

TABLE 28
Salary Raises and Decreases for Faculty in U.S. Graduate Departments of Psychology: 2008-2009

	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	100	67	84	80	69	25	88	85	60
Raises for some	0	33	8	20	19	25	6	8	33
No change	0	0	4	0	12	50	6	8	7
Both increases & decreases	0	0	4	0	0	0	0	0	0
Private									
Raises for all	71	100	85	100	90	100	100	100	73
Raises for some	14	0	15	0	10	0	0	0	9
No change	14	0	0	0	0	0	0	0	18
Master's departments									
Public									
Raises for all	100	100	100	100	88	17	75	50	71
Raises for some	0	0	0	0	0	17	13	0	14
No change	0	0	0	0	13	67	13	50	14
Private									
Raises for all	100	67	100	0	67	0	0	0	100
Raises for some	0	0	0	100	0	0	0	0	0
No change	0	33	0	0	33	0	0	0	0

Source: 2007-2008 and 2008-2009 Faculty Salary Surveys, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Note. Information on salary increases and reductions pertains to those that were effective in 2008-2009. 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: 2008-2009

	New England %	Middle Atlantic %	East North Central %	West North Central %	South Atlantic %	East South Central %	West South Central %	Mountain %	Pacific %
Doctoral departments									
Public									
Promotion	0	42	40	40	38	17	59	54	60
Other merit increase	67	83	56	80	58	17	71	69	60
Standard adjustment	33	33	40	20	35	17	41	62	33
Union	100	42	20	13	12	0	0	0	20
Other raise	0	25	20	13	23	0	29	15	27
Private									
Promotion	14	47	31	0	50	0	67	20	36
Other merit increase	57	65	69	0	90	0	100	80	36
Standard adjustment	43	47	15	0	10	100	33	40	73
Union	0	6	0	0	10	0	0	0	9
Other raise	14	41	15	100	30	50	100	0	9
Master's departments									
Public									
Promotion	50	50	67	25	38	33	25	0	57
Other merit increase	50	0	100	75	75	0	50	0	14
Standard adjustment	0	25	67	75	38	17	38	0	29
Union	100	100	0	50	0	0	0	50	86
Other raise	0	0	0	0	0	0	25	0	29
Private									
Promotion	100	0	0	100	33	0	0	0	25
Other merit increase	100	33	100	100	33	0	0	0	50
Standard adjustment	0	67	0	100	67	0	0	0	75
Other raise	0	0	0	0	33	0	0	0	25

Source: 2007-2008 and 2008-2009 Faculty Salary Surveys, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Note. Information on salary increases pertains to those that were effective in 2008-2009. Percentages are column percentages and do not sum to 100% given that raises were often determined by multiple factors.