

Table 1
2012-2013: Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank

		Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	All ranks
U.S. Doctoral Departments	Mean	118,952	77,935	67,655	50,832	91,043
	N	1,355	1,029	799	112	3,521
All U.S. Departments	Mean	116,382	76,938	66,613	50,775	89,192
	N	1,468	1,131	884	119	3,888

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Note: All salaries are nine-10-month salaries.

Table 2

2012-2013: Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank

	Full professor				Associate professor			Assistant prof.		Lecturer/Instr.	
	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
Mean	131,794	112,243	106,962	98,959	78,373	78,849	76,652	68,253	67,079	52,749	48,722
N	656	311	168	209	425	280	317	435	356	56	52

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Note: All salaries are nine-10-month salaries.

Table 3
2012-2013: Distribution of Salaries for Full-time Faculty in U.S. Doctoral Departments of
Psychology by Rank and Years in Rank

	Full professor						Associate professor			Assistant prof	
9-10-month salary	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
\$270K or more	4		1								
250,000-269,999	2		3								
230,000-249,999	6	1	1	4	1						
210,000-229,999	7	3	2		1	1					
190,000-209,999	17	11	7	4	2	7					
185,000-189,999	5	4	3			1					
180,000-184,999	8	4	3	6	1	1					
175,000-179,999	7	5	4	4	1	2					
170,000-174,999	8	6	5	4	2			1			
165,000-169,999	7	5	1	1	2	2					
160,000-164,999	2	4	1	5	4						
155,000-159,999	5	5	5	5	3	1					
150,000-154,999	10	9	7	8	2	4					
145,000-149,999	12	8	5	9	2	3	2	1			
140,000-144,999	11	10	7	7	3				3		
135,000-139,999	9	4	10	7	4	2		2			
130,000-134,999	4	7	10	13	2	5			1		
125,000-129,999	6	8	12	12	3	1		2			
120,000-	12	12	7	10	10	6	4	1	3		

124,999											
115,000-119,999	9	11	18	16	10	6	3	3	1		
110,000-114,999	14	12	13	19	9	7	2	3	2	2	
105,000-109,999	8	8	19	19	12	6	4	6			
100,000-104,999	10	9	15	29	15	17	14	6	13	3	2
95,000-99,999	8	10	22	21	5	15	23	8	13	3	6
90,000-94,999	11	8	12	24	21	16	38	22	20	7	7
85,000-89,999	8	6	17	20	10	17	31	24	29	30	9
80,000-84,999	14	5	19	27	11	33	49	33	32	30	24
79,000-79,999	1		3	4	5	7	13	5	8	14	1
78,000-78,999			1	4	2	1	15	11	7	4	8
77,000-77,999			3		2	11	6	5	6	3	4
76,000-76,999		1		3	2	4	18	8	13	10	5
75,000-75,999		1		1		2	15	16	11	7	15
74,000-74,999				3	3	5	7	5	11	14	9
73,000-73,999				2	2	1	11	10	8	16	8
72,000-72,999		1		4	2	4	11	9	5	17	9
71,000-71,999			3	4	2	5	9	13	15	11	7
70,000-70,999	2		1		1	1	15	8	6	17	19
69,000-69,999					2	2	8	2	3	7	11
68,000-68,999			2	1	1		17	6	6	24	12
67,000-67,999				2	3	1	8	4	5	9	11
66,000-			2	1	2	1	12	6	6	14	14

[illegible]

44,999											
43,000-43,999										2	1
42,000-42,999										2	
41,000-41,999										2	
40,000-40,999											1
Less than \$40K					1					1	1

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Note: All salaries are nine-10-month salaries.

Table 4

2012-2013: 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	N
Full professor	24 or more years	136,410	86,686	104,874	172,668	207,176	142,595	50,699	231
	18-23 years	127,234	93,502	105,857	158,076	185,476	134,198	35,364	179
	12-17 years	111,096	81,744	93,411	136,020	174,730	119,903	38,209	246
	6-11 years	104,606	78,521	88,246	129,000	157,338	112,243	33,014	311
	3-5 years	101,384	73,415	84,773	120,008	155,523	106,962	31,874	168
	Less than 3	89,204	71,510	79,474	107,050	146,700	98,959	31,511	209
	Not specified	101,713	85,152	95,427	118,931	130,435	105,701	14,579	11
	All years	109,273	79,170	89,879	140,514	176,080	118,952	40,146	1,355
Associate professor	11 or more years	75,083	60,000	65,263	86,835	95,943	76,979	15,347	223
	6-10 years	77,715	63,840	68,901	87,391	98,664	79,913	13,697	202
	3-5 years	76,064	60,651	67,984	87,355	98,352	78,849	16,612	280
	Less than 3	75,275	58,689	64,448	85,585	95,690	76,652	15,710	317
	Not specified	71,773							7
	All years	76,000	60,663	66,735	86,331	96,500	77,935	15,504	1,029
Assistant professor	3 or more years	68,000	53,607	59,000	75,300	85,093	68,253	12,272	435
	Less than 3	66,199	52,113	60,000	74,000	82,000	67,079	11,128	356
	Not specified	60,511							8
	All years	66,950	53,000	60,000	74,675	84,000	67,655	11,746	799
Lecturer/ Instructor	3 or more years	50,208	42,000	45,372	58,240	67,322	52,749	10,610	56
	Less than 3	46,158	40,000	43,616	53,696	59,572	48,722	8,942	52
	Not specified								4
	All years	47,706	41,012	44,135	55,315	63,938	50,832	9,955	112

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies 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 that award the doctoral degree (e.g., psychology departments, educational psychology departments and professional schools of psychology). All salaries are nine-10-month salaries. No statistics are provided where the *N* of faculty is less than five; only the median is provided where the *N* of faculty is between five-10. Only the median is provided where the *N* of faculty is less than 10.

Table 5
2012-2013: Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by
Region, Rank and Years in Rank

			Median	10	Q1	Q3	90	Mean	SD	N
All U.S. regions	Full professor	12 or more years	122,087	84,854	99,421	154,440	189,773	131,794	43,409	656
		6-11 years	104,606	78,521	88,246	129,000	157,338	112,243	33,014	311
		3-5 years	101,384	73,415	84,773	120,008	155,523	106,962	31,874	168
		Less than 3 years	89,204	71,510	79,474	107,050	146,700	98,959	31,511	209
		All years	109,273	79,170	89,879	140,514	176,080	118,952	40,146	1355
	Associate professor	6 or more years	76,643	61,966	67,350	87,201	96,443	78,373	14,642	425
		3-5 years	76,064	60,651	67,984	87,355	98,352	78,849	16,612	280
		Less than 3 years	75,275	58,689	64,448	85,585	95,690	76,652	15,710	317
		All years	76,000	60,663	66,735	86,331	96,500	77,935	15,504	1029
	Assistant professor	3 or more years	68,000	53,607	59,000	75,300	85,093	68,253	12,272	435
		Less than 3 years	66,199	52,113	60,000	74,000	82,000	67,079	11,128	356
		All years	66,950	53,000	60,000	74,675	84,000	67,655	11,746	799
	All ranks	All years	81,000	58,320	67,203	103,123	142,288	91,388	36,550	3,295
New England	Full professor	12 or more years	140,514	85,821	111,253	174,541	204,632	144,265	40,796	21
		6-11 years	102,233	74,251	76,405	145,597	219,947	117,991	50,694	12
		3-5 years								4
		Less than 3 years	98,196	73,833	81,000	146,700	179,631	112,486	37,771	11
		All years	127,844	76,968	91,449	156,791	186,916	128,238	43,352	48
	Associate professor	6 or more years	81,373	62,470	74,745	92,843	100,012	83,612	17,173	33
		3-5 years	89,566							8
		Less than 3 years	76,580							9
		All years	80,666	62,396	73,868	92,843	103,139	83,717	17,844	50
	Assistant professor	3 or more years	55,000	50,900	53,469	70,939	79,694	61,594	11,191	18
		Less than 3 years	70,000	54,400	69,223	74,015	88,440	70,890	9,847	13
		All years	69,530	51,874	54,476	73,327	83,561	65,493	11,467	31
	All ranks	All years	81,447	55,000	70,000	105,935	152,921	94,339	38,844	135

Mid Atlantic	Full professor	12 or more years	144,851	94,790	118,365	182,775	212,441	152,212	49,558	114
		6-11 years	124,709	90,415	102,195	155,429	181,964	130,448	36,357	33
		3-5 years	120,587	86,704	105,090	169,659	223,578	138,903	47,362	16
		Less than 3 years	119,056	99,382	102,024	138,000	184,720	126,963	28,736	15
		All years	138,036	94,650	106,788	175,025	208,005	144,853	46,543	178
	Associate professor	6 or more years	88,320	62,220	72,456	98,820	108,212	87,330	18,574	55
		3-5 years	90,064	78,379	85,073	105,076	134,761	98,244	22,164	32
		Less than 3 years	89,973	73,883	81,294	99,617	119,561	92,396	18,579	42
		All years	90,000	68,784	79,321	98,954	115,677	91,687	19,853	129
	Assistant professor	3 or more years	83,831	53,400	72,457	87,591	96,622	79,256	14,938	55
		Less than 3 years	78,912	57,914	68,000	89,721	95,398	78,431	13,584	43
		All years	80,925	55,921	70,450	87,768	95,100	78,894	14,293	98
	All ranks	All years	95,260	62,903	80,575	132,000	176,770	109,014	45,613	425
East North Central	Full professor	12 or more years	117,812	88,398	103,105	152,356	187,244	128,176	36,956	109
		6-11 years	104,104	79,950	89,712	127,605	150,000	110,451	29,309	71
		3-5 years	94,000	73,175	85,072	121,005	160,539	104,920	32,609	41
		Less than 3 years	83,917	71,441	77,050	95,954	129,286	92,603	28,157	41
		All years	105,558	77,115	89,130	132,371	166,990	114,167	35,386	262
	Associate professor	6 or more years	75,080	62,489	67,987	84,304	93,578	77,416	13,701	68
		3-5 years	72,671	58,607	63,180	82,746	93,708	74,985	14,491	57
		Less than 3 years	73,092	58,775	60,739	81,791	96,733	75,019	16,649	61
		All years	73,592	59,697	64,049	82,343	93,733	75,885	14,927	186
	Assistant professor	3 or more years	70,217	53,925	62,089	74,763	85,000	69,141	11,256	83
		Less than 3 years	64,136	52,000	59,953	70,500	80,000	65,253	9,942	74
		All years	66,098	53,805	61,002	74,377	81,780	67,308	10,800	157
	All ranks	All years	80,000	59,550	66,505	102,983	135,028	89,450	33,212	616
West North Central	Full professor	12 or more years	112,265	81,395	88,463	154,125	185,123	127,430	52,831	67
		6-11 years	104,944	77,122	87,871	138,640	168,577	115,795	34,298	30
		3-5 years	91,474	67,616	77,153	107,948	118,151	95,472	23,016	25
		Less than 3	92,543	63,045	75,139	99,411	122,900	91,892	24,833	26

		years								
		All years	101,314	74,476	84,420	130,308	169,384	113,143	42,492	157
	Associate professor	6 or more years	74,250	62,927	65,093	82,539	89,588	75,288	11,389	38
		3-5 years	73,593	53,010	60,808	82,775	91,816	73,480	16,372	32
		Less than 3 years	71,019	63,484	66,065	80,065	88,616	72,873	9,831	32
		All years	71,773	60,587	65,065	82,000	89,596	73,958	12,441	107
	Assistant professor	3 or more years	62,472	53,455	55,527	66,899	71,410	61,323	7,731	48
		Less than 3 years	63,361	51,366	60,000	71,625	75,000	64,818	8,812	40
		All years	62,772	53,679	56,839	70,000	73,296	62,920	8,284	90
	All ranks	All years	77,250	58,979	65,000	99,800	136,625	88,461	36,886	355
South Atlantic	Full professor	12 or more years	118,332	82,674	96,725	148,552	185,476	126,719	38,832	154
		6-11 years	105,705	74,351	86,409	130,388	150,504	112,096	33,588	82
		3-5 years	111,123	78,813	86,633	123,445	143,260	108,237	24,032	31
		Less than 3 years	84,948	71,835	77,670	121,019	190,550	106,324	42,625	53
		All years	110,719	77,342	87,373	140,764	172,373	117,803	37,917	320
	Associate professor	6 or more years	76,013	60,771	65,860	89,670	95,816	76,961	14,210	113
		3-5 years	78,000	60,346	71,891	86,003	94,529	78,462	12,455	69
		Less than 3 years	76,100	57,904	63,395	86,100	94,951	75,789	14,062	71
		All years	76,220	58,948	66,786	86,391	95,662	77,042	13,694	253
	Assistant professor	3 or more years	68,385	55,000	60,000	74,607	84,700	67,985	10,790	110
		Less than 3 years	67,750	55,000	62,000	75,000	82,000	68,517	9,773	80
		All years	68,380	55,000	61,823	75,000	82,000	68,209	10,351	190
	All ranks	All years	80,000	57,353	67,200	100,694	140,114	89,510	34,878	810
East South Central	Full professor	12 or more years	111,934	87,613	96,145	129,200	157,045	118,800	37,242	30
		6-11 years	97,895							9
		3-5 years	77,396							8
		Less than 3 years	82,597							7
		All years	100,195	73,681	88,351	120,519	155,552	108,390	35,629	54
	Associate professor	6 or more years	70,594	62,636	65,277	78,333	94,188	73,601	10,679	25
		3-5 years	67,663							8

		Less than 3 years	63,077	54,650	60,703	66,443	79,915	64,465	8,362	20
		All years	66,541	60,205	62,596	77,355	88,178	69,999	10,852	53
	Assistant professor	3 or more years	61,011	46,549	53,560	68,590	81,920	63,434	12,806	27
		Less than 3 years	59,595	46,068	51,715	63,638	73,965	58,927	10,233	33
		All years	60,000	47,207	52,524	66,580	78,327	60,955	11,583	60
	All ranks	All years	69,158	53,117	60,703	91,193	113,479	78,948	30,278	168
West South Central	Full professor	12 or more years	109,600	84,758	93,315	139,395	198,946	122,750	44,456	40
		6-11 years	95,312	80,944	83,355	103,030	175,007	104,358	32,054	15
		3-5 years	84,992							5
		Less than 3 years	86,806	79,886	82,671	113,361	123,752	95,454	16,739	16
		All years	99,350	81,043	85,120	119,319	176,979	112,150	38,787	76
	Associate professor	6 or more years	76,805	60,000	68,946	83,887	89,176	77,002	12,912	29
		3-5 years	72,198	62,206	66,950	82,400	95,387	75,266	11,566	23
		Less than 3 years	69,125	60,137	61,980	75,600	90,795	71,024	10,355	23
		All years	73,690	60,683	66,730	82,243	91,170	74,636	11,879	75
	Assistant professor	3 or more years	64,279	52,300	58,144	72,835	79,568	65,464	8,955	30
		Less than 3 years	63,000	52,500	60,375	69,520	73,567	64,142	7,104	18
		All years	63,700	52,900	60,000	72,116	76,494	64,969	8,255	48
	All ranks	All years	76,803	58,488	64,805	92,927	118,609	84,960	32,807	208
Mountain	Full professor	12 or more years	109,358	83,249	92,245	126,883	138,265	111,861	23,972	48
		6-11 years	89,520	70,630	78,925	110,152	123,667	95,361	23,641	28
		3-5 years	93,351	72,882	81,803	117,026	137,370	99,312	22,581	16
		Less than 3 years	86,094	70,701	73,762	92,053	105,285	85,606	11,497	14
		All years	95,280	77,892	83,273	117,315	135,535	102,141	24,151	106
	Associate professor	6 or more years	75,689	61,930	65,517	83,339	91,060	75,572	12,015	42
		3-5 years	73,604	60,902	65,618	79,743	89,298	73,766	9,385	31
		Less than 3 years	74,688	63,420	70,994	80,210	89,986	75,516	9,687	30
		All years	74,802	62,387	66,246	80,840	89,772	75,012	10,549	103
	Assistant professor	3 or more years	65,000	51,384	56,118	68,994	74,825	63,545	8,590	35

		Less than 3 years	66,970	51,100	63,003	70,000	76,200	65,415	8,077	31
		All years	66,045	51,350	56,307	69,681	74,801	64,423	8,342	66
	All ranks	All years	77,114	57,849	66,421	91,811	115,934	82,194	23,330	281
Pacific	Full professor	12 or more years	136,780	83,776	109,314	171,293	189,183	139,840	42,014	73
		6-11 years	107,598	72,636	102,700	118,156	140,218	110,569	26,385	31
		3-5 years	103,225	71,157	91,720	129,512	161,294	111,650	28,741	22
		Less than 3 years	92,540	69,503	80,100	102,288	114,950	91,750	15,492	26
		All years	115,200	80,100	93,425	145,313	176,411	121,199	38,472	154
	Associate professor	6 or more years	75,849	61,807	67,297	81,500	93,054	76,238	10,915	22
		3-5 years	77,700	58,642	67,228	87,444	102,530	77,889	14,285	20
		Less than 3 years	75,371	55,524	65,261	87,850	101,105	77,662	16,820	29
		All years	75,400	59,304	66,857	86,300	99,204	77,096	14,158	73
	Assistant professor	3 or more years	72,800	58,409	67,411	80,021	89,700	74,514	11,325	29
		Less than 3 years	66,348	50,676	60,325	68,814	73,206	64,834	9,758	24
		All years	68,000	55,157	62,000	74,400	81,800	69,102	11,504	59
	All ranks	All years	86,300	60,245	69,538	116,599	155,342	97,706	38,203	297

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies 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 nine-10-month salaries. No statistics are provided where the *N* of faculty is less than five; only the median is provided where the *N* of faculty is between five-10. Salary statistics for lecturers/instructors are not provided, given that the *N*s 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
2012-2013: Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology in Public Institutions by Region, Rank and Years in Rank

			Median	10	Q1	Q3	90	Mean	SD	N
All U.S. regions	Full professor	12 or more years	118,708	83,977	97,733	150,824	183,468	128,299	42,024	502
		6-11 years	103,402	78,521	88,051	122,325	150,000	109,199	30,109	246
		3-5 years	102,289	74,591	84,919	118,958	144,995	105,647	27,473	142
		Less than 3 years	89,511	72,911	80,064	103,026	133,005	97,962	30,451	176
		All years	106,100	79,345	88,983	133,600	170,124	115,803	37,835	1075
	Associate professor	6 or more years	75,400	61,861	66,729	84,668	94,305	76,833	13,334	322
		3-5 years	75,700	61,654	67,989	83,063	93,875	77,080	13,410	221
		Less than 3 years	75,080	60,343	65,449	83,913	92,948	75,815	13,319	240
		All years	75,400	61,331	66,765	84,125	93,911	76,573	13,313	788
	Assistant professor	3 or more years	66,780	52,200	58,869	73,521	80,438	66,842	11,196	333
		Less than 3 years	65,000	53,200	60,000	72,412	78,982	66,016	9,689	271
		All years	66,000	52,388	60,000	73,206	80,000	66,461	10,531	606
	All ranks	All years	80,066	58,575	66,950	102,024	135,000	89,652	34,773	2563
New England	Full professor	12 or more years	125,383	81,995	98,693	147,354	203,551	127,686	38,623	12
		6-11 years	93,466							7
		3-5 years								3
		Less than 3 years	104,615							6
		All years	113,391	75,111	91,449	132,945	179,377	117,839	36,839	28
	Associate professor	6 or more years	81,105	71,149	75,701	83,313	88,846	79,852	5,681	13
		3-5 years	91,197							5
		Less than 3 years	75,729							6
		All years	79,769	68,807	75,004	86,405	97,304	80,811	10,030	24
	Assistant professor	3 or more years	53,175							6
		Less than 3 years	70,000							7
		All years	70,000	50,750	52,937	70,023	73,731	63,815	9,504	13
	All ranks	All years	81,447	66,103	73,664	106,347	133,924	93,363	33,528	65

Mid Atlantic	Full professor	12 or more years	146,954	116,316	126,038	176,984	232,425	162,913	53,609	41
		6-11 years	109,452							9
		3-5 years	113,899							8
		Less than 3 years	101,736							6
		All years	137,665	101,826	111,928	165,811	212,017	146,894	49,526	64
	Associate professor	6 or more years	93,005	74,001	84,148	99,760	109,708	91,704	14,581	27
		3-5 years	88,064	76,549	80,968	92,217	113,241	90,239	14,628	17
		Less than 3 years	86,975	75,643	80,020	93,382	100,477	87,360	8,800	24
		All years	88,412	76,208	82,270	96,443	104,926	89,805	12,799	68
	Assistant professor	3 or more years	81,505	50,676	64,561	87,076	89,292	76,343	14,223	18
		Less than 3 years	78,589	55,467	65,213	82,656	95,925	75,916	13,119	18
		All years	79,627	54,178	66,436	84,801	90,569	76,130	13,487	36
	All ranks	All years	91,153	53,770	79,125	117,007	155,178	102,735	45,825	186
East North Central	Full professor	12 or more years	118,001	88,983	103,681	152,600	187,244	129,219	36,260	99
		6-11 years	104,104	81,879	90,116	127,605	150,448	110,825	29,017	67
		3-5 years	100,727	77,059	87,538	122,695	165,622	109,264	32,163	34
		Less than 3 years	84,751	71,109	77,521	96,603	132,732	93,400	28,656	39
		All years	106,101	79,803	89,817	133,886	167,164	115,379	34,920	239
	Associate professor	6 or more years	72,994	61,192	66,762	86,495	96,362	77,515	15,012	55
		3-5 years	75,035	59,808	66,924	83,457	95,000	76,919	14,848	39
		Less than 3 years	74,693	59,613	63,583	84,055	96,680	76,843	16,084	43
		All years	74,557	60,454	66,276	84,482	95,304	77,135	15,201	137
	Assistant professor	3 or more years	70,427	54,573	62,925	74,763	85,840	69,558	11,152	75
		Less than 3 years	65,000	56,000	62,072	72,000	80,000	66,277	8,657	59
		All years	66,473	55,096	62,811	74,590	80,967	68,113	10,225	134
	All ranks	All years	82,214	61,002	68,000	105,558	141,750	91,704	33,863	521
West North Central	Full professor	12 or more years	108,681	80,970	87,191	153,364	177,956	124,326	51,260	60
		6-11 years	103,000	74,977	85,195	123,932	155,980	107,856	30,470	25
		3-5 years	91,474	67,616	77,153	107,948	118,151	95,472	23,016	25
		Less than 3 years	92,543	65,577	75,786	98,919	131,500	92,789	24,846	24

		years								
		All years	100,522	73,977	83,958	119,013	161,572	110,108	40,302	143
	Associate professor	6 or more years	70,621	62,895	65,065	80,753	88,571	74,276	11,260	35
		3-5 years	72,362	51,307	60,575	82,175	89,367	71,348	13,696	30
		Less than 3 years	70,444	62,111	65,344	76,438	86,408	71,253	9,582	27
		All years	70,736	60,102	64,797	79,903	85,813	72,507	11,424	97
	Assistant professor	3 or more years	62,472	53,455	55,527	66,899	71,410	61,323	7,731	48
		Less than 3 years	62,500	50,914	59,772	71,400	74,300	63,965	8,850	36
		All years	62,472	53,088	56,447	67,584	72,255	62,475	8,188	86
	All ranks	All years	75,277	57,911	64,584	97,358	124,032	86,286	34,927	327
South Atlantic	Full professor	12 or more years	113,660	79,909	94,162	140,339	172,334	119,416	34,302	114
		6-11 years	105,446	69,916	88,667	132,000	150,432	112,659	35,068	63
		3-5 years	112,106	78,005	86,593	122,584	133,150	106,704	20,509	24
		Less than 3 years	85,890	73,498	77,726	122,000	190,550	108,994	44,570	43
		All years	107,568	76,112	86,835	134,136	168,617	114,584	35,604	244
	Associate professor	6 or more years	72,942	59,504	65,280	84,296	94,300	74,663	13,159	83
		3-5 years	75,866	63,381	72,028	82,183	94,148	77,595	11,374	55
		Less than 3 years	76,100	55,189	68,852	85,490	94,953	75,734	13,332	50
		All years	75,793	60,205	67,793	83,212	94,278	75,806	12,704	188
	Assistant professor	3 or more years	68,186	55,575	59,788	72,025	76,220	66,389	9,862	74
		Less than 3 years	67,250	58,200	62,206	75,000	80,257	68,368	8,174	60
		All years	67,605	56,953	62,000	73,645	78,250	67,275	9,165	134
	All ranks	All years	77,614	55,822	66,873	100,006	134,175	87,624	33,265	609
East South Central	Full professor	12 or more years	111,934	87,613	96,145	129,200	157,045	118,800	37,242	30
		6-11 years	97,895							9
		3-5 years	77,396							8
		Less than 3 years	82,597							7
		All years	100,195	73,681	88,351	120,519	155,552	108,390	35,629	54
	Associate professor	6 or more years	70,594	62,636	65,277	78,333	94,188	73,601	10,679	25
		3-5 years	67,663							8

		Less than 3 years	63,077	54,650	60,703	66,443	79,915	64,465	8,362	20
		All years	66,541	60,205	62,596	77,355	88,178	69,999	10,852	53
	Assistant professor	3 or more years	61,011	46,549	53,560	68,590	81,920	63,434	12,806	27
		Less than 3 years	59,595	46,068	51,715	63,638	73,965	58,927	10,233	33
		All years	60,000	47,207	52,524	66,580	78,327	60,955	11,583	60
	All ranks	All years	69,158	53,117	60,703	91,193	113,479	78,948	30,278	168
West South Central	Full professor	12 or more years	109,771	83,036	90,688	141,648	204,244	122,688	46,973	34
		6-11 years	85,126	80,548	81,396	101,539	159,565	96,240	26,938	11
		3-5 years	84,992							5
		Less than 3 years	85,732	79,831	82,615	104,272	122,471	93,654	15,643	15
		All years	95,265	80,231	84,837	115,689	179,080	110,085	39,964	65
	Associate professor	6 or more years	75,325	59,890	65,441	83,330	86,309	73,998	10,220	21
		3-5 years	72,335	62,057	66,936	83,263	95,669	75,591	11,730	22
		Less than 3 years	71,637	60,069	61,538	75,736	91,635	71,249	10,831	21
		All years	73,312	60,343	64,693	81,826	90,826	73,644	10,934	64
	Assistant professor	3 or more years	63,800	51,845	58,125	72,471	76,198	64,378	8,329	27
		Less than 3 years	62,500	51,000	60,000	69,010	74,600	63,496	7,412	15
		All years	63,000	52,300	58,431	70,459	76,134	64,063	7,933	42
	All ranks	All years	76,132	58,413	63,977	89,908	113,899	83,939	32,855	176
Mountain	Full professor	12 or more years	108,742	82,848	91,977	125,189	136,798	109,638	22,367	43
		6-11 years	88,866	70,050	78,560	104,606	125,053	94,553	23,695	27
		3-5 years	92,266	71,773	81,800	117,750	138,160	99,468	23,365	15
		Less than 3 years	86,181	70,542	73,012	92,095	105,848	85,992	11,871	13
		All years	94,183	76,402	82,996	114,872	135,027	100,789	23,205	98
	Associate professor	6 or more years	75,400	61,871	65,073	83,438	91,494	75,487	12,151	41
		3-5 years	73,604	60,486	65,214	78,517	80,918	72,730	8,780	29
		Less than 3 years	74,537	62,699	70,835	79,760	90,500	74,987	9,804	28
		All years	74,104	62,279	66,017	79,897	89,878	74,528	10,550	98
	Assistant professor	3 or more years	65,000	50,797	55,827	68,906	74,897	63,307	8,884	32

		Less than 3 years	65,000	50,791	58,750	70,000	77,150	64,579	8,548	26
		All years	65,000	50,930	56,021	69,359	75,172	63,877	8,682	58
	All ranks	All years	76,884	57,814	66,121	91,727	113,055	81,725	22,553	258
Pacific	Full professor	12 or more years	140,600	89,315	116,432	173,233	190,638	143,175	40,105	69
		6-11 years	113,695	98,036	104,710	119,253	143,196	115,370	22,884	28
		3-5 years	110,250	86,826	93,643	135,037	162,242	116,127	26,093	20
		Less than 3 years	93,700	80,100	82,892	102,400	117,114	95,214	12,667	23
		All years	117,902	84,012	99,304	149,975	177,082	125,871	36,702	140
	Associate professor	6 or more years	75,849	61,807	67,297	81,500	93,054	76,238	10,915	22
		3-5 years	80,000	64,610	70,128	89,025	104,430	80,702	12,919	16
		Less than 3 years	78,700	66,600	74,160	90,650	102,621	83,154	14,266	21
		All years	77,380	63,991	71,400	86,300	101,105	79,910	12,868	59
	Assistant professor	3 or more years	74,850	64,800	68,000	80,131	91,011	76,261	10,542	26
		Less than 3 years	68,000	59,500	63,000	69,957	77,379	67,918	8,052	17
		All years	71,850	61,580	67,000	78,363	87,940	72,963	10,387	43
	All ranks	All years	92,616	65,040	75,400	121,453	163,606	103,252	38,256	253

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies 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 nine-10-month salaries. No statistics are provided where the *N* of faculty is less than five; only the median is provided where the *N* of faculty is between five-10. Salary statistics for lecturers/instructors are not provided, given that the *N*s 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

2012-2013: 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	Full professor	12 or more years	140,773	90,729	104,524	178,105	203,829	143,187	45,969	154
		6-11 years	123,600	76,248	86,977	148,935	177,680	123,764	40,480	65
		3-5 years	98,826	67,089	77,577	155,950	198,496	114,144	49,660	26
		Less than 3 years	83,000	65,995	75,025	133,750	154,892	104,276	36,726	33
		All years	125,888	77,145	95,196	162,425	192,102	131,040	46,112	280
	Associate professor	6 or more years	80,445	61,859	71,460	94,385	102,302	83,187	17,344	103
		3-5 years	86,283	58,100	64,000	93,854	124,000	85,475	24,265	59
		Less than 3 years	77,345	57,049	60,663	90,346	105,558	79,259	21,428	77
		All years	80,000	58,800	65,720	93,482	104,358	82,386	20,555	241
	Assistant professor	3 or more years	74,618	54,000	60,185	84,058	89,580	72,858	14,392	102
		Less than 3 years	70,000	50,550	58,937	81,170	92,000	70,466	14,364	85
		All years	70,000	53,267	58,708	82,916	89,888	71,405	14,331	193
	All ranks	All years	85,000	57,849	69,044	111,818	158,122	97,468	41,645	732
New England	Full professor	12 or more years	170,758							9
		3-5 years								1
		Less than 3 years	83,000							5
		All years	149,884	80,100	86,381	176,432	204,691	142,795	48,353	20
	Associate professor	6 or more years	87,179	59,006	69,000	96,694	108,940	86,056	21,456	20
		Less than 3 years								3
		All years	85,686	58,969	67,544	97,724	118,227	86,398	22,714	26
	Assistant professor	3 or more years	55,500	51,900	54,250	74,745	83,008	63,092	11,752	12
		Less than 3 years	71,780							6
		All years	67,894	53,700	55,000	76,994	86,491	66,704	12,830	18
	All ranks	All years	81,877	55,000	65,632	102,990	167,838	95,245	43,425	70
Mid Atlantic	Full professor	12 or more years	143,000	91,837	102,024	183,800	205,200	146,202	46,434	73
		6-11 years	131,855	85,450	100,333	164,487	184,525	136,394	40,186	24
		3-5 years	144,032							8
		Less than 3 years	132,500							9

		All years	140,666	91,107	103,409	182,125	197,305	143,707	44,966	114
	Associate professor	6 or more years	81,674	60,312	64,248	98,112	106,000	83,113	21,160	28
		3-5 years	96,500	80,177	88,891	126,900	155,680	107,315	26,023	15
		Less than 3 years	92,132	66,287	84,176	115,010	142,000	99,110	25,382	18
		All years	90,800	62,860	73,589	104,500	137,640	93,785	25,484	61
	Assistant professor	3 or more years	84,009	54,109	73,566	89,721	100,496	80,674	15,260	37
		Less than 3 years	84,500	59,878	69,000	92,500	97,000	80,242	13,887	25
		All years	84,106	59,387	71,650	90,760	99,700	80,500	14,606	62
	All ranks	All years	99,000	65,600	84,009	142,000	184,111	113,900	44,938	239
East North Central	Full professor	12 or more years	107,346	71,812	91,248	139,957	213,785	117,850	44,067	10
		6-11 years								4
		3-5 years	90,769							7
		Less than 3 years								2
		All years	97,727	71,398	71,812	122,950	152,941	101,567	38,490	23
	Associate professor	6 or more years	75,083	71,587	73,292	79,873	88,340	76,996	5,812	13
		3-5 years	71,790	57,832	60,091	75,314	94,587	70,794	13,106	18
		Less than 3 years	60,739	56,115	59,466	77,522	103,350	70,663	17,628	18
		All years	71,805	58,100	60,701	77,434	93,385	72,391	13,681	49
	Assistant professor	3 or more years	61,009							8
		Less than 3 years	55,766	49,959	50,250	63,271	90,500	61,227	13,533	15
		All years	55,902	50,076	53,805	69,530	86,100	62,620	12,966	23
	All ranks	All years	71,805	55,149	59,811	80,600	107,073	77,089	26,287	95
West North Central		Insufficient Ns								
South Atlantic	Full professor	12 or more years	144,517	90,981	112,293	173,754	209,800	147,531	43,663	40
		6-11 years	111,301	79,637	83,600	125,570	157,635	110,231	28,913	19
		3-5 years	100,621							7
		Less than 3 years	79,655	66,780	72,340	126,638	150,000	94,847	32,358	10
		All years	121,086	79,637	90,786	156,791	188,976	128,139	43,196	76
	Associate professor	6 or more years	83,170	61,556	70,966	95,782	101,980	83,321	15,273	30
		3-5 years	86,882	57,603	60,441	92,166	101,834	81,870	16,074	14
		Less than 3 years	80,553	57,904	59,727	90,346	98,700	75,919	16,019	21
		All years	83,489	58,579	62,476	93,629	100,539	80,617	15,792	65

	Assistant professor	3 or more years	72,041	54,324	61,040	81,167	87,923	71,264	11,970	36
		Less than 3 years	70,740	50,209	54,500	79,943	86,324	68,964	13,763	20
		All years	71,259	52,999	58,264	81,000	86,833	70,443	12,564	56
	All years	All ranks	85,000	58,110	69,872	105,880	153,638	95,224	38,899	201
West South Central		Insufficient Ns								
Mountain		Insufficient Ns								
Pacific		Insufficient Ns								

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies 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 nine-10-month salaries. No statistics are provided where the *N* of faculty is less than five; only the median is provided where the *N* of faculty is between five-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
2012-2013: 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	N
Psychology	Full professor	12 or more years	125,195	85,213	102,274	158,183	191,964	134,202	43,036	546
		6-11 years	105,964	78,991	90,569	132,779	162,477	114,774	33,862	263
		3-5 years	104,810	77,302	89,879	123,400	160,849	110,933	31,967	143
		Less than 3 years	92,000	72,877	80,052	110,000	150,000	101,360	32,845	175
		All years	111,960	79,798	92,202	144,935	179,933	121,599	40,295	1128
	Associate professor	6 or more years	77,439	62,337	68,521	87,390	96,440	78,886	14,578	339
		3-5 years	77,000	62,011	70,556	87,785	100,170	80,205	16,873	229
		Less than 3 years	76,220	60,991	68,646	86,047	95,126	77,896	14,203	245
		All years	76,805	61,985	68,829	87,000	96,517	78,959	15,159	813
	Assistant professor	3 or more years	68,914	52,559	60,404	76,370	85,163	69,180	12,328	360
		Less than 3 years	67,000	54,004	61,077	74,000	80,166	67,717	10,416	280
		All years	68,002	54,000	61,001	75,000	83,844	68,540	11,545	640
	All ranks	All years	82,074	59,462	68,831	105,980	146,600	93,342	37,457	2681
Educational/ Counseling/ School	Full professor	12 or more years	96,969	80,935	87,648	114,427	126,372	101,957	19,161	52
		6-11 years	95,312	79,753	85,007	114,520	130,322	98,778	17,786	21
		3-5 years	87,756	67,312	74,571	102,309	124,418	90,741	18,700	16
		Less than 3 years	82,726	71,888	77,137	92,897	105,118	85,272	10,614	16
		All years	95,285	78,184	84,024	108,904	124,819	97,966	18,532	114
	Associate professor	6 or more years	68,222	61,010	63,542	79,270	92,254	72,659	12,865	34
		3-5 years	70,395	62,928	66,035	82,908	88,505	74,113	9,286	19
		Less than 3 years	64,651	55,126	59,819	69,784	85,700	67,253	11,456	24
		All years	68,100	59,942	63,224	79,270	88,022	71,486	11,578	82
	Assistant professor	3 or more years	63,700	51,125	56,029	68,375	82,890	64,251	10,775	32
		Less than 3 years	61,500	45,000	56,000	65,650	87,750	62,956	14,126	29
		All years	63,494	50,349	56,000	67,000	84,305	63,625	12,191	63
	All ranks	All years	77,568	57,018	64,000	93,005	113,100	80,483	21,535	267

Human Development	Full professor	12 or more years	167,500	127,000	143,000	198,000	235,000	177,634	57,424	19
		6-11 years	130,000							5
		Less than 3 years								3
		All years	153,000	116,405	132,000	185,500	214,600	165,141	53,911	27
	Associate professor	6 or more years	94,276	72,181	79,000	104,000	114,800	92,501	14,592	11
		3-5 years	93,894							5
		Less than 3 years	95,000							7
		All years	94,276	73,173	81,998	110,000	131,200	96,505	19,777	23
	Assistant professor	3 or more years								4
		Less than 3 years	81,000	63,600	65,250	90,625	92,700	77,958	12,048	12
		All years	75,322	64,400	65,250	86,875	92,300	76,735	11,400	16
	All ranks	All years	99,242	65,000	79,000	142,250	185,350	116,048	53,836	70
Professional School	Full professor	12 or more years	101,798	80,500	91,263	138,026	159,142	115,530	35,186	39
		6-11 years	86,134	71,793	74,715	107,649	116,819	90,054	17,548	20
		3-5 years	71,398							9
		Less than 3 years	77,050	62,955	71,258	81,706	97,492	78,305	12,648	15
		All years	90,729	71,328	78,164	111,226	142,029	97,855	31,513	84
	Associate professor	6 or more years	72,875	60,000	62,875	84,624	99,521	75,080	14,002	40
		3-5 years	62,566	57,731	58,100	73,592	90,600	67,649	12,383	27
		Less than 3 years	61,211	56,115	58,539	79,037	97,625	70,097	16,885	41
		All years	65,720	57,774	59,697	78,555	94,332	71,314	14,849	110
	Assistant professor	3 or more years	57,967	53,601	54,901	65,860	80,600	61,893	10,646	38
		Less than 3 years	59,811	49,959	54,224	69,895	75,817	61,660	10,077	35
		All years	58,896	51,000	54,606	67,319	72,802	61,647	9,985	79
	All ranks	All years	71,398	55,000	59,015	87,109	105,805	76,683	25,214	273
Other departments		Insufficient Ns								

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies 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 nine-10-month salaries. No statistics are provided where the *N* of faculty is less than five; only the median is provided where the *N* of faculty is between five-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

2012-2013: 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	N
Psychology	35 years or more	109,020	65,663	83,552	150,043	187,195	120,255	50,533	461
	30-34 years	113,412	68,859	88,088	145,873	179,052	119,343	40,567	237
	25-29 years	97,091	66,863	79,792	122,094	162,621	106,183	38,623	260
	20-24 years	91,691	65,760	77,943	111,406	148,561	99,465	33,362	306
	17-19 years	90,437	65,318	76,125	111,730	137,500	96,386	29,650	211
	14-16 years	81,787	59,388	71,091	96,443	116,174	85,480	26,050	238
	11-13 years	77,267	60,000	68,546	87,796	104,200	80,872	20,753	289
	8-10 years	73,620	57,228	64,343	81,892	91,769	74,603	16,398	277
	6-7 years	69,896	51,744	60,956	77,750	85,867	69,237	12,604	185
	4-5 years	66,950	46,200	58,000	74,137	84,000	66,561	13,236	169
	2-3 years	64,663	48,797	56,120	72,000	76,900	64,445	11,406	109
	0-1 year	62,000	46,380	54,043	70,000	75,000	61,983	10,059	65
	All years	82,000	59,000	68,640	105,964	146,722	93,194	37,769	2,807
Educational/ Counseling/ School	35 years or more	91,504	60,350	68,688	110,788	129,496	92,509	25,947	69
	30-34 years	96,338	75,880	83,442	105,824	119,884	95,331	16,076	25
	25-29 years	93,542	63,188	82,024	115,406	129,743	97,613	24,315	22
	20-24 years	80,248	62,439	72,321	92,487	116,105	84,600	20,127	28
	17-19 years	82,197	61,309	69,613	94,084	108,565	82,079	16,731	18
	14-16 years	69,996	59,787	62,327	82,597	105,496	74,365	17,233	23
	11-13 years	68,199	56,983	65,888	81,837	87,595	71,561	10,983	24
	8-10 years	67,245	55,268	62,821	83,869	90,221	71,548	13,067	26
	6-7 years	64,421	53,682	61,199	68,915	77,907	65,170	7,756	14
	4-5 years	63,247	54,000	55,439	68,913	86,736	63,915	12,372	20
	2-3 years	60,000	40,500	56,000	66,475	83,640	60,825	13,845	14
	0-1 year	57,881	46,000	49,500	64,250	79,604	58,444	11,454	14
	All years	74,908	56,001	63,688	93,131	115,037	80,501	22,500	297
Human development	35 years or more	118,006	62,095	76,954	158,386	244,000	132,782	74,527	25
	30-34 years	178,000	105,100	124,000	199,375	231,850	167,160	42,456	10
	25-29 years	98,638							6
	20-24 years	102,159							8
	17-19 years								3
	14-16 years	102,742							8
	11-13 years	85,091							6
	8-10 years	95,000							7

	6-7 years								3
	4-5 years	84,500							7
	2-3 years								4
	0-1 year								1
	All years	95,887	62,951	75,320	139,623	184,150	113,481	54,318	88
Professional school	35 years or more	91,099	59,633	72,161	119,467	152,931	99,656	37,914	52
	30-34 years	85,000	63,040	71,200	94,790	112,577	86,711	21,688	37
	25-29 years	81,200	64,789	70,226	101,907	119,935	86,345	20,144	25
	20-24 years	72,415	58,564	62,187	80,664	90,217	72,919	13,726	38
	17-19 years	69,530	58,100	61,183	82,950	95,418	72,524	13,212	25
	14-16 years	73,988	39,777	57,953	80,014	93,384	69,301	17,224	22
	11-13 years	62,869	55,157	57,834	85,133	95,037	70,097	15,531	29
	8-10 years	59,697	52,745	54,381	66,490	85,304	62,751	11,315	41
	6-7 years	63,193	50,250	57,858	71,064	85,300	64,546	11,429	26
	4-5 years	57,967	53,856	55,000	61,647	71,070	59,789	6,839	16
	2-3 years	62,000							9
	0-1 year								
	All years	71,605	54,683	59,697	87,095	101,790	76,139	24,316	324
Other departments	Insufficient Ns								

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies 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 nine-10-month salaries. No statistics are provided where the *N* is less than five; only the median is provided where the *N* of faculty is between five-10.

Table 10
2012-2013: 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	Full professor	12 or more years	125,195	85,213	102,274	158,183	191,964	134,202	43,036	546
		6-11 years	105,964	78,991	90,569	132,779	162,477	114,774	33,862	263
		3-5 years	104,810	77,302	89,879	123,400	160,849	110,933	31,967	143
		Less than 3 years	92,000	72,877	80,052	110,000	150,000	101,360	32,845	175
		All years	111,960	79,798	92,202	144,935	179,933	121,599	40,295	1128
	Associate professor	6 or more years	77,439	62,337	68,521	87,390	96,440	78,886	14,578	339
		3-5 years	77,000	62,011	70,556	87,785	100,170	80,205	16,873	229
		Less than 3 years	76,220	60,991	68,646	86,047	95,126	77,896	14,203	245
		All years	76,805	61,985	68,829	87,000	96,517	78,959	15,159	813
	Assistant professor	3 or more years	68,914	52,559	60,404	76,370	85,163	69,180	12,328	360
		Less than 3 years	67,000	54,004	61,077	74,000	80,166	67,717	10,416	280
		All years	68,002	54,000	61,001	75,000	83,844	68,540	11,545	640
	All ranks	All years	82,074	59,462	68,831	105,980	146,600	93,342	37,457	2681
New England	Full professor	12 or more years	140,514	85,821	111,253	174,541	204,632	144,265	40,796	21
		6-11 years	125,716							9
		3-5 years								4
		Less than 3 years	122,017							8
		All years	131,828	78,449	95,712	160,843	198,411	134,391	42,696	42
	Associate professor	6 or more years	82,720	65,448	76,199	94,092	101,616	85,936	17,474	28
		3-5 years	91,197							7
		Less than 3 years	76,838							8
		All years	82,005	67,183	76,019	94,508	104,925	86,275	17,772	43
	Assistant professor	3 or more years	70,045	50,375	51,874	76,279	83,561	66,245	12,255	11
		Less than	70,000	58,475	69,648	74,022	88,830	72,215	8,995	12

		3 years								
		All years	70,000	51,874	66,872	74,029	85,527	69,360	10,864	23
	All ranks	All years	85,383	60,557	73,832	117,009	157,728	99,243	39,922	114
Mid Atlantic	Full professor	12 or more years	147,128	99,070	123,452	188,154	223,406	159,273	51,806	82
		6-11 years	142,642	103,190	113,652	167,054	184,690	144,622	35,123	22
		3-5 years	153,828	105,146	107,642	185,522	231,085	152,749	45,569	12
		Less than 3 years	119,056	98,906	101,736	142,891	187,080	127,363	30,839	13
		All years	145,000	102,024	117,103	182,500	213,835	152,952	47,670	129
	Associate professor	6 or more years	91,393	70,442	82,074	98,820	106,286	90,837	16,775	35
		3-5 years	90,237	77,735	85,312	111,616	140,750	100,482	24,130	25
		Less than 3 years	89,525	75,705	80,657	95,915	112,482	90,873	14,894	29
		All years	90,237	75,005	83,039	98,788	122,153	93,558	18,896	89
	Assistant professor	3 or more years	83,832	50,728	75,447	88,654	99,600	80,431	15,210	43
		Less than 3 years	78,133	56,612	67,213	88,541	97,500	77,960	13,745	24
		All years	80,649	54,970	74,675	88,654	99,200	79,546	14,645	67
	All ranks	All years	97,992	63,481	81,931	140,300	183,907	113,027	49,103	303
East North Central	Full professor	12 or more years	117,954	93,672	105,220	153,650	191,914	130,956	37,056	96
		6-11 years	104,167	83,217	90,569	132,250	152,239	113,109	30,093	59
		3-5 years	101,100	79,006	90,769	122,950	166,547	111,740	32,148	31
		Less than 3 years	88,190	71,109	80,157	103,302	146,600	96,900	31,984	29
		All years	109,000	82,924	92,771	141,750	177,249	118,694	35,794	215
	Associate professor	6 or more years	75,725	62,950	68,542	86,248	97,095	78,801	14,380	53
		3-5 years	76,128	61,555	69,303	86,325	106,884	79,128	15,338	37
		Less than 3 years	78,550	63,881	71,135	85,760	99,955	80,739	15,216	34
		All years	76,493	63,316	70,160	85,920	98,139	79,430	14,801	124
	Assistant professor	3 or more years	72,319	57,796	65,000	78,340	87,100	71,698	10,699	65
		Less than 3 years	66,402	60,704	63,096	75,125	80,055	68,873	8,649	46

		All years	70,427	60,002	63,240	76,900	84,000	70,527	9,958	111
	All ranks	All years	84,725	62,930	71,528	109,525	146,590	94,892	34,745	460
West North Central	Full professor	12 or more years	109,700	80,742	87,527	152,928	174,060	121,315	40,956	53
		6-11 years	103,548	75,867	86,134	138,640	164,006	112,638	32,029	27
		3-5 years	92,600	67,535	75,315	108,521	118,239	95,639	23,496	24
		Less than 3 years	87,606	62,736	74,725	98,032	107,240	88,588	22,625	23
		All years	99,800	72,255	83,655	123,427	163,922	108,691	35,647	127
	Associate professor	6 or more years	72,390	62,841	65,017	82,539	89,281	73,897	9,629	30
		3-5 years	71,551	50,456	60,510	79,305	89,960	71,500	15,403	29
		Less than 3 years	71,019	63,323	65,767	80,022	85,319	72,231	9,259	30
		All years	71,020	58,986	64,737	80,394	87,395	72,554	11,632	89
	Assistant professor	3 or more years	61,965	52,905	55,438	66,107	71,440	60,879	7,784	45
		Less than 3 years	63,222	50,966	59,848	71,850	75,000	64,898	9,155	37
		All years	62,472	52,355	56,240	70,323	73,664	62,693	8,615	82
	All ranks	All years	74,911	56,988	64,131	95,480	133,018	85,241	31,987	298
South Atlantic	Full professor	12 or more years	118,886	82,803	96,877	148,155	187,018	127,654	39,761	135
		6-11 years	106,537	73,808	90,003	132,552	154,178	114,035	34,359	74
		3-5 years	112,106	79,235	92,982	124,574	146,305	110,981	23,662	28
		Less than 3 years	85,890	71,444	77,726	133,015	190,550	109,023	44,198	47
		All years	112,401	77,240	90,651	142,674	174,650	119,378	38,587	284
	Associate professor	6 or more years	76,013	60,560	66,265	87,390	95,782	76,602	14,126	91
		3-5 years	78,377	68,277	72,553	86,083	98,723	79,868	11,513	60
		Less than 3 years	76,500	57,760	69,284	87,000	97,663	77,685	14,204	57
		All years	77,132	60,777	69,396	86,875	95,788	77,841	13,453	208
	Assistant professor	3 or more years	69,241	55,440	62,514	74,936	84,156	68,674	10,719	92
		Less than 3 years	69,000	55,000	62,911	75,000	82,000	69,135	9,935	69
	All years	69,122	55,070	62,826	75,000	82,000	68,872	10,361	161	

	All ranks	All years	80,304	57,444	68,202	103,051	143,325	90,977	35,907	696
East South Central	Full professor	12 or more years	119,486	88,688	103,623	146,174	200,262	130,676	43,541	18
		6-11 years	98,554							8
		3-5 years	79,914							7
		Less than 3 years	82,909							6
		All years	106,039	69,674	88,660	127,565	159,947	112,655	40,441	39
	Associate professor	6 or more years	76,920	65,031	68,478	90,000	96,126	77,628	11,642	15
		3-5 years	64,733							6
		Less than 3 years	62,349	54,319	60,769	65,243	81,142	64,677	8,748	17
		All years	65,277	60,252	62,347	78,730	94,095	70,956	12,194	38
	Assistant professor	3 or more years	61,713	45,034	51,654	69,758	79,207	63,131	12,386	22
		Less than 3 years	60,000	47,951	52,179	63,726	74,482	59,761	9,653	31
		All years	60,000	47,361	51,917	66,660	77,218	61,160	10,887	53
	All ranks	All years	68,079	51,654	60,000	90,000	114,428	79,193	32,653	131
West South Central	Full professor	12 or more years	111,294	81,718	96,530	159,281	208,068	130,960	48,360	30
		6-11 years	96,005	81,351	83,355	136,203	176,316	109,730	36,045	11
		3-5 years	84,992							5
		Less than 3 years	90,000	79,721	83,566	117,991	125,054	98,207	17,497	13
		All years	104,874	80,052	85,096	136,203	184,090	117,513	42,203	59
	Associate professor	6 or more years	76,803	59,959	68,064	83,200	87,206	76,414	13,260	26
		3-5 years	72,471	61,610	66,895	85,850	96,515	75,827	12,415	19
		Less than 3 years	71,637	60,069	61,538	75,736	91,635	71,249	10,831	21
		All years	73,925	60,343	65,066	82,282	92,545	74,601	12,320	66
	Assistant professor	3 or more years	65,230	51,690	58,063	74,996	80,370	65,828	9,723	25
		Less than 3 years	63,000	51,000	60,500	71,050	74,711	64,537	7,726	15
		All years	64,851	52,100	58,244	72,873	76,944	65,344	8,945	40
	All ranks	All years	76,332	58,038	64,805	93,498	122,450	85,987	35,244	172

Mountain	Full professor	12 or more years	110,562	84,058	95,190	130,137	144,865	114,516	23,802	43
		6-11 years	90,484	73,120	79,654	112,732	126,440	96,693	23,960	26
		3-5 years	96,972	77,991	86,943	121,569	139,741	104,634	21,406	13
		Less than 3 years	86,181	70,542	73,012	92,095	105,848	85,992	11,871	13
		All years	98,810	78,521	86,161	120,196	136,325	104,383	24,340	95
	Associate professor	6 or more years	75,977	61,755	66,246	83,634	92,362	76,013	12,086	39
		3-5 years	74,568	60,694	65,416	79,755	89,466	74,024	9,434	30
		Less than 3 years	75,004	63,844	71,489	80,630	90,500	76,352	9,482	28
		All years	75,275	62,221	68,875	80,879	89,891	75,496	10,535	97
	Assistant professor	3 or more years	65,939	52,187	56,118	69,082	74,921	63,939	8,769	31
		Less than 3 years	66,985	51,380	63,252	70,000	77,050	65,634	7,917	28
		All years	66,541	52,166	56,354	70,000	74,969	64,744	8,348	59
	All ranks	All years	77,439	57,789	67,250	92,223	118,136	83,077	23,899	257
Pacific	Full professor	12 or more years	141,850	88,876	117,547	174,100	190,864	143,303	41,115	68
		6-11 years	107,598	83,851	104,100	119,619	144,518	113,396	25,613	27
		3-5 years	116,300	86,300	92,457	137,800	162,716	116,857	26,597	19
		Less than 3 years	93,700	80,100	82,892	102,400	117,114	95,214	12,667	23
		All years	118,827	83,932	99,300	151,300	177,500	125,502	37,739	138
	Associate professor	6 or more years	75,849	61,807	67,297	81,500	93,054	76,238	10,915	22
		3-5 years	80,000	65,306	70,950	87,444	104,430	80,838	12,504	16
		Less than 3 years	78,700	66,600	74,160	90,650	102,621	83,154	14,266	21
		All years	77,380	63,991	71,400	86,300	101,105	79,947	12,764	59
	Assistant professor	3 or more years	74,850	64,800	68,000	80,131	91,011	76,261	10,542	26
		Less than 3 years	68,000	60,383	64,600	70,275	75,292	68,052	8,133	18
		All years	71,475	63,000	67,030	77,972	87,500	72,903	10,365	44
	All ranks	All years	92,608	64,860	75,125	121,908	164,052	103,203	38,430	250

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies 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 nine-10-month salaries. No statistics are provided where the *N* of faculty is less than five; only the median is provided where the *N* of faculty is between five-10. Salary statistics for lecturers/instructors are not provided, given that the *N*s 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

2012-2013: 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	Full professor	12 or more years	120,795	84,368	100,236	152,078	184,653	129,756	40,666	433
		6-11 years	103,524	77,286	88,399	122,996	150,000	109,685	30,428	222
		3-5 years	105,000	76,593	88,197	121,005	149,315	107,957	27,980	125
		Less than 3 years	90,849	72,901	80,064	103,971	137,091	98,957	31,510	156
		All years	108,036	79,146	90,131	135,279	171,520	116,951	37,479	936
	Associate professor	6 or more years	76,013	61,534	66,796	84,600	93,579	76,693	13,056	275
		3-5 years	75,708	61,521	68,758	82,830	94,296	77,238	13,573	196
		Less than 3 years	75,536	60,900	67,191	84,034	93,000	76,438	13,232	209
		All years	75,721	61,405	67,350	84,163	93,686	76,772	13,245	680
	Assistant professor	3 or more years	67,700	52,066	59,108	73,645	80,036	67,013	11,105	293
		Less than 3 years	65,780	54,017	60,004	72,925	78,000	66,199	9,034	233
		All years	66,521	52,388	60,000	73,500	79,950	66,652	10,238	526
	All ranks	All years	80,033	58,567	67,388	103,023	137,530	90,205	34,965	2,228
New England	Full professor	12 or more years	125,383	81,995	98,693	147,354	203,551	127,686	38,623	12
		6-11 years	93,466							7
		3-5 years								3

		Less than 3 years	104,615							6
		All years	113,391	75,111	91,449	132,945	179,377	117,839	36,839	28
	Associate professor	6 or more years	81,105	71,149	75,701	83,313	88,846	79,852	5,681	13
		3-5 years	91,197							5
		Less than 3 years	75,729							6
		All years	79,769	68,807	75,004	86,405	97,304	80,811	10,030	24
	Assistant professor	3 or more years	53,175							6
		Less than 3 years	70,000							7
		All years	70,000	50,750	52,937	70,023	73,731	63,815	9,504	13
	All ranks	All years	81,447	66,103	73,664	106,347	133,924	93,363	33,528	65
Mid Atlantic	Full professor	12 or more years	146,954	111,840	125,441	183,178	228,949	164,340	56,603	33
		6-11 years	112,252							8
		3-5 years	116,911							7
		Less than 3 years	101,736							6
		All years	135,839	101,826	110,528	166,685	212,017	147,076	50,931	54
	Associate professor	6 or more years	89,173	72,940	82,593	97,951	107,863	89,883	14,840	20
		3-5 years	87,846	76,356	79,841	93,206	116,325	90,347	15,101	16
		Less than 3 years	85,032	74,944	79,259	92,016	98,756	86,021	8,954	19

		years								
		All years	87,012	75,807	81,036	96,440	103,194	88,684	13,092	55
	Assistant professor	3 or more years	79,254	49,053	62,707	84,360	87,954	74,126	13,746	13
		Less than 3 years	77,250	52,489	58,283	79,728	81,917	70,598	11,410	12
		All years	78,266	51,000	60,175	81,712	85,694	72,433	12,545	25
	All ranks	All years	90,496	50,328	78,067	117,198	162,950	101,912	47,825	152
East North Central	Full professor	12 or more years	119,012	92,726	105,220	153,650	191,904	131,101	36,867	88
		6-11 years	104,104	83,016	90,343	131,625	156,841	112,286	30,234	57
		3-5 years	104,500	78,019	89,973	136,500	170,370	113,159	33,941	27
		Less than 3 years	88,190	71,109	80,157	103,302	146,600	96,900	31,984	29
		All years	109,000	82,268	91,612	141,750	179,250	118,421	35,952	201
	Associate professor	6 or more years	75,411	62,190	68,297	86,620	99,574	78,723	15,236	46
		3-5 years	75,786	60,245	67,163	85,014	109,258	78,153	15,762	31
		Less than 3 years	79,913	63,643	71,135	86,500	102,489	81,498	16,032	30
		All years	76,133	62,626	68,625	86,000	99,546	79,336	15,527	107
	Assistant professor	3 or more years	72,319	56,137	64,197	77,490	88,099	71,442	10,860	61
		Less than 3 years	66,359	60,207	63,036	74,250	80,000	68,043	7,488	41
		All years	70,140	59,642	63,205	75,500	82,244	70,076	9,751	102
	All ranks	All	84,882	62,139	71,114	110,524	147,831	94,983	35,174	420

		years								
West North Central	Full professor	12 or more years	106,188	80,225	83,961	151,039	171,428	116,336	34,941	46
		6-11 years	100,990	73,642	84,101	118,558	145,880	102,899	24,906	22
		3-5 years	92,600	67,535	75,315	108,521	118,239	95,639	23,496	24
		Less than 3 years	87,606	64,243	75,001	97,266	108,000	89,299	22,554	21
		All years	97,857	72,152	83,080	118,128	156,921	104,300	30,483	113
	Associate professor	6 or more years	70,104	62,528	64,872	80,607	85,159	72,431	8,931	27
		3-5 years	68,952	50,427	60,381	76,000	84,232	68,984	11,567	27
		Less than 3 years	70,444	60,980	65,056	74,681	83,269	70,353	8,664	25
		All years	70,104	58,968	64,073	76,610	83,424	70,595	9,816	79
	Assistant professor	3 or more years	61,965	52,905	55,438	66,107	71,440	60,879	7,784	45
		Less than 3 years	62,000	50,759	58,844	71,550	74,600	63,977	9,242	33
		All years	61,983	51,731	56,145	68,045	72,900	62,190	8,514	78
	All ranks	All years	73,412	56,268	63,336	91,254	118,655	82,273	28,220	270
South Atlantic	Full professor	12 or more years	113,660	79,818	94,619	139,686	172,164	119,272	33,936	108
		6-11 years	105,446	69,369	89,418	133,104	150,576	112,768	35,442	61
		3-5 years	114,388	77,773	94,169	124,198	135,040	110,143	19,565	21
		Less than 3 years	89,473	72,925	77,642	130,261	190,550	110,000	45,840	40
		All	109,777	75,926	88,497	134,183	168,705	115,101	35,707	230

		years								
	Associate professor	6 or more years	72,100	58,359	65,022	84,074	92,550	73,898	13,113	74
		3-5 years	77,000	66,438	72,035	82,183	94,023	77,939	11,132	51
		Less than 3 years	76,160	53,545	69,591	85,942	96,196	76,604	13,716	44
		All years	76,013	58,689	68,034	83,415	92,800	75,822	12,763	169
	Assistant professor	3 or more years	68,218	55,040	60,584	72,075	76,220	66,499	9,792	68
		Less than 3 years	67,500	58,000	63,743	75,000	80,629	68,715	8,243	57
	All years	68,186	56,595	62,615	73,823	77,900	67,510	9,150	125	
	All ranks	All years	77,726	55,663	67,200	100,776	134,465	88,182	33,671	563
East South Central	Full professor	12 or more years	119,486	88,688	103,623	146,174	200,262	130,676	43,541	18
		6-11 years	98,554							8
		3-5 years	79,914							7
		Less than 3 years	82,909							6
		All years	106,039	69,674	88,660	127,565	159,947	112,655	40,441	39
	Associate professor	6 or more years	76,920	65,031	68,478	90,000	96,126	77,628	11,642	15
		3-5 years	64,733							6
		Less than 3 years	62,349	54,319	60,769	65,243	81,142	64,677	8,748	17
		All years	65,277	60,252	62,347	78,730	94,095	70,956	12,194	38
	Assistant professor	3 or more	61,713	45,034	51,654	69,758	79,207	63,131	12,386	22

		years								
		Less than 3 years	60,000	47,951	52,179	63,726	74,482	59,761	9,653	31
		All years	60,000	47,361	51,917	66,660	77,218	61,160	10,887	53
	All ranks	All years	68,079	51,654	60,000	90,000	114,428	79,193	32,653	131
West South Central	Full professor	12 or more years	111,379	80,642	94,165	168,733	220,336	131,653	51,667	25
		6-11 years	86,745							8
		3-5 years	84,992							5
		Less than 3 years	88,940	79,666	82,801	113,361	124,631	96,187	16,616	12
		All years	101,714	79,780	84,476	122,890	193,272	115,283	43,916	50
	Associate professor	6 or more years	75,775	59,876	65,347	83,459	86,335	74,123	10,469	20
		3-5 years	73,109	61,540	66,298	87,565	96,881	76,256	12,629	18
		Less than 3 years	71,637	60,069	61,538	75,736	91,635	71,249	10,831	21
		All years	73,690	60,343	63,099	82,400	92,475	73,751	11,286	59
	Assistant professor	3 or more years	64,758	51,535	58,000	72,491	76,318	64,503	8,956	23
		Less than 3 years	63,000	50,000	60,250	70,030	75,400	63,841	7,929	13
		All years	63,018	51,768	58,131	72,116	76,228	64,264	8,490	36
	All ranks	All years	75,621	58,013	63,027	89,724	116,094	84,286	34,982	150
Mountain	Full professor	12 or more years	110,043	83,249	94,655	126,514	138,255	112,350	22,241	38
		6-11 years	90,174	72,019	79,290	108,303	127,827	95,873	24,079	25

		years								
		3-5 years	102,178	77,545	84,372	123,478	140,531	105,273	22,228	12
		Less than 3 years	86,181	70,542	73,012	92,095	105,848	85,992	11,871	13
		All years	95,474	78,311	85,365	117,359	135,360	102,811	23,429	88
	Associate professor	6 or more years	75,689	61,706	66,175	84,018	92,758	75,933	12,238	38
		3-5 years	73,604	60,226	65,011	79,130	81,991	72,969	8,844	28
		Less than 3 years	74,688	62,345	71,378	79,897	91,500	75,847	9,645	26
		All years	74,688	61,930	67,175	79,966	89,959	75,006	10,559	92
	Assistant professor	3 or more years	65,000	52,166	55,924	69,141	74,969	63,612	8,981	29
		Less than 3 years	65,000	50,902	60,751	70,000	77,250	65,073	8,427	24
		All years	65,000	51,766	56,142	69,788	76,188	64,274	8,682	53
	All ranks	All years	77,114	57,789	66,851	92,133	115,179	82,505	23,044	237
Pacific	Full professor	12 or more years	146,300	99,309	120,034	175,483	191,543	146,866	38,323	65
		6-11 years	110,449	95,507	104,510	120,864	145,841	115,435	23,780	26
		3-5 years	116,300	86,300	92,457	137,800	162,716	116,857	26,597	19
		Less than 3 years	93,700	80,100	82,892	102,400	117,114	95,214	12,667	23
		All years	119,800	86,300	99,700	152,000	179,333	127,503	36,792	133
	Associate professor	6 or more years	75,849	61,807	67,297	81,500	93,054	76,238	10,915	22
		3-5 years	80,000	64,461	71,999	89,150	105,050	81,153	12,993	14

		years								
		Less than 3 years	78,700	66,600	74,160	90,650	102,621	83,154	14,266	21
		All years	77,380	63,843	71,750	86,300	101,404	79,993	12,891	57
	Assistant professor	3 or more years	74,850	64,800	68,000	80,131	91,011	76,261	10,542	26
		Less than 3 years	68,000	61,720	64,800	71,100	81,552	69,141	7,763	15
		All years	72,180	64,160	67,411	79,146	88,820	73,656	10,129	41
	All ranks	All years	93,935	67,012	75,400	122,700	167,080	104,559	38,503	240

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies 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 nine-10-month salaries. No statistics are provided where the *N* of faculty is less than five; only the median is provided where the *N* of faculty is between five-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
2012-2013 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	Full professor	12 or more years	145,183	91,146	110,983	184,050	210,747	151,241	47,586	113
		6-11 years	138,800	83,547	122,741	166,859	184,773	142,328	38,378	41
		3-5 years	102,964	88,064	96,184	165,100	219,825	131,597	48,047	18
		Less than 3 years	122,450	66,282	79,673	150,000	180,000	121,092	37,652	19
		All years	142,267	86,266	106,976	176,993	203,961	144,260	45,634	192
	Associate professor	6 or more years	89,048	70,115	76,848	95,825	104,214	88,310	16,958	64
		3-5 years	89,634	73,026	86,223	104,200	133,617	97,825	23,059	33
		Less than 3 years	85,550	61,987	77,159	92,770	106,857	86,364	16,712	36
		All years	88,292	70,383	77,806	96,244	113,776	90,144	18,986	133
	Assistant professor	3 or more years	80,649	59,752	70,932	86,500	93,960	78,657	12,999	67
		Less than 3 years	74,029	53,800	68,000	86,101	95,000	75,241	13,302	47
		All years	78,000	58,214	69,069	86,193	94,800	77,249	13,175	114
	All ranks	All years	93,500	66,518	78,625	135,876	178,490	108,768	44,815	453
New England	Full professor	12 or more years	170,758							9
		6-11 years								2
		3-5 years								1
		Less than 3 years								2
		All years	163,533	118,519	149,077	188,661	221,176	167,494	34,068	14
	Associate professor	6 or more years	92,843	58,896	78,013	98,978	125,872	91,209	22,295	15
		3-5 years								2
		Less than 3 years								2
		All years	92,843	58,896	78,013	99,432	137,762	93,177	22,767	19
	Assistant professor	3 or more years	76,279							5
		Less than 3 years	74,029							5
		All years	75,154	67,076	69,377	85,024	89,610	76,568	8,120	10
	All ranks	All years	92,843	58,896	72,882	148,285	178,324	107,044	46,304	49

Mid Atlantic	Full professor	12 or more years	147,302	86,100	120,340	189,081	225,500	155,861	48,616	49
		6-11 years	160,319	115,199	139,712	180,086	212,904	160,781	32,852	14
		3-5 years	190,159							5
		Less than 3 years	135,000							7
		All years	153,135	100,433	126,206	186,452	220,969	157,182	45,049	75
	Associate professor	6 or more years	94,187	67,926	72,456	99,396	121,040	92,108	19,531	15
		3-5 years	116,160							9
		Less than 3 years	91,537	76,835	87,263	115,010	138,440	100,093	19,638	10
		All years	95,624	71,470	88,351	113,402	142,600	101,443	23,833	34
	Assistant professor	3 or more years	84,527	51,962	76,521	91,210	102,233	83,163	15,210	30
		Less than 3 years	87,361	67,265	75,300	95,000	100,000	85,323	12,107	12
		All years	84,885	65,370	76,238	94,700	100,000	83,780	14,280	42
	All ranks	All years	104,191	75,499	87,412	154,706	191,472	124,215	47,965	151
East North Central		Insufficient Ns								
West North Central		Insufficient Ns								
South Atlantic	Full professor	12 or more years	151,154	103,181	130,811	189,650	217,730	161,180	44,150	27
		6-11 years	123,600	79,637	91,219	139,775	166,014	119,982	29,227	13
		3-5 years	100,621							7
		Less than 3 years	79,673							7
		All years	133,275	79,637	100,993	169,000	201,750	137,596	44,988	54
	Associate professor	6 or more years	91,000	71,040	78,358	95,811	105,670	88,371	12,529	17
		3-5 years	88,487							9
		Less than 3 years	86,100	59,430	61,655	92,096	102,668	81,343	15,766	13
		All years	88,292	62,485	79,997	95,782	103,000	86,588	13,003	39
	Assistant professor	3 or more years	77,981	55,325	64,692	82,000	88,600	74,838	11,030	24
		Less than 3 years	78,000	46,029	53,250	84,250	88,941	71,129	16,095	12
		All years	78,000	53,700	64,352	82,000	88,560	73,602	12,826	36

	All ranks	All years	88,487	61,488	78,795	122,741	169,000	102,808	42,277	133
West South Central		Insufficient Ns								
Mountain		Insufficient Ns								
Pacific		Insufficient Ns								

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies 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 nine-10-month salaries. No statistics are provided where the *N* of faculty is less than five; only the median is provided where the *N* of faculty is between five-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 13

2012-2013: Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank

		Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	All ranks
U.S. Master's Departments	Mean	85,573	66,876	56,811		71,426
	N	113	102	85	7	367
All U.S. Departments	Mean	116,382	76,938	66,613	50,775	89,192
	N	1,468	1,131	884	119	3,888

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Note: All salaries are nine-10-month salaries.

Table 14

2012-2013: Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Ran

	Full professor				Associate professor			Assistant prof.		Lecturer/Instr.	
	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
Mean	92,884	84,997	77,679	78,760	71,243	64,288	64,496	57,576	55,865		
N	45	25	20	23	37	33	32	47	38	3	4

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Note: All salaries are nine-10-month salaries.

Table 15
2012-2013: Distribution of Salaries for Full-time Faculty in U.S. Master's Departments of
Psychology by Rank and Years in Rank

	Full professor						Associate professor			Assistant prof	
9-10-month salary	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
\$145,000 or more		1				1					
140,000-144,999	1										
135,000-139,999				1							
130,000-134,999											
125,000-129,999	1			1							
120,000-124,999	3										
115,000-119,999			1								
110,000-114,999		1			1						
105,000-109,999	1			3							
100,000-104,999	2	1					1				
95,000-99,999	3	1		3	1						
90,000-94,999		1	1		3	3	1				
85,000-89,999	1	3	4	2		3	2	1			
80,000-84,999	1	3	2	3	2	2	5	1	2	1	
79,000-79,999			2								
78,000-78,999				1			1	1	1		
77,000-77,999				1	1			1			
76,000-76,999							1	2		1	
75,000-75,999		1			2	1	3				
74,000-74,999	1			1		2					1
73,000-73,999			1		1		1				1
72,000-72,999			2	1	1	2				2	
71,000-71,999		1	1	1		2	3	1		2	
70,000-70,999			1	1	2		1		2		
69,000-69,999					2			1	2		
68,000-68,999		1				2	1		1		1

67,000-67,999				2			2		2		1
66,000-66,999	1		1	1	1	1	3	2	3		1
65,000-65,999							3	3	2	2	
64,000-64,999				1			1	3	1		
63,000-63,999						1		4	2	1	1
62,000-62,999				1	1		2	1	3	1	2
61,000-61,999					1		1	2	1	2	
60,000-60,999						1	2	2	2	2	2
59,000-59,999									2	1	
58,000-58,999						1	1		1	5	5
57,000-57,999					1	1		1	1	4	
56,000-56,999								1		2	1
55,000-55,999								1	1		1
54,000-54,999									1	4	2
53,000-53,999				1				2		5	5
52,000-52,999									1	2	4
51,000-51,999							1			2	
50,000-50,999								2		1	3
49,000-49,999										2	
48,000-48,999											3
47,000-47,999										1	1
46,000-46,999								1	1	1	2
43,000-43,999										2	
42,000-42,999										1	1
Less than \$42k							1				

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Table 16

2012-2013: 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	N
Full professor	24 or more years	100,151	70,865	86,975	124,327	134,612	104,020	21,338	15
	18-23 years	86,241	69,655	79,097	99,947	149,573	93,707	29,286	14
	12-17 years	80,018	69,189	72,184	88,599	98,849	81,724	12,438	16
	6-11 years	81,060	63,786	68,923	98,292	115,857	84,997	20,351	25
	3-5 years	74,808	61,360	69,214	89,178	97,489	77,679	13,645	20
	Less than 3	74,592	59,300	68,472	85,253	90,126	78,760	21,308	23
	All years	81,060	66,026	71,378	91,990	112,158	85,573	21,527	113
Associate professor	11 or more years	75,227	58,447	65,968	85,147	94,918	75,981	13,010	17
	6-10 years	66,458	58,691	62,794	71,677	82,532	67,216	10,962	20
	3-5 years	63,915	51,382	58,984	67,857	77,840	64,288	9,293	33
	Less than 3	63,998	54,349	59,861	68,270	76,547	64,496	7,827	32
	All years	65,245	54,304	61,000	71,659	82,583	66,876	10,656	102
Assistant professor	3 or more years	57,000	46,932	52,048	61,045	72,016	57,576	8,598	47
	Less than 3	54,115	47,447	50,377	60,000	67,152	55,865	7,469	38
	All years	55,620	47,300	52,001	60,767	69,899	56,811	8,111	85
Lecturer/Instructor	3 or more years								3
	Less than 3								4
	All years	50,500							7

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies 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 that award the master's degree (e.g., psychology departments and counseling psychology departments). All salaries are nine-10-month salaries. No statistics are provided where the *N* of faculty is less than five; only the median is provided where the *N* of faculty is between five-10.

Table 17
2012-2013 Salaries for Full-time Faculty in U.S. Master's Departments by Type of Department, Rank and Years in Rank

			Median	10	Q1	Q3	90	Mean	SD	N
Psychology	Full professor	12 or more years	88,896	73,909	80,943	103,459	125,225	95,887	23,080	37
		6-11 years	81,149	63,572	68,701	98,977	117,537	85,618	20,545	24
		3-5 years	75,709	61,826	70,001	91,375	100,728	79,770	13,695	17
		Less than 3 years	72,708	58,500	68,472	85,253	90,000	74,668	10,484	19
		All years	83,154	66,305	72,842	96,158	111,617	86,365	20,558	97
	Associate professor	6 or more years	68,486	58,841	62,040	81,016	85,475	70,646	13,112	31
		3-5 years	63,915	50,691	60,381	69,503	78,040	64,596	9,441	31
		Less than 3 years	65,157	57,453	60,243	68,999	79,266	65,401	7,744	28
		All years	65,245	55,285	61,000	71,604	82,661	66,930	10,660	90
	Assistant professor	3 or more years	57,520	47,000	53,364	62,525	72,174	58,674	8,876	39
		Less than 3 years	54,500	47,074	50,008	60,000	66,800	55,638	7,473	31
		All years	56,316	47,050	52,029	61,576	71,630	57,330	8,366	70
	All ranks	All years	66,809	52,001	58,557	80,304	93,812	71,073	19,195	264
Educational/ Counseling/ School		Insufficient Ns								
Other departments		Insufficient Ns								

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies 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. "Educational/Counseling/School" includes departments of educational psychology, counseling psychology, school psychology and similar types of units. All salaries are nine-10-month salaries. No statistics are provided where the *N* of faculty is less than five; only the median is provided where the *N* of faculty is between five-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 18
2012-2013 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	Full professor	12 or more years	88,896	73,909	80,943	103,459	125,225	95,887	23,080	37
		6-11 years	81,149	63,572	68,701	98,977	117,537	85,618	20,545	24
		3-5 years	75,709	61,826	70,001	91,375	100,728	79,770	13,695	17
		Less than 3 years	72,708	58,500	68,472	85,253	90,000	74,668	10,484	19
		All years	83,154	66,305	72,842	96,158	111,617	86,365	20,558	97
	Associate professor	6 or more years	68,486	58,841	62,040	81,016	85,475	70,646	13,112	31
		3-5 years	63,915	50,691	60,381	69,503	78,040	64,596	9,441	31
		Less than 3 years	65,157	57,453	60,243	68,999	79,266	65,401	7,744	28
		All years	65,245	55,285	61,000	71,604	82,661	66,930	10,660	90
	Assistant professor	3 or more years	57,520	47,000	53,364	62,525	72,174	58,674	8,876	39
		Less than 3 years	54,500	47,074	50,008	60,000	66,800	55,638	7,473	31
		All years	56,316	47,050	52,029	61,576	71,630	57,330	8,366	70
	All ranks	All years	66,809	52,001	58,557	80,304	93,812	71,073	19,195	264
New England		Insufficient Ns								
Mid Atlantic		Insufficient Ns								
East North Central		Insufficient Ns								
West North Central		Insufficient Ns								
South Atlantic		Insufficient Ns								
East South Central		Insufficient Ns								
West South Central		Insufficient Ns								
Mountain		Insufficient Ns								
Pacific	Full professor	12 or more years								4
		6-11 years	92,319							6
		Less than 3 years								2
		All years	89,623	78,171	85,838	102,382	121,805	94,048	13,906	12
	Associate professor	6 or more years	65,880							8
		3-5 years	70,540							6

		Less than 3 years	67,264	63,435	65,556	70,145	78,914	68,447	4,938	12
		All years	67,264	63,419	65,279	71,137	78,947	67,914	8,953	26
	Assistant professor	3 or more years	61,240							8
		Less than 3 years	58,000							5
		All years	60,782	54,948	58,250	62,519	71,976	61,415	5,284	13
	All ranks	All years	67,578	58,200	62,645	78,706	93,236	71,614	16,046	53

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Note: Included in this table are 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 nine-10-month salaries. No statistics are provided where the *N* of faculty is less than five; only the median is provided where the *N* of faculty is between five-10. Salary statistics for lecturers/instructors are not provided, given that the *N*s 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 list of the states included in each region, see [Appendix B](#).

Table 19
2012-2013 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	N
Public	Full professor	12 or more years	86,349	74,029	80,205	98,188	112,700	89,895	13,892	29
		6-11 years	78,984	62,500	67,746	89,245	99,662	79,475	13,844	19
		3-5 years	74,808	58,965	69,929	81,736	88,814	74,474	9,133	12
		Less than 3 years	72,672	58,224	67,211	78,927	90,000	72,990	9,907	16
		All years	80,029	64,141	72,654	89,158	99,397	81,296	14,195	76
	Associate professor	6 or more years	65,394	53,542	61,290	71,446	77,819	65,398	10,588	22
		3-5 years	63,310	53,465	58,984	65,771	76,908	62,950	7,636	21
		Less than 3 years	63,105	55,918	59,786	67,015	70,823	63,484	6,901	22
		All years	63,915	54,490	60,293	67,146	75,771	63,959	8,471	65
	Assistant professor	3 or more years	56,814	47,453	53,068	60,760	62,953	56,559	6,460	30
		Less than 3 years	53,004	47,601	49,400	59,250	62,410	54,213	5,545	21
		All years	54,740	47,601	52,002	60,000	62,522	55,593	6,153	51
	All ranks	All years	65,000	51,906	57,855	76,802	88,966	68,108	15,341	197
Private	Full professor	12 or more years	110,516							8
		6-11 years	109,139							5
		3-5 years	92,230							5
		Less than 3 years								3
		All years	100,151	67,400	89,678	121,321	141,954	104,710	28,671	21
	Associate professor	6 or more years	82,893							9
		3-5 years	67,252	50,000	59,526	76,945	87,051	68,055	12,163	10
		Less than 3 years	68,828							6
		All years	76,115	57,621	67,288	83,149	88,362	74,655	11,998	25
	Assistant professor	3 or more years	65,665							9
		Less than 3 years	57,000	42,400	52,375	67,379	74,266	58,630	10,157	10
		All years	63,756	42,588	54,631	72,174	76,464	61,991	11,473	19
	All ranks	All years	74,905	53,600	65,000	90,210	112,740	79,791	25,806	67

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Note: Included in this table are 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 nine-10-month salaries. No statistics are provided where the *N* of faculty is less than five; only the median is provided where the *N* of faculty is between five-10. Salary statistics for lecturers/instructors are not provided, given that the *N*s 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

2012-2013: Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Type of Department and Years Since Doctorate

		Median	10%	25%	75%	90%	Mean	SD	N
Psychology	35 years or more	83,610	56,000	67,851	97,341	103,885	81,332	18,057	72
	30-34 years	85,317	59,504	76,493	109,281	156,248	95,065	33,825	16
	25-29 years	85,284	67,400	77,334	90,754	124,410	88,710	19,372	21
	20-24 years	78,241	58,500	65,907	89,553	105,446	78,775	15,580	29
	17-19 years	69,857	47,960	61,542	81,955	92,211	69,533	15,261	25
	14-16 years	68,486	50,400	60,408	74,592	80,503	67,035	11,334	23
	11-13 years	69,170	51,542	63,915	77,238	84,664	69,102	11,346	31
	8-10 years	63,998	51,584	59,786	67,590	76,220	63,702	9,055	46
	6-7 years	58,818	53,585	56,737	62,245	70,698	60,183	5,338	13
	4-5 years	59,000	46,700	53,364	64,260	72,369	59,024	8,137	13
	2-3 years	53,730	46,727	51,014	60,250	64,405	54,863	6,518	17
	0-1 year	52,036	39,600	47,234	57,250	66,503	52,790	8,491	17
	All years	68,300	52,430	58,818	82,867	97,153	72,002	18,894	323
Educational/ Counseling/ School	Insufficient Ns								
Other departments	Insufficient Ns								

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies 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. "Educational/Counseling/School" includes departments of educational psychology, counseling psychology, school psychology and similar types of units. All salaries are nine-10-month salaries. No statistics are provided where the *N* of faculty is less than five; only the median is provided where the *N* of faculty is between five-10.

Table 21
 2012-2013: Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank

		Full professor	Associate professor	Assistant professor	Lecturer /Instructor	All
All Canadian Departments	Mean	143,729	112,981	91,188		118,688
	N	68	63	38	9	179

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Note: All salaries are 11-12-month salaries and are reported in Canadian dollars. No statistics are provided where the *N* of faculty is less than 10.

Table 22

2012-2013: Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank and Years in Rank

	Full professor				Associate professor			Assistant prof.		Lecturer/Instr.	
	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
Mean	150,297	143,914	*	*	116,566	113,108	*	94,298	86,419	*	*
N	36	17	9	6	36	18	9	23	15	6	3

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Note: All salaries are 11-12-month salaries in Canadian dollars.

* Insufficient number of faculty for analysis.

Table 23

2012-2013: Distribution of 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
\$185K or more	2										
180,000-184,999	1										
175,000-179,999		1		1				1			
170,000-174,999	1			1							
165,000-169,999	1		1	1			1				
160,000-164,999	1	1		1							
155,000-159,999			1	1				1			
150,000-154,999	1	1	1	2	1	2					
145,000-149,999	1	3	1			1	2				
140,000-144,999	1	3		4			1	1			
135,000-139,999	2	1	2								
130,000-134,999		2	3		1		1				
125,000-129,999	1		1	3	2		3				
120,000-124,999				1	2		5			1	
115,000-119,999		1			3	1	7	2	1	2	
110,000-114,999	1			2		1	4	1		1	
105,000-109,999						1	4	6		2	
100,000-104,999							4	1	2	1	3
95,000-99,999							1	3	4	2	
90,000-94,999							1	1	1	1	2
85,000-89,999							1		1	6	1
80,000-84,999							1	1		4	5
79,000-79,999										1	
78,000-78,999										1	1
77,000-77,999											1
76,000-76,999										1	1
Less than \$76,000											1

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Table 24

2012-2013: Salaries of Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

		Median	10%	25%	75%	90%	Mean	SD	N
Full professor	24 or more years	153,535	119,296	137,985	176,027	234,852	162,457	36,929	13
	18-23 years	142,647	122,188	135,890	149,093	173,357	144,640	15,330	13
	12-17 years	136,012	127,648	132,249	152,204	164,728	141,843	12,788	10
	6-11 years	142,974	113,648	127,448	158,822	174,738	143,914	19,816	17
	3-5 years	122,831							9
	Less than 3	131,189							6
	All years	142,537	115,637	127,770	153,230	170,946	143,729	24,038	68
Associate professor	11 or more years	113,567	89,134	99,700	120,474	151,327	114,305	20,426	18
	6-10 years	117,108	103,955	109,816	125,728	141,898	118,828	11,950	18
	3-5 years	108,475	91,284	98,651	115,925	161,079	113,108	23,769	18
	Less than 3	97,858							9
	All years	109,624	93,030	100,600	120,103	141,592	112,981	18,935	63
Assistant professor	3 or more years	87,711	78,575	84,180	106,754	118,539	94,298	13,916	23
	Less than 3	82,990	74,411	78,780	92,205	102,903	86,419	9,984	15
	All years	87,513	77,426	81,800	100,517	113,862	91,188	12,965	38
Lecturer/Instructor	3 or more years	90,669							6
	Less than 3								3
	All years	82,500							9

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies 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 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 five; only the median is provided where the *N* of faculty is between five-10.

Table 25

2012-2013: Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Years Since Doctorate

	Median	10%	25%	75%	90%	Mean	SD	N
35 years or more	143,342	117,558	132,985	168,608	226,018	154,233	32,947	20
30-34 years	142,647	105,244	117,510	155,268	173,357	138,837	22,791	13
25-29 years	122,831	89,898	113,794	143,390	165,556	128,893	22,735	19
20-24 years	123,572	92,158	110,530	146,552	153,099	125,022	20,994	20
17-19 years	116,434	92,728	105,063	129,121	154,722	119,368	22,015	17
14-16 years	119,740	98,141	105,147	145,988	153,894	125,013	23,959	18
11-13 years	110,940	96,030	100,634	126,376	157,508	117,126	22,876	20
8-10 years	97,249	81,202	87,711	108,449	117,564	97,818	13,186	23
6-7 years	99,539							8
4-5 years	84,180	76,600	77,470	87,513	94,546	83,956	6,161	13
2-3 years	85,344							6
0-1 year								2

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies 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 five; only the median is provided where the *N* of faculty is between five-10.

Table 26

2012-2013: Starting Salaries and Expected 2013-2014 Starting Salaries for Faculty in U.S. and Canadian Departments of Psychology

		U.S. Departments ^a						Canadian
		Doctoral			Master's			Doctoral
		Public	Private	All	Public	Private	All	Depts. ^b
Average starting salary in 2012-2013 for a new faculty member who was a new doctorate.	Median	\$63,500	\$68,000	\$64,000	\$54,000	\$58,000	\$55,000	*
	25%	\$60,000	\$63,000	\$60,000	\$50,000		\$52,277	
	75%	\$69,750	\$74,000	\$70,000	\$58,250		\$59,562	
	Mean	\$63,941	\$65,546	\$64,379	\$54,337		\$55,528	
	S.D.	7,446	14,201	9,635	6,154		6,028	
	N	40	15	55	15	5	20	1
Expected salary offered to a new doctorate recipient in 2013-2014.	Median	\$63,000	\$64,580	\$64,000	\$55,000	\$56,000	\$55,000	\$68,256
	25%	\$60,000	\$55,403	\$60,000	\$50,000	\$47,750	\$50,000	\$65,000
	75%	\$70,000	\$74,750	\$71,562	\$58,000	\$60,512	\$58,000	\$83,000
	Mean	\$64,057	\$65,178	\$64,384	\$54,171	\$53,507	\$53,988	\$72,811
	S.D.	8,388	12,969	9,915	6,430	9,347	7,267	11,740
	N	119	49	168	42	16	58	11
Expected salary offered to a new faculty with two years postdoctoral experience in 2013-14.	Median	\$66,000	\$70,000	\$67,000	\$55,000	\$56,000	\$55,000	\$75,452
	25%	\$62,000	\$57,630	\$62,000	\$50,000	\$50,000	\$50,000	\$71,500
	75%	\$75,000	\$78,000	\$75,000	\$60,000	\$63,500	\$60,000	\$86,000
	Mean	\$67,135	\$68,826	\$67,628	\$55,580	\$55,680	\$55,608	\$78,790
	S.D.	9,160	13,105	10,452	6,544	10,193	7,643	12,745
	N	119	49	168	41	16	57	10

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Note: The *N*s refer to the number of departments that provided the information

^a Reported are nine-10-month salaries.

^b Reported are 11-12-month salaries in Canadian dollars.

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

Table 27
2012-2013: Salaries and Benefits for Department Chairs in U.S. and Canadian Departments of Psychology

		U.S. Departments ^a						Canadian
		Doctoral			Master's			Doctoral
		Public	Private	All	Public	Private	All	Depts. ^b
Salary of the department chair	Median	\$109,426	\$121,064	\$111,902	\$80,900	\$73,974	\$80,000	\$147,960
	10%	\$79,274	\$77,804	\$79,105	\$65,000	\$50,501	\$63,600	\$77,800
	25%	\$92,409	\$97,978	\$94,750	\$74,135	\$65,000	\$70,176	\$108,250
	75%	\$132,933	\$162,300	\$140,000	\$93,538	\$93,552	\$93,538	\$162,270
	90%	\$171,730	\$198,600	\$175,736	\$101,384	\$135,029	\$102,505	\$174,034
	Mean	\$118,961	\$128,612	\$121,726	\$83,499	\$82,440	\$83,202	\$138,020
	S.D.	44,628	42,174	44,033	14,608	28,678	19,311	32,451
	N	122	49	171	41	16	57	10
Months of summer salary	Median	2.0	2.0	2.0	2.0	*	2.0	*
	10%	1.0	1.8	1.0	1.0		1.0	
	25%	2.0	2.0	2.0	1.5		2.0	
	75%	3.0	3.0	3.0	2.5		2.4	
	90%	3.0	3.1	3.0	3.0		3.0	
	Mean	2.2	2.4	2.2	2.0		2.0	
	S.D.	.75	.65	.73	.71		.66	
	N	62	17	79	17	3	20	0
Additional stipend	Median	\$9,666	\$10,000	\$10,000	\$4,000	\$7,250	\$4,750	\$10,000
	10%	\$3,000	\$5,000	\$3,000	\$1,800		\$1,560	
	25%	\$5,000	\$6,875	\$5,000	\$3,000		\$3,000	
	75%	\$15,000	\$21,500	\$15,327	\$7,700		\$9,152	
	90%	\$25,000	\$38,800	\$25,750	\$12,000		\$12,400	
	Mean	\$11,862	\$14,777	\$12,608	\$5,982		\$6,284	
	S.D.	9,615	11,602	10,169	4,557		4,429	
	N	64	22	86	19	6	25	6

Benefits received by the department chair^c

	U.S. Departments						Canadian
	Doctoral			Master's			Doctoral
	Public	Private	All	Public	Private	All	Depts.
	%	%	%	%	%	%	%
Assistant chair position	45	30	41	23	6	18	42
Tenure-track assistant chair	40	25	36	23	0	16	42
Extra secretarial support	35	41	37	30	39	32	83
Extra graduate assistants	13	11	13	11	6	10	17
Summer salary	46	34	42	39	17	32	n/a

Other stipend	48	43	46	45	39	44	58
Reduced teaching load	76	70	74	84	78	82	83
Other	13	11	13	0	6	2	25

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Note: The *Ns* refer to the number of departments that provided the information.

^a Reported are nine-10-month salaries.

^b Reported are 11-12-month salaries in Canadian dollars.

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

* There was an insufficient number of respondents for analysis.

Table 28
2012-2013: Salary Raises and Decreases for Faculty in U.S. Graduate Departments of
Psychology

			New England	Mid Atlantic	East North Central	West North Central	South Atlantic	East South Central	West South Central	Mountain	Pacific
			%	%	%	%	%	%	%	%	%
Doctoral	Public	Raises for all	0	63	65	74	25	67	31	67	22
		Raises for some	100	25	26	16	46	8	54	8	67
		Salary decreases	0	0	0	0	0	0	0	17	0
		No change	0	13	9	11	25	25	15	8	11
		Both increases & decreases	0	0	0	0	4	0	0	0	0
	Private	Raises for all	83	91	100	100	60	0	75	0	75
		Raises for some	0	0	0	0	27	0	0	33	0
		Salary decreases	0	0	0	0	0	0	0	33	0
		No change	17	9	0	0	13	0	25	0	25
		Both increases & decreases	0	0	0	0	0	0	0	33	0
Master's	Public	Raises for all	0	100	67	71	33	100	22	100	20
		Raises for some	0	0	17	14	33	0	22	0	10
		No change	100	0	17	14	33	0	56	0	70
	Private	Raises for all	100	50	0	0	100	100	100	0	100
		No change	0	33	0	0	0	0	0	0	0
		Both increases	0	17	0	0	0	0	0	0	0

		& decreases									
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Source: 2012-2013 Faculty Salary Survey, 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 2012-2013. Percentages are column percentages and may not total to 100 percent due to rounding.

Table 29
2012-2013: Determinants of Salary Raises for Faculty in U.S. Graduate Departments of Psychology

			New England	Mid Atlantic	East North Central	West North Central	South Atlantic	East South Central	West South Central	Mountain	Pacific
			%	%	%	%	%	%	%	%	%
Doctoral departments	Public	Promotion	100	88	57	47	29	33	46	42	56
		Other merit increase	50	63	57	74	29	33	69	42	44
		Standard adjustment	0	13	39	21	29	33	8	42	22
		Union	0	38	17	5	8	0	0	0	0
		Other raise	0	13	17	37	42	25	8	25	22
	Private	Promotion	33	27	75	0	27	0	25	0	38
		Other merit increase	50	64	75	100	60	0	50	67	25
		Standard adjustment	50	45	75	100	7	0	25	0	63
		Other raise	17	18	25	0	20	0	0	0	0
Master's departments	Public	Promotion	0	0	50	0	0	0	0	50	10
		Other merit increase	0	0	50	29	0	0	33	50	0
		Standard adjustment	0	0	17	71	33	100	11	0	10
		Union	0	100	17	29	0	0	0	100	20
		Other raise	0	0	17	0	33	0	11	0	0
	Private	Promotion	0	0	0	0	67	0	0	0	50
		Other merit increase	0	17	0	0	67	0	100	0	50
		Standard adjustment	0	17	0	0	67	100	100	0	50
		Union	100	0	0	0	0	0	0	0	0
		Other raise	0	33	0	0	0	0	0	0	25

Source: 2012-2013 Faculty Salary Survey, 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 2012-2013. Percentages are column percentages and may not total to 100 percent given that raises were often determined by multiple factors.

Table 30

2012-2013: Salaries for Full-time Faculty in U.S. Doctoral and Master's Departments of Psychology by Gender, Rank and Years in Rank

			Full professor				Associate professor			Assistant prof	
			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	120,289	103,858	103,678	90,365	77,696	78,134	76,100	68,000	68,907
		Q1	97,857	87,161	88,217	77,726	68,861	69,100	66,707	57,483	62,018
		Q3	155,600	127,255	123,821	112,785	90,075	89,251	86,248	74,640	76,975
		Mean	131,929	110,697	111,705	101,097	79,364	80,380	78,166	67,946	69,864
		SD	45,007	29,995	35,246	33,644	14,561	18,266	15,683	12,752	11,270
		N	479	184	98	115	230	148	160	161	152
	Women	Median	124,480	105,446	95,652	88,660	75,134	75,466	74,684	68,175	64,505
		Q1	101,386	88,866	79,722	81,366	66,543	66,264	62,285	59,681	58,131
		Q3	152,050	131,550	117,121	103,142	84,010	85,596	83,888	76,132	70,550
		Mean	131,798	114,484	100,321	96,743	77,222	77,132	75,164	68,475	64,923
		SD	38,672	36,964	25,214	28,539	14,726	14,413	15,766	12,004	10,603
		N	176	127	70	93	194	132	154	273	201
Master's departments	Men	Median	84,904	81,149	79,477	74,617	71,366	63,958	64,000	53,697	58,250
		Q1	74,355	66,411		68,876	64,824	60,846	59,809	48,211	48,876
		Q3	99,934	105,631		85,000	78,707	72,894	69,289	64,023	63,445
		Mean	90,336	87,298		75,471	71,795	65,772	65,511	56,506	57,373
		SD	20,388	24,600		10,050	8,654	9,816	9,020	9,929	9,028
		N	28	14	8	11	17	18	19	21	12
	Women	Median	89,586	78,984	71,614	72,156	69,664	63,699	62,764	57,117	53,361
		Q1	81,064	70,100	63,744	67,211	62,824	56,500	59,371	54,089	50,377
		Q3	104,717	95,393	82,086	89,786	81,777	66,051	68,032	60,848	58,000
		Mean	97,081	82,068	73,296	81,775	70,774	62,506	63,013	58,440	55,169
		SD	27,389	13,798	11,252	28,204	15,371	8,611	5,675	7,444	6,715
		N	17	11	12	12	20	15	13	26	26

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Note: All salaries are nine-10-month salaries. Salaries for lecturers/instructors are not reported, given that the *Ns* of faculty are insufficient for analysis.

Table 31a
2012-2013: 9-10-Month Salaries for Selected Administrative Positions in U.S. Doctoral
Departments of Psychology

		9-10-month salary					
		Median	Q1	Q3	Mean	SD	N
Full professor	Asst/Assoc/Vice chair	106,653	86,318	135,576	117,553	38,391	34
	Undergraduate training director	131,550					7
	Graduate training director	101,447	89,817	121,976	110,676	30,717	43
	Director of clinical training	104,104	88,963	138,561	117,813	40,079	37
	Director of other training program (not clinical)	105,580	81,996	145,786	118,408	47,608	56
	Dean	122,721					5
	Asst/Assoc/Vice dean	102,761	83,994	114,520	99,989	16,762	13
	Director of psych services center/clinic	101,143					9
	Other	116,185	84,256	152,600	118,825	39,757	27
Associate professor	Asst/Assoc/Vice chair	75,400	72,934	86,361	78,841	13,221	23
	Undergraduate training director	76,920	65,595	88,064	77,243	19,048	23
	Graduate training director	75,786	66,180	91,471	79,127	16,829	39
	Director of clinical training	78,514	72,019	90,000	80,154	11,118	26
	Director of other training program (not clinical)	78,429	65,846	87,783	77,527	13,742	38
	Asst/Assoc/Vice dean						4
	Director of psych services center	66,033					5
	Other	79,430	70,319	86,023	80,859	16,248	24

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Note: No salaries are reported where the *N* of faculty is less than 10.

Table 31b
2012-2013: Benefits for Selected Administrative Positions in U.S. Doctoral Departments of Psychology

		Extra secretarial support	Extra graduate assistants	Summer salary	Other stipend	Reduced teaching load	Other benefit
		%	%	%	%	%	%
Full professor	Asst/Assoc/Vice chair	5%	5%	20%	28%	42%	0%
	Undergraduate training director	30%	0%	30%	20%	50%	10%
	Graduate training director	9%	4%	13%	11%	20%	2%
	Director of clinical training	20%	11%	23%	34%	45%	2%
	Director of other training program (not clinical)	14%	5%	12%	14%	35%	2%
	Dean	33%	17%	17%	17%	50%	0%
	Asst/Assoc/Vice dean	5%	0%	15%	10%	15%	5%
	Other	36%	14%	26%	21%	36%	2%
	Director of psych services center/clinic	27%	18%	36%	0%	27%	0%
	Provost	0%	0%	0%	0%	0%	0%
	Vice president	0%	0%	0%	0%	0%	0%
Associate professor	Asst/Assoc/Vice chair	0%	4%	19%	15%	33%	4%
	Undergraduate training director	8%	12%	25%	8%	29%	0%
	Graduate training director	2%	0%	7%	11%	18%	7%
	Director of clinical training	10%	0%	27%	13%	23%	3%
	Director of other training program (not clinical)	7%	5%	7%	16%	30%	2%
	Other	17%	10%	14%	3%	34%	0%
	Director of psych services center/clinic	14%	0%	0%	14%	14%	0%

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Note: Benefits exceed 100 percent because individuals may receive multiple benefits.

Table 32
2012-2013: Average Fees Paid Adjunct Faculty Per Course Taught in U.S. Graduate
Departments of Psychology

		Amount faculty paid per course							N
		50%	10%	25%	75%	90%	Mean	S.D.	
Doctoral departments	Public	\$4,425	\$2,500	\$3,093	\$5,500	\$7,000	\$4,465	1,698	113
	Private	\$4,000	\$2,500	\$3,500	\$5,500	\$7,100	\$4,430	1,724	47
	Psychology	\$4,500	\$2,758	\$3,468	\$6,000	\$7,250	\$4,760	1,745	113
	Educational, Counseling, School	\$3,500	\$1,562	\$2,500	\$3,980	\$5,922	\$3,484	1,509	24
	Human Development								3
	Professional School	\$3,550	\$2,265	\$3,050	\$4,425	\$4,789	\$3,619	880	16
	Other								4
	All	\$4,000	\$2,500	\$3,212	\$5,500	\$7,000	\$4,455	1,701	160
Master's departments	Public	\$2,700	\$1,790	\$2,175	\$4,000	\$4,618	\$3,081	1,235	37
	Private	\$3,000	\$2,340	\$2,565	\$3,500	\$4,340	\$3,081	715	15
	Psychology	\$3,000	\$2,000	\$2,400	\$4,000	\$4,528	\$3,149	1,144	40
	Educational, Counseling, School	\$2,500							9
	Other								3
	All	\$2,850	\$1,930	\$2,400	\$3,750	\$4,526	\$3,081	1,103	52

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies 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 five; only the median is reports where the *N* is between five-10.

Table 34

2012-2013: Procedure When Faculty Lines Are Vacated, in U.S. and Canadian Graduate Departments of Psychology by Degree Level and Institutional Control

		U.S. Departments						Canadian
		Doctoral			Master's			Doctoral
		Public	Private	All	Public	Private	All	Departments
N =		122	50	172	41	16	57	10
		100%	100%	100%	100%	100%	100%	100%
Faculty lines vacated by retirement in your department are:	... returned to the department for filling at any level needed by the department (junior or senior level).	10%	32%	16%	2%	25%	9%	10%
	... returned to the department but can only be filled at a junior level (lecturer/ assistant professor).	14%	14%	14%	32%	12%	26%	0%
	...returned to the Dean/Provost with an opportunity to make a case for its return.	69%	52%	64%	56%	56%	56%	60%
	... not returned to the department.	5%	0%	3%	7%	0%	5%	30%
	Other	2%	2%	2%	2%	6%	4%	0%

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Table 35

2012-2013: Measures Implemented by Departments as a Result of Budget Constraints over Past Two Years

	U.S. Departments						Canadian
	Doctoral			Master's			Doctoral
	Public	Private	All	Public	Private	All	Departments
N =	122	51	173	40	16	56	10
	%	%	%	%	%	%	%
None, department was not affected	26%	45%	32%	18%	38%	23%	30%
Salary freezes/ reductions	39%	27%	36%	38%	31%	36%	0%
Hiring freezes/ reductions	31%	22%	28%	40%	6%	30%	50%
Staff reductions	19%	14%	17%	12%	6%	11%	40%
Faculty reductions	10%	8%	9%	10%	6%	9%	10%
Faculty furloughs	7%	0%	5%	5%	0%	4%	10%
Other measure(s)	51%	33%	46%	62%	31%	54%	20%

Source: 2012-2013 Faculty Salary Survey, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Note: Multiple responses were allowed; therefore, total percentages will not sum to 100 percent.