	6-11 years	3-5 years	Less than 3	6 or more	3-5 years	Less than 3	3 or more	Less than 3
\$170,000 or more	7	14	3	5	3	1					
\$165,000-169,999	2	4	2								
\$160,000-164,999	3	1		3		1					
\$155,000-159,999	6	2	5			1					
\$150,000-154,999	3	6	2	2	1	2					
\$145,000-149,999	7	7	5	4	1						
\$140,000-144,999	10	4	7	6	1	1					
\$135,000-139,999	5	5	12	3	2	3	1				
\$130,000-134,999	8	6	8	6	1	2					
\$125,000-129,999	9	8	11	8	5						
\$120,000-124,999	17	8	18	9	5	5					
\$115,000-119,999	8	14	12	17	3	2	2				
\$110,000-114,999	7	18	17	13	3	2	2				
\$105,000-109,999	14	9	18	16	7	5	2				
\$100,000-104,999	10	17	26	18	4	7	1	2	1		
\$95,000-99,999	20	17	20	13	14	8	2	1	1		1
\$90,000-94,999	20	23	36	32	16	8	7	5	3		1
\$85,000-89,999	28	17	33	35	19	12	9	8	10		1
\$80,000-84,999	21	25	18	39	22	19	13	18	10	5	
\$79,000-79,999	2	1	7	15	6	1	3	3			1
\$78,000-78,999	3	2	5	10	4	7	9	5	3		
\$77,000-77,999	2	6	7	9	3	2	12	3	1	1	
\$76,000-76,999		3	5	8	4	4	6	3	4	1	1
\$75,000-75,999	6	1	6	11	5	3	10	5	5	3	
\$74,000-74,999	1	3	5	8	2	7	4	5	4		1
\$73,000-73,999	3	5	2	8	6	6	8	3	2	1	1
\$72,000-72,999	2	2	2	4	6	4	9	5	6	5	1
\$71,000-71,999	3	1	3	8	1	3	7	3	5	3	1
\$70,000-70,999	1	3	6	9	8	7	11	4	9	5	
\$69,000-69,999		2	1	5	2	5	14	4	4	5	2
\$68,000-68,999	3	3	6	3	8	8	11	3	11	6	4
\$67,000-67,999	2	1	2	2	5	2	19	5	4	10	4
\$66,000-66,999	2	1	1	3	4	2	18	6	5	6	3
\$65,000-65,999		4	1	6	6	4	19	8	13	12	5
\$64,000-64,999		3	1	5	4	2	18	11	8	9	4
\$63,000-63,999					3	7	19	11	12	13	12
\$62,000-62,999		2		2	2	6	16	7	11	8	14
\$61,000-61,999	3	3	1	2	2	6	13	4	12	9	12
\$60,000-60,999	1		1	2	4	3	17	8	27	14	18
\$59,000-59,999	1		1	2	1	2	20	13	13	17	10
\$58,000-58,999		1			2	2	25	11	15	15	15
\$57,000-57,999			1	1		2	15	4	6	23	20
\$56,000-56,999				1	2	2	20	10	15	23	23
\$55,000-55,999				1			12	9	15	27	29
\$54,000-54,999	1					1	16	9	8	21	33
\$53,000-53,999				1		1	10	3	17	19	25
\$52,000-52,999	1						11	4	14	34	23
\$51,000-51,999						1	4	8	8	26	19
\$50,000-50,999					1		9	7	8	19	29
\$49,000-49,999							8	6	4	9	17
\$48,000-48,999							2	2	3	24	20
\$47,000-47,999							7	2	1	20	24
\$46,000-46,999							1	1	2	13	16
\$45,000-45,999							5		2	13	22
\$44,000-44,999				1			1		2	11	7
\$43,000-43,999										7	8
\$42,000-42,999										3	5
\$41,000-41,999										2	2
\$40,000-40,999							1			3	3
Less than 40,000							2			2	14

Source: 2004-2005 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

TABLE 4
2004-2005 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Rank and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
Full professor								
24 or more years	98,905	74,664	85,925	125,102	146,617	106,649	29,180	242
18-23 years	98,675	72,586	83,930	121,000	151,068	107,167	33,921	252
12-17 years	96,342	74,386	83,160	118,474	136,374	101,701	24,193	317
6-11 years	86,328	69,636	76,295	105,056	126,199	92,885	23,908	356
3-5 years	81,321	64,472	70,266	95,049	119,460	86,512	23,134	198
Less than 3	76,800	61,692	68,000	91,800	115,800	83,273	23,268	179
All years	90,272	68,280	77,455	112,846	136,082	97,252	27,896	1544
Associate professor								
11 or more years	63,836	50,556	56,797	72,014	80,065	65,485	13,178	250
6-10 years	63,146	53,574	57,936	69,349	77,861	64,601	10,550	201
3-5 years	63,321	51,800	56,339	74,173	83,961	65,694	11,744	229
Less than 3	60,679	51,942	55,468	68,249	76,370	62,709	10,098	304
All years	62,520	52,000	56,508	70,102	79,904	64,495	11,473	984
Assistant professor								
3 or more years	54,772	46,205	50,211	60,204	67,022	55,727	8,017	447
Less than 3	53,696	45,000	48,585	57,945	62,824	53,632	7,765	452
Not specified								1
All years	54,000	45,614	49,000	59,000	64,990	54,676	7,952	900
Lecturer/Instructor								
3 or more years	45,289	37,648	41,322	49,931	60,231	46,645	7,996	36
Less than 3	46,570	30,000	36,224	50,954	59,920	44,639	10,163	30
All years	45,600	34,270	39,979	50,414	59,965	45,734	9,029	66

Source: 2004-2005 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and schools of professional psychology). All salaries are 9-10-month salaries. No statistics are provided where the N of faculty is less than 10.

TABLE 5
2004-2005 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (170 departments)								
Full professor								
12 or more years	97,875	73,917	84,094	121,213	144,433	104,876	29,065	811
6-11 years	86,328	69,636	76,295	105,056	126,199	92,885	23,908	356
3-5 years	81,321	64,472	70,266	95,049	119,460	86,512	23,134	198
Less than 3 years	76,800	61,692	68,000	91,800	115,800	83,273	23,268	179
All years	90,272	68,280	77,455	112,846	136,082	97,252	27,896	1544
Associate professor								
6 or more years	63,542	52,545	57,240	70,128	78,504	65,091	12,073	451
3-5 years	63,321	51,800	56,339	74,173	83,961	65,694	11,744	229
Less than 3 years	60,679	51,942	55,468	68,249	76,370	62,709	10,098	30
All years	62,520	52,000	56,508	70,102	79,904	64,495	11,473	
Assistant professor								
3 or more years	54,772	46,205	50,211	60,204	67,022	55,727	8,017	447
Less than 3 years	53,712	45,000	48,589	57,960	62,824	53,651	7,762	451
All years	54,000	45,652	49,000	59,000	65,000	54,687	7,950	899
All ranks	68,000	50,000	56,291	88,463	115,346	76,087	27,748	3494
NEW ENGLAND (12 departments)								
Full professor								
12 or more years	95,502	78,176	86,784	116,500	148,060	105,393	28,426	51
6-11 years	79,655	63,243	76,782	91,476	135,120	87,522	22,893	22
3-5 years	82,095	57,053	68,740	126,100	137,220	90,496	28,311	11
Less than 3 years	90,842	58,275	84,409	107,643	128,268	93,519	21,352	13
All years	89,334	68,661	80,220	113,240	140,000	98,059	27,191	97
Associate professor								
6 or more years	66,707	54,111	60,139	74,000	82,545	68,811	13,578	35
3-5 years	67,845	51,265	55,701	79,875	98,550	69,478	15,216	10
Less than 3 years	59,872	50,183	56,320	68,744	71,506	61,926	7,371	16
All years	66,707	54,111	58,459	72,075	81,196	67,115	12,751	61
Assistant professor								
3 or more years	57,594	48,834	53,184	64,600	67,780	58,730	7,092	27
Less than 3 years	54,784	50,303	51,715	62,375	63,400	56,281	5,797	29
All years	56,134	49,019	52,140	62,878	66,740	57,462	6,512	56
All ranks	69,742	52,504	58,322	88,295	115,726	78,035	26,881	218
MID ATLANTIC (23 departments)								
Full professor								
12 or more years	107,244	82,209	93,507	126,127	148,990	110,508	24,597	100
6-11 years	90,272	75,106	83,417	104,842	121,380	96,599	20,200	48
3-5 years	96,217	78,735	86,994	112,653	140,800	103,411	26,587	25
Less than 3 years	87,757	55,128	73,798	117,950	172,400	97,518	38,041	15
All years	100,784	75,180	88,419	118,522	141,600	104,977	25,712	188
Associate professor								
6 or more years	70,169	53,548	62,709	78,092	87,861	71,310	13,709	72
3-5 years	70,298	59,041	63,484	78,770	86,216	71,158	10,234	22
Less than 3 years	72,892	60,743	66,400	78,092	85,091	72,567	8,420	31
All years	71,096	57,944	63,379	78,092	86,840	71,595	11,951	125
Assistant professor								
3 or more years	61,798	53,565	57,767	68,492	71,986	62,731	7,494	60
Less than 3 years	57,184	49,698	53,571	63,000	71,125	59,345	9,878	54
All years	59,726	51,454	55,366	66,060	71,931	61,128	8,830	114
All ranks	76,752	55,535	62,786	95,283	120,374	83,043	27,147	433

(continued)

TABLE 5 (continued)
2004-2005 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST NORTH CENTRAL (39 departments)								
Full professor								
12 or more years	104,527	76,950	88,323	128,894	154,650	111,661	33,457	176
6-11 years	85,055	70,756	77,526	109,125	129,702	94,071	24,713	86
3-5 years	82,891	63,850	72,889	93,093	123,400	88,970	25,677	57
Less than 3 years	76,116	61,673	67,625	89,285	101,397	79,432	15,109	53
All years	91,434	69,894	78,774	114,550	141,635	99,526	30,839	372
Associate professor								
6 or more years	63,360	50,697	56,760	70,213	77,199	63,999	10,139	95
3-5 years	63,700	55,089	56,553	78,006	82,095	66,875	11,364	64
Less than 3 years	60,136	51,324	54,819	67,500	83,414	62,718	11,603	85
All years	61,696	52,399	56,161	71,061	80,044	64,307	11,065	244
Assistant professor								
3 or more years	53,987	46,079	49,997	58,338	65,265	54,581	7,447	116
Less than 3 years	53,170	43,747	47,866	58,000	62,147	52,940	7,289	115
All years	53,521	45,537	48,584	58,000	63,500	53,764	7,398	231
All ranks	68,070	49,650	55,650	88,000	116,901	76,440	29,781	859
WEST NORTH CENTRAL (18 departments)								
Full professor								
12 or more years	93,261	71,120	80,832	121,600	137,878	101,394	28,855	81
6-11 years	87,862	72,120	78,872	115,521	138,562	96,796	25,830	32
3-5 years	78,739	59,643	65,179	91,419	103,930	79,084	15,799	17
Less than 3 years	72,000	60,179	65,893	79,648	104,488	75,371	14,414	15
All years	87,234	67,152	74,195	113,422	135,511	95,072	27,347	145
Associate professor								
6 or more years	62,274	54,121	56,729	68,087	79,300	64,521	11,001	50
3-5 years	58,504	52,974	55,111	69,036	85,382	63,681	11,445	21
Less than 3 years	60,056	52,506	53,888	66,000	69,437	60,544	6,378	27
All years	60,719	53,099	56,249	67,914	78,716	63,245	10,097	98
Assistant professor								
3 or more years	52,740	45,727	48,900	56,030	63,820	53,830	6,606	51
Less than 3 years	52,726	44,929	46,895	55,781	60,000	52,301	5,891	38
All years	52,740	45,600	48,320	55,932	61,669	53,177	6,322	89
All ranks	66,000	49,782	55,429	85,297	115,130	74,124	26,764	335
SOUTH ATLANTIC (24 departments)								
Full professor								
12 or more years	92,217	68,770	79,012	112,994	131,010	99,130	27,513	109
6-11 years	91,350	72,061	81,678	106,276	129,292	97,337	23,131	68
3-5 years	85,803	67,962	72,949	105,413	124,590	91,220	22,402	26
Less than 3 years	75,908	62,784	69,698	93,951	125,275	84,329	23,110	27
All years	90,228	68,863	77,318	110,104	129,197	95,968	25,550	230
Associate professor								
6 or more years	63,948	52,317	57,979	68,758	77,372	64,426	10,891	73
3-5 years	66,033	56,143	61,691	75,904	87,390	69,227	11,661	33
Less than 3 years	58,500	52,006	53,780	64,102	70,425	59,467	7,623	51
All years	63,037	52,218	56,529	67,917	76,938	63,824	10,669	157
Assistant professor								
3 or more years	53,739	44,217	48,286	58,472	65,198	54,050	7,660	57
Less than 3 years	54,000	41,280	48,415	58,000	61,200	52,773	7,422	70
All years	54,000	43,424	48,432	58,000	62,050	53,375	7,504	128
All ranks	66,269	49,000	56,153	87,616	111,394	74,762	26,425	529

(continued)

TABLE 5 (continued)
2004-2005 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST SOUTH CENTRAL (12 departments)								
Full professor								
12 or more years	88,676	69,159	78,768	96,756	113,092	91,992	23,336	73
6-11 years	76,780	61,635	67,250	97,069	141,846	87,124	29,348	23
3-5 years								9
Less than 3 years								7
All years	84,950	65,782	74,558	96,189	133,500	90,036	25,447	112
Associate professor								
6 or more years	54,700	47,565	51,681	57,373	63,362	55,683	6,800	27
3-5 years	54,664	49,284	50,597	63,209	66,688	57,176	7,860	23
Less than 3 years	60,491	52,880	55,764	72,400	84,384	64,313	11,027	21
All years	56,519	49,817	52,311	62,350	72,460	58,719	9,223	71
Assistant professor								
3 or more years	49,487	44,520	48,004	52,691	63,000	51,256	6,521	24
Less than 3 years	47,662	44,100	45,750	49,534	51,495	48,029	3,658	30
All years	48,266	44,310	46,829	51,343	56,818	49,463	5,329	54
All ranks	63,247	47,413	51,681	83,000	97,668	70,677	25,876	243
WEST SOUTH CENTRAL (12 departments)								
Full professor								
12 or more years	90,250	71,576	80,999	112,579	124,294	96,205	21,588	69
6-11 years	75,800	62,628	66,348	86,904	119,706	82,493	26,787	23
3-5 years	82,200	68,623	74,425	90,000	109,134	84,364	13,228	15
Less than 3 years	73,427	62,784	67,131	108,000	133,000	87,270	28,918	19
All years	85,030	66,125	74,330	103,171	122,471	90,945	23,569	126
Associate professor								
6 or more years	61,161	50,358	55,820	65,706	75,748	62,940	14,754	40
3-5 years	62,522	54,057	58,119	77,689	86,211	66,329	11,693	14
Less than 3 years	61,770	51,889	56,535	65,523	78,888	63,451	10,106	24
All years	61,885	52,016	56,699	65,615	79,108	63,705	12,862	7
Assistant professor								
3 or more years	53,492	44,730	48,773	57,050	61,525	53,802	7,130	42
Less than 3 years	53,600	47,500	49,038	57,544	60,741	53,780	5,039	44
All years	53,600	47,130	48,848	57,389	60,741	53,791	6,113	86
All ranks	63,707	48,650	55,820	82,538	106,662	71,589	23,811	304
MOUNTAIN (13 departments)								
Full professor								
12 or more years	95,330	69,300	81,255	111,355	124,907	96,903	22,143	69
6-11 years	83,100	63,976	69,177	103,400	107,198	84,083	17,033	23
3-5 years	67,638	61,811	65,097	86,360	89,580	72,544	12,287	19
Less than 3 years	72,316	61,491	64,621	89,781	107,049	77,904	16,798	16
All years	86,360	64,107	69,400	100,812	116,434	88,543	21,571	127
Associate professor								
6 or more years	61,778	54,026	58,793	67,846	74,540	64,223	10,433	35
3-5 years	58,138	48,839	51,943	74,921	80,000	62,180	11,988	23
Less than 3 years	58,237	47,379	50,949	69,561	79,493	60,231	10,816	24
All years	60,277	50,483	54,729	68,859	77,579	62,482	10,990	82
Assistant professor								
3 or more years	52,161	45,329	47,642	56,800	60,269	52,119	5,955	39
Less than 3 years	50,381	45,370	47,460	55,832	59,002	51,969	6,256	30
All years	51,266	45,329	47,551	55,881	59,964	52,054	6,043	69
All ranks	64,618	47,711	54,000	83,538	103,120	70,997	22,767	286

(continued)

TABLE 5 (continued)
2004-2005 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
PACIFIC (17 departments)								
Full professor								
12 or more years	123,200	77,135	94,150	138,400	155,540	119,492	31,268	83
6-11 years	89,600	61,651	74,316	113,600	118,960	92,369	22,276	31
3-5 years	72,700	64,510	68,627	78,600	94,760	74,701	9,272	19
Less than 3 years	71,427	55,254	59,044	78,500	112,690	74,182	21,317	14
All years	96,500	68,000	76,161	128,300	145,400	103,668	32,621	147
Associate professor								
6 or more years	66,292	49,093	58,631	67,900	77,352	63,979	10,188	24
3-5 years	63,500	49,397	54,564	69,848	85,200	63,590	11,378	19
Less than 3 years	61,000	49,923	55,620	64,402	69,160	60,223	6,943	25
All years	63,115	50,736	55,620	67,350	72,579	62,489	9,525	68
Assistant professor								
3 or more years	57,400	51,044	55,000	67,500	70,920	60,656	8,586	31
Less than 3 years	54,600	41,407	49,031	58,708	64,920	54,241	10,081	41
All years	56,900	43,800	50,066	62,675	70,150	57,003	9,932	72
All ranks	69,848	51,000	58,517	100,400	136,376	82,204	32,834	287

Source: 2004-2005 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 departments of psychology that award the doctoral degree (e.g., 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.

TABLE 6
2004-2005 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
All U.S. REGIONS (122 departments)								
Full professor								
12 or more years	96,019	73,617	83,728	118,100	138,150	102,369	27,321	644
6-11 years	85,574	68,660	76,866	103,920	120,750	91,739	22,885	281
3-5 years	80,239	64,948	70,056	92,793	109,715	84,325	20,876	152
Less than 3 years	75,420	61,970	68,000	88,325	108,194	81,197	20,621	144
All years	89,400	67,918	76,697	108,581	130,378	95,179	26,176	1221
Associate professor								
6 or more years	62,712	52,352	56,522	69,035	77,913	64,225	11,825	351
3-5 years	62,804	51,790	56,216	73,028	81,851	65,050	11,439	168
Less than 3 years	60,449	51,907	55,462	66,941	74,861	62,238	9,736	251
All years	61,877	51,925	56,144	69,035	78,305	63,757	11,140	770
Assistant professor								
3 or more years	53,605	45,999	48,896	58,500	64,403	54,418	7,123	346
Less than 3 years	53,000	45,000	48,000	57,000	61,669	52,832	6,902	359
All years	53,302	45,578	48,495	57,736	62,910	53,615	7,047	706
All ranks	67,043	49,237	55,759	87,583	113,018	74,747	26,529	2750
NEW ENGLAND (6 departments)								
Full professor								
12 or more years	88,184	77,610	85,864	100,383	113,979	92,831	11,833	29
6-11 years	79,310	64,024	77,950	85,332	106,336	83,128	18,113	17
3-5 years								2
Less than 3 years								8
All years	86,940	73,660	79,370	96,053	109,832	89,372	15,876	56
Associate professor								
6 or more years	64,199	54,108	58,266	74,745	105,512	69,424	17,052	21
3-5 years								2
Less than 3 years	59,872	51,735	56,465	69,463	71,788	62,240	7,186	12
All years	64,030	54,109	58,193	72,000	82,545	66,820	14,370	35
Assistant professor								
3 or more years	52,875	47,467	48,831	57,191	61,871	53,162	4,892	10
Less than 3 years	52,560	49,664	51,000	54,784	58,000	53,014	3,644	19
All years	52,565	48,775	50,314	54,892	58,500	53,065	4,029	29
All ranks	71,647	51,487	55,802	87,018	100,296	74,020	20,310	120
MID ATLANTIC (10 departments)								
Full professor								
12 or more years	103,275	87,666	93,507	117,853	132,391	105,492	20,029	45
6-11 years	90,272	79,448	86,191	104,816	120,538	94,878	14,655	24
3-5 years	94,556	82,315	88,735	104,741	140,383	100,663	18,717	12
Less than 3 years								7
All years	93,507	79,929	88,419	108,431	127,528	99,355	20,188	88
Associate professor								
6 or more years	77,249	63,312	66,150	80,944	88,602	74,910	9,513	36
3-5 years	71,814	55,074	61,350	75,877	84,600	70,202	9,611	12
Less than 3 years	72,761	62,740	66,840	76,130	85,065	72,543	7,074	16
All years	73,350	61,690	66,125	78,238	85,076	73,436	9,042	64
Assistant professor								
3 or more years	60,675	51,354	56,304	65,813	70,632	61,070	7,023	35
Less than 3 years	56,470	50,717	53,521	62,528	68,613	58,043	7,930	28
All years	58,995	51,385	55,000	65,250	70,203	59,725	7,532	63
All ranks	75,220	55,000	61,232	92,214	108,604	79,321	22,486	220

(continued)

TABLE 6 (continued)
2004-2005 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST NORTH CENTRAL (30 departments)								
Full professor								
12 or more years	106,136	74,916	89,200	128,910	156,343	112,415	33,803	163
6-11 years	86,262	70,763	78,335	111,725	129,701	95,274	24,869	77
3-5 years	82,508	64,103	73,005	93,075	123,400	89,102	26,422	50
Less than 3 years	75,081	61,752	65,661	88,508	99,450	77,818	13,584	44
All years	91,790	69,978	78,900	114,955	143,942	100,416	31,414	334
Associate professor								
6 or more years	62,000	50,579	56,561	70,171	76,628	63,584	10,314	81
3-5 years	62,529	55,500	56,602	78,846	82,345	67,176	11,465	49
Less than 3 years	60,540	51,401	55,145	70,103	84,934	63,502	11,957	74
All years	61,511	52,649	56,227	71,677	80,898	64,417	11,262	204
Assistant professor								
3 or more years	53,992	46,063	49,441	58,677	65,020	54,554	7,086	101
Less than 3 years	53,500	43,368	47,718	59,813	62,824	53,055	7,651	97
All years	53,945	45,453	48,446	58,903	63,576	53,820	7,388	198
All ranks	68,949	49,466	55,928	89,690	119,393	77,395	30,619	747
WEST NORTH CENTRAL (14 departments)								
Full professor								
12 or more years	93,261	68,345	78,490	120,806	136,433	99,094	25,512	65
6-11 years	88,145	71,797	79,958	115,695	136,164	97,978	25,309	27
3-5 years	79,484	60,518	67,815	93,210	104,737	80,394	15,334	16
Less than 3 years	71,893	59,915	65,387	75,827	99,431	73,703	13,372	14
All years	87,408	66,392	73,675	113,361	133,228	93,481	24,892	122
Associate professor								
6 or more years	61,817	53,540	56,389	66,537	75,400	62,553	8,400	37
3-5 years	59,000	53,058	55,764	70,725	88,197	64,587	11,903	13
Less than 3 years	60,039	51,262	55,042	65,086	69,124	60,288	6,165	22
All years	60,060	53,095	56,227	67,177	70,907	62,228	8,556	72
Assistant professor								
3 or more years	52,705	45,770	48,713	55,746	59,776	53,025	6,129	43
Less than 3 years	52,726	44,503	46,686	55,927	60,000	52,444	6,226	32
All years	52,712	45,360	47,755	55,746	60,000	52,777	6,135	75
All ranks	65,888	49,367	55,316	85,643	115,259	73,484	25,525	271
SOUTH ATLANTIC (19 departments)								
Full professor								
12 or more years	91,390	67,100	77,869	110,229	124,111	96,138	26,024	89
6-11 years	90,050	72,060	81,769	104,615	123,480	95,040	21,984	45
3-5 years	81,082	67,606	71,673	103,347	119,845	87,548	20,566	20
Less than 3 years	75,590	62,538	68,924	89,149	128,381	83,285	23,510	25
All years	88,018	67,933	75,858	105,000	123,314	93,107	24,424	179
Associate professor								
6 or more years	63,107	51,324	56,157	66,992	76,289	63,477	11,164	62
3-5 years	65,963	52,600	59,863	75,701	83,808	67,677	11,940	25
Less than 3 years	58,285	51,800	53,650	63,908	65,901	58,840	6,969	45
All years	62,462	52,000	55,458	66,127	75,752	62,691	10,517	132
Assistant professor								
3 or more years	52,386	44,477	48,053	56,998	62,611	52,895	6,913	36
Less than 3 years	53,905	40,900	47,725	56,422	60,123	52,003	7,599	58
All years	53,712	41,963	48,039	56,900	61,155	52,394	7,295	95
All ranks	65,500	48,554	55,589	84,350	107,115	73,106	25,006	415

(continued)

TABLE 6 (continued)
2004-2005 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST SOUTH CENTRAL (11 departments)								
Full professor								
12 or more years	86,800	68,733	76,341	95,117	102,696	86,865	13,866	63
6-11 years	76,014	61,074	66,963	92,742	127,745	83,130	22,757	22
3-5 years								8
Less than 3 years								7
All years	82,261	65,637	72,177	93,871	102,759	85,361	18,516	100
Associate professor								
6 or more years	54,589	47,530	51,376	57,148	61,433	54,717	4,679	26
3-5 years	54,154	49,282	50,585	62,632	65,923	56,138	6,228	22
Less than 3 years	59,576	52,544	53,786	61,120	72,919	59,572	7,311	15
All years	54,925	49,489	51,903	60,000	63,806	56,369	6,138	63
Assistant professor								
3 or more years	49,262	44,520	47,935	52,517	57,891	50,188	5,679	22
Less than 3 years	47,610	44,100	45,500	49,189	51,448	47,548	2,578	29
All years	48,038	44,184	46,316	50,225	52,672	48,687	4,360	51
All ranks	60,945	47,157	50,545	80,857	95,209	67,419	21,482	218
WEST SOUTH CENTRAL (11 departments)								
Full professor								
12 or more years	90,250	71,576	80,999	112,579	124,294	96,205	21,588	69
6-11 years	75,750	62,313	65,964	85,852	120,105	82,293	27,400	22
3-5 years	82,041	68,269	74,069	91,091	109,881	83,961	13,631	14
Less than 3 years	75,906	62,567	66,750	111,000	135,700	88,253	29,428	18
All years	84,865	65,902	74,425	103,683	122,752	91,159	23,775	123
Associate professor								
6 or more years	60,735	49,878	55,320	65,958	76,088	62,937	15,137	38
3-5 years	62,522	54,057	58,119	77,689	86,211	66,329	11,693	14
Less than 3 years	62,623	52,611	57,689	67,006	83,800	64,206	10,395	21
All years	62,000	52,109	56,604	66,116	81,786	63,953	13,195	73
Assistant professor								
3 or more years	53,492	44,730	48,773	57,050	61,525	53,802	7,130	42
Less than 3 years	54,090	47,500	48,602	57,624	60,741	53,727	5,042	38
All years	54,090	46,391	48,800	57,418	60,667	53,766	6,188	80
All ranks	63,862	48,140	56,000	82,814	107,918	72,040	24,138	290
MOUNTAIN (11 departments)								
Full professor								
12 or more years	96,695	69,848	81,255	110,562	124,321	96,922	22,430	61
6-11 years	83,100	63,976	69,177	103,400	107,198	84,083	17,033	23
3-5 years	67,638	61,811	65,097	86,360	89,580	72,544	12,287	19
Less than 3 years	72,316	61,358	63,481	92,938	110,750	78,395	17,737	14
All years	85,788	63,977	69,350	100,630	116,114	88,222	21,657	117
Associate professor								
6 or more years	61,839	53,443	58,306	68,206	74,960	64,535	10,869	32
3-5 years	59,402	48,642	51,103	76,702	80,000	62,851	12,717	20
Less than 3 years	58,237	47,379	50,949	69,561	79,493	60,231	10,816	24
All years	60,277	50,070	54,583	69,378	78,390	62,733	11,361	76
Assistant professor								
3 or more years	51,417	44,989	46,771	57,635	60,536	51,967	6,172	36
Less than 3 years	50,262	45,300	47,460	55,881	59,200	51,920	6,361	29
All years	51,000	45,317	47,460	56,135	60,086	51,946	6,207	65
All ranks	64,618	47,587	53,370	83,385	102,462	70,718	22,742	266

(continued)

TABLE 6 (continued)
2004-2005 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
PACIFIC (10 departments)								
Full professor								
12 or more years	123,200	80,127	98,389	138,075	147,500	119,037	25,482	60
6-11 years	92,600	62,600	76,396	115,850	118,600	94,038	20,260	24
3-5 years	76,074	70,141	72,700	78,600	92,248	76,996	6,895	11
Less than 3 years								7
All years	104,050	71,860	78,500	128,300	143,090	105,738	27,634	102
Associate professor								
6 or more years	65,019	46,594	57,594	67,525	70,010	61,588	8,482	18
3-5 years	63,500	51,231	59,506	70,000	82,660	64,378	9,499	11
Less than 3 years	61,200	53,957	56,793	64,800	69,580	61,514	5,734	22
All years	63,100	51,938	57,428	67,200	70,000	62,158	7,596	51
Assistant professor								
3 or more years	57,300	51,757	55,050	63,300	67,320	58,607	5,103	21
Less than 3 years	54,600	44,500	49,949	57,350	62,900	54,043	6,050	29
All years	56,250	48,926	50,816	60,375	64,490	55,960	6,060	50
All ranks	70,000	51,954	59,094	104,800	132,240	82,529	30,928	203

Source: 2004-2005 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 departments of psychology that award the doctoral degree (e.g., 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.

TABLE 7
2004-2005 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
All U.S. REGIONS (48 departments)								
Full professor								
12 or more years	109,750	76,912	86,206	138,200	159,334	114,543	33,351	167
6-11 years	88,671	71,987	75,645	114,200	137,440	97,181	27,144	75
3-5 years	88,522	61,457	71,897	107,272	132,400	93,737	28,478	46
Less than 3 years	87,201	57,748	68,627	109,530	130,372	91,813	30,864	35
All years	97,400	70,655	79,832	125,700	149,940	105,086	32,483	323
Associate professor								
6 or more years	66,725	54,098	60,719	74,750	81,354	68,131	12,498	100
3-5 years	65,105	52,279	58,043	75,205	86,660	67,470	12,473	61
Less than 3 years	62,000	51,697	55,781	73,946	81,800	64,940	11,502	53
All years	65,516	52,309	58,491	74,625	84,715	67,153	12,264	214
Assistant professor								
3 or more years	60,000	48,985	53,900	66,311	71,972	60,210	9,240	101
Less than 3 years	55,410	45,939	50,886	61,965	67,510	56,848	9,879	92
All years	57,751	47,322	52,062	63,595	70,840	58,608	9,673	193
All ranks	71,414	52,000	58,922	92,215	128,323	81,040	31,379	744
NEW ENGLAND (6 departments)								
Full professor								
12 or more years	119,100	79,918	90,513	144,925	185,450	121,952	35,100	22
6-11 years								5
3-5 years								9
Less than 3 years								5
All years	105,500	63,885	86,613	130,575	153,520	109,924	34,321	41
Associate professor								
6 or more years	68,325	59,350	63,210	72,613	76,275	67,893	5,775	14
3-5 years								8
Less than 3 years								4
All years	67,500	53,770	60,862	72,251	79,550	67,511	10,443	26
Assistant professor								
3 or more years	63,100	54,370	56,459	66,411	70,250	62,005	6,123	17
Less than 3 years	62,750	55,783	60,800	64,375	67,570	62,488	3,558	10
All years	63,000	55,648	57,594	66,322	68,020	62,184	5,245	27
All ranks	68,588	55,385	61,359	100,375	134,285	82,950	32,651	98
MID ATLANTIC (13 departments)								
Full professor								
12 or more years	111,465	73,809	93,300	133,460	149,910	114,612	27,279	55
6-11 years	97,491	74,098	78,801	104,984	126,065	98,320	24,757	24
3-5 years	97,100	73,568	83,375	119,983	172,500	105,948	32,834	13
Less than 3 years								8
All years	105,113	74,292	87,805	124,514	149,850	109,924	28,944	100
Associate professor								
6 or more years	63,852	49,510	57,732	76,201	88,794	67,710	16,251	36
3-5 years	68,406	58,952	63,484	85,397	89,143	72,304	11,350	10
Less than 3 years	72,892	59,692	62,488	78,750	88,375	72,594	9,914	15
All years	67,764	51,205	60,839	78,092	88,081	69,664	14,209	61
Assistant professor								
3 or more years	64,441	56,458	58,323	70,979	77,422	65,057	7,651	25
Less than 3 years	58,400	49,185	53,208	63,198	78,765	60,748	11,619	26
All years	62,000	50,400	56,000	68,300	75,270	62,860	10,016	51
All ranks	78,092	56,789	63,000	104,039	131,630	86,887	30,825	213

(continued)

TABLE 7 (continued)
2004-2005 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST NORTH CENTRAL (9 departments)								
Full professor								
12 or more years	93,900	78,134	80,147	121,047	154,121	102,210	28,189	13
6-11 years								9
3-5 years								7
Less than 3 years								9
All years	82,073	68,123	77,345	104,149	135,250	91,706	24,170	38
Associate professor								
6 or more years	67,284	51,550	59,286	72,900	78,468	66,398	9,022	14
3-5 years	64,500	51,530	56,148	71,882	86,091	65,890	11,365	15
Less than 3 years	55,297	49,775	53,220	60,800	73,162	57,444	7,215	11
All years	63,326	51,502	56,099	70,131	78,168	63,745	10,116	40
Assistant professor								
3 or more years	52,774	44,560	50,000	55,650	76,209	54,760	9,839	15
Less than 3 years	53,170	45,112	49,827	55,922	58,711	52,324	5,022	18
All years	52,976	45,748	50,250	55,473	59,427	53,431	7,567	33
All ranks	63,926	50,150	53,730	79,261	97,394	70,070	22,534	112
WEST NORTH CENTRAL (4 departments) (Insufficient <u>N</u>s of faculty)								
SOUTH ATLANTIC (5 departments)								
Full professor								
12 or more years	113,850	70,832	85,136	129,943	146,715	112,444	30,618	20
6-11 years	92,926	71,937	81,400	121,552	137,821	101,832	25,120	23
3-5 years								6
Less than 3 years								2
All years	105,000	72,232	86,155	125,399	144,406	106,010	27,094	51
Associate professor								
6 or more years	71,050	58,689	62,654	76,300	79,653	69,779	7,525	11
3-5 years								8
Less than 3 years								6
All years	71,050	57,634	60,937	77,082	81,450	69,807	9,580	25
Assistant professor								
3 or more years	56,306	43,609	49,249	62,184	67,594	56,030	8,610	21
Less than 3 years	58,000	45,945	52,963	61,038	61,305	56,497	5,295	12
All years	58,000	43,782	51,790	61,200	66,937	56,200	7,485	33
All ranks	73,279	50,788	58,604	93,967	127,643	80,793	30,413	114
EAST SOUTH CENTRAL (1 department) (Insufficient <u>N</u>s of faculty)								
WEST SOUTH CENTRAL (1 department) (Insufficient <u>N</u>s of faculty)								
MOUNTAIN (2 departments) (Insufficient <u>N</u>s of faculty)								

(continued)

TABLE 7 (continued)
2004-2005 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
PACIFIC (7 departments)								
Full professor								
12 or more years	114,500	69,338	80,980	155,000	184,107	120,679	43,597	23
6-11 years								7
3-5 years								8
Less than 3 years								7
All years	79,832	58,939	68,527	138,138	158,140	98,974	41,781	45
Associate professor								
6 or more years								6
3-5 years								8
Less than 3 years								3
All years	64,520	46,334	51,613	71,568	88,600	63,484	14,080	17
Assistant professor								
3 or more years	69,050	43,347	53,954	72,606	82,829	64,958	12,550	10
Less than 3 years	52,083	36,880	38,944	68,302	83,416	54,718	16,615	12
All years	58,708	37,771	45,068	71,018	82,317	59,372	15,470	22
All ranks	69,577	47,992	57,691	87,182	145,000	81,420	37,229	84

Source: 2004-2005 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 departments of psychology that award the doctoral degree (e.g., 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.

TABLE 8
2004-2005 Salaries for Full-time Faculty in U.S. Doctoral Departments by Type of Department, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
PSYCHOLOGY (115 departments)								
Full professor								
12 or more years	101,242	74,667	86,784	124,633	147,168	107,626	30,109	665
6-11 years	87,782	70,349	78,500	108,677	130,537	95,403	24,860	267
3-5 years	84,941	64,917	72,689	99,498	123,400	89,934	24,676	150
Less than 3 years	80,277	62,507	69,898	96,963	120,867	86,598	24,529	135
All years	93,261	69,895	79,646	117,151	140,480	100,431	28,980	1217
Associate professor								
6 or more years	63,432	52,715	57,246	70,192	79,616	65,262	12,474	352
3-5 years	64,700	53,510	58,112	77,062	85,045	67,531	12,027	165
Less than 3 years	61,308	52,809	56,495	68,379	78,750	63,745	10,039	229
All years	63,100	52,906	57,116	70,725	81,610	65,298	11,741	746
Assistant professor								
3 or more years	55,116	46,027	50,712	61,194	67,459	56,187	8,248	342
Less than 3 years	54,232	45,610	49,485	59,040	63,410	54,525	7,997	358
All years	54,732	45,909	50,000	60,000	65,240	55,340	8,152	701
All ranks	69,144	50,529	57,023	90,907	120,000	78,088	29,271	2714
EDUCATIONAL/COUSELING/SCHOOL (32 departments)								
Full professor								
12 or more years	86,806	70,072	77,172	98,782	111,216	88,829	15,246	93
6-11 years	77,797	65,179	70,275	89,923	105,276	80,966	15,121	48
3-5 years	76,220	63,210	66,500	84,513	92,360	76,409	13,133	31
Less than 3 years	72,341	59,236	63,730	80,000	106,047	74,993	16,660	30
All years	79,925	65,277	70,653	91,600	108,272	83,000	16,082	202
Associate professor								
6 or more years	64,375	52,926	58,890	71,069	78,546	65,595	10,750	60
3-5 years	59,400	49,258	52,386	68,350	75,098	60,650	8,987	35
Less than 3 years	59,578	49,785	52,958	68,500	75,928	60,770	9,816	56
All years	60,916	50,817	55,083	68,709	77,889	62,659	10,238	151
Assistant professor								
3 or more years	52,454	46,110	47,761	56,444	60,638	52,771	6,268	70
Less than 3 years	50,786	43,870	46,033	54,000	56,025	50,458	4,731	68
All years	51,625	45,000	47,490	54,925	58,241	51,632	5,664	138
All ranks	63,419	47,635	53,120	77,982	92,098	67,352	18,022	508
HUMAN DEVELOPMENT (4 departments) (Insufficient <u>N</u>s of faculty)								

(continued)

TABLE 8 (continued)
2004-2005 Salaries for Full-time Faculty in U.S. Doctoral Departments by Type of Department, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
PROFESSIONAL SCHOOL (14 departments)								
Full Professor								
12 or more years	80,266	61,526	73,531	85,628	115,571	83,541	19,387	23
6-11 years	77,078	67,999	72,086	92,220	126,151	86,511	23,175	27
3-5 years	68,712	57,299	63,349	81,172	93,246	72,594	12,046	13
Less than 3 years								9
All years	76,750	60,409	68,627	86,023	102,137	80,340	20,173	72
Associate professor								
6 or more years	58,450	48,500	50,581	69,533	73,287	60,927	10,484	29
3-5 years	58,365	48,388	51,777	65,704	72,953	59,592	8,729	24
Less than 3 years	53,140	44,584	47,297	55,692	60,995	52,265	5,415	14
All years	56,876	47,573	50,285	65,204	71,829	58,639	9,498	67
Assistant professor								
3 or more years	52,165	43,014	48,988	63,937	66,242	55,118	8,463	20
Less than 3 years	48,972	37,696	41,050	55,148	61,774	49,182	7,958	21
All years	51,556	40,887	46,412	56,274	65,528	52,077	8,644	41
All ranks	62,476	47,607	53,170	74,928	86,295	65,825	18,940	180

OTHER DEPARTMENTS (5 departments) (Insufficient Ns of faculty)

Source: 2004-2005 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 departments that award the doctoral degree. "Educational/Counseling/School" includes departments of educational psychology, counseling psychology, school psychology, and similar types of units. 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.

TABLE 9
2004-2005 Salaries for Full-time Faculty in U.S. Doctoral Departments by Type of Department,
and Years Since Doctorate

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
PSYCHOLOGY (115 departments)								
35 years or more	93,507	62,604	77,709	117,660	143,674	99,382	31,318	285
30-34 years	93,404	63,145	76,573	116,319	144,810	99,587	34,123	304
25-29 years	92,237	63,069	75,873	119,951	142,300	98,887	30,741	326
20-24 years	79,600	58,995	66,790	96,500	120,851	85,170	26,402	327
17-19 years	75,280	55,751	63,209	93,951	117,450	81,236	24,408	187
14-16 years	68,533	53,843	58,556	79,962	94,193	71,637	17,981	193
11-13 years	63,400	51,633	57,078	72,538	85,200	66,087	13,652	229
8-10 years	60,654	51,903	56,007	67,988	79,181	62,855	11,274	249
6-7 years	56,716	47,498	51,406	62,259	67,984	57,400	9,017	162
4-5 years	54,295	45,220	50,000	58,999	64,800	54,373	7,853	204
2-3 years	52,671	45,614	48,706	57,925	63,639	53,756	8,151	150
0-1 year	50,188	43,179	46,224	56,560	59,700	50,960	8,199	92
EDUCATIONAL/COUNSELING/SCHOOL (32 departments)								
35 years or more	80,317	59,600	68,000	94,212	106,027	81,877	17,348	41
30-34 years	84,455	60,396	70,126	96,309	112,095	84,442	18,290	43
25-29 years	78,642	64,199	70,109	89,714	108,002	80,750	16,950	59
20-24 years	73,700	55,276	63,875	85,050	101,949	76,029	17,793	55
17-19 years	68,350	49,714	58,954	78,817	94,856	70,626	16,230	37
14-16 years	68,709	54,327	61,360	78,313	88,090	69,505	12,567	35
11-13 years	60,916	50,199	54,255	70,116	76,596	62,856	11,572	45
8-10 years	58,212	47,642	51,568	62,623	71,121	58,191	8,082	51
6-7 years	52,949	47,279	49,322	58,281	68,639	54,696	8,028	38
4-5 years	49,228	44,952	46,318	54,688	57,961	51,152	7,075	44
2-3 years	50,723	42,840	45,982	53,402	55,746	49,691	4,679	29
0-1 year	51,500	43,400	46,000	54,000	55,250	50,437	4,827	27
HUMAN DEVELOPMENT (4 departments) (Insufficient <u>N</u>s of faculty)								
PROFESSIONAL SCHOOL (14 departments)								
35 years or more	64,140	47,840	49,224	81,028	93,578	67,678	20,588	20
30-34 years	74,803	48,273	53,828	86,346	123,068	76,759	28,450	31
25-29 years	68,569	48,827	57,052	78,757	85,695	69,142	17,845	48
20-24 years	59,386	47,165	53,186	70,399	85,151	62,474	12,883	21
17-19 years	62,971	49,374	57,967	70,234	78,322	63,939	9,827	18
14-16 years	55,022	44,172	49,019	60,257	78,070	56,995	11,976	15
11-13 years	60,594	45,059	49,888	69,061	76,305	60,341	11,761	16
8-10 years	59,032	37,102	47,691	66,200	76,631	57,116	12,640	16
6-7 years	49,320	40,986	44,025	54,747	60,436	49,823	6,438	10
4-5 years	50,674	37,829	47,127	55,030	61,161	50,201	7,244	12
2-3 years								8
0-1 year								2
OTHER DEPARTMENTS (5 departments) (Insufficient <u>N</u>s of faculty)								

Source: 2004-2005 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty in departments that award the doctorate. "Educational/Counseling/ School" includes departments of educational psychology, counseling psychology, school psychology, and similar units. All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10.

TABLE 10
2004-2005 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 (115 departments)								
Full professor								
12 or more years	101,242	74,667	86,784	124,633	147,168	107,626	30,109	665
6-11 years	87,782	70,349	78,500	108,677	130,537	95,403	24,860	267
3-5 years	84,941	64,917	72,689	99,498	123,400	89,934	24,676	150
Less than 3 years	80,277	62,507	69,898	96,963	120,867	86,598	24,529	135
All years	93,261	69,895	79,646	117,151	140,480	100,431	28,980	1217
Associate professor								
6 or more years	63,432	52,715	57,246	70,192	79,616	65,262	12,474	352
3-5 years	64,700	53,510	58,112	77,062	85,045	67,531	12,027	165
Less than 3 years	61,308	52,809	56,495	68,379	78,750	63,745	10,039	229
All years	63,100	52,906	57,116	70,725	81,610	65,298	11,741	746
Assistant professor								
3 or more years	55,116	46,027	50,712	61,194	67,459	56,187	8,248	342
Less than 3 years	54,232	45,610	49,485	59,040	63,410	54,525	7,997	358
All years	54,732	45,909	50,000	60,000	65,240	55,340	8,152	701
All ranks	69,144	50,529	57,023	90,907	120,000	78,088	29,271	2714
NEW ENGLAND (9 departments)								
Full professor								
12 or more years	98,581	78,742	87,284	125,700	152,440	107,340	29,951	43
6-11 years	79,655	64,504	77,675	89,072	140,040	87,425	22,573	20
3-5 years								6
Less than 3 years	92,896	69,432	86,126	111,222	130,346	96,738	18,721	12
All years	90,000	76,095	82,430	114,390	142,000	100,642	27,688	81
Associate professor								
6 or more years	67,104	54,111	59,097	74,557	83,232	69,289	14,615	30
3-5 years								5
Less than 3 years	59,066	51,299	55,760	67,500	70,992	61,150	6,761	11
All years	65,486	54,111	58,303	72,739	84,008	67,855	13,935	46
Assistant professor								
3 or more years	57,594	48,790	52,875	65,450	67,140	58,709	7,029	21
Less than 3 years	54,642	50,111	51,323	62,503	64,570	56,528	6,062	26
All years	56,755	48,952	52,000	63,000	66,660	57,502	6,531	47
All ranks	71,294	52,564	59,033	89,865	119,460	79,768	28,229	177
MID ATLANTIC (15 departments)								
Full professor								
12 or more years	111,600	87,716	97,414	132,281	149,880	115,623	24,283	77
6-11 years	90,272	74,451	80,556	112,790	126,225	97,212	22,847	36
3-5 years	97,100	76,750	86,994	112,653	143,600	104,808	28,135	21
Less than 3 years								9
All years	103,840	78,996	90,272	123,900	147,910	109,507	26,372	143
Associate professor								
6 or more years	77,010	61,400	64,772	82,539	90,902	74,705	13,682	39
3-5 years	73,028	59,845	62,563	80,885	88,350	72,257	10,092	13
Less than 3 years	68,250	60,153	62,488	78,750	88,131	71,543	9,740	19
All years	73,028	60,247	64,500	81,428	88,618	73,411	12,067	71
Assistant professor								
3 or more years	65,099	53,100	59,561	69,489	73,513	64,324	7,954	36
Less than 3 years	57,622	49,698	54,505	64,041	74,360	60,024	10,602	44
All years	61,253	50,100	55,346	67,466	73,817	61,959	9,687	80
All ranks	81,385	56,000	65,000	103,523	129,192	87,319	29,491	298

(continued)

TABLE 10 (continued)
2004-2005 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 (24 departments)								
Full professor								
12 or more years	107,391	79,500	90,556	134,501	159,056	114,833	34,575	149
6-11 years	86,981	71,193	79,119	114,695	138,000	97,142	26,509	66
3-5 years	85,938	63,603	72,773	103,957	124,950	92,269	28,098	44
Less than 3 years	82,500	62,143	70,995	92,500	102,329	82,158	15,359	39
All years	93,897	70,865	80,523	120,539	146,195	103,307	32,340	298
Associate professor								
6 or more years	63,456	49,753	56,817	70,192	76,416	63,961	10,512	76
3-5 years	64,475	54,258	56,700	79,590	83,820	67,674	12,074	51
Less than 3 years	60,800	52,447	55,814	70,103	85,577	64,153	12,001	65
All years	62,043	52,704	56,602	71,909	82,195	65,012	11,506	192
Assistant professor								
3 or more years	54,290	46,570	50,664	59,000	65,689	55,306	7,786	91
Less than 3 years	54,000	44,250	48,930	60,000	63,162	53,932	7,815	84
All years	54,200	45,638	50,000	59,625	64,781	54,646	7,808	175
All ranks	69,837	50,203	56,602	91,545	123,442	78,862	31,690	676
WEST NORTH CENTRAL (12 departments)								
Full professor								
12 or more years	92,092	68,503	77,868	124,196	140,400	102,199	31,544	59
6-11 years	87,782	72,375	78,115	129,545	140,640	99,291	26,254	21
3-5 years	78,739	60,164	63,307	99,491	108,772	80,063	17,573	11
Less than 3 years	71,462	59,388	64,375	78,374	108,814	75,016	15,900	12
All years	86,122	66,356	73,980	114,692	139,226	96,075	29,362	103
Associate professor								
6 or more years	60,011	52,066	56,443	67,863	79,934	63,726	11,557	38
3-5 years	65,079	53,183	54,933	70,952	88,091	65,856	12,258	16
Less than 3 years	59,968	50,516	53,813	68,046	69,620	60,352	7,178	19
All years	60,063	52,936	55,524	68,050	79,300	63,315	10,801	73
Assistant professor								
3 or more years	52,764	45,600	48,188	56,030	64,300	53,624	7,161	39
Less than 3 years	52,740	44,432	46,581	56,000	60,000	52,494	6,326	31
All years	52,752	45,060	47,000	56,008	61,749	53,123	6,779	70
All ranks	65,200	48,451	54,715	83,178	115,324	73,701	27,852	249
SOUTH ATLANTIC (18 departments)								
Full professor								
12 or more years	97,863	73,424	83,152	117,152	143,184	103,272	27,268	91
6-11 years	92,926	73,026	82,225	106,127	129,300	97,696	22,374	53
3-5 years	87,256	67,784	72,138	106,650	129,180	92,228	23,526	23
Less than 3 years	76,996	62,659	69,983	103,855	133,040	86,800	24,695	22
All years	92,926	70,446	79,761	111,315	131,010	98,447	25,678	189
Associate professor								
6 or more years	64,650	54,545	59,623	70,483	77,829	65,887	10,566	65
3-5 years	71,506	59,868	63,455	76,101	90,800	72,038	10,818	25
Less than 3 years	59,522	52,031	54,635	65,000	72,860	61,090	7,652	39
All years	64,102	53,780	58,790	71,190	77,863	65,629	10,463	129
Assistant professor								
3 or more years	55,043	44,133	50,722	59,130	64,422	54,367	7,412	45
Less than 3 years	55,000	41,700	50,375	58,000	61,545	53,444	7,758	56
All years	55,000	43,571	50,758	58,304	62,350	53,886	7,551	102
All ranks	67,984	51,554	58,000	90,302	113,576	76,604	27,069	432

(continued)

TABLE 10 (continued)
2004-2005 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 (9 departments)								
Full professor								
12 or more years	89,451	68,723	78,893	97,570	129,160	93,645	24,709	62
6-11 years	77,431	58,605	66,151	101,737	153,237	90,906	34,308	16
3-5 years								8
Less than 3 years								7
All years	86,800	65,604	74,089	97,640	138,646	92,022	27,201	93
Associate professor								
6 or more years	54,477	47,494	51,071	56,974	63,742	55,325	6,948	25
3-5 years	56,264	50,299	51,243	63,228	69,360	58,309	8,149	17
Less than 3 years	60,491	52,880	55,764	72,400	84,384	64,313	11,027	21
All years	56,519	50,313	52,805	62,439	74,000	59,126	9,496	63
Assistant professor								
3 or more years	48,884	44,520	47,762	54,136	63,000	51,358	7,324	19
Less than 3 years	47,392	44,037	45,000	49,534	51,824	47,930	3,850	26
All years	48,000	44,100	46,048	50,767	60,500	49,377	5,770	45
All ranks	63,105	47,174	51,788	85,820	100,335	71,449	27,169	206
WEST SOUTH CENTRAL (10 departments)								
Full professor								
12 or more years	90,230	70,173	81,157	117,969	124,896	97,030	23,429	53
6-11 years	76,482	60,618	64,770	89,407	133,486	84,958	30,872	17
3-5 years	84,348	71,223	74,713	93,492	110,628	85,905	13,213	13
Less than 3 years	71,280	61,697	64,953	90,208	146,500	83,663	30,768	14
All years	85,194	64,686	73,162	106,662	124,345	91,494	25,374	97
Associate professor								
6 or more years	59,000	48,769	53,982	65,215	70,828	61,361	15,343	33
3-5 years	62,944	52,643	58,000	83,961	87,561	66,501	12,749	11
Less than 3 years	63,543	51,794	56,333	67,006	83,800	63,780	10,786	21
All years	60,449	51,718	56,210	65,429	78,685	63,012	13,533	65
Assistant professor								
3 or more years	54,234	44,141	48,682	57,764	62,136	54,019	7,676	33
Less than 3 years	53,600	47,850	50,001	58,299	60,744	54,245	5,089	36
All years	54,000	46,268	49,432	57,895	60,741	54,137	6,409	69
All ranks	63,496	48,845	56,000	82,750	111,707	71,777	24,752	236
MOUNTAIN (9 departments)								
Full professor								
12 or more years	96,695	69,014	81,789	111,800	126,041	97,452	22,236	67
6-11 years	84,077	59,120	78,384	103,558	110,583	87,927	17,457	16
3-5 years	75,500	64,318	65,097	87,229	97,754	77,832	12,441	11
Less than 3 years	79,280	61,224	68,975	94,313	114,450	82,119	17,474	12
All years	89,609	65,085	76,472	103,453	118,053	92,243	21,323	106
Associate professor								
6 or more years	62,347	57,339	59,315	68,503	75,240	65,668	10,515	30
3-5 years	65,138	49,872	57,851	77,599	81,200	66,726	11,525	16
Less than 3 years	61,368	50,647	57,050	71,044	81,897	64,394	9,972	17
All years	61,981	54,767	58,573	71,486	80,000	65,593	10,500	63
Assistant professor								
3 or more years	52,768	45,461	49,702	58,325	61,069	53,632	5,634	30
Less than 3 years	51,250	46,181	48,725	56,056	60,940	52,974	6,092	26
All years	52,675	45,896	49,142	56,950	60,536	53,326	5,807	56
All ranks	68,056	50,000	57,031	89,191	106,630	74,122	23,511	232

(continued)

TABLE 10 (continued)
2004-2005 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 (9 departments)								
Full professor								
12 or more years	128,300	83,621	103,465	144,950	156,600	125,585	30,263	64
6-11 years	106,125	76,443	84,700	117,951	119,760	102,022	18,584	22
3-5 years	76,074	59,643	71,703	81,016	95,022	76,667	10,583	13
Less than 3 years								8
All years	113,600	72,700	82,200	137,100	150,480	111,355	32,192	107
Associate professor								
6 or more years	66,819	47,691	58,631	69,375	83,301	64,797	11,112	16
3-5 years	64,800	51,231	59,506	72,500	90,800	66,987	12,652	11
Less than 3 years	63,100	57,379	60,439	66,050	71,080	63,636	4,640	17
All years	64,378	53,435	60,206	68,325	78,408	64,896	9,490	44
Assistant professor								
3 or more years	60,150	53,378	55,100	67,950	71,642	61,769	8,033	28
Less than 3 years	56,800	49,897	51,000	61,350	71,070	58,015	8,629	29
All years	57,300	50,000	54,600	64,050	71,014	59,859	8,481	57
All ranks	74,158	54,909	60,318	114,275	139,198	87,415	34,380	208

Source: 2004-2005 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.

TABLE 11
2004-2005 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 (84 departments)								
Full professor								
12 or more years	97,749	74,395	85,258	120,104	141,399	104,414	28,197	528
6-11 years	87,306	69,956	78,390	106,176	127,423	93,866	23,782	223
3-5 years	81,941	64,824	70,920	96,421	118,535	86,792	22,466	118
Less than 3 years	76,866	62,204	68,741	91,194	112,680	83,142	21,618	110
All years	91,345	68,794	78,600	112,535	135,110	97,497	27,113	979
Associate professor								
6 or more years	62,240	52,455	56,580	68,788	77,820	64,221	12,268	286
3-5 years	63,448	52,913	57,557	75,904	82,345	66,521	11,495	129
Less than 3 years	60,727	52,701	56,222	66,985	75,964	62,976	9,726	192
All years	62,000	52,674	56,519	69,705	79,846	64,316	11,407	607
Assistant professor								
3 or more years	53,987	45,936	50,014	59,000	65,010	54,791	7,280	268
Less than 3 years	53,970	45,000	48,513	58,000	62,245	53,485	7,194	288
All years	53,989	45,644	48,989	58,500	63,675	54,120	7,253	557
All ranks	67,891	50,012	56,270	89,341	115,517	76,244	27,703	2180
NEW ENGLAND (5 departments)								
Full professor								
12 or more years	88,034	77,576	85,736	97,481	107,909	90,996	10,066	25
6-11 years	79,310	64,024	77,950	85,332	106,336	83,128	18,113	17
3-5 years								2
Less than 3 years								8
All years	86,784	70,849	78,976	95,488	106,230	88,224	15,355	52
Associate professor								
6 or more years	64,148	54,107	58,230	74,932	108,280	69,685	17,452	20
3-5 years								1
Less than 3 years								9
All years	61,235	54,107	55,885	71,550	83,232	66,559	15,313	30
Assistant professor								
3 or more years								7
Less than 3 years	52,560	48,731	50,662	54,642	58,902	52,957	3,824	17
All years	52,280	48,049	49,824	54,394	57,378	52,362	3,742	24
All ranks	73,344	51,000	55,516	87,143	99,153	73,973	20,134	106
MID ATLANTIC (5 departments)								
Full professor								
12 or more years	106,655	93,224	93,507	120,318	138,871	109,967	18,471	34
6-11 years	90,272	77,365	86,121	108,873	125,587	95,579	16,357	17
3-5 years								9
Less than 3 years								2
All years	101,250	86,141	90,272	116,967	130,363	104,789	18,696	62
Associate professor								
6 or more years	77,691	64,963	74,178	83,029	90,764	78,004	9,212	22
3-5 years								7
Less than 3 years								7
All years	76,598	60,520	68,956	80,944	88,002	75,052	9,207	36
Assistant professor								
3 or more years	64,649	50,234	54,950	66,976	71,800	62,036	7,287	20
Less than 3 years	57,960	51,417	55,445	65,182	73,402	59,542	8,557	21
All years	61,111	51,176	55,445	66,026	71,551	60,759	7,964	41
All ranks	78,039	55,910	65,149	95,580	117,962	83,263	24,308	142

(continued)

TABLE 11 (continued)
2004-2005 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	108,918	79,500	90,681	133,891	159,115	115,291	34,963	139
6-11 years	86,981	71,373	79,298	114,695	140,413	97,481	26,306	62
3-5 years	84,233	63,932	72,212	100,317	126,705	92,431	29,256	38
Less than 3 years	79,449	60,783	66,121	89,314	99,670	79,601	13,813	32
All years	93,894	70,797	80,530	120,552	147,716	103,797	32,940	271
Associate professor								
6 or more years	61,534	49,738	56,658	70,171	76,459	63,513	10,747	65
3-5 years	62,450	54,842	56,450	79,699	83,820	67,836	12,118	41
Less than 3 years	60,869	52,160	55,700	70,103	86,442	64,458	12,349	59
All years	61,461	52,749	56,415	71,960	83,142	64,925	11,739	165
Assistant professor								
3 or more years	54,473	46,536	50,666	59,000	65,595	55,272	7,247	80
Less than 3 years	54,000	43,220	48,904	60,480	63,520	53,923	8,125	75
All years	54,300	45,562	49,996	60,000	64,781	54,619	7,689	155
All ranks	70,000	50,058	56,655	91,790	124,751	79,430	32,381	601
WEST NORTH CENTRAL (10 departments)								
Full professor								
12 or more years	88,026	67,842	74,979	120,263	137,413	97,914	27,381	46
6-11 years	88,434	71,797	79,979	129,545	140,160	100,324	25,379	17
3-5 years	78,739	60,164	63,307	99,491	108,772	80,063	17,573	11
Less than 3 years	70,923	59,124	63,869	74,553	106,441	72,861	14,724	11
All years	84,094	64,291	73,457	113,341	135,801	92,844	26,191	85
Associate professor								
6 or more years	59,591	51,738	55,959	65,378	68,188	60,778	7,199	29
3-5 years	65,591	52,933	53,848	73,862	91,340	66,514	13,073	10
Less than 3 years	56,330	50,178	53,813	68,046	69,483	59,428	7,105	15
All years	59,775	52,315	55,393	67,368	69,946	61,465	8,717	54
Assistant professor								
3 or more years	52,568	45,642	48,080	55,547	61,346	52,786	6,723	34
Less than 3 years	53,230	44,267	46,686	56,529	60,167	52,705	6,487	28
All years	52,740	45,180	47,000	55,830	60,653	52,750	6,563	62
All ranks	63,454	47,928	53,989	81,081	114,232	71,685	25,643	203
SOUTH ATLANTIC (14 departments)								
Full professor								
12 or more years	95,001	75,942	82,821	111,486	135,523	100,878	25,747	73
6-11 years	90,388	71,822	81,678	104,807	124,150	95,154	22,224	44
3-5 years	82,564	67,547	71,518	105,000	120,000	87,967	21,042	19
Less than 3 years	75,908	62,372	69,888	98,121	134,594	85,762	24,807	21
All years	90,596	70,018	78,550	107,287	124,745	95,690	24,603	157
Associate professor								
6 or more years	63,980	54,287	59,063	67,892	77,264	65,094	10,970	54
3-5 years	69,036	59,837	63,321	75,979	92,000	71,196	10,944	19
Less than 3 years	59,522	52,394	54,635	64,700	68,614	60,439	6,758	35
All years	63,657	53,754	58,500	67,795	76,272	64,659	10,381	108
Assistant professor								
3 or more years	53,294	44,732	50,853	57,845	64,036	53,919	6,979	29
Less than 3 years	54,898	38,755	48,414	58,000	62,200	52,706	8,087	45
All years	54,898	43,130	50,651	57,956	62,200	53,232	7,607	75
All ranks	67,867	51,695	57,819	89,010	110,605	75,847	25,811	347

(continued)

TABLE 11 (continued)
2004-2005 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	88,853	67,027	76,205	95,488	104,704	87,751	14,582	52
6-11 years	73,850	58,343	65,785	100,749	140,814	85,300	26,876	15
3-5 years								7
Less than 3 years								7
All years	85,810	65,278	71,480	95,364	108,316	86,545	19,907	81
Associate professor								
6 or more years	54,413	47,459	50,765	56,786	61,376	54,264	4,580	24
3-5 years	55,464	50,174	50,964	63,017	66,680	56,953	6,124	16
Less than 3 years	59,576	52,544	53,786	61,120	72,919	59,572	7,311	15
All years	54,925	50,038	52,153	60,000	63,902	56,494	6,174	55
Assistant professor								
3 or more years	48,520	43,616	46,771	52,129	61,328	49,988	6,435	17
Less than 3 years	47,174	44,016	45,000	49,189	51,364	47,367	2,620	25
All years	47,877	44,100	45,585	49,775	52,642	48,428	4,677	42
All ranks	60,100	47,000	50,573	81,560	96,932	67,632	22,384	181
WEST SOUTH CENTRAL (9 departments)								
Full professor								
12 or more years	90,230	70,173	81,157	117,969	124,896	97,030	23,429	53
6-11 years	76,051	60,243	64,749	89,704	139,578	84,836	31,881	16
3-5 years	83,115	70,927	74,569	95,020	111,375	85,563	13,740	12
Less than 3 years	72,324	61,479	64,300	100,139	149,200	84,747	31,745	13
All years	84,851	64,623	73,242	108,105	124,422	91,792	25,673	94
Associate professor								
6 or more years	58,464	48,325	53,964	65,140	71,914	61,256	15,827	31
3-5 years	62,944	52,643	58,000	83,961	87,561	66,501	12,749	11
Less than 3 years	63,922	51,725	56,357	68,588	87,868	64,716	11,179	18
All years	60,105	51,703	56,171	65,503	83,082	63,256	13,987	60
Assistant professor								
3 or more years	54,234	44,141	48,682	57,764	62,136	54,019	7,676	33
Less than 3 years	55,090	47,567	48,800	58,741	60,741	54,271	5,105	30
All years	54,234	46,116	48,800	58,095	60,741	54,139	6,528	63
All ranks	63,599	48,800	56,000	83,131	114,145	72,377	25,213	222
MOUNTAIN (8 department)								
Full professor								
12 or more years	96,739	69,300	81,789	111,800	124,907	97,546	22,542	59
6-11 years	84,077	59,120	78,384	103,558	110,583	87,927	17,457	16
3-5 years	75,500	64,318	65,097	87,229	97,754	77,832	12,441	11
Less than 3 years	76,482	61,157	68,400	95,000	116,300	82,123	18,327	11
All years	89,580	64,871	76,463	102,816	117,219	91,975	21,484	97
Associate professor								
6 or more years	63,297	57,251	58,972	68,858	77,310	65,972	10,830	28
3-5 years	70,776	49,502	58,042	78,275	82,000	68,036	11,702	14
Less than 3 years	61,368	50,647	57,050	71,044	81,897	64,394	9,972	17
All years	63,036	55,300	58,573	71,666	80,000	66,007	10,700	59
Assistant professor								
3 or more years	52,743	45,429	48,531	59,074	61,336	53,604	5,827	28
Less than 3 years	50,500	46,155	48,475	56,135	61,520	52,957	6,217	25
All years	52,650	45,791	48,475	57,111	60,802	53,299	5,965	53
All ranks	68,045	49,442	57,031	88,485	104,337	73,800	23,449	216

(continued)

TABLE 11 (continued)
2004-2005 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	<u>N</u>
PACIFIC (6 departments)								
Full professor								
12 or more years	128,300	91,677	103,300	138,400	148,560	122,599	23,681	47
6-11 years	106,800	76,161	85,300	117,935	119,200	100,748	16,449	19
3-5 years								9
Less than 3 years								5
All years	111,350	74,768	85,300	130,625	145,070	109,512	26,413	80
Associate professor								
6 or more years	66,538	44,497	56,711	67,450	70,060	61,768	8,812	13
3-5 years	63,965	51,145	57,610	70,625	83,930	64,465	10,008	10
Less than 3 years	63,100	57,379	60,439	66,050	71,080	63,636	4,640	17
All years	63,315	52,225	59,680	67,350	70,090	63,236	7,551	40
Assistant professor								
3 or more years	57,250	51,526	55,025	63,350	67,410	58,672	5,227	20
Less than 3 years	55,350	49,928	50,750	58,275	63,820	55,684	4,901	22
All years	57,000	50,000	53,903	61,125	64,880	57,107	5,220	42
All ranks	70,403	54,444	60,175	110,225	136,620	84,500	31,337	162

Source: 2004-2005 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.

TABLE 12
2004-2005 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 (31 departments)								
Full professor								
12 or more years	115,720	77,266	91,712	144,000	164,200	120,008	33,921	137
6-11 years	97,764	74,561	79,465	120,291	143,750	103,195	28,790	44
3-5 years	95,707	66,841	82,563	121,627	139,400	101,524	29,078	32
Less than 3 years	95,000	65,152	82,289	116,875	147,968	101,800	30,681	25
All years	106,975	74,176	86,054	133,988	155,250	112,502	33,070	238
Associate professor								
6 or more years	68,609	57,940	61,758	76,475	85,121	69,774	12,446	66
3-5 years	66,508	54,652	60,837	84,575	90,660	71,149	13,315	36
Less than 3 years	66,000	53,407	59,185	75,877	85,786	67,733	10,810	37
All years	67,339	56,265	60,900	77,000	86,762	69,587	12,247	139
Assistant professor								
3 or more years	61,381	48,500	55,018	67,367	72,810	61,243	9,534	74
Less than 3 years	57,850	49,454	52,076	62,625	68,300	58,804	9,619	70
All years	59,209	49,510	53,636	64,900	71,264	60,057	9,620	144
All ranks	74,714	53,365	61,129	103,223	139,100	85,619	33,955	534
NEW ENGLAND (4 departments)								
Full professor								
12 or more years	126,750	88,464	103,031	150,550	191,460	130,041	33,687	18
6-11 years								3
3-5 years								4
Less than 3 years								4
All years	125,700	86,500	102,250	141,250	171,800	122,909	30,999	29
Associate professor								
6 or more years	69,575	58,270	60,862	74,388	76,855	68,497	6,648	10
3-5 years								4
Less than 3 years								2
All years	68,325	58,000	60,996	75,163	89,850	70,284	10,935	16
Assistant professor								
3 or more years	63,800	55,734	57,387	66,367	68,500	62,604	4,668	14
Less than 3 years								9
All years	63,000	56,165	60,000	66,322	67,480	62,865	3,956	23
All ranks	69,700	57,675	62,500	114,800	142,000	88,420	35,619	71
MID ATLANTIC (10 departments)								
Full professor								
12 or more years	118,600	77,040	103,593	141,500	150,930	120,095	27,433	43
6-11 years	96,855	74,000	75,181	117,150	131,076	98,674	27,792	19
3-5 years	96,659	73,246	82,563	115,671	178,250	104,730	33,986	12
Less than 3 years								7
All years	108,220	74,389	87,921	132,281	151,240	113,119	30,619	81
Associate professor								
6 or more years	67,764	49,428	61,639	80,749	95,737	70,437	17,289	17
3-5 years								6
Less than 3 years	67,940	59,346	61,297	81,938	88,557	71,653	10,892	12
All years	67,764	59,692	61,877	84,487	89,007	71,723	14,378	35
Assistant professor								
3 or more years	66,500	56,760	60,502	71,865	81,009	67,183	8,042	16
Less than 3 years	56,705	48,929	52,000	63,790	83,580	60,465	12,356	23
All years	61,860	49,955	55,330	68,954	80,155	63,221	11,186	39
All ranks	82,538	57,412	64,625	111,270	141,360	91,011	33,169	156

(continued)

TABLE 12 (continued)
2004-2005 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	<u>N</u>
EAST NORTH CENTRAL (5 departments)								
Full professor								
12 or more years	100,005	77,993	81,568	141,513	154,405	108,466	29,447	10
6-11 years								4
3-5 years								6
Less than 3 years								7
All years	93,900	70,045	80,500	109,530	140,711	98,394	25,528	27
Associate professor								
6 or more years	68,067	47,800	63,552	72,200	77,727	66,613	8,974	11
3-5 years	64,750	51,261	60,262	73,038	91,765	67,011	12,515	10
Less than 3 years								6
All years	65,000	51,638	58,800	70,200	79,037	65,546	10,149	27
Assistant professor								
3 or more years	52,000	42,120	50,000	56,738	78,798	55,548	11,432	11
Less than 3 years								9
All years	52,857	46,100	50,500	57,874	72,258	54,853	8,892	20
All ranks	66,500	50,500	55,800	82,500	109,295	74,313	25,208	75
WEST NORTH CENTRAL (2 departments) (Insufficient <u>N</u>s of faculty)								
SOUTH ATLANTIC (4 departments)								
Full professor								
12 or more years	113,850	70,350	83,225	130,395	151,229	112,978	31,694	18
6-11 years								9
3-5 years								4
Less than 3 years								1
All years	110,668	75,391	90,725	129,943	146,386	111,975	26,928	32
Associate professor								
6 or more years	71,050	58,689	62,654	76,300	79,653	69,779	7,525	11
3-5 years								6
Less than 3 years								4
All years	73,742	58,385	61,773	77,082	82,800	70,617	9,637	21
Assistant professor								
3 or more years	57,243	43,068	45,986	61,080	67,578	55,178	8,314	16
Less than 3 years	58,000	45,065	52,601	61,200	61,320	56,463	5,552	11
All years	58,000	43,411	52,023	61,200	63,914	55,702	7,221	27
All ranks	70,611	47,690	58,159	103,075	129,597	79,696	31,677	85
EAST SOUTH CENTRAL (1 department) (Insufficient <u>N</u>s of faculty)								
WEST SOUTH CENTRAL (1 department) (Insufficient <u>N</u>s of faculty)								
MOUNTAIN (1 department) (Insufficient <u>N</u>s of faculty)								
PACIFIC (3 departments)								

Source: 2004-2005 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.

FACULTY SALARIES IN U.S. MASTER'S DEPARTMENTS OF PSYCHOLOGY

- Table 13. Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank: 2002-2003 to 2004-2005
- Table 14. Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank: 2002-2003 to 2004-2005
- Table 15. Distribution of 2004-2005 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank
- Table 16. 2004-2005 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank
- Table 17. 2004-2005 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Type of Department, Rank, and Years in Rank
- Table 18. 2004-2005 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Region, Rank, and Years in Rank
- Table 19. 2004-2005 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Type of Institution, Rank, and Years in Rank
- Table 20. 2004-2005 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Years Since Doctorate

TABLE 13
Changes in Average Salaries of Full-time Faculty in U.S. Master's
Departments of Psychology by Rank: 2002-2003 to 2004-2005

	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	All ranks
U.S. Master's Departments					
2002-2003 (87 departments)	\$72,868 N=411	\$55,139 N=292	\$45,707 N=288	39,637 N=17	59,085 N=1,055
2003-2004 (80 departments)	\$71,321 N=363	\$55,534 N=267	\$46,267 N=262	34,606 N=14	\$58,671 N=925
2004-2005 (58 departments)	\$73,184 N=305	\$56,012 N=215	\$47,040 N=240	\$36,542 N=18	\$59,406 N=790
Percent change in monetary salary					
2002-2003 to 2003-2004	-2.1%	+0.7%	+1.2%	-12.7%	-0.7%
2003-2004 to 2004-2005	+2.6%	+0.9%	+1.7%	+5.6%	+1.3%
Percent change in real terms					
2002-2003 to 2003-2004	-4.4%	-1.6%	-1.1%	-15.0%	-3.0%
2003-2004 to 2004-2005	+0.1%	-1.6%	-0.8%	+3.1%	-1.2%
All U.S. Departments					
2002-2003 (305 departments)	\$87,871 N=2,390	\$60,241 N=1,489	\$50,239 N=1,358	\$43,779 N=87	\$69,365 N=5,480
2003-2004 (295 departments)	\$89,755 N=2,337	\$61,497 N=1,471	\$51,419 N=1,369	\$42,975 N=98	\$70,809 N=5,379
2004-2005 (228 departments)	\$93,282 N=1,849	\$62,974 N=1,199	\$53,076 N=1,139	\$43,779 N=85	\$72,786 N=4,356
Percent change in monetary salary					
2002-2003 to 2003-2004	+2.1%	+2.1%	+2.3%	-1.8%	+2.1%
2003-2004 to 2004-2005	+3.9%	+2.4%	+3.2%	+1.9%	+2.8%
Percent change in real terms					
2002-2003 to 2003-2004	-0.2%	-0.2%	+0.0%	-4.1%	-0.2%
2003-2004 to 2004-2005	+1.4%	-0.1%	+0.7%	-0.6%	+0.3%

Source: 2003-2004 and 2004-2005 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 2.3% for the period from September 2002 to September 2003 and 2.5% for the period from September 2003 to September 2004.

^a There was an insufficient **N** of faculty for analysis.

TABLE 14
Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology
by Rank and Years in Rank: 2002-2003 to 2004-2005

	<u>Full Professor</u>				<u>Associate Professor</u>			<u>Assistant Professor</u>	
	12 or more years	6 - 11 years	3 - 5 years	Less than 3 years	6 or more years	3 - 5 years	Less than 3 years	3 or more years	Less than 3 years
2002-2003 (87 departments)	\$77,169 N=203	\$71,572 N=85	\$68,127 N=48	\$65,954 N=74	\$57,204 N=94	\$55,900 N=79	\$53,002 N=119	\$47,045 N=117	\$44,791 N=171
2003-2004 (80 departments)	\$77,200 N=162	\$70,110 N=81	\$65,253 N=60	\$63,151 N=60	\$57,591 N=99	\$54,877 N=80	\$53,816 N=88	\$47,141 N=124	\$45,482 N=138
2004-2005 (58 departments)	\$78,140 N=148	\$72,001 N=67	\$67,514 N=49	\$64,005 N=41	\$58,230 N=89	\$55,650 N=53	\$53,572 N=73	\$48,303 N=110	\$45,971 N=130
Percentage change in monetary salary									
2002-2003 to 2003-04	+0.0%	-2.0%	-4.2%	-4.2%	+0.7%	-1.8%	+1.5%	+0.2%	+1.5%
2003-2004 to 2004-05	+1.2%	+2.7%	+3.5%	+1.4%	+1.1%	+1.4%	-0.5%	+2.5%	+1.1%
Percentage change in real terms									
2002-2003 to 2003-04	-2.3%	-4.3%	-6.5%	-6.5%	-3.0%	-4.1%	-0.8%	-2.1%	-0.8%
2003-2004 to 2004-05	-1.3%	+0.2%	+1.0%	-1.1%	-1.4%	-1.1%	-3.0%	+0.0%	-1.4%

Source: 2003-2004 and 2004-2005 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 2.3% for the period from September 2002 to September 2003 and 2.5% for the period from September 2003 to September 2004.

Table 15
Distribution of 2004-2005 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by
Rank and Years in Rank

9-10-month salary	Full professor							Associate professor			Assistant prof.	
	24 or more	18-23 years	12-17 years	6-11 years	3-5 years	Less than 3		6 or more	3-5 years	Less than 3	3 or more	Less than 3
\$110,000 or more	1			1								
105,000-109,999			2									
100,000-104,999	2		2									
95,000-99,999			1		1							
90,000-94,999	5	4		3				1				
85,000-89,999	9	8	6	5								
80,000-84,999	8	9	7	10	4	1	2					
\$79,000-79,999	1	2	4	3	3	2	1					
78,000-78,999			1		1							
77,000-77,999	2	1	2	1	1	3	1					
76,000-76,999	6		3	1	1					1		
75,000-75,999		2	2	1	3					1		
\$74,000-74,999	2	1				1						
73,000-73,999	2	2	1	1		1	1					
72,000-72,999	3	4	3	1	1	2	1	1				
71,000-71,999			3	2			4					
70,000-70,999		1	4	5		2	1	1				
\$69,000-69,999			1	2	2		1					
68,000-68,999		3		4	5	1	1			1		
67,000-67,999		1	2		6	1	1	1				
66,000-66,999	1		3	2	2	1	1	1				
65,000-65,999		1	1	2		3	1	1				
\$64,000-64,999		1	4	1	1		1	1				
63,000-63,999		1		3	3	1	4			1		
62,000-62,999		1	2	1		2	1	2	1			
61,000-61,999		2	1	5	1	2	2	2	4			1
60,000-60,999			1	5	1	4	2		3			3
\$59,000-59,999		2			2	2	6	3	2	2		
58,000-58,999				3	1	2	5		1	2		
57,000-57,999				1	2	4	3	1	3	5		1
56,000-56,999				1		1	5	3	3			2
55,000-55,999			1	1	3	1	9	3	5	5		1
\$54,000-54,999				1	1		9	6	5	6		1
53,000-53,999			1		1		4	2	4	1		4
52,000-52,999						1	3	6	3	3		4
51,000-51,999					1		4	3	3	5		4
50,000-50,999							6	5	6	10		4
\$49,000-49,999				1	1	1	2		9	10		7
48,000-48,999					1		1	4	3	8		9
47,000-47,999							2	3	6	8		13
46,000-46,999						1	3	2	2	5		11
45,000-45,999							1		6	11		9
\$44,000-44,999								1		7		16
43,000-43,999										9		7
42,000-42,999										1		11
41,000-41,999										3		1
40,000-40,999										2		5
\$39,000-39,999	1									2		3
38,000-38,999	1									3		6
37,000-37,999						1				2		2
Less than 37,000												5

Source: 2004-2005 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

TABLE 16
2004-2005 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
Full professor								
24 or more years	81,804	72,419	76,150	89,489	94,157	81,940	14,340	44
18-23 years	78,190	61,923	68,867	85,704	89,330	77,125	9,838	46
12-17 years	75,473	62,000	66,972	81,891	90,467	76,062	11,757	58
6-11 years	70,251	58,286	61,799	81,912	87,894	72,001	12,309	67
3-5 years	67,575	54,326	59,434	75,786	81,548	67,514	10,283	49
Less than 3	62,351	53,489	58,132	71,331	77,665	64,005	9,504	41
All years	72,354	58,234	63,675	81,648	88,571	73,184	12,755	305
Associate professor								
11 or more years	55,938	49,788	54,020	63,106	71,526	58,883	8,606	45
6-10 years	56,092	49,089	51,691	60,073	71,412	57,562	7,774	44
3-5 years	54,076	47,809	50,630	59,467	66,052	55,650	8,010	53
Less than 3	52,917	46,451	49,057	56,771	61,591	53,572	6,438	73
All years	54,451	47,794	50,282	59,639	66,973	56,012	7,823	215
Assistant professor								
3 or more years	48,085	41,507	44,766	51,291	55,418	48,303	5,189	110
Less than 3	45,950	38,758	42,840	48,774	52,969	45,971	5,386	130
All years	46,810	40,000	43,874	50,021	54,646	47,040	5,412	240
Lecturer/Instructor								
3 or more years								8
Less than 3	34,487	32,681	32,990	38,354	42,941	35,917	3,924	10
All years	35,230	31,980	32,986	38,354	45,549	36,542	5,464	18

Source: 2004-2005 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full time, who hold the doctoral degree, and who are in departments of psychology that award the master's degree (e.g., psychology departments and counseling psychology departments). All salaries are 9-10-month salaries. No statistics are provided where the N of faculty is less than 10.

TABLE 17
2004-2005 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology
by Type of Department, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
PSYCHOLOGY (51 departments)								
Full professor								
12 or more years	77,445	62,620	71,048	85,509	90,732	78,003	12,466	133
6-11 years	70,251	58,234	61,889	81,768	86,863	71,832	12,135	65
3-5 years	67,582	54,227	59,421	75,819	81,560	67,535	10,391	48
Less than 3 years	62,586	54,785	57,854	71,747	78,126	64,560	8,916	36
All years	72,452	57,728	63,621	81,636	87,886	73,083	12,684	282
Associate professor								
6 or more years	55,938	49,680	53,036	61,725	70,692	57,896	7,900	85
3-5 years	53,530	47,757	50,441	57,092	64,662	54,644	6,227	50
Less than 3 years	51,759	46,093	48,305	56,102	61,462	53,021	6,015	66
All years	54,449	47,714	50,173	59,106	65,144	55,487	7,220	201
Assistant professor								
3 or more years	48,000	41,392	44,763	51,327	55,636	48,223	5,278	105
Less than 3 years	45,339	38,441	42,730	48,000	51,843	45,492	5,120	122
All years	46,271	39,756	43,574	49,698	54,293	46,755	5,359	227
All ranks	55,535	43,458	47,834	68,849	81,600	59,168	15,004	726
OTHER DEPARTMENTS (8 departments)								

Source: 2004-2005 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty who hold the doctoral degree, and who are in departments that award the master's degree. The category "Other" includes departments of educational psychology, counseling psychology, school psychology, and other units that may be more specialized in nature. 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 reported, 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.

TABLE 18
2004-2005 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 (51 departments)								
Full professor								
12 or more years	77,445	62,620	71,048	85,509	90,732	78,003	12,466	133
6-11 years	70,251	58,234	61,889	81,768	86,863	71,832	12,135	65
3-5 years	67,582	54,227	59,421	75,819	81,560	67,535	10,391	48
Less than 3 years	62,586	54,785	57,854	71,747	78,126	64,560	8,916	36
All years	72,452	57,728	63,621	81,636	87,886	73,083	12,684	282
Associate professor								
6 or more years	55,938	49,680	53,036	61,725	70,692	57,896	7,900	85
3-5 years	53,530	47,757	50,441	57,092	64,662	54,644	6,227	50
Less than 3 years	51,759	46,093	48,305	56,102	61,462	53,021	6,015	66
All years	54,449	47,714	50,173	59,106	65,144	55,487	7,220	201
Assistant professor								
3 or more years	48,000	41,392	44,763	51,327	55,636	48,223	5,278	105
Less than 3 years	45,339	38,441	42,730	48,000	51,843	45,492	5,120	122
All years	46,271	39,756	43,574	49,698	54,293	46,755	5,359	227
All ranks	55,535	43,458	47,834	68,849	81,600	59,168	15,004	726
NEW ENGLAND (0 departments)								
MID ATLANTIC (4 departments) (Insufficient <u>N</u>s of faculty)								
EAST NORTH CENTRAL (8 departments)								
Full professor								
12 or more years	75,342	61,537	71,594	83,216	103,255	78,868	16,039	20
6-11 years								8
3-5 years								2
Less than 3 years								4
All years	72,275	56,050	63,656	81,890	91,773	74,605	15,235	34
Associate professor								
6 or more years	58,551	48,342	52,503	64,143	74,891	59,254	8,631	13
3-5 years	55,209	46,712	52,775	58,321	61,545	54,990	4,623	10
Less than 3 years	53,405	47,815	49,797	55,258	55,949	52,736	2,823	10
All years	55,179	48,073	51,523	58,805	64,236	55,987	6,644	33
Assistant professor								
3 or more years	48,000	39,124	44,651	49,288	50,721	46,790	3,789	18
Less than 3 years	44,730	35,000	42,064	46,866	49,675	43,824	4,532	21
All years	45,675	38,843	43,200	48,589	50,000	45,193	4,413	39
All ranks	54,193	42,985	47,500	64,609	80,517	57,754	15,762	107
WEST NORTH CENTRAL (4 departments) (Insufficient <u>N</u>s of faculty)								

(continued)

TABLE 18 (continued)
2004-2005 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 (5 departments)								
Full professor								
12 or more years	72,199	60,669	67,721	78,506	82,636	72,652	7,449	10
6-11 years								7
3-5 years								2
Less than 3 years								4
All years	67,979	58,322	59,954	73,448	79,991	67,917	7,575	23
Associate professor								
6 or more years	55,355	50,518	53,041	59,993	63,960	56,153	4,521	13
3-5 years	53,769	50,168	52,004	55,955	68,950	55,206	5,780	10
Less than 3 years								7
All years	53,795	49,931	50,966	56,021	62,070	54,703	4,906	30
Assistant professor								
3 or more years	45,277	38,307	41,486	47,669	49,576	44,698	3,547	11
Less than 3 years	44,000	34,900	39,500	48,000	49,508	43,597	4,998	18
All years	44,625	37,690	41,131	47,685	49,120	44,015	4,467	29
All ranks	52,767	40,465	45,189	60,745	69,163	54,068	11,237	85
EAST SOUTH CENTRAL (8 departments)								
Full professor								
12 or more years	72,776	62,062	67,644	81,891	91,534	75,344	9,740	20
6-11 years	69,751	58,599	63,945	70,252	81,623	68,242	6,699	10
3-5 years	67,476	59,630	63,407	69,060	77,733	67,202	5,400	11
Less than 3 years	61,260	52,050	57,280	63,315	75,024	61,340	6,945	12
All years	68,076	58,560	62,088	72,776	82,754	69,143	9,383	53
Associate professor								
6 or more years	54,451	51,177	54,366	58,701	64,867	56,975	6,562	18
3-5 years								9
Less than 3 years	48,012	46,824	47,831	51,792	66,006	51,081	6,366	11
All years	52,669	47,822	48,572	55,176	60,163	53,639	6,488	38
Assistant professor								
3 or more years	44,863	40,010	44,541	48,025	50,406	45,766	3,160	10
Less than 3 years	44,456	38,441	41,706	47,004	48,902	44,111	3,546	22
All years	44,784	38,986	42,125	47,084	49,500	44,628	3,467	32
All ranks	54,451	42,400	47,357	66,885	75,054	57,224	13,137	127
WEST SOUTH CENTRAL (9 departments)								
Full professor								
12 or more years	65,000	61,066	62,000	72,684	76,492	67,115	5,835	13
6-11 years								6
3-5 years								8
Less than 3 years								3
All years	61,142	49,199	56,855	66,846	75,465	61,744	8,502	30
Associate professor								
6 or more years	52,452	45,703	46,135	55,938	59,384	52,036	5,043	11
3-5 years								3
Less than 3 years								6
All years	50,114	45,607	46,170	55,756	59,790	51,172	5,627	20
Assistant professor								
3 or more years	43,360	37,745	39,103	45,003	48,310	42,702	3,537	12
Less than 3 years	40,404	37,683	38,333	42,730	43,720	40,649	2,216	12
All years	41,625	37,830	38,663	43,915	45,937	41,676	3,071	24
All ranks	49,435	38,445	43,253	60,282	66,929	51,863	10,998	76

(continued)

TABLE 18 (continued)
2004-2005 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	<u>N</u>
MOUNTAIN (2 departments) (Insufficient <u>N</u>s of faculty)								
PACIFIC (11 departments)								
Full professor								
12 or more years	82,074	67,253	76,756	86,985	92,472	80,933	12,746	52
6-11 years	81,768	57,512	75,763	86,052	94,069	80,120	13,833	20
3-5 years	75,786	63,898	68,329	79,153	83,328	74,645	6,497	14
Less than 3 years								8
All years	80,320	65,696	74,071	85,452	89,628	79,260	11,952	94
Associate professor								
6 or more years	65,562	56,509	59,291	70,923	71,837	64,866	6,089	12
3-5 years								8
Less than 3 years	59,430	49,423	51,246	61,791	67,285	58,453	6,968	16
All years	59,871	50,155	55,149	64,524	71,282	60,376	7,203	36
Assistant professor								
3 or more years	52,788	45,339	49,554	55,008	57,468	51,941	4,485	33
Less than 3 years	49,008	43,613	45,677	53,952	57,984	49,814	5,204	25
All years	50,874	44,734	46,026	55,008	57,288	51,024	4,881	58
All ranks	64,643	46,198	53,000	80,287	86,491	66,528	16,075	191

Source: 2004-2005 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.

TABLE 19
2004-2005 Salaries for Full-time Faculty in U.S. Master's *Psychology* Departments
by Type of Institution, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
PUBLIC (44 departments)								
Full professor								
12 or more years	79,163	62,000	70,511	85,620	90,732	77,988	12,790	123
6-11 years	69,161	58,106	61,672	81,420	87,303	71,516	12,458	60
3-5 years	67,526	54,029	59,218	75,753	81,585	67,319	10,527	46
Less than 3 years	62,586	54,267	58,409	72,210	78,433	64,756	9,067	34
All years	72,295	57,563	63,153	81,672	88,012	72,935	12,930	263
Associate professor								
6 or more years	55,555	49,964	52,452	59,703	70,188	57,031	7,184	71
3-5 years	53,178	47,719	50,194	56,745	64,958	54,499	6,262	48
Less than 3 years	51,726	45,792	48,012	56,161	61,678	52,956	6,151	61
All years	54,132	47,548	50,082	58,115	64,482	54,975	6,804	180
Assistant professor								
3 or more years	47,268	41,013	44,375	50,842	55,236	47,869	5,250	94
Less than 3 years	45,339	38,524	42,816	48,000	51,142	45,424	5,100	114
All years	46,056	39,541	43,292	49,477	54,242	46,529	5,298	208
All ranks	55,449	43,184	47,539	68,605	81,638	58,999	15,150	666
PRIVATE (7 departments)								
Full professor								
12 or more years	76,101	69,134	72,997	82,358	95,271	78,193	7,856	10
6-11 years								5
3-5 years								2
Less than 3 years								2
All years	75,188	66,000	68,948	81,590	84,660	75,128	8,575	19
Associate professor								
6 or more years	61,950	48,565	55,400	65,759	81,669	62,286	10,025	14
3-5 years								2
Less than 3 years								5
All years	59,058	49,347	53,836	63,696	77,376	59,874	9,186	21
Assistant professor								
3 or more years	50,662	45,620	48,000	52,122	59,765	51,243	4,706	11
Less than 3 years								8
All years	49,404	42,000	45,100	51,925	59,765	49,227	5,543	19
All ranks	59,412	45,290	50,073	71,750	81,417	61,051	13,239	60

Source: 2004-2005 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.

TABLE 20
2004-2005 Salaries for Full-time Faculty in U.S. Master's *Psychology* Departments
by Years Since Doctorate

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
PSYCHOLOGY (51 departments)								
35 years or more	74,148	47,500	59,493	81,548	89,907	70,706	15,241	59
30-34 years	75,495	59,971	67,998	84,090	89,702	76,294	12,407	81
25-29 years	68,255	50,429	57,143	81,557	86,439	68,992	14,858	64
20-24 years	64,018	47,791	55,454	71,910	84,774	64,514	13,516	70
17-19 years	61,207	46,123	54,451	69,060	79,610	62,217	11,620	51
14-16 years	57,137	47,173	51,749	63,425	76,297	58,977	11,003	70
11-13 years	53,597	43,117	48,011	58,524	63,582	53,816	9,399	67
8-10 years	51,399	46,031	47,914	54,842	62,229	52,016	7,068	71
6-7 years	49,008	41,486	44,986	55,086	59,292	49,931	8,158	49
4-5 years	45,610	41,935	44,093	49,514	51,825	46,703	4,367	52
2-3 years	44,474	38,140	39,950	48,301	51,476	44,498	5,326	46
0-1 year	45,000	38,500	42,686	47,097	49,008	44,962	4,407	47

Source: 2004-2005 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.

FACULTY SALARIES IN CANADIAN GRADUATE DEPARTMENTS OF PSYCHOLOGY

- Table 21. Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank: 2002-2003 to 2004-2005
- Table 22. Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank and Years in Rank: 2002-2003 to 2004-2005
- Table 23. Distribution of 2004-2005 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank
- Table 24. 2004-2005 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank
- Table 25. 2004-2005 Salaries for Full-time Faculty in Canadian Doctoral Departments by Years Since Doctorate

TABLE 21
Changes in Average Salaries of Full-time Faculty in Canadian
Departments of Psychology by Rank: 2002-2003 to 2004-2005

	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	All ranks
All Canadian Departments					
2002-2003 (18 departments)	\$100,188 N=274	\$80,033 N=181	\$63,374 N=93	a N=7	\$86,797 N=558
2003-2004 (12 departments)	\$103,937 N=186	\$83,325 N=106	\$66,463 N=80	a N=1	\$89,884 N=373
2004-2005 (11 departments)	\$109,159 N=161	\$87,642 N=94	\$70,456 N=85	a N=3	\$92,983 N=347
Percentage change in monetary salary					
2002-2003 to 2003-2004	+3.7%	+4.1%	+4.9%	a	+3.6%
2003-2004 to 2004-2005	+5.0%	+5.2%	+6.0%	a	+3.4%
Percentage change in real terms					
2002-2003 to 2003-2004	+1.5%	+1.9%	+2.7%	a	+1.3%
2003-2004 to 2004-2005	+3.2%	+3.4%	+4.2%	a	+1.6%

Source: 2003-2004 and 2004-2005 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology.

Note. All salaries are 11-12-month salaries and are reported in Canadian dollars. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for inflation in Canada as reported by the Bureau of Labor Statistics. These percentage changes were 2.2% for the period from September 2002 to September 2003 and 1.8% for the period from September 2003 to September 2004.

^a There was an insufficient number of faculty for analysis.

TABLE 22
Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology
by Rank and Years in Rank: 2002-2003 to 2004-2005

	<u>Full Professor</u>				<u>Associate Professor</u>			<u>Assistant Professor</u>	
	12 or more years	6 - 11 years	3 - 5 years	Less than 3 years	6 or more years	3 - 5 years	Less than 3 years	3 or more years	Less than 3 years
2002-2003 (18 departments)	\$107,462 N=109	\$99,374 N=70	\$96,349 N=40	\$89,187 N=39	\$85,683 N=87	\$79,049 N=31	\$73,541 N=48	\$68,435 N=13	\$63,497 N=57
2003-2004 (12 departments)	\$110,336 N=79	\$103,563 N=53	\$96,772 N=25	\$93,369 N=29	\$87,807 N=52	\$87,479 N=15	\$75,752 N=39	\$70,545 N=22	\$64,746 N=57
2004-2005 (11 departments)	\$114,658 N=72	\$108,975 N=40	\$103,709 N=28	\$97,922 N=21	\$90,921 N=51	\$88,226 N=16	\$81,104 N=27	\$73,139 N=27	\$69,207 N=58
Percentage change in monetary salary									
2002-2003 to 2003-04	+2.7%	+4.2%	+0.4%	+4.7%	+2.5%	+10.7%	+3.0%	+3.1%	+2.0%
2003-2004 to 2004-05	+3.9%	+5.2%	+7.2%	+4.9%	+3.5%	+0.9%	+7.1%	+3.7%	+6.9%
Percentage change in real terms									
2002-2003 to 2003-04	+0.5%	+2.0%	-1.8%	+2.5%	+0.3%	+8.5%	+0.8%	+0.9%	-0.2%
2003-2004 to 2004-05	+2.1%	+3.4%	+5.4%	+3.1%	+1.7%	-0.9%	+5.3%	+1.9%	+5.1%

Source: 2003-2004 and 2004-2005 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology.

Note. All salaries are 11-12-month salaries in Canadian dollars. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for inflation in Canada as reported by the Bureau of Labor Statistics. These percentage changes were 2.2% for the period from September 2002 to September 2003 and 1.8% for the period from September 2003 to September 2004.

Table 23
Distribution of 2004-2005 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by
Rank and Years in Rank

11-12-month salary	Full professor						Associate professor			Assistant prof.	
	24 or more	18-23 years	12-17 years	6-11 years	3-5 years	Less than 3	6 or more	3-5 years	Less than 3	3 or more	Less than 3
\$140,000 or more	3	3	1	1	1						
\$135,000-139,999				1		1					
\$130,000-134,999		1	2		2						
\$125,000-129,999	1	2	1	1							
\$120,000-124,999	1	1	2	1							
\$115,000-119,999	1	5	4	5	1	2					
\$110,000-114,999	1	2	7	6	3	1	1	2	1		
\$105,000-109,999	4	1	5	9	3		2		1		
\$100,000-104,999	2	8	5	8	2	3	6	3	2		
\$95,000-99,999	1	1	4	3	9	4	5				
\$90,000-94,999			3	5	7	2	15	2	2	1	2
\$85,000-89,999						5	11	2	3	1	3
\$80,000-84,999						3	6		1	3	6
\$79,000-79,999							3		2	2	2
\$78,000-78,999									4		3
\$77,000-77,999								1			1
\$76,000-76,999							1			3	
\$75,000-75,999									1		1
\$74,000-74,999							1	2	2	2	1
\$73,000-73,999								1	1		
\$72,000-72,999								2	3	4	1
\$71,000-71,999								1			1
\$70,000-70,999									1	1	2
\$69,000-69,999										1	2
\$68,000-68,999									1		1
\$67,000-67,999										3	2
\$66,000-66,999										1	4
\$65,000-65,999										1	1
\$64,000-64,999										1	2
\$63,000-63,999											3
\$62,000-62,999										1	2
\$61,000-61,999											3
\$60,000-60,999									1		4
\$59,000-59,999											3
\$58,000-58,999										1	3
\$57,000-57,999											1
\$56,000-56,999											1
\$55,000-55,999									1	1	
\$54,000-54,999											1
\$53,000-53,999											2

Source: 2004-2005 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

TABLE 24
2004-2005 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology
by Rank and Years in Rank

Rank and Years In Rank	Median	Percentiles				Mean	SD	N
		10%	25%	75%	90%			
Full professor								
24 or more years	111,810	100,284	106,142	131,624	173,080	121,788	24,568	14
18-23 years	115,255	100,895	101,399	125,687	141,439	116,392	17,134	24
12-17 years	109,769	95,476	101,148	118,286	128,139	110,499	12,033	34
6-11 years	107,766	94,042	101,399	114,123	121,855	108,975	12,778	40
3-5 years	99,133	91,148	94,057	110,605	130,823	103,709	13,604	28
Less than 3	96,194	84,350	87,521	102,758	116,048	97,922	13,273	21
All years	106,520	91,861	98,502	116,389	130,483	109,159	16,066	161
Associate professor								
11 or more years	91,668	86,686	89,743	100,418	105,970	94,274	7,476	32
6-10 years	86,181	76,033	80,653	90,798	94,492	85,274	6,030	19
3-5 years	87,834	72,096	73,399	101,944	113,986	88,226	15,184	16
Less than 3	78,613	66,794	72,683	87,253	102,049	81,104	13,281	27
All years	87,686	72,806	78,694	94,619	102,407	87,642	11,871	94
Assistant professor								
3 or more years	72,746	61,304	67,025	79,324	85,688	73,139	8,687	27
Less than 3	66,712	58,161	60,499	78,000	84,283	69,207	10,254	58
All years	69,994	58,692	62,118	78,000	84,387	70,456	9,905	85

Source: 2004-2005 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments and educational psychology departments). All salaries are 11-12-month salaries and are reported in Canadian dollars.

TABLE 25
2004-2005 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology
by Years Since Doctorate

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
CANADIAN DOCTORAL DEPARTMENTS (11 departments)								
35 years or more	110,289	85,468	101,399	122,474	132,161	112,086	19,517	26
30-34 years	107,780	92,665	101,399	118,754	140,832	112,699	19,082	44
25-29 years	107,791	91,432	99,839	113,179	118,825	106,247	10,291	43
20-24 years	99,401	86,939	94,421	106,528	116,601	101,373	13,648	45
17-19 years	91,805	79,313	87,422	101,192	118,321	94,397	17,085	35
14-16 years	89,403	74,341	80,355	92,817	100,154	87,728	10,967	22
11-13 years	83,520	71,867	78,287	91,318	111,375	86,538	14,494	31
8-10 years	74,639	66,909	72,289	91,713	106,015	82,761	17,934	28
6-7 years	76,821	62,839	66,039	83,889	89,980	76,164	9,502	12
4-5 years	72,414	64,039	67,711	80,386	86,092	73,658	8,557	22
2-3 years	61,405	54,532	58,291	67,025	78,877	63,447	7,769	23
0-1 year	62,500	59,278	60,000	70,000	76,400	64,912	5,961	11

Source: 2004-2005 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments and educational psychology departments). All salaries are 11-12-month salaries and are reported in Canadian dollars. No statistics are reported where the N of faculty is less than 10.

OTHER SALARIES AND BENEFITS FOR SPECIFIC FACULTY POSITIONS
IN U.S. AND CANADIAN GRADUATE DEPARTMENTS OF PSYCHOLOGY

- Table 26. 2004-2005 Starting Salaries and Expected 2005-2006 Starting Salaries for Faculty in U.S. and Canadian Graduate Departments of Psychology
- Table 27. 2004-2005 Salaries and Benefits for Department Chairs in U.S. and Canadian Graduate Departments of Psychology
- Table 28. Salary Raises and Decreases for Faculty in U.S. Graduate Departments of Psychology, by Geographic Region
- Table 29. Determinants of Salary Raises for Faculty in U.S. Graduate Departments of Psychology, by Geographic Region
- Table 30. 2004-2005 Salaries for Full-time Faculty in U.S. Doctoral and Master's Departments of Psychology by Gender, Rank, and Years in Rank
- Table 31. 9-10-Month Salaries and Benefits for Selected Administrative Positions in U.S. Doctoral Departments of Psychology: 2004-2005
- Table 32. Average Fees Paid Adjunct Faculty Per Course Taught in U.S. Graduate Departments of Psychology: 2004-2005

TABLE 26
2004-2005 Starting Salaries and Expected 2005-2006 Starting Salaries for Faculty in U.S. and Canadian
Departments of Psychology

	U.S. Departments ^a					Canadian	
	Public	Doctoral Private	All	Public	Master's Private	All	Doctoral Depts. ^b
Average starting salary in 2004-2005 for a new faculty member who was a new doctorate recipient:							
Median	\$50,000		\$50,004	\$44,028		\$44,014	
25%	\$46,000		\$46,500	\$42,000		\$42,000	
75%	\$55,500		\$57,000	\$47,004		\$46,753	
Mean	\$51,026		\$51,967	\$44,496		\$44,340	
S.D.	5,409		6,060	5,133		4,998	
N	41	8	49	15	1	16	5
Comparison with 2003-2004 starting salaries:							
Mean in 2003-2004:	\$49,316	\$50,528	\$49,634	\$43,087		\$41,989	*
Mean in 2004-2005:	\$51,026		\$51,967	\$44,496		\$44,340	
Percentage change in monetary salary:	+3.5%	*	+4.7%	+3.3%	*	+5.6%	*
Percentage change in real terms:	+1.0%	*	+2.2%	+0.8%	*	+3.1%	*
Expected salary offered to a new Doctorate recipient in 2005-2006:							
Median	\$50,000	\$52,000	\$50,500	\$44,587		\$45,000	\$62,000
25%	\$46,500	\$47,885	\$47,000	\$40,000		\$40,782	\$55,000
75%	\$55,000	\$60,500	\$56,000	\$47,410		\$47,410	\$71,000
Mean	\$51,340	\$54,461	\$52,147	\$44,140		\$44,428	\$63,875
S.D.	6,090	8,410	6,873	4,786		4,659	10,094
N	106	37	143	42	8	50	11
Expected salary offered to a new faculty with 2 years postdoctoral experience in 2005-06:							
Median	\$52,900	\$55,000	\$53,000	\$45,500		\$46,000	\$63,000
25%	\$49,500	\$50,982	\$50,000	\$41,375		\$42,297	\$60,000
75%	\$58,000	\$65,000	\$60,000	\$49,250		\$49,250	\$72,000
Mean	\$54,026	\$57,603	\$55,009	\$45,944		\$46,241	\$66,611
S.D.	6,506	8,540	7,269	5,860		5,657	9,715
N	103	39	142	42	8	50	11

Source: 2003-2004 and 2004-2005 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 2003 to September 2004, the percentage change was 2.5% for the United States.

^aReported are 9-10-month salaries.

^bReported are 11-12-month salaries in Canadian dollars.

*There was an insufficient number of respondents for analysis.

TABLE 27
2004-2005 Salaries and Benefits for Department Chairs
in U.S. and Canadian Graduate Departments of Psychology

	U.S. Departments ^a					Canadian	
	Public	Doctoral Private	All	Public	Master's Private	All	Doctoral Depts ^b
Salary of the department chair							
Median	\$89,932	\$96,217	\$91,593	\$70,755		\$71,920	\$112,458
10%	\$65,039	\$67,292	\$66,760	\$52,775		\$54,014	\$93,298
25%	\$73,795	\$79,362	\$75,467	\$60,443		\$62,247	\$102,000
75%	\$115,076	\$124,300	\$116,662	\$80,312		\$80,312	\$129,661
90%	\$136,500	\$146,128	\$141,972	\$90,535		\$90,954	\$161,479
Mean	\$96,413	\$102,424	\$98,059	\$70,828		\$71,499	\$116,819
S.D.	27,520	29,973	28,243	13,321		13,184	20,984
N	114	43	157	46	8	54	11
Comparison with 2003-2004 chair salaries:							
Mean in 2003-2004	\$93,127	\$96,120	\$93,988	\$67,877	\$69,204	\$68,213	\$109,962
Mean in 2004-2005	\$96,413	\$102,424	\$98,059	\$70,828		\$71,499	\$116,819
Percentage change in monetary salary:	+3.5%	+6.6%	+4.3%	+4.3%	*	+4.8%	+6.2%
Percentage change in real terms:	+1.0%	+4.1%	+1.8%	+1.8%	*	+2.3%	+3.7%
Benefits received by the department chair:^c							
Assistant chair position (%)	51	33	46	22	14	21	18
Tenure-track (%)	97	62	90	100	100	100	100
Extra secretarial support (%)	67	67	67	43	25	41	82
Extra grad assistants (%)	27	23	26	4	0	4	27
Summer salary (%)	75	51	69	63	63	63	NA
Other stipend (%)	53	23	45	37	63	41	91
Reduced teaching load (%)	86	88	87	93	88	93	91
Other (%)	4	7	4	2	0	2	18

Source: 2003-2004 and 2004-2005 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 percentage 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 2.5% for the United States and 1.8% for Canada.

^aReported are 9-10-month salaries.

^bReported are 11-12-month salaries in Canadian dollars.

^cIncluded are those departments that provided information on the salaries for department chairs. Percentages exceed 100%, given that individuals may receive multiple types of benefits.

TABLE 28
Salary Raises and Decreases for Faculty in U.S. Graduate Departments of Psychology: 2004-2005

	New England %	Middle Atlantic %	East North Central %	West North Central %	South Atlantic %	East South Central %	West South Central %	Mountain %	Pacific %
Doctoral departments									
Public									
Raises for all	83	75	88	86	88	73	58	64	11
Raises for some	0	13	4	14	12	27	42	36	67
No change	17	13	8	0	0	0	0	0	22
Private									
Raises for all	100	91	63	75	60	0	100	100	71
Raises for some	0	9	13	25	40	100	0	0	29
Both increases & decreases	0	0	25	0	0	0	0	0	0
Master's departments									
Public									
Raises for all	0	50	67	80	75	75	100	50	33
Raises for some	0	50	33	20	25	25	0	0	67
No change	0	0	0	0	0	0	0	50	0
Private									
Raises for all	0	100	100	0	100	0	0	0	100

Note. Information on salary increases and reductions pertains to those that were effective in 2004-2005. Percentages are column percentages and may not sum to 100% due to rounding.

TABLE 29
Determinants of Salary Raises for Faculty in U.S. Graduate Departments of Psychology: 2004-2005

	New England %	Middle Atlantic %	East North Central %	West North Central %	South Atlantic %	East South Central %	West South Central %	Mountain %	Pacific %
Doctoral departments									
Public									
Promotion	33	25	31	14	29	18	42	45	67
Other merit inc	50	50	58	93	71	82	92	64	78
Standard adjustmt	50	50	62	21	53	55	17	45	11
Union	83	63	12	7	12	0	0	0	0
Other raise	0	13	0	21	24	9	0	18	33
Private									
Promotion	0	0	13	0	20	0	0	0	43
Other merit inc	75	91	75	75	80	100	100	100	14
Standard adjustmt	100	36	63	25	20	0	0	0	86
Other raise	25	9	13	0	0	0	0	0	0
Master's departments									
Public									
Promotion	0	50	0	40	50	0	0	0	33
Other merit inc	0	0	67	60	75	63	88	0	56
Standard adjustmt	0	25	67	20	50	75	50	50	11
Union	0	100	17	60	25	0	0	0	33
Other raise	0	0	0	0	25	13	13	0	0
Private									
Promotion	0	0	50	0	50	0	0	0	0
Other merit inc	0	50	50	0	50	0	0	0	50
Standard adjustmt	0	100	50	0	50	0	0	0	50
Other raise	0	0	50	0	0	0	0	0	0

Note. Information on salary increases pertains to those that were effective in 2004-2005. Percentages are column percentages and do not sum to 100% given that raises were often determined by multiple factors.

TABLE 30
2004-2005 Salaries for Full-time Faculty in U.S. Doctoral and Master's Departments of Psychology
by Gender, Rank, and Years in Rank

	<u>Full Professor</u>				<u>Associate Professor</u>			<u>Assistant Professor</u>	
	12 or more years	6 - 11 years	3 - 5 years	Less than 3 years	6 or more years	3 - 5 years	Less than 3 years	3 or more years	Less than 3 years
Doctoral departments									
MEN									
Median	96,024	87,313	80,278	78,613	63,336	64,520	62,229	55,281	54,000
Q1	82,929	77,037	69,650	69,065	56,886	59,438	57,980	51,377	48,903
Q3	120,065	105,763	92,384	97,217	70,107	74,499	69,943	60,590	58,000
Mean	103,518	94,022	84,018	86,970	64,895	66,858	64,432	56,325	53,862
SD	28,478	24,598	20,485	26,676	12,250	11,770	10,055	7,761	8,392
N	660 238	126	100	266	109	153	208	225	
WOMEN									
Median	106,875	83,100	83,986	73,439	64,363	60,831	59,225	54,107	53,105
Q1	90,250	75,672	73,386	66,698	58,242	55,943	53,700	48,713	48,153
Q3	126,596	102,942	99,511	89,000	70,507	73,841	65,270	59,964	57,443
Mean	110,811	90,130	90,876	78,592	65,373	64,638	60,962	55,206	53,212
SD	30,905	21,898	26,755	17,105	11,841	11,669	9,871	8,214	7,765
N	151 117	72	79	185	120	151	239	226	
Master's departments									
MEN									
Median	77,400	69,161	66,885	61,824	56,092	52,416	52,964	49,017	46,000
Q1	70,637	61,844	58,650	57,340	53,171	48,821	48,261	44,912	42,744
Q3	86,736	80,460	76,756	70,500	60,559	57,561	56,406	51,956	48,004
Mean	77,921	71,660	67,071	63,074	57,874	54,121	53,675	48,606	45,927
SD	12,534	12,729	10,764	9,836	7,575	6,546	7,360	5,213	5,444
N	127 40	27	27	46	30	40	54	63	
WOMEN									
Median	78,000	70,253	68,148	64,050	55,938	54,944	52,917	47,850	45,900
Q1	71,865	61,535	62,441	58,843	52,139	51,790	49,491	44,703	42,840
Q3	83,050	82,886	75,753	74,847	63,716	59,997	58,033	50,645	49,008
Mean	79,463	72,505	68,058	65,799	58,612	57,643	53,448	48,010	46,012
SD	10,423	11,878	9,884	8,899	8,867	9,372	5,217	5,195	5,371
N	21 27	22	14	43	23	33	56	67	

Source: 2004-05 Faculty Salary Survey, APA Research Office.

Note. All salaries are 9-10-month salaries. Salaries for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis.

TABLE 31
**9-10-Month Salaries and Benefits for Selected Administrative Positions in U.S. Doctoral
Departments of Psychology: 2004-2005**

	Graduate Training	Undergrad Training	Clinical Training	Associate Chair
Full professor				
Median	\$89,343	\$86,689	\$91,345	\$91,684
Q1	\$80,255	\$77,907	\$76,398	\$75,363
Q3	\$108,563	\$99,976	\$105,902	\$107,200
Mean	\$96,434	\$93,002	\$91,324	\$93,777
SD	23,054	27,844	20,139	27,791
N	28	18	45	16
Benefits^a				
Extra secretarial support	45%	47%	49%	31%
Extra grad assistants	7%	0%	16%	6%
Summer salary	31%	32%	40%	44%
Other stipend	21%	21%	9%	44%
Reduced teaching load	55%	42%	71%	63%
Other benefit	0%	0%	2%	0%
Associate professor				
Median	\$68,753	\$63,384	\$64,672	
Q1	\$58,460	\$58,996	\$57,352	
Q3	\$70,961	\$71,453	\$78,865	
Mean	\$67,122	\$66,282	\$67,769	
SD	10,773	9,997	14,508	
N	24	16	24	7
Benefits^a				
Extra secretarial support	71%	44%	48%	29%
Extra grad assistants	8%	0%	12%	0%
Summer salary	25%	38%	24%	57%
Other stipend	21%	6%	28%	29%
Reduced teaching load	67%	69%	64%	71%
Other benefit	4%	0%	0%	0%

Note. 2004-2005 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

^aPercentages exceed 100%, given that individuals may receive multiple types of benefits.

TABLE 32
Average Fees Paid Adjunct Faculty Per Course Taught
In U.S. Graduate Departments of Psychology: 2003-2004

	Amount faculty paid per course							
	Median	10%	25%	75%	90%	Mean	S.D.	<u>N</u>
Doctoral departments								
Public	\$3,500	\$2,087	\$2,900	\$4,500	\$6,000	\$3,796	1,614	110
Private	\$3,490	\$2,064	\$2,781	\$5,188	\$7,400	\$4,430	2,920	44
Psychology	\$3,714	\$2,275	\$3,000	\$5,000	\$6,984	\$4,328	2,309	104
Educational,								
Counseling, School	\$3,000	\$1,920	\$2,500	\$3,630	\$4,612	\$3,187	1,116	35
Human Development								3
Professional School	\$2,763	\$2,000	\$2,165	\$3,075	\$4,025	\$2,769	655	12
All	\$3,500	\$2,093	\$2,800	\$4,869	\$6,125	\$3,977	2,082	154
Masters departments								
Public	\$2,400	\$1,541	\$1,900	\$3,180	\$4,220	\$2,582	1,012	45
Private								9
Psychology	\$2,400	\$1,590	\$2,000	\$3,190	\$4,179	\$2,643	1,150	48
Educational,								
Counseling, School								3
Other								3
All	\$2,400	\$1,585	\$2,000	\$3,250	\$4,233	\$2,663	1,134	54

Source: 2004-2005 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. The Ns refer to the number of departments that provided the information. No statistics are reported where the N is less than 10.

APPENDIX A

Table A. Response Rates for Selected Subgroups: 2004-2005 Survey of Graduate Departments of Psychology

TABLE A
Response Rates for Selected Subgroups:
2004-2005 Survey of Faculty Salaries in Graduate Departments of Psychology

	U.S. Departments						Canadian Depts.	
	Doctoral			Master's			Doctoral	Master's
	Public (N=244) %	Private (N=172) %	Total (N=416) %	Public (N=144) %	Private (N=71) %	Total (N=215) %	(N=26) %	(N=3) %
Total	50	28	41	35	11	27	42	0
New England	75	33	46	0	0	0	Na	Na
Mid Atlantic	32	36	34	25	10	16	Na	Na
East North Central	67	35	55	32	29	31	Na	Na
West North Central	61	57	60	33	0	28	Na	Na
South Atlantic	48	22	38	18	22	19	Na	Na
East South Central	58	20	50	67	0	62	Na	Na
West South Central	38	11	32	48	0	38	Na	Na
Mountain	48	40	46	33	0	33	Na	Na
Pacific	38	16	25	42	13	32	Na	Na
Psychology	56	38	49	36	15	31	38	0
Educational/Counseling/ School Psychology	47	11	39	12	30	6	100	Na
Human Development	25	33	27	0	0	0	Na	Na
Professional	50	22	24	0	0	0	Na	Na
Other	23	13	18	67	20	45	Na	Na

Note. These response rates are for those departments providing sufficient salary information to be included in the analyses for any of the tables within this report. The category "Educational/Counseling/School Psychology" includes departments of educational psychology, counseling psychology, school psychology, and other similar units. The "Other" category is a heterogeneous group of departments, including programs in industrial-organizational psychology and rehabilitation.

Na=Not applicable.

APPENDIX B

STATES COMPRISING GEOGRAPHIC REGIONS IN THE UNITED STATES

APPENDIX B

States Comprising Geographic Regions in the United States

New England:	Connecticut Maine Massachusetts New Hampshire Rhode Island Vermont
Middle Atlantic:	New Jersey New York Pennsylvania
East North Central:	Illinois Indiana Michigan Ohio Wisconsin
West North Central:	Iowa Kansas Minnesota Missouri Nebraska North Dakota South Dakota
South Atlantic:	Delaware District of Columbia Florida Georgia Maryland North Carolina South Carolina Virginia West Virginia
East South Central:	Alabama Kentucky Mississippi Tennessee
West South Central:	Arkansas Louisiana Oklahoma Texas

Mountain:	Arizona
	Colorado
	Idaho
	Montana
	Nevada
	New Mexico
	Utah
	Wyoming

Pacific:	Alaska
	California
	Hawaii
	Oregon
	Washington