

**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 <sup>a</sup>					Canadian	
	Public	Doctoral Private	All	Public	Master's Private	All	Doctoral Depts. <sup>b</sup>
<b>Average starting salary in 2004-2005 for a new faculty member who was a new doctorate recipient:</b>							
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
<b>Comparison with 2003-2004 starting salaries:</b>							
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%	*
<b>Expected salary offered to a new Doctorate recipient in 2005-2006:</b>							
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
<b>Expected salary offered to a new faculty with 2 years postdoctoral experience in 2005-06:</b>							
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 *N*s 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.

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

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

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