

**TABLE 5**  
**2007-2008 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    |
|---|---------|--------|---------|---------|---------|---------|--------|------|
| <b>ALL U.S. REGIONS (230 departments)</b> |         |        |         |         |         |         |        |      |
| <b>Full professor</b>                     |         |        |         |         |         |         |        |      |
| 12 or more years                          | 108,878 | 78,848 | 92,082  | 136,850 | 164,360 | 116,525 | 34,183 | 1034 |
| 6-11 years                                | 97,128  | 73,407 | 83,304  | 117,503 | 147,637 | 103,898 | 30,227 | 465  |
| 3-5 years                                 | 89,435  | 69,067 | 78,540  | 108,171 | 128,167 | 94,525  | 23,848 | 260  |
| Less than 3 years                         | 83,080  | 64,819 | 73,314  | 99,275  | 120,352 | 88,209  | 22,268 | 285  |
| All years                                 | 100,305 | 72,923 | 83,294  | 123,407 | 153,180 | 107,037 | 32,616 | 2082 |
| <b>Associate professor</b>                |         |        |         |         |         |         |        |      |
| 6 or more years                           | 70,405  | 57,378 | 62,695  | 80,059  | 90,194  | 72,427  | 13,596 | 550  |
| 3-5 years                                 | 70,750  | 60,022 | 64,468  | 80,000  | 91,579  | 73,517  | 12,840 | 294  |
| Less than 3 years                         | 68,380  | 55,302 | 60,954  | 78,364  | 88,492  | 70,406  | 13,500 | 413  |
| All years                                 | 70,000  | 56,745 | 62,554  | 79,508  | 90,000  | 71,955  | 13,513 | 1273 |
| <b>Assistant professor</b>                |         |        |         |         |         |         |        |      |
| 3 or more years                           | 61,250  | 51,133 | 55,972  | 67,118  | 72,999  | 62,040  | 9,615  | 600  |
| Less than 3 years                         | 59,721  | 46,340 | 53,000  | 65,885  | 71,964  | 59,549  | 9,891  | 631  |
| All years                                 | 60,484  | 49,080 | 54,779  | 66,375  | 72,205  | 60,759  | 9,835  | 1250 |
| All ranks                                 | 74,642  | 54,161 | 62,111  | 97,733  | 126,576 | 83,781  | 31,539 | 4740 |
| <b>NEW ENGLAND (11 departments)</b>       |         |        |         |         |         |         |        |      |
| <b>Full professor</b>                     |         |        |         |         |         |         |        |      |
| 12 or more years                          | 97,605  | 73,837 | 87,438  | 124,500 | 150,916 | 107,345 | 30,564 | 51   |
| 6-11 years                                | 95,530  | 55,707 | 74,081  | 107,191 | 142,343 | 96,853  | 30,218 | 26   |
| 3-5 years                                 | 99,578  | 52,923 | 79,349  | 109,448 | 142,264 | 97,705  | 27,667 | 21   |
| Less than 3 years                         | 77,304  | 45,557 | 64,324  | 98,350  | 125,286 | 80,493  | 26,702 | 14   |
| All years                                 | 96,372  | 65,042 | 81,610  | 112,450 | 142,569 | 99,745  | 30,396 | 112  |
| <b>Associate professor</b>                |         |        |         |         |         |         |        |      |
| 6 or more years                           | 78,890  | 61,350 | 68,673  | 85,400  | 98,000  | 78,759  | 15,253 | 29   |
| 3-5 years                                 | 68,075  | 56,320 | 61,716  | 78,400  | 86,674  | 69,859  | 10,154 | 13   |
| Less than 3 years                         | 70,242  | 56,136 | 68,231  | 75,809  | 87,099  | 70,651  | 10,065 | 20   |
| All years                                 | 73,314  | 58,780 | 67,180  | 80,625  | 90,843  | 74,278  | 13,291 | 62   |
| <b>Assistant professor</b>                |         |        |         |         |         |         |        |      |
| 3 or more years                           | 62,154  | 51,344 | 57,050  | 66,320  | 75,749  | 62,232  | 7,439  | 25   |
| Less than 3 years                         | 59,500  | 47,940 | 55,000  | 67,000  | 69,200  | 60,518  | 8,898  | 19   |
| All years                                 | 61,463  | 49,506 | 56,938  | 66,351  | 72,398  | 61,492  | 8,047  | 44   |
| All ranks                                 | 74,588  | 48,435 | 61,361  | 96,055  | 118,454 | 80,649  | 29,429 | 246  |
| <b>MID ATLANTIC (28 departments)</b>      |         |        |         |         |         |         |        |      |
| <b>Full professor</b>                     |         |        |         |         |         |         |        |      |
| 12 or more years                          | 116,116 | 92,946 | 102,500 | 136,260 | 165,230 | 122,834 | 29,795 | 147  |
| 6-11 years                                | 104,779 | 86,972 | 95,014  | 121,601 | 154,942 | 111,531 | 25,909 | 60   |
| 3-5 years                                 | 105,628 | 76,607 | 87,994  | 137,154 | 161,413 | 112,500 | 30,058 | 24   |
| Less than 3 years                         | 92,195  | 73,660 | 87,000  | 111,858 | 128,842 | 97,453  | 21,061 | 33   |
| All years                                 | 110,408 | 86,821 | 95,203  | 129,639 | 160,596 | 116,153 | 29,177 | 264  |
| <b>Associate professor</b>                |         |        |         |         |         |         |        |      |
| 6 or more years                           | 77,904  | 59,040 | 67,254  | 87,000  | 94,032  | 77,912  | 14,795 | 79   |
| 3-5 years                                 | 79,758  | 63,683 | 72,061  | 89,113  | 95,324  | 80,840  | 13,199 | 36   |
| Less than 3 years                         | 80,444  | 55,523 | 67,366  | 87,842  | 94,950  | 78,566  | 15,921 | 49   |
| All years                                 | 79,286  | 59,868 | 68,449  | 87,620  | 94,166  | 78,750  | 14,768 | 164  |
| <b>Assistant professor</b>                |         |        |         |         |         |         |        |      |
| 3 or more years                           | 68,004  | 60,447 | 63,835  | 75,432  | 81,330  | 70,303  | 12,688 | 67   |
| Less than 3 years                         | 65,890  | 46,000 | 57,823  | 70,530  | 76,729  | 64,033  | 12,371 | 82   |
| All years                                 | 67,500  | 47,741 | 62,000  | 72,689  | 77,652  | 66,852  | 12,859 | 149  |
| All ranks                                 | 85,664  | 61,000 | 69,000  | 108,657 | 132,257 | 92,114  | 31,383 | 587  |

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TABLE 5 (continued)  
2007-2008 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   |
|--|---------|--------|--------|---------|---------|---------|--------|-----|
| <b>EAST NORTH CENTRAL (42 departments)</b> |         |        |        |         |         |         |        |     |
| <b>Full professor</b>                      |         |        |        |         |         |         |        |     |
| 12 or more years                           | 115,284 | 85,684 | 97,216 | 148,914 | 175,100 | 125,372 | 37,865 | 203 |
| 6-11 years                                 | 93,064  | 72,038 | 80,728 | 110,311 | 149,927 | 102,116 | 32,291 | 90  |
| 3-5 years                                  | 85,034  | 70,103 | 78,800 | 102,800 | 119,100 | 90,367  | 18,236 | 54  |
| Less than 3 years                          | 82,567  | 64,849 | 70,466 | 96,813  | 123,080 | 86,415  | 21,268 | 65  |
| All years                                  | 99,410  | 73,428 | 82,567 | 125,690 | 161,385 | 109,120 | 36,461 | 415 |
| <b>Associate professor</b>                 |         |        |        |         |         |         |        |     |
| 6 or more years                            | 69,104  | 57,400 | 63,031 | 78,280  | 90,979  | 71,421  | 12,536 | 108 |
| 3-5 years                                  | 70,325  | 60,447 | 64,950 | 78,500  | 97,705  | 73,812  | 13,941 | 63  |
| Less than 3 years                          | 65,059  | 54,073 | 60,552 | 72,612  | 81,364  | 66,812  | 12,199 | 88  |
| All years                                  | 67,267  | 56,070 | 61,458 | 77,370  | 88,560  | 69,978  | 13,446 | 263 |
| <b>Assistant professor</b>                 |         |        |        |         |         |         |        |     |
| 3 or more years                            | 60,472  | 52,242 | 56,800 | 67,650  | 73,234  | 61,577  | 8,331  | 127 |
| Less than 3 years                          | 58,797  | 45,328 | 52,386 | 65,130  | 69,335  | 58,656  | 9,741  | 130 |
| All years                                  | 59,458  | 46,836 | 55,163 | 66,000  | 70,000  | 59,928  | 9,378  | 260 |
| All ranks                                  | 73,050  | 53,432 | 61,129 | 96,680  | 128,072 | 83,706  | 34,118 | 958 |
| <b>WEST NORTH CENTRAL (21 departments)</b> |         |        |        |         |         |         |        |     |
| <b>Full professor</b>                      |         |        |        |         |         |         |        |     |
| 12 or more years                           | 96,448  | 77,869 | 84,233 | 128,976 | 159,007 | 109,015 | 33,574 | 84  |
| 6-11 years                                 | 97,234  | 71,076 | 81,851 | 141,876 | 162,916 | 110,777 | 37,963 | 45  |
| 3-5 years                                  | 92,352  | 73,466 | 79,787 | 125,000 | 142,964 | 99,853  | 25,855 | 23  |
| Less than 3 years                          | 75,474  | 64,129 | 69,799 | 94,193  | 110,223 | 81,955  | 18,606 | 27  |
| All years                                  | 93,658  | 71,400 | 80,812 | 125,000 | 151,277 | 104,199 | 33,383 | 179 |
| <b>Associate professor</b>                 |         |        |        |         |         |         |        |     |
| 6 or more years                            | 67,870  | 57,516 | 60,863 | 75,077  | 85,573  | 69,464  | 11,834 | 45  |
| 3-5 years                                  | 71,505  | 60,210 | 63,775 | 81,200  | 88,561  | 73,674  | 10,360 | 25  |
| Less than 3 years                          | 65,471  | 54,973 | 59,480 | 75,350  | 84,059  | 68,282  | 10,817 | 46  |
| All years                                  | 68,423  | 56,515 | 61,013 | 75,885  | 85,527  | 69,903  | 11,224 | 116 |
| <b>Assistant professor</b>                 |         |        |        |         |         |         |        |     |
| 3 or more years                            | 57,883  | 49,171 | 50,690 | 63,189  | 69,722  | 58,884  | 9,629  | 52  |
| Less than 3 years                          | 56,502  | 49,909 | 52,000 | 62,056  | 63,128  | 57,150  | 7,029  | 58  |
| All years                                  | 57,256  | 49,302 | 51,916 | 62,230  | 66,995  | 57,970  | 8,365  | 110 |
| All ranks                                  | 72,869  | 52,790 | 60,673 | 90,994  | 128,066 | 81,546  | 31,097 | 408 |
| <b>SOUTH ATLANTIC (42 departments)</b>     |         |        |        |         |         |         |        |     |
| <b>Full professor</b>                      |         |        |        |         |         |         |        |     |
| 12 or more years                           | 106,254 | 75,568 | 86,963 | 129,475 | 157,269 | 112,294 | 31,975 | 205 |
| 6-11 years                                 | 103,152 | 75,403 | 89,556 | 125,000 | 144,351 | 108,133 | 27,296 | 102 |
| 3-5 years                                  | 88,619  | 66,504 | 80,534 | 109,406 | 120,000 | 94,205  | 21,282 | 50  |
| Less than 3 years                          | 83,080  | 63,140 | 74,035 | 100,134 | 120,148 | 87,850  | 19,881 | 63  |
| All years                                  | 100,856 | 74,218 | 83,199 | 120,000 | 148,172 | 105,463 | 29,583 | 420 |
| <b>Associate professor</b>                 |         |        |        |         |         |         |        |     |
| 6 or more years                            | 71,847  | 56,261 | 65,342 | 79,692  | 88,973  | 72,890  | 12,907 | 116 |
| 3-5 years                                  | 68,225  | 60,081 | 64,573 | 74,791  | 92,541  | 71,751  | 12,158 | 56  |
| Less than 3 years                          | 69,357  | 56,003 | 59,914 | 80,433  | 88,568  | 71,037  | 12,911 | 70  |
| All years                                  | 70,695  | 58,006 | 63,943 | 78,925  | 89,131  | 72,091  | 12,713 | 242 |
| <b>Assistant professor</b>                 |         |        |        |         |         |         |        |     |
| 3 or more years                            | 63,083  | 51,703 | 58,392 | 68,627  | 74,584  | 62,708  | 8,920  | 102 |
| Less than 3 years                          | 60,063  | 46,880 | 54,000 | 65,790  | 72,356  | 59,645  | 9,863  | 126 |
| All years                                  | 61,447  | 49,016 | 56,106 | 66,553  | 72,506  | 61,071  | 9,515  | 231 |
| All ranks                                  | 75,371  | 55,613 | 63,074 | 99,717  | 124,314 | 83,761  | 29,748 | 924 |

(continued)

TABLE 5 (continued)  
2007-2008 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   |
|--|---------|--------|--------|---------|---------|---------|--------|-----|
| <b>EAST SOUTH CENTRAL (13 departments)</b> |         |        |        |         |         |         |        |     |
| Full professor                             |         |        |        |         |         |         |        |     |
| 12 or more years                           | 96,104  | 69,408 | 81,829 | 107,873 | 118,920 | 95,078  | 18,585 | 54  |
| 6-11 years                                 | 77,897  | 67,195 | 71,934 | 91,271  | 182,746 | 92,720  | 40,505 | 21  |
| 3-5 years                                  |         |        |        |         |         |         |        | 8   |
| Less than 3 years                          | 82,709  | 66,826 | 76,275 | 91,480  | 122,066 | 87,798  | 22,746 | 16  |
| All years                                  | 86,572  | 69,257 | 76,499 | 103,400 | 116,053 | 92,315  | 25,204 | 99  |
| Associate professor                        |         |        |        |         |         |         |        |     |
| 6 or more years                            | 60,630  | 53,773 | 58,922 | 67,851  | 71,838  | 62,843  | 6,972  | 33  |
| 3-5 years                                  | 63,000  | 53,862 | 57,834 | 76,621  | 88,991  | 67,241  | 11,989 | 13  |
| Less than 3 years                          | 64,125  | 55,784 | 59,075 | 74,592  | 80,838  | 66,573  | 10,110 | 28  |
| All years                                  | 62,699  | 55,548 | 59,019 | 70,171  | 77,887  | 65,027  | 9,311  | 74  |
| Assistant professor                        |         |        |        |         |         |         |        |     |
| 3 or more years                            | 53,295  | 49,374 | 52,334 | 57,016  | 63,301  | 55,285  | 4,864  | 30  |
| Less than 3 years                          | 54,250  | 48,000 | 49,478 | 58,000  | 61,500  | 54,466  | 6,575  | 44  |
| All years                                  | 53,525  | 48,295 | 49,980 | 57,915  | 63,092  | 54,798  | 5,919  | 74  |
| All ranks                                  | 64,288  | 49,990 | 56,578 | 83,829  | 102,829 | 71,951  | 24,005 | 254 |
| <b>WEST SOUTH CENTRAL (25 departments)</b> |         |        |        |         |         |         |        |     |
| Full professor                             |         |        |        |         |         |         |        |     |
| 12 or more years                           | 97,381  | 70,026 | 80,826 | 115,765 | 140,755 | 102,135 | 30,308 | 86  |
| 6-11 years                                 | 88,286  | 67,208 | 73,982 | 114,968 | 146,365 | 98,398  | 35,094 | 30  |
| 3-5 years                                  | 82,092  | 52,891 | 75,370 | 98,305  | 125,295 | 86,978  | 24,573 | 24  |
| Less than 3 years                          | 86,708  | 68,135 | 74,000 | 112,170 | 120,510 | 90,281  | 21,266 | 29  |
| All years                                  | 90,100  | 69,275 | 77,060 | 113,550 | 131,650 | 97,285  | 29,518 | 169 |
| Associate professor                        |         |        |        |         |         |         |        |     |
| 6 or more years                            | 64,683  | 54,674 | 61,093 | 72,203  | 83,527  | 68,747  | 15,455 | 56  |
| 3-5 years                                  | 70,029  | 58,592 | 63,365 | 78,280  | 97,319  | 72,473  | 13,195 | 35  |
| Less than 3 years                          | 68,804  | 54,738 | 59,813 | 75,145  | 85,572  | 69,163  | 12,147 | 48  |
| All years                                  | 67,070  | 55,742 | 61,880 | 75,193  | 88,461  | 69,829  | 13,811 | 139 |
| Assistant professor                        |         |        |        |         |         |         |        |     |
| 3 or more years                            | 57,103  | 49,727 | 53,755 | 61,691  | 65,815  | 57,605  | 6,186  | 78  |
| Less than 3 years                          | 58,896  | 46,500 | 53,600 | 62,250  | 65,666  | 57,817  | 6,708  | 65  |
| All years                                  | 58,100  | 48,933 | 53,925 | 61,886  | 65,663  | 57,701  | 6,406  | 143 |
| All ranks                                  | 67,070  | 51,153 | 58,270 | 84,545  | 111,694 | 75,068  | 26,238 | 473 |
| <b>MOUNTAIN (20 departments)</b>           |         |        |        |         |         |         |        |     |
| Full professor                             |         |        |        |         |         |         |        |     |
| 12 or more years                           | 108,900 | 71,648 | 88,537 | 125,594 | 157,695 | 110,581 | 30,078 | 71  |
| 6-11 years                                 | 83,620  | 71,512 | 76,777 | 108,332 | 120,498 | 91,362  | 18,824 | 34  |
| 3-5 years                                  | 87,274  | 72,714 | 77,199 | 112,630 | 128,319 | 94,613  | 23,824 | 22  |
| Less than 3 years                          | 79,593  | 64,639 | 73,795 | 99,728  | 140,365 | 90,488  | 31,801 | 16  |
| All years                                  | 97,789  | 70,412 | 78,149 | 116,653 | 139,546 | 101,063 | 28,439 | 144 |
| Associate professor                        |         |        |        |         |         |         |        |     |
| 6 or more years                            | 67,606  | 57,046 | 60,481 | 76,421  | 90,189  | 70,368  | 11,935 | 40  |
| 3-5 years                                  | 69,204  | 55,434 | 62,593 | 80,464  | 90,310  | 71,070  | 12,553 | 24  |
| Less than 3 years                          | 65,168  | 51,388 | 57,063 | 70,000  | 83,577  | 65,368  | 10,615 | 23  |
| All years                                  | 67,612  | 56,059 | 60,238 | 73,648  | 86,607  | 69,240  | 11,879 | 87  |
| Assistant professor                        |         |        |        |         |         |         |        |     |
| 3 or more years                            | 60,128  | 52,504 | 56,138 | 63,583  | 66,831  | 60,227  | 5,718  | 56  |
| Less than 3 years                          | 60,100  | 46,746 | 54,450 | 65,650  | 67,923  | 59,681  | 8,580  | 53  |
| All years                                  | 60,100  | 50,425 | 55,600 | 64,668  | 67,125  | 59,961  | 7,223  | 109 |
| All ranks                                  | 69,741  | 55,389 | 60,456 | 91,350  | 117,236 | 79,490  | 27,235 | 343 |

(continued)

**TABLE 5 (continued)**  
**2007-2008 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   |
|---------------------------------|---------|--------|---------|---------|---------|---------|--------|-----|
| <b>PACIFIC (28 departments)</b> |         |        |         |         |         |         |        |     |
| <b>Full professor</b>           |         |        |         |         |         |         |        |     |
| 12 or more years                | 135,700 | 81,812 | 103,750 | 160,450 | 173,939 | 132,017 | 35,651 | 133 |
| 6-11 years                      | 97,000  | 74,652 | 85,634  | 118,150 | 132,140 | 103,370 | 23,865 | 57  |
| 3-5 years                       | 89,900  | 62,600 | 73,154  | 104,475 | 123,400 | 91,646  | 22,443 | 34  |
| Less than 3 years               | 81,986  | 60,168 | 74,908  | 95,725  | 141,700 | 89,172  | 25,961 | 22  |
| All years                       | 109,850 | 74,605 | 88,493  | 142,000 | 163,231 | 116,613 | 35,269 | 280 |
| <b>Associate professor</b>      |         |        |         |         |         |         |        |     |
| 6 or more years                 | 76,749  | 58,150 | 68,189  | 86,025  | 94,249  | 76,422  | 12,553 | 44  |
| 3-5 years                       | 73,200  | 57,909 | 68,100  | 80,746  | 93,500  | 74,795  | 11,829 | 29  |
| Less than 3 years               | 73,300  | 54,828 | 66,871  | 86,546  | 93,100  | 76,450  | 17,250 | 41  |
| All years                       | 74,750  | 57,687 | 68,333  | 83,775  | 93,299  | 76,017  | 13,859 | 126 |
| <b>Assistant professor</b>      |         |        |         |         |         |         |        |     |
| 3 or more years                 | 66,000  | 54,097 | 59,700  | 70,300  | 82,659  | 65,954  | 10,822 | 63  |
| Less than 3 years               | 65,450  | 44,902 | 55,766  | 71,000  | 74,300  | 62,999  | 12,245 | 54  |
| All years                       | 65,300  | 49,564 | 57,463  | 70,300  | 74,300  | 64,424  | 11,105 | 130 |
| All ranks                       | 83,700  | 58,096 | 68,396  | 110,928 | 149,600 | 93,795  | 35,755 | 547 |

Source: 2007-2008 Faculty Salary Survey, APA Center for Psychology Workforce Analysis and Research 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.

