

## 2013-2014 Faculty Salaries in Graduate Departments of Psychology

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March 2014

### 2013-2014 FACULTY SALARIES IN GRADUATE DEPARTMENTS OF PSYCHOLOGY

#### Background

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

#### Method

In October 2013, chairs of U.S. and Canadian graduate departments of psychology were sent an email invitation with instructions for completing the online survey. Three email reminders were sent to non-respondents.

Eligible departments were drawn from the current edition of *Graduate Study in Psychology* (APA, 2013) and prior editions, and from the membership of the National Council of Schools and Programs of Professional Psychology (NCSPP). The questionnaire requested information on demographics, employment status, rank, years in rank, highest degree and year awarded, and salary for all faculty members.

Of the 680 departments and professional schools surveyed, 260 provided at least some usable information, for an overall response rate of 38%. Data presented in this report are based on 4,076 faculty who hold doctorates, who are employed full time, and for whom the relevant data were available. Included in this total are 3,530 faculty in 183 U.S. doctoral departments, 367 faculty in 46 U.S. master's departments, and 179 faculty in 8 Canadian departments. Twenty-three departments provided information on the salaries of individual faculty but did not respond to other portions of the survey.

Consistent with previous efforts, response rates varied considerably, depending on the geographic location of the institution, the highest degree offered by the department (doctoral or master's), whether the institution is public or private, and the department type. Substantially higher levels of response were obtained in the U.S. for doctoral departments (44%) than for master's departments (26%). Departments in the U.S. overall were somewhat more likely to have completed the survey as compared to Canadian departments (38% versus 34%). Psychology departments were more likely than other types of academic units (e.g., professional schools or educational psychology departments) to provide data. More information on specific response rates can be found in Appendix Table A.

#### Structure of the Report

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Results are presented separately for (1) U.S. doctoral departments; (2) U.S. master's departments; and (3) Canadian departments. For U.S. doctoral departments, salaries are broken out along the following dimensions: geographic region, public or private institution status, and type of department (e.g., psychology, professional school of psychology, or human development). Among master's departments, the majority of participants were psychology departments; thus, detailed analyses have been limited to this category.

Most salaries are reported according to academic rank and years in rank, or by years since earning the doctorate. Additional tables report salaries paid to chairs, other administrative positions, and newly hired faculty, a comparison of salaries paid to men and women of equivalent years in rank, and average amounts paid to adjunct or other part-time faculty who are compensated on a per-course basis. Newer tables present data on steps taken by departments over the past two years as a result of budget constraints, and on procedures when faculty lines are vacated.

### Caveats

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

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

## REFERENCES

American Psychological Association (2013). *Graduate Study in Psychology, 2014*. Washington, DC: Author.

## Notes to Tables

1. Medians, quartiles, means, and standard deviations are reported for the majority of analyses. The median may be the most useful measure of central tendency since it is less influenced by extreme values than the arithmetic mean. In most of the tables, both median and mean salaries are presented; observed differences reflect the skewness in the distributions.
2. No statistics are provided where the *N* is less than 5 or where the standard deviation is 0. In these instances, only the *N* is provided. Where the *N* is between 5-10, only the median is provided.
3. Statistics also were not provided when the number of responding departments was 1 or when the *N*s for subgroups based on rank and years in rank were so small that aggregate statistics would not be meaningful.
4. The majority of tables report salaries for faculty in U.S. graduate departments of psychology on a 9-10-month basis. Some departments (e.g., professional schools of psychology and departments of psychology in medical schools), however, typically operate on an 11-12-month academic calendar. In these cases, the 9-10-month salaries can be converted to their 11-12-month equivalents by multiplying by 11/9.
5. This report uses nine categories for geographic region that correspond to the divisions used by the U.S. Department of Commerce's Bureau of the Census. The states comprising each cluster are listed in Appendix B.

Appendix A  
Response Rates for Selected Subgroups: 2013-2014 Survey of Faculty Salaries in Graduate  
Departments of Psychology

	U.S. Departments						Canadian	
	Doctoral			Master's			Departments	
	Public	Private	Total	Public	Private	Total	Doctoral	Master's
	N=261	N=183	N=444	N=135	N=69	N=204	N=27	N=2
	%	%	%	%	%	%	%	%
Total	56	27	44	34	12	26	37	0
New England	22	35	31	13	0	6	NA	NA
Mid Atlantic	38	29	33	23	18	20	NA	NA
East North Central	56	31	47	24	0	16	NA	NA
West North central	72	0	55	62	0	53	NA	NA
South Atlantic	70	52	64	24	22	23	NA	NA
East South Central	60	20	52	60	0	55	NA	NA
West South Central	46	38	44	41	0	32	NA	NA
Mountain	59	29	53	50	0	50	NA	NA
Pacific	54	10	25	30	15	25	NA	NA
Psychology	70	35	58	38	18	32	33	0
Educational/ Counseling/ School Psychology	35	29	34	15	5	10	100	0
Human Development	33	0	28	0	0	0	NA	NA
Professional	75	21	25	0	0	0	NA	NA
Other	20	14	16	25	0	9	0	NA

Note: These response rates are for those departments providing sufficient salary information to be included in the analyses for any of the tables within this report. The category "Educational/ Counseling/School Psychology" includes departments of educational psychology, counseling psychology, school psychology and other similar units. The "Other" category is a heterogeneous group of departments, including programs in industrial-organizational psychology and rehabilitation. NA=Not applicable

APPENDIX B  
States Comprising Geographic Regions in the United States

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

Mountain:	Arizona Colorado Idaho Montana Nevada New Mexico Utah Wyoming
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Pacific:	Alaska California Hawaii Oregon Washington
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Source: 2013-2014 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies and Council for Graduate Departments of Psychology.

Table 1  
Changes in Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology by  
Rank: 2012-2013 to 2013-2014

	Full professor	Associate professor	Assistant professor	Lecturer/instructor	All ranks
U.S. Doctoral Departments					
2012-2013	\$118,952	\$77,935	\$67,655	\$50,832	\$91,043
(169 departments.)	N=1,355	N=1,029	N=799	N=112	N=3,521
2013-2014	\$122,240	\$80,573	\$69,768	\$51,350	\$94,261
(183 departments.)	N=1,728	N=1,228	N=946	N=178	N=4,243
Percent change in monetary salary					
2012-2013 to 2013-2014	2.76%	3.38%	3.12%	1.02%	3.53%
Percent change in real terms					
2012-2013 to 2013-2014	1.56%	2.18%	1.92%	-0.18%	2.33%
All U.S. Departments					
2012-2013	\$116,382	\$76,938	\$66,613	\$50,775	\$89,192
(209 departments.)	N=1,468	N=1,131	N=884	N=119	N=3,888
2013-2014	\$118,372	\$78,700	\$68,157	\$50,984	\$91,384
(229 departments.)	N=1,945	N=1,432	N=1,092	N=212	N=4,856
Percent change in monetary salary					
2012-2013 to 2013-2014	1.71%	2.29%	2.32%	0.41%	2.46%
Percent change in real terms					
2012-2013 to 2013-2014	0.51%	1.09%	1.12%	-0.79%	1.26%

Source: 2012-2013 and 2013-2014 Faculty Salary Surveys, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. "All ranks" column includes faculty whose academic rank was not specified. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. The percentage change was +1.2% for the period from September 2012 to September 2013.

Table 2  
Changes in Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years  
in Rank: 2012-2013 to 2013-2014

	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
2012- 2013	131,7 94	112,2 43	106,9 62	98,9 59	78,3 73	78,8 49	76,6 52	68,2 53	67,0 79	52,7 49	48,7 22
169 depts.	N=65 6	N=31 1	N=16 8	N=2 09	N=4 25	N=2 80	N=3 17	N=4 35	N=3 56	N=5 6	N=5 2
2013- 2014	134,42 8	117,28 2	110,78 7	100,5 20	81,01 4	82,31 4	78,40 8	70,71 0	68,84 8	53,01 8	49,62 9
183 depts.	N=847	N=380	N=212	N=26 7	N=49 1	N=34 5	N=37 3	N=47 2	N=45 9	N=10 3	N=61
Percent age change in monetar y salary											
2012-13 to 2013- 14	2.00%	4.49%	3.58%	1.58%	3.37%	4.39%	2.29%	3.60%	2.64%	0.51%	1.86%
Percent age change in real terms											
2012-13 to 2013- 14	0.80%	3.29%	2.38%	0.38%	2.17%	3.19%	1.09%	2.40%	1.44%	-0.69%	0.66%

Source: 2012-2013 and 2013-2014 Faculty Salary Survey, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. The percentage change was +1.2 for the period from September 2012 to September 2013.

Table 3  
2013-2014 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 years	18-23 years	12-17 years	6-11 years	3-5 years	Less than 3 years	6 or more	3-5 years	Less than 3	3 or more years	Less than 3 years
\$270K or more	7	1	2	1							
250,000-269,999	4	1	2	1		1					
230,000-249,999	5		1	3	1						
210,000-229,999	12	4	3	1	2						
\$190,000-209,999	23	16	11	8	5	6		2			
\$185,000-189,999	9	9	4	5		1			1		
180,000-184,999	8	7	1	6	2	1					
175,000-179,999	10	5	2	2	1	1					
\$170,000-174,999	10	6	3	5	1	3					
\$165,000-169,999	9	6	8	6	2	2					
\$160,000-164,999	5	5	7	8	4	1	1				
155,000-159,999	9	9	5	12	2		1				
150,000-154,999	10	8	9	5	1	7					
\$145,000-149,999	14	5	11	12	5	2	2	2			1
\$140,000-144,999	14	12	8	5	3	3	1	1			
\$135,000-139,999	16	9	12	13	8	2					

130,000-134,999	7	13	10	6	9	3	1	2	1		
125,000-129,999	13	6	16	17	7	4	1	1	1		
\$120,000-124,999	15	9	13	19	11	7	2	1	4		
\$115,000-119,999	17	19	21	19	18	6	8	3	2		
\$110,000-114,999	17	10	17	30	8	13	8	3	2	2	
105,000-109,999	12	11	26	33	18	16	4	9	5	3	
100,000-104,999	13	18	19	28	10	22	22	15	14	4	5
95,000-99,999	16	14	17	27	14	19	32	25	15	8	5
90,000-94,999	8	11	17	32	22	28	35	26	29	8	5
85,000-89,999	9	8	19	23	16	32	51	32	35	33	14
80,000-84,999	7	9	17	29	16	33	76	47	41	51	51
\$79,000-79,999	2	1	2	1	2	6	10	12	11	5	5
78,000-78,999	2		1	2	5	5	13	13	10	6	15
77,000-77,999	1	1	1		3	6	10	9	10	13	5
76,000-76,999		1	1	3	1	4	12	12	15	8	5
75,000-75,999	1	2	1	4	1	2	11	17	17	7	20
\$74,000-74,999	1	2			1	6	4	8	4	23	13
73,000-73,999				1		3	14	12	9	13	14
72,000-72,999		1	2	1	3	5	12	6	14	20	16

71,000-71,999			1	2	2	2	8	9	13	11	11
70,000-70,999		2	2		2	1	17	5	12	14	17
\$69,000-69,999						1	9	7	3	15	14
68,000-68,999			1	2	2	2	17	6	4	22	11
67,000-67,999	1		1	2	1	5	10	3	12	15	28
66,000-66,999			1	1			13	5	10	28	13
65,000-65,999				1	2		16	9	7	15	21
\$64,000-64,999				2		1	20	9	11	13	19
63,000-63,999					1	3	9	8	7	14	16
62,000-62,999				1			6	4	11	14	13
61,000-61,999		1		1			8	5	7	15	19
60,000-60,999							8	3	8	12	17
\$59,000-59,999							5	4	5	8	3
58,000-58,999							1	2	7	8	4
57,000-57,999						1	3	1	1	5	13
56,000-56,999	1					1	1	2	1	9	4
55,000-55,999							3	1	5	8	11
\$54,000-54,999							1	1	3	6	5
53,000-53,999							1	1	1	3	13

52,000- 52,999							1	1	1	5	6
51,000- 51,999							1		3	8	5
50,000- 50,999							1		1	7	6
\$49,000- 49,999							1			2	4
48,000- 48,999										2	
47,000- 47,999											2
46,000- 46,999										1	3
45,000- 45,999	1									1	2
\$44,000- 44,999										1	2
43,000- 43,999										4	1
42,000- 42,999										1	1
41,000- 41,999											1
Less than 41,000		1						1		1	

Source: 2013-2014 Faculty Salary Survey, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Table 4  
2013-2014 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	138,875	93,600	110,142	175,055	206,199	146,031	49,681	309
	18-23 years	126,000	86,052	102,432	159,398	188,435	132,959	41,416	243
	12-17 years	115,360	84,480	96,773	142,900	169,981	123,484	37,505	295
	6-11 years	108,592	81,920	93,080	132,173	164,864	117,282	35,100	380
	3-5 years	105,423	78,749	89,128	125,056	148,676	110,787	31,684	212
	Less than 3	92,035	74,077	81,341	108,271	140,004	100,520	30,054	267
	Not specified	108,002	84,000	100,014	125,000	140,403	112,637	21,941	22
	All years	111,889	81,188	92,932	143,052	180,000	122,240	40,882	1,728
Associate professor	11 or more years	78,900	62,952	67,964	89,212	98,474	80,013	15,516	261
	6-10 years	80,213	64,139	70,000	88,740	100,290	82,150	16,466	230
	3-5 years	79,743	64,076	71,776	90,397	101,201	82,314	17,944	345
	Less than 3	76,689	61,000	67,226	87,192	97,213	78,408	15,328	373
	Not specified	80,255	68,013	70,245	83,000	88,039	80,065	13,984	19
	All years	78,771	63,011	69,477	88,512	99,760	80,573	16,395	1,228
Assistant professor	3 or more years	69,407	55,723	62,877	78,384	86,100	70,710	12,192	472
	Less than 3	67,870	53,956	61,350	75,480	82,820	68,848	11,757	459
	Not specified	68,163	49,898	58,078	75,000	84,499	68,246	13,578	15
	All years	68,908	54,880	62,000	77,100	84,076	69,768	12,030	946
Lecturer/ Instructor	3 or more years	50,820	42,000	44,820	58,064	64,851	53,018	11,367	103
	Less than 3	47,016	41,820	44,028	53,170	58,272	49,629	9,145	61
	Not specified	47,759	37,804	39,837	53,509	54,806	46,574	7,279	14
	All years	50,000	41,000	44,352	55,425	64,000	51,350	10,542	178

Source: 2013-2014 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 less than 10.

Table 5

2013-2014 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Region, Rank, and Years in Rank

			Median	10%	25%	75%	90%	Mean	SD	N
All U.S. regions	Full professor	12 or more years	124,277	86,500	102,316	158,227	193,000	134,428	44,381	847
		6-11 years	108,592	81,920	93,080	132,173	164,864	117,282	35,100	380
		3-5 years	105,423	78,749	89,128	125,056	148,676	110,787	31,684	212
		Less than 3 years	92,035	74,077	81,341	108,271	140,004	100,520	30,054	267
		All years	111,889	81,188	92,932	143,052	180,000	122,240	40,882	1,728
	Associate professor	6 or more years	79,702	63,993	68,598	89,212	100,000	81,014	15,987	491
		3-5 years	79,743	64,076	71,776	90,397	101,201	82,314	17,944	345
		Less than 3 years	76,689	61,000	67,226	87,192	97,213	78,408	15,328	373
		All years	78,771	63,011	69,477	88,512	99,760	80,573	16,395	1,228
	Assistant professor	3 or more years	69,407	55,723	62,877	78,384	86,100	70,710	12,192	472
		Less than 3 years	67,870	53,956	61,350	75,480	82,820	68,848	11,757	459
		All years	68,908	54,880	62,000	77,100	84,076	69,768	12,030	946
	All ranks	All years	83,822	60,096	69,680	107,840	146,565	94,440	37,873	4,080
New England	Full professor	12 or more years	132,639	103,210	109,203	189,000	211,507	148,781	46,802	14
		6-11 years	106,532	78,335	81,500	136,408	164,291	119,346	53,757	12
		3-5 years								3
		Less than 3 years	114,000							6
		All years	111,000	79,000	87,066	164,291	208,649	129,413	48,946	35
	Associate professor	6 or more years	87,258	72,000	76,115	97,494	111,723	89,432	17,606	24
		3-5 years								4
		Less than 3 years	70,649							8
		All years	83,698	63,246	72,544	98,795	111,723	86,807	18,656	36
	Assistant professor	3 or more years	67,446	51,874	55,000	84,574	87,465	69,192	16,649	13
		Less than 3 years	88,364							8
		All years	73,000	54,000	55,000	87,465	93,500	72,467	17,646	21
	All ranks	All years	87,066	55,000	72,900	108,354	152,417	97,002	40,815	99
Mid Atlantic	Full professor	12 or more years	140,679	105,599	118,994	181,044	217,345	153,578	47,988	126
		6-11 years	127,984	102,761	108,684	156,725	182,996	135,237	33,888	38
		3-5 years	122,000	101,694	108,408	146,696	209,367	135,119	42,827	20
		Less than 3 years	102,348	78,293	96,315	147,528	185,200	119,548	38,132	17
		All years	135,951	102,131	114,300	169,159	203,994	145,396	45,513	201
	Associate professor	6 or more years	96,966	74,028	85,405	102,945	119,031	96,495	18,669	56

	professor	3-5 years	93,030	78,909	83,801	99,406	137,720	100,376	29,658	40
		Less than 3 years	91,142	76,182	80,130	102,006	109,999	93,436	20,854	44
		All years	93,534	76,457	83,878	101,782	121,065	96,643	22,946	140
	Assistant professor	3 or more years	81,694	56,763	71,073	88,700	97,000	79,900	14,650	54
		Less than 3 years	78,652	57,260	65,000	84,892	99,171	77,518	16,934	56
		All years	80,014	57,066	67,188	87,444	97,950	78,687	15,827	110
	All ranks	All years	98,625	60,000	80,359	130,287	178,039	109,570	46,026	484
East North Central	Full professor	12 or more years	123,798	89,098	104,552	165,799	197,654	138,187	50,095	170
		6-11 years	107,649	85,856	92,000	137,912	174,960	117,522	33,290	106
		3-5 years	104,096	82,277	90,642	124,228	148,095	112,344	32,574	40
		Less than 3 years	89,294	73,809	77,700	113,300	140,412	99,420	30,373	71
		All years	111,000	81,092	91,230	143,437	185,000	122,743	43,572	387
	Associate professor	6 or more years	78,477	64,062	70,314	87,457	99,491	80,168	13,363	99
		3-5 years	76,747	60,756	69,820	91,037	101,500	79,766	14,830	64
		Less than 3 years	75,064	62,835	67,997	84,525	90,528	76,972	12,859	73
		All years	77,609	63,126	69,070	87,398	96,187	79,071	13,642	236
	Assistant professor	3 or more years	71,419	57,986	64,640	76,476	81,750	70,869	9,672	122
		Less than 3 years	67,328	57,222	62,000	74,838	80,800	68,193	9,330	88
		All years	70,000	57,330	63,819	76,000	81,606	69,748	9,599	210
	All ranks	All years	83,457	61,892	70,625	108,709	148,224	95,386	39,568	863
West North Central	Full professor	12 or more years	111,938	84,622	92,343	156,021	176,972	124,930	41,907	79
		6-11 years	110,147	87,066	98,029	120,651	139,913	113,228	22,915	33
		3-5 years	97,328	72,422	79,083	107,868	118,731	97,438	20,879	22
		Less than 3 years	94,793	67,841	76,030	103,000	126,000	93,956	23,434	26
		All years	103,332	80,136	89,901	126,750	165,762	113,703	35,696	160
	Associate professor	6 or more years	72,328	64,214	65,832	83,983	93,361	78,380	19,599	46
		3-5 years	76,473	65,651	72,038	87,360	95,988	80,088	12,414	31
		Less than 3 years	71,851	58,854	67,226	77,202	89,739	72,651	12,194	33
		All years	73,097	63,591	67,226	83,525	94,604	77,142	15,933	110
	Assistant professor	3 or more years	64,603	53,359	61,000	70,000	74,538	64,921	9,426	49
		Less than 3 years	65,280	54,818	60,600	73,000	75,750	65,792	7,711	39
		All years	64,975	54,818	60,800	72,388	75,300	65,307	8,670	88
	All ranks	All years	81,123	61,505	67,513	101,780	136,639	90,391	33,408	360
South Atlantic	Full professor	12 or more years	120,289	88,896	102,311	154,886	185,476	130,911	39,732	191
		6-11 years	106,211	75,494	90,893	129,279	163,562	114,498	34,516	84
		3-5 years	103,853	77,725	84,632	130,185	161,800	109,854	32,414	46
		Less than 3 years	90,086	76,289	81,272	110,000	135,000	99,808	28,471	66
		All years	111,613	80,586	90,352	140,976	169,637	119,369	37,884	390
	Associate	6 or more years	80,210	63,686	69,406	88,508	99,672	79,776	13,819	122

	professor	3-5 years	78,674	63,395	70,233	87,377	95,314	78,838	13,941	79
		Less than 3 years	75,853	60,255	66,800	87,161	97,079	77,588	14,547	89
		All years	78,104	62,414	69,014	87,600	97,148	78,849	14,061	290
	Assistant professor	3 or more years	69,970	55,800	62,600	80,913	86,919	70,904	13,023	103
		Less than 3 years	69,530	55,000	64,071	76,500	82,458	69,491	10,378	121
		All years	69,530	55,620	63,756	78,371	84,000	70,147	11,637	225
	All ranks	All years	82,200	59,644	69,340	105,234	141,000	92,032	35,199	951
East South Central	Full professor	12 or more years	105,821	77,590	87,947	133,325	193,024	118,797	43,994	36
		6-11 years	101,284	91,970	95,029	114,030	123,961	107,528	28,712	13
		3-5 years	112,440	72,489	79,377	152,742	171,454	117,102	42,739	12
		Less than 3 years	84,016							8
		All years	100,811	76,590	86,161	121,485	171,454	112,335	39,798	69
	Associate professor	6 or more years	74,179	64,936	66,321	92,492	100,000	78,093	13,556	28
		3-5 years	74,329	64,963	66,837	80,027	88,862	75,281	9,309	17
		Less than 3 years	72,870	60,900	64,783	81,488	87,574	72,573	10,609	26
		All years	73,885	64,350	66,258	81,940	92,700	75,398	11,694	71
	Assistant professor	3 or more years	63,909	51,654	60,009	68,163	75,011	63,998	10,184	34
		Less than 3 years	63,202	50,000	60,000	69,000	77,250	64,343	10,127	38
		All years	63,507	51,654	60,000	68,605	75,011	64,180	10,083	72
	All ranks	All years	73,603	56,840	64,350	92,700	116,721	82,534	32,021	218
West South Central	Full professor	12 or more years	111,994	81,464	94,665	147,357	202,209	126,646	48,288	34
		6-11 years	97,695	68,298	82,617	103,344	142,877	102,184	29,240	18
		3-5 years	86,719	77,261	79,490	103,191	125,592	97,160	30,622	12
		Less than 3 years	96,818	83,225	86,400	109,240	126,428	104,246	30,411	14
		All years	103,030	80,001	87,705	121,590	171,486	112,960	37,436	97
	Associate professor	6 or more years	70,375	59,862	62,910	79,439	86,552	71,925	10,800	33
		3-5 years	77,192	61,248	69,229	83,200	88,380	76,762	11,848	28
		Less than 3 years	70,902	61,500	62,910	79,987	85,851	72,344	10,852	23
		All years	73,946	61,248	67,252	81,800	88,039	74,835	11,996	103
	Assistant professor	3 or more years	61,200	52,705	58,248	69,010	74,941	63,182	8,737	23
		Less than 3 years	60,250	53,000	53,956	64,464	73,000	60,368	7,455	22
		All years	61,404	52,000	55,000	69,010	75,000	63,281	10,101	59
	All ranks	All years	77,071	53,821	62,534	94,745	120,000	83,333	32,757	283
Mountain	Full professor	12 or more years	119,679	85,099	96,515	143,961	164,320	122,046	33,132	87
		6-11 years	96,003	81,189	83,977	124,333	146,248	108,627	30,947	32
		3-5 years	100,259	80,675	89,079	114,854	131,687	105,075	24,150	23
		Less than 3 years	88,223	70,824	84,176	103,299	130,000	100,185	37,783	26
		All years	106,786	80,675	88,223	135,574	154,050	113,783	33,370	168
	Associate	6 or more years	76,813	61,058	65,961	84,073	93,872	76,727	13,929	50

	professor	3-5 years	76,911	64,156	70,304	89,743	97,769	80,266	15,563	50
		Less than 3 years	77,980	63,322	67,789	85,518	92,000	77,446	10,652	41
		All years	77,401	63,255	67,691	85,998	95,167	78,191	13,695	141
	Assistant professor	3 or more years	69,880	61,337	66,170	77,409	81,668	71,002	8,296	36
		Less than 3 years	65,600	53,000	57,570	74,980	81,000	66,577	9,765	47
		All years	67,311	55,790	62,499	75,470	81,000	68,496	9,366	83
	All ranks	All years	82,000	60,000	68,598	100,399	137,435	89,803	31,348	407
Pacific	Full professor	12 or more years	132,100	84,252	101,223	166,162	189,050	135,097	38,863	110
		6-11 years	113,000	81,000	102,050	134,710	167,500	124,345	43,951	44
		3-5 years	108,000	91,300	97,129	122,100	140,600	112,115	21,200	34
		Less than 3 years	93,861	81,700	88,000	105,318	122,400	98,841	21,362	33
		All years	115,600	82,305	97,129	148,676	179,500	124,007	37,921	221
	Associate professor	6 or more years	78,900	63,636	72,039	84,000	88,000	77,471	9,438	33
		3-5 years	85,716	71,579	80,804	89,577	105,600	86,811	14,774	32
		Less than 3 years	78,788	55,855	72,950	89,196	101,105	79,315	14,962	36
		All years	81,500	60,976	75,600	88,000	98,800	81,088	13,800	101
	Assistant professor	3 or more years	72,658	64,581	68,925	81,700	85,300	74,879	11,835	38
		Less than 3 years	69,300	52,786	63,140	73,906	82,600	69,013	11,327	40
		All years	70,000	55,446	66,100	80,100	84,076	71,871	11,874	78
	All ranks	All years	91,300	64,908	75,669	117,500	161,135	101,622	37,853	415

Source: 2013-2014 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 6  
2013-2014 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology in Public Institutions by Region,  
Rank, and Years in Rank

			Median	10%	25%	75%	90%	Mean	SD	N
All U.S. regions	Full professor	12 or more years	124,015	85,389	102,316	156,418	187,697	133,427	44,143	686
		6-11 years	107,537	81,391	92,589	128,881	163,643	115,653	33,743	319
		3-5 years	105,737	78,962	89,276	125,056	148,450	110,910	29,169	180
		Less than 3 years	91,852	74,785	81,553	106,464	127,500	99,052	28,359	221
		All years	111,175	81,102	92,381	140,396	175,100	120,968	40,006	1,422
	Associate professor	6 or more years	78,402	63,658	67,938	88,308	98,453	79,525	15,124	394
		3-5 years	79,398	64,485	71,637	88,862	99,433	80,876	13,857	283
		Less than 3 years	76,900	61,782	67,789	87,125	96,516	78,552	15,421	287
		All years	78,316	63,299	68,895	88,000	98,136	79,645	14,799	974
	Assistant professor	3 or more years	69,880	55,979	62,827	77,871	85,153	70,268	11,737	365
		Less than 3 years	68,000	54,620	61,756	75,150	82,200	68,829	11,273	364
		All years	69,100	55,000	62,000	76,716	82,820	69,556	11,565	741
	All ranks	All years	83,400	60,051	69,951	107,524	144,957	93,940	37,264	3,285
New England		Insufficient Ns								
Mid Atlantic	Full professor	12 or more years	138,411	112,777	117,294	168,626	213,351	150,545	48,569	74
		6-11 years	111,282	102,778	106,071	143,723	171,612	125,003	25,923	18
		3-5 years	119,056	102,521	105,929	137,702	155,583	123,104	19,116	13
		Less than 3 years	102,268							9
		All years	130,691	102,761	112,777	153,756	182,996	140,254	43,747	114
	Associate professor	6 or more years	96,176	79,617	85,475	101,016	114,665	94,223	14,476	41
		3-5 years	90,098	78,768	83,722	94,196	99,811	89,163	7,626	25
		Less than 3 years	90,335	76,689	80,000	102,761	121,229	94,998	22,911	29
		All years	92,268	77,342	83,722	100,000	108,000	93,128	16,314	95
	Assistant professor	3 or more years	81,288	51,829	68,280	85,195	89,517	75,669	13,257	29
		Less than 3 years	80,500	56,872	67,000	84,261	89,681	77,986	18,134	32
		All years	81,000	54,241	67,000	84,784	89,517	76,884	15,915	61
	All ranks	All years	96,000	54,000	79,617	119,056	153,052	103,166	43,079	301
East North Central	Full professor	12 or more years	125,925	87,878	104,706	168,848	200,031	139,818	51,098	160
		6-11 years	108,847	85,519	91,586	138,003	175,105	118,005	34,005	100
		3-5 years	109,242	84,522	92,404	137,865	148,224	117,229	34,652	31
		Less than 3 years	89,879	73,809	78,928	113,300	140,412	99,567	30,015	66
		All years	112,354	81,116	92,171	147,848	187,206	124,305	44,615	357
	Associate professor	6 or more years	78,095	64,052	68,517	87,774	99,507	79,965	14,391	82
		3-5 years	78,842	63,126	70,685	91,203	103,123	81,880	14,790	49

		Less than 3 years	78,649	63,011	67,997	86,688	93,084	78,227	13,462	61
		All years	78,453	63,750	68,606	88,279	99,491	79,902	14,200	192
	Assistant professor	3 or more years	73,225	60,708	64,956	77,979	82,719	71,973	9,817	101
		Less than 3 years	70,000	60,000	62,424	76,239	81,600	69,171	9,536	74
		All years	71,588	60,000	64,135	77,077	82,128	70,788	9,771	175
	All ranks	All years	85,380	62,624	71,989	111,733	152,600	97,720	41,148	752
West North Central	Full professor	12 or more years	111,938	84,622	92,343	156,021	176,972	124,930	41,907	79
		6-11 years	110,147	87,066	98,029	120,651	139,913	113,228	22,915	33
		3-5 years	97,328	72,422	79,083	107,868	118,731	97,438	20,879	22
		Less than 3 years	94,793	67,841	76,030	103,000	126,000	93,956	23,434	26
		All years	103,332	80,136	89,901	126,750	165,762	113,703	35,696	160
	Associate professor	6 or more years	72,328	64,214	65,832	83,983	93,361	78,380	19,599	46
		3-5 years	76,473	65,651	72,038	87,360	95,988	80,088	12,414	31
		Less than 3 years	71,851	58,854	67,226	77,202	89,739	72,651	12,194	33
		All years	73,097	63,591	67,226	83,525	94,604	77,142	15,933	110
	Assistant professor	3 or more years	64,603	53,359	61,000	70,000	74,538	64,921	9,426	49
		Less than 3 years	65,280	54,818	60,600	73,000	75,750	65,792	7,711	39
		All years	64,975	54,818	60,800	72,388	75,300	65,307	8,670	88
	All ranks	All years	81,123	61,505	67,513	101,780	136,639	90,391	33,408	360
South Atlantic	Full professor	12 or more years	119,000	85,000	100,855	150,000	172,668	127,504	37,261	135
		6-11 years	106,340	75,400	91,327	130,000	163,562	114,393	35,004	67
		3-5 years	110,794	80,565	85,138	130,185	165,366	112,438	31,575	37
		Less than 3 years	90,078	79,332	81,272	106,945	134,345	98,678	28,309	49
		All years	110,142	80,401	90,078	136,462	168,888	117,403	36,014	291
	Associate professor	6 or more years	76,576	63,467	68,741	87,495	97,185	78,343	13,800	92
		3-5 years	76,197	63,395	70,233	82,138	93,620	77,123	13,646	61
		Less than 3 years	75,704	60,000	67,355	86,000	97,079	77,530	15,236	56
		All years	76,100	62,156	69,014	85,414	96,837	77,769	14,096	209
	Assistant professor	3 or more years	70,020	57,125	62,238	79,740	87,028	71,256	13,652	74
		Less than 3 years	70,000	59,000	65,000	77,936	82,458	70,262	10,050	92
		All years	70,000	58,000	63,756	78,371	84,000	70,709	11,729	167
	All ranks	12 or more years	119,000	85,000	100,855	150,000	172,668	127,504	37,261	135
		All years	81,157	58,500	69,340	104,286	137,000	90,872	33,988	707
East South Central	Full professor	12 or more years	107,170	77,590	89,732	136,150	193,024	119,730	44,274	35
		6-11 years	102,233	91,970	95,871	116,015	123,961	108,669	29,679	12
		3-5 years	112,440	72,489	79,377	152,742	171,454	117,102	42,739	12
		Less than 3 years	84,016							8
		All years	101,284	76,590	82,599	123,961	171,454	113,001	40,198	67
	Associate	6 or more years	74,577	65,042	66,460	92,700	100,000	78,690	13,433	27

	professor	3-5 years	73,930	64,963	66,568	80,319	88,862	75,297	10,327	14
		Less than 3 years	72,870	60,900	64,783	81,488	87,574	72,573	10,609	26
		All years	73,781	64,350	66,258	82,131	94,063	75,607	11,927	67
	Assistant professor	3 or more years	65,428	50,436	59,950	68,590	78,686	64,277	10,825	30
		Less than 3 years	63,550	50,000	57,680	70,002	77,250	64,543	10,537	35
		All years	65,000	50,000	59,950	69,000	77,250	64,420	10,588	65
	All ranks	All years	73,885	56,608	65,000	94,063	117,268	83,372	32,739	205
West South Central	Full professor	12 or more years	111,994	79,855	92,230	153,375	207,584	128,196	50,992	30
		6-11 years	95,585	68,298	81,979	102,958	129,557	94,453	18,315	16
		3-5 years	86,719	77,261	79,490	103,191	125,592	97,160	30,622	12
		Less than 3 years	96,818	83,225	87,126	107,975	110,000	103,884	31,924	12
		All years	100,014	79,500	85,732	120,000	156,434	111,034	38,628	83
	Associate professor	6 or more years	69,449	59,619	61,370	79,439	88,479	71,338	11,023	30
		3-5 years	77,247	61,248	69,670	84,000	88,380	77,057	11,969	27
		Less than 3 years	70,149	61,500	62,910	75,730	81,529	71,730	10,690	22
		All years	73,983	60,265	64,123	81,641	88,274	74,242	11,145	89
	Assistant professor	3 or more years	60,390	52,705	58,248	66,798	74,855	62,464	8,715	21
		Less than 3 years	57,549	52,500	53,876	62,500	71,000	59,396	6,869	20
		All years	60,750	52,000	54,282	69,005	74,986	62,835	10,394	52
	All ranks	All years	75,730	53,509	62,000	91,117	113,148	82,190	32,741	243
Mountain	Full professor	12 or more years	117,587	85,099	96,515	140,396	154,050	120,676	32,989	81
		6-11 years	94,766	80,604	83,066	122,280	152,782	107,264	31,188	30
		3-5 years	100,259	80,675	89,079	114,854	131,687	105,075	24,150	23
		Less than 3 years	87,445	70,824	81,332	101,529	123,600	98,892	39,455	22
		All years	105,369	80,209	86,936	131,284	153,055	112,725	33,347	156
	Associate professor	6 or more years	74,569	60,361	65,461	83,854	93,317	75,817	13,053	48
		3-5 years	76,181	64,076	69,731	88,943	98,483	79,462	15,695	47
		Less than 3 years	78,434	61,782	67,715	86,153	92,070	77,487	11,145	34
		All years	77,114	62,337	66,035	85,008	95,790	77,585	13,623	129
	Assistant professor	3 or more years	69,880	57,618	66,170	77,441	81,668	70,753	8,253	28
		Less than 3 years	65,300	53,000	57,285	72,841	81,000	66,050	9,867	44
		All years	67,000	54,620	60,525	74,990	81,000	67,879	9,497	72
	All ranks	All years	82,000	60,209	68,326	100,399	136,147	89,842	31,152	367
Pacific	Full professor	12 or more years	142,900	91,818	116,605	171,900	194,451	143,345	37,182	91
		6-11 years	115,645	94,725	106,150	141,500	168,200	129,127	43,080	40
		3-5 years	109,315	91,655	97,866	124,725	144,638	114,589	20,709	30
		Less than 3 years	99,250	81,700	88,388	107,082	131,500	102,577	20,446	28
		All years	120,800	88,000	101,688	154,900	182,447	129,732	37,539	189
	Associate	6 or more years	80,119	64,908	72,039	84,000	88,308	78,503	8,997	27

	professor	3-5 years	86,200	76,100	82,500	90,800	108,800	89,309	12,513	29
		Less than 3 years	81,901	75,600	78,240	92,700	101,500	85,563	11,179	24
		All years	83,346	70,792	78,204	88,254	101,750	84,538	11,817	80
	Assistant professor	3 or more years	77,013	67,700	69,400	82,000	85,300	77,654	10,870	31
		Less than 3 years	71,300	66,100	68,000	81,600	85,500	74,092	8,939	27
		All years	73,308	66,100	69,300	81,600	85,500	75,996	10,092	58
	All ranks	All years	96,279	69,400	80,839	127,100	166,162	107,581	38,493	339

Source: 2013-2014 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  
2013-2014 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	125,972	91,263	103,210	172,630	207,000	138,693	45,271	161
		6-11 years	114,300	82,026	98,161	152,417	173,350	125,802	40,744	61
		3-5 years	94,250	68,250	83,400	123,178	161,800	110,097	43,810	32
		Less than 3 years	93,380	71,776	80,429	126,428	165,000	107,573	36,684	46
		All years	115,405	82,026	96,315	153,000	191,836	128,155	44,321	306
	Associate professor	6 or more years	84,040	68,000	76,180	95,642	111,723	87,062	17,948	97
		3-5 years	80,755	61,000	71,776	97,750	120,900	88,877	29,576	62
		Less than 3 years	75,669	59,885	65,484	88,641	99,382	77,928	15,094	86
		All years	80,381	61,954	70,900	94,385	103,700	84,132	21,104	254
	Assistant professor	3 or more years	68,925	55,000	63,271	83,250	89,900	72,215	13,583	107
		Less than 3 years	66,300	52,565	60,028	75,700	89,814	68,922	13,519	95
		All years	67,446	54,880	61,404	78,734	89,814	70,533	13,579	205
	All ranks	All years	85,282	60,255	68,872	108,882	153,000	96,508	40,248	795
New England	Full professor	12 or more years	144,027	108,354	110,186	189,000	211,507	153,960	44,341	13
		6-11 years	111,000							9
		3-5 years								3
		Less than 3 years	140,000							5
		All years	120,892	82,000	105,143	172,630	210,078	137,570	48,215	30
	Associate professor	6 or more years	89,233	72,000	76,124	98,474	111,723	90,015	17,763	23
		3-5 years								4
		Less than 3 years	86,157							6
		All years	89,233	65,484	75,814	99,117	111,723	88,594	18,372	33
	Assistant professor	3 or more years	73,000	55,000	55,000	86,146	87,465	72,511	15,928	11
		Less than 3 years	89,814							7
		All years	84,082	54,000	55,000	89,814	95,000	75,774	16,858	18
	All ranks	All years	90,953	55,000	75,960	110,593	164,291	100,472	41,805	88
Mid Atlantic	Full professor	12 or more years	145,375	99,047	119,354	191,500	217,345	157,894	47,280	52
		6-11 years	141,500	100,146	113,284	159,081	190,721	144,447	38,033	20
		3-5 years	133,500							7
		Less than 3 years	118,101							8
		All years	143,003	98,161	114,300	189,000	217,345	152,133	47,135	87
	Associate professor	6 or more years	98,750	71,536	82,941	118,760	148,800	102,705	26,723	15
		3-5 years	99,000	79,050	84,250	145,100	200,000	119,066	41,854	15
		Less than 3 years	91,948	67,531	83,876	99,708	102,800	90,417	16,463	15

		All years	98,100	71,536	84,250	118,760	148,700	104,063	31,807	45
	Assistant professor	3 or more years	88,114	63,521	75,174	91,729	105,000	84,809	14,906	25
		Less than 3 years	76,482	59,714	63,052	86,451	100,000	76,893	15,551	24
		All years	79,000	60,000	68,888	91,729	103,200	80,932	15,587	49
	All ranks	All years	103,200	67,814	85,357	146,500	197,252	120,105	48,822	183
East North Central	Full professor	12 or more years	107,346	99,378	101,258	122,135	134,949	112,086	13,835	10
		6-11 years	105,655							6
		3-5 years	90,769							9
		Less than 3 years	78,591							5
		All years	102,385	77,820	90,568	113,423	134,949	104,159	21,139	30
	Associate professor	6 or more years	80,445	73,249	76,578	85,265	90,897	81,148	6,635	17
		3-5 years	73,976	59,262	61,876	76,710	96,187	72,860	13,149	15
		Less than 3 years	70,964	61,954	66,004	74,642	79,072	70,591	6,372	12
		All years	75,070	61,876	70,252	80,357	87,764	75,444	10,238	44
	Assistant professor	3 or more years	66,690	55,215	62,069	68,949	74,475	65,562	6,958	21
		Less than 3 years	64,492	51,458	61,006	67,076	69,530	63,023	6,137	14
		All years	66,000	54,880	61,350	68,388	71,616	64,546	6,669	35
	All ranks	All years	74,389	61,006	65,899	90,232	105,983	79,574	20,497	111
South Atlantic	Full professor	12 or more years	126,923	90,731	109,077	161,330	209,320	139,125	44,427	56
		6-11 years	106,000	82,026	83,600	127,218	172,350	114,916	33,553	17
		3-5 years	89,579							9
		Less than 3 years	94,000	72,701	82,026	112,741	153,600	103,065	29,559	17
		All years	115,400	82,026	90,949	153,000	181,300	125,149	42,586	99
	Associate professor	6 or more years	84,042	64,217	77,330	92,581	101,686	84,170	13,143	30
		3-5 years	84,891	65,786	78,674	93,854	107,810	84,649	13,718	18
		Less than 3 years	78,431	60,255	64,867	87,720	93,413	77,687	13,526	33
		All years	82,404	62,649	70,000	90,132	99,350	81,635	13,663	81
	Assistant professor	3 or more years	66,436	52,946	65,017	80,913	84,150	70,007	11,432	29
		Less than 3 years	67,076	51,500	60,000	72,000	83,000	67,046	11,188	29
		All years	66,756	52,946	62,600	80,000	84,050	68,527	11,310	58
	All ranks	All years	84,100	61,022	69,100	109,077	153,000	95,396	38,371	244
East South Central		Insufficient Ns								
West South Central		Insufficient Ns								
Mountain		Insufficient Ns								
Pacific	Full professor	12 or more years	97,411	74,586	86,199	100,761	122,482	95,594	15,565	19
		6-11 years								4
		3-5 years								4

		Less than 3 years	72,511							5
		All years	92,781	67,924	74,847	98,535	107,431	90,195	16,708	32
	Associate professor	6 or more years	76,817							6
		3-5 years								3
		Less than 3 years	60,873	54,606	55,608	75,669	75,669	66,819	13,981	12
		All years	62,765	54,422	55,855	75,669	80,214	67,943	13,099	21
	Assistant professor	3 or more years	64,822							7
		Less than 3 years	57,260	49,565	52,565	64,581	68,925	58,465	8,079	13
		All years	61,554	49,794	52,786	67,943	68,925	59,909	7,959	20
	All ranks	All years	70,210	53,867	60,493	92,422	100,761	75,042	18,848	76

Source: 2013-2014 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

2013-2014 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	128,514	87,400	105,000	164,320	195,700	137,542	44,921	729
		6-11 years	110,773	82,095	94,731	138,251	168,900	119,890	36,230	324
		3-5 years	107,666	79,914	91,300	127,628	155,583	113,523	31,863	174
		Less than 3 years	92,383	74,785	82,026	110,000	147,528	102,022	31,174	214
		All years	115,646	82,026	94,745	147,944	184,346	125,389	41,893	1,447
	Associate professor	6 or more years	80,700	63,711	70,000	90,640	101,016	81,804	16,342	389
		3-5 years	80,689	65,506	73,666	92,234	102,198	84,118	18,144	284
		Less than 3 years	78,830	62,179	70,190	88,649	99,283	80,233	15,721	292
		All years	80,054	63,993	70,685	90,528	101,016	81,983	16,789	974
	Assistant professor	3 or more years	71,756	56,972	64,947	80,295	87,514	72,208	12,325	385
		Less than 3 years	69,530	55,000	62,940	77,484	83,000	69,770	11,296	375
		All years	70,348	55,098	63,599	78,510	85,195	70,969	11,872	764
	All ranks	All years	85,490	61,245	71,400	111,500	152,262	96,999	39,274	3,331
Educational/ Counseling/ School	Full professor	12 or more years	102,761	82,676	91,863	119,200	132,762	106,325	19,885	60
		6-11 years	103,220	81,814	87,581	116,383	128,287	104,421	22,364	32
		3-5 years	102,843	72,945	82,700	117,637	133,500	103,049	24,744	20
		Less than 3 years	85,890	74,037	78,928	104,256	110,000	93,790	26,327	27
		All years	100,242	79,120	85,721	114,137	131,675	102,858	22,718	142
	Associate professor	6 or more years	69,800	64,250	66,181	83,705	92,878	76,286	15,496	55
		3-5 years	75,222	60,756	68,090	78,774	90,098	73,867	13,776	29
		Less than 3 years	67,531	60,000	63,818	76,142	86,355	70,672	11,359	35
		All years	70,233	62,525	65,949	80,136	90,397	74,046	14,065	119
	Assistant professor	3 or more years	63,672	55,723	60,000	68,888	74,475	64,437	9,276	45
		Less than 3 years	63,038	52,352	60,000	67,000	71,000	65,774	16,564	37
		All years	63,334	53,040	60,000	67,546	73,405	65,040	13,005	82
	All ranks	All years	76,133	60,000	65,187	96,262	117,656	82,650	24,598	356
Human Development	Full professor	12 or more years	167,500	101,480	120,078	173,367	221,056	166,065	61,320	11
		6-11 years	112,339							6
		3-5 years								1
		Less than 3								3

		years								
		All years	120,024	93,356	101,480	147,732	172,668	130,841	44,953	34
	Associate professor	6 or more years	79,192							8
		Less than 3 years	78,216							6
		All years	81,738	68,013	73,927	85,616	94,318	81,162	9,238	24
	Assistant professor	3 or more years								4
		Less than 3 years	80,000							5
		All years	69,750	53,988	61,958	77,500	82,779	69,794	12,450	20
	All ranks	All years	82,041	49,080	65,263	107,500	140,403	91,406	42,526	93
Professional School	Full professor	12 or more years	109,273	90,731	96,773	135,157	154,259	118,572	33,827	41
		6-11 years	89,518	67,675	77,881	100,146	111,301	90,955	17,997	16
		3-5 years	81,529	65,889	70,419	92,781	107,976	84,640	16,116	15
		Less than 3 years	86,838	69,850	74,875	94,537	115,702	89,079	20,491	20
		All years	94,786	72,511	82,265	110,602	143,464	101,825	30,257	92
	Associate professor	6 or more years	79,004	61,670	71,896	87,113	94,385	79,447	12,393	36
		3-5 years	64,755	58,988	61,000	81,586	93,854	71,963	14,058	27
		Less than 3 years	69,055	55,855	61,000	76,182	90,335	70,932	12,887	34
		All years	74,389	58,981	62,765	82,658	92,581	74,379	13,494	97
	Assistant professor	3 or more years	62,760	53,867	55,000	68,388	70,539	62,556	8,486	34
		Less than 3 years	61,105	51,240	55,446	67,319	71,585	61,825	8,617	38
		All years	61,227	51,458	55,108	67,853	70,539	62,170	8,503	72
	All ranks	All years	75,190	55,855	62,765	90,949	109,318	80,534	26,053	262
Other departments		Insufficient Ns								

Source: 2013-2014 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  
2013-2014 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	125,350	78,805	96,859	167,000	200,000	135,218	51,437	483
	30-34 years	115,242	77,605	91,300	148,878	184,346	122,308	40,888	294
	25-29 years	102,000	68,698	83,244	130,880	171,900	112,809	43,233	309
	20-24 years	95,642	66,181	80,565	114,643	152,178	102,214	34,677	371
	17-19 years	93,503	63,210	79,608	113,439	138,965	98,837	32,383	260
	14-16 years	84,240	62,600	74,222	97,419	117,720	88,114	24,133	296
	11-13 years	79,743	60,840	70,808	89,900	103,000	82,332	22,053	323
	8-10 years	75,036	57,957	66,875	85,077	97,079	76,239	15,291	356
	6-7 years	71,436	53,514	63,933	80,766	88,641	72,121	13,885	224
	4-5 years	67,899	52,289	63,158	76,760	83,500	69,253	13,316	194
	2-3 years	66,000	47,000	55,620	73,000	81,600	65,462	11,952	129
	0-1 year	65,000	46,935	57,680	73,440	77,500	64,653	11,113	91
	All years	85,401	61,002	71,313	111,881	153,026	97,141	39,957	3,330
Educational/ Counseling/ School	35 years or more	100,055	74,037	85,721	119,922	133,849	101,161	22,829	38
	30-34 years	95,774	73,262	84,046	107,920	120,854	97,285	23,922	26
	25-29 years	93,199	67,825	77,498	109,602	132,000	98,690	30,325	32
	20-24 years	89,233	62,336	73,781	110,136	121,136	92,278	25,666	35
	17-19 years	81,810	67,531	71,158	92,572	110,430	85,436	18,722	25
	14-16 years	72,144	62,715	66,065	83,254	97,686	77,758	21,736	24
	11-13 years	72,125	64,565	66,216	87,360	99,117	75,996	13,705	27
	8-10 years	70,906	60,000	63,818	75,330	86,063	70,351	14,194	34
	6-7 years	65,581	56,763	62,525	70,189	76,236	65,826	6,926	18
	4-5 years	61,152	55,000	57,031	66,873	77,871	63,974	11,426	24
	2-3 years	60,897	53,040	58,000	68,375	71,000	66,796	22,071	16
	0-1 year	60,000	46,000	50,000	63,038	67,000	58,816	11,169	15
	All years	76,133	59,531	65,145	95,352	114,137	82,416	24,725	314
Human Development	Insufficient Ns								
Professional School	35 years or more	100,090	78,591	88,423	135,157	159,142	113,146	39,138	34
	30-34 years	91,106	72,246	82,658	102,131	118,131	94,659	19,993	30

	25-29 years	88,000	67,675	76,180	109,295	121,200	91,669	22,133	21
	20-24 years	77,040	61,969	68,624	84,250	92,581	79,665	18,094	29
	17-19 years	80,467	59,262	66,258	96,524	103,299	81,583	16,850	18
	14-16 years	75,518	58,988	64,301	84,402	92,781	75,311	12,401	27
	11-13 years	62,156	50,813	59,436	77,050	99,811	69,068	15,977	27
	8-10 years	63,249	52,565	54,606	68,887	80,000	63,359	10,813	37
	6-7 years	67,910	55,000	58,978	70,200	75,669	64,968	7,314	17
	4-5 years	62,760							8
	2-3 years	59,420							8
	0-1 year	61,350							7
	All years	75,174	55,000	63,021	90,897	109,295	80,288	25,949	263

Source: 2013-2014 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

2013-2014 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	128,514	87,400	105,000	164,320	195,700	137,542	44,921	729
		6-11 years	110,773	82,095	94,731	138,251	168,900	119,890	36,230	324
		3-5 years	107,666	79,914	91,300	127,628	155,583	113,523	31,863	174
		Less than 3 years	92,383	74,785	82,026	110,000	147,528	102,022	31,174	214
		All years	115,646	82,026	94,745	147,944	184,346	125,389	41,893	1,447
	Associate professor	6 or more years	80,700	63,711	70,000	90,640	101,016	81,804	16,342	389
		3-5 years	80,689	65,506	73,666	92,234	102,198	84,118	18,144	284
		Less than 3 years	78,830	62,179	70,190	88,649	99,283	80,233	15,721	292
		All years	80,054	63,993	70,685	90,528	101,016	81,983	16,789	974
	Assistant professor	3 or more years	71,756	56,972	64,947	80,295	87,514	72,208	12,325	385
		Less than 3 years	69,530	55,000	62,940	77,484	83,000	69,770	11,296	375
		All years	70,348	55,098	63,599	78,510	85,195	70,969	11,872	764
	All ranks	All years	85,490	61,245	71,400	111,500	152,262	96,999	39,274	3,331
New England		Insufficient Ns								
Mid Atlantic	Full professor	12 or more years	143,297	111,200	121,765	186,337	219,110	157,392	48,308	108
		6-11 years	132,987	107,517	111,178	158,621	182,996	140,717	33,810	32
		3-5 years	125,559	102,521	110,887	155,583	221,481	139,641	41,866	18
		Less than 3 years	111,105	94,605	101,947	150,012	185,200	128,146	38,141	13
		All years	138,545	105,644	116,364	178,595	207,000	150,180	45,321	171
	Associate professor	6 or more years	97,538	74,028	85,475	103,184	120,888	97,276	18,948	47
		3-5 years	93,850	79,050	83,880	100,116	145,100	103,072	31,188	34
		Less than 3 years	92,376	77,342	84,769	101,504	121,229	95,818	20,382	37
		All years	95,095	78,520	85,062	102,198	125,338	98,489	23,501	118
	Assistant professor	3 or more years	82,215	65,680	73,378	89,300	97,800	81,848	14,419	44
		Less than 3 years	79,704	58,500	75,000	85,000	99,171	79,065	13,328	41
		All years	81,504	58,500	74,255	88,114	99,171	80,506	13,892	85
	All ranks	All years	100,116	58,500	82,215	135,951	182,996	112,451	47,527	407
East North Central	Full professor	12 or more years	126,000	90,405	106,036	170,703	201,341	141,293	51,404	153
		6-11 years	109,745	85,856	94,800	138,862	175,249	119,486	34,123	93
		3-5 years	106,598	84,997	92,404	132,732	148,224	116,194	33,244	34
		Less than 3 years	91,687	73,809	81,220	115,868	150,000	103,076	32,098	58
		All years	113,750	83,024	94,250	148,224	187,491	126,210	44,835	338
	Associate professor	6 or more years	79,587	64,062	70,429	87,764	99,507	80,854	14,034	81
		3-5 years	79,666	67,163	73,092	93,063	103,123	83,192	14,286	47
		Less than 3 years	80,209	68,337	72,059	87,926	93,869	80,837	12,678	52
		All years	79,632	64,139	71,468	88,728	100,173	81,459	13,687	180

	Assistant professor	3 or more years	73,225	62,624	66,772	77,979	82,719	72,596	8,950	101
		Less than 3 years	70,950	61,500	64,693	76,854	81,612	70,770	8,546	68
		All years	72,000	61,686	65,899	77,185	82,500	71,861	8,810	169
	All ranks	All years	86,166	64,000	73,225	113,102	156,045	99,057	41,395	716
West North Central	Full professor	12 or more years	111,938	84,414	90,137	163,225	177,600	125,494	38,405	47
		6-11 years	110,016	88,119	98,029	123,233	136,950	113,617	22,682	22
		3-5 years	97,700	71,588	77,799	108,068	126,588	97,668	21,921	20
		Less than 3 years	86,655	63,988	68,477	99,012	107,781	89,236	24,408	19
		All years	102,153	75,474	86,914	128,844	170,325	111,543	33,635	108
	Associate professor	6 or more years	76,404	63,993	65,753	85,800	93,361	79,799	20,059	26
		3-5 years	76,473	64,703	69,642	85,200	101,401	79,796	13,027	27
		Less than 3 years	71,647	57,587	66,740	74,625	89,739	71,853	12,088	24
		All years	74,969	63,189	66,352	83,600	95,988	77,321	15,759	77
	Assistant professor	3 or more years	65,575	55,979	61,085	72,710	74,538	65,841	9,924	36
		Less than 3 years	64,500	54,818	60,265	72,950	75,300	65,094	7,797	33
		All years	64,860	54,818	60,600	72,950	75,300	65,484	8,913	69
	All ranks	12 or more years	111,938	84,414	90,137	163,225	177,600	125,494	38,405	47
		All years	77,729	61,169	67,000	99,283	136,327	88,657	31,362	254
South Atlantic	Full professor	12 or more years	124,025	88,007	104,694	155,710	191,681	133,501	40,890	164
		6-11 years	113,945	80,241	92,979	139,806	163,764	117,486	35,078	74
		3-5 years	111,514	80,565	90,000	130,499	161,800	114,289	32,213	34
		Less than 3 years	91,102	80,000	82,026	110,650	153,000	101,909	29,950	54
		All years	115,314	81,272	93,000	145,900	175,100	122,629	38,870	326
	Associate professor	6 or more years	80,960	63,467	70,000	88,508	100,294	80,367	14,239	95
		3-5 years	80,000	68,326	73,887	90,132	98,880	81,698	12,081	63
		Less than 3 years	76,087	60,255	66,222	87,161	97,213	78,067	15,102	74
		All years	78,976	62,649	70,114	88,072	99,350	79,995	13,992	232
	Assistant professor	3 or more years	71,468	55,710	63,300	82,150	87,466	72,030	13,385	90
		Less than 3 years	70,000	55,000	64,262	78,371	82,820	69,820	10,824	103
		All years	70,020	55,000	64,071	79,500	85,000	70,853	12,073	194
	All ranks	All years	83,000	60,000	70,040	108,686	146,492	93,938	36,604	789
East South Central	Full professor	12 or more years	114,189	78,217	96,774	151,483	196,636	126,863	46,093	28
		6-11 years	100,785	76,783	95,029	118,000	156,191	108,044	32,755	10
		3-5 years	112,440	71,756	78,840	142,603	167,168	112,180	37,242	10
		Less than 3 years	78,856							6
		All years	103,773	76,590	89,062	130,500	171,454	115,308	41,819	54
	Associate professor	6 or more years	79,469	65,977	66,663	92,700	100,000	80,585	13,255	21
		3-5 years	70,361	64,740	65,792	80,319	94,148	74,515	11,788	10
		Less than 3 years	69,857	57,061	63,350	81,732	89,287	71,660	11,875	20

		All years	72,967	64,350	65,977	86,479	94,063	75,895	12,871	51
	Assistant professor	3 or more years	65,428	49,218	59,950	66,910	71,810	63,300	10,968	22
		Less than 3 years	62,940	50,000	57,680	71,192	77,250	64,065	11,118	31
		All years	63,550	49,218	57,680	69,000	75,011	63,748	10,956	53
	All ranks	All years	73,885	56,608	64,783	95,374	118,000	84,589	34,387	161
West South Central	Full professor	12 or more years	111,994	81,464	94,665	147,357	202,209	126,646	48,288	34
		6-11 years	96,426	68,298	82,617	103,344	142,877	102,373	30,128	17
		3-5 years	88,449	77,640	80,962	116,390	152,960	101,117	32,142	10
		Less than 3 years	94,318	83,225	86,386	107,975	110,000	97,037	13,963	12
		All years	102,886	79,500	86,372	125,592	180,327	113,446	39,148	79
	Associate professor	6 or more years	70,375	59,862	62,910	79,439	86,552	71,925	10,800	33
		3-5 years	77,247	61,248	68,788	84,000	88,380	76,751	12,074	27
		Less than 3 years	70,902	61,500	62,910	79,987	85,851	72,492	11,361	21
		All years	72,108	60,707	64,123	80,491	88,327	74,229	12,544	90
	Assistant professor	3 or more years	61,200	52,705	58,248	69,010	74,941	63,182	8,737	23
		Less than 3 years	60,250	53,000	53,956	64,464	73,000	60,368	7,455	22
		All years	60,750	52,705	54,752	66,651	74,855	61,788	8,019	48
	All ranks	All years	75,715	55,000	62,864	93,448	120,811	84,222	33,165	228
Mountain	Full professor	12 or more years	120,887	85,117	97,222	145,166	164,320	123,231	33,094	84
		6-11 years	97,158	81,189	83,066	126,385	146,248	109,393	31,149	31
		3-5 years	100,707	80,675	93,385	114,854	131,687	107,290	24,130	21
		Less than 3 years	87,445	70,824	81,332	101,529	123,600	98,892	39,455	22
		All years	108,481	80,209	90,085	136,593	154,050	115,008	33,668	158
	Associate professor	6 or more years	76,813	60,361	65,961	84,631	94,427	76,974	14,257	46
		3-5 years	76,911	64,076	70,018	90,927	98,483	80,201	15,830	48
		Less than 3 years	79,863	61,782	71,313	86,372	92,070	78,723	10,975	33
		All years	78,160	62,337	67,715	86,835	95,960	78,648	14,093	127
	Assistant professor	3 or more years	70,217	61,337	67,000	77,936	81,668	72,043	8,476	31
		Less than 3 years	66,300	53,060	58,579	74,990	81,000	66,985	9,786	44
		All years	69,523	55,790	61,337	76,946	81,668	69,076	9,542	75
	All ranks	All years	82,412	59,862	69,880	102,469	137,759	90,972	31,981	374
Pacific	Full professor	12 or more years	137,600	87,852	105,400	167,100	190,700	138,416	38,150	102
		6-11 years	114,300	92,394	106,100	137,600	168,900	128,388	43,845	38
		3-5 years	112,200	91,300	97,129	124,725	148,676	114,470	21,832	26
		Less than 3 years	97,300	81,700	88,000	106,464	131,500	102,380	20,808	27
		All years	118,600	88,000	100,761	149,200	181,100	128,175	37,835	193
	Associate professor	6 or more years	79,510	64,908	72,617	83,622	88,308	78,348	8,770	28
		3-5 years	87,111	79,318	82,500	95,700	108,800	90,162	12,438	27
		Less than 3 years	81,901	75,600	78,240	92,700	101,500	85,563	11,179	24

		All years	82,962	70,004	78,204	88,308	102,000	84,578	11,835	79
	Assistant professor	3 or more years	76,656	66,999	69,400	81,950	85,300	77,471	10,641	32
		Less than 3 years	71,300	63,200	68,000	81,600	85,500	73,910	9,117	27
		All years	72,815	66,100	69,300	81,600	85,500	75,842	10,049	59
	All ranks	All years	96,339	69,400	80,143	125,645	165,872	106,900	38,129	344

Source: 2013-2014 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 11

2013-2014 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	126,590	86,853	104,500	159,398	190,963	135,331	44,089	610
		6-11 years	108,200	81,391	92,979	130,296	165,500	116,825	34,636	283
		3-5 years	106,790	78,840	91,655	125,680	148,676	111,814	29,066	156
		Less than 3 years	91,352	74,396	81,700	105,318	130,750	99,052	28,920	190
		All years	113,148	81,189	93,559	144,000	179,000	122,580	40,622	1,239
	Associate professor	6 or more years	79,484	63,299	68,510	88,427	99,491	79,899	14,932	334
		3-5 years	80,000	64,963	72,954	90,800	100,399	81,773	13,622	251
		Less than 3 years	78,204	61,500	69,179	87,457	97,199	79,544	15,880	239
		All years	79,352	63,299	70,000	88,474	99,283	80,366	14,845	824
	Assistant professor	3 or more years	71,073	55,979	63,819	78,540	85,300	71,060	11,772	319
		Less than 3 years	69,000	54,818	62,000	75,800	82,200	68,889	10,537	322
		All years	70,000	55,000	63,000	77,250	82,889	69,972	11,204	642
	All ranks	All years	84,254	60,600	70,754	109,482	148,224	95,267	37,974	2,825
New England		Insufficient Ns								
Mid Atlantic	Full professor	12 or more years	137,104	111,200	116,364	168,626	213,351	149,279	49,321	66
		6-11 years	114,914	106,071	108,101	150,224	171,612	127,668	26,330	16
		3-5 years	119,056	102,521	105,929	137,702	155,583	123,104	19,116	13
		Less than 3 years	102,108							8
		All years	128,514	102,521	112,476	155,583	182,996	139,539	43,905	103
	Associate professor	6 or more years	95,217	79,617	85,334	101,016	108,000	93,331	14,259	35
		3-5 years	89,272	78,768	82,299	94,196	97,581	88,732	7,785	22
		Less than 3 years	90,000	76,689	80,000	101,504	121,229	95,512	23,775	25
		All years	91,198	77,435	82,728	98,453	107,072	92,762	16,596	82
	Assistant professor	3 or more years	80,028	51,829	68,280	82,215	88,654	74,901	13,002	25
		Less than 3 years	79,254	56,872	67,000	83,448	86,275	74,867	12,825	26
		All years	79,704	54,241	67,000	83,000	86,500	74,884	12,783	51
	All ranks	All years	94,973	53,028	78,520	118,994	155,583	102,341	43,554	267
East North Central	Full professor	12 or more years	126,580	89,820	106,555	172,690	202,000	142,475	52,031	147
		6-11 years	110,004	85,181	92,900	138,862	180,883	119,751	34,719	89
		3-5 years	115,883	84,522	93,876	138,107	164,079	120,196	35,735	27
		Less than 3 years	91,168	73,809	81,168	115,054	146,600	102,114	31,558	56
		All years	114,867	82,700	93,876	149,985	190,000	127,164	45,733	319
	Associate professor	6 or more years	78,939	64,052	70,314	88,427	102,008	80,961	14,679	73
		3-5 years	82,618	67,163	73,092	93,063	103,123	83,820	14,889	41

		Less than 3 years	81,764	67,997	73,684	88,452	94,000	82,134	13,094	45
		All years	80,793	64,052	71,137	89,578	102,008	82,030	14,262	159
	Assistant professor	3 or more years	73,765	62,155	67,500	79,191	85,517	73,213	9,197	90
		Less than 3 years	71,700	61,251	64,693	77,502	81,870	71,327	8,901	60
		All years	73,333	61,573	66,772	78,438	82,719	72,459	9,097	150
	All ranks	All years	86,943	64,000	73,624	115,883	158,227	100,467	42,501	655
West North Central	Full professor	12 or more years	111,938	84,414	90,137	163,225	177,600	125,494	38,405	47
		6-11 years	110,016	88,119	98,029	123,233	136,950	113,617	22,682	22
		3-5 years	97,700	71,588	77,799	108,068	126,588	97,668	21,921	20
		Less than 3 years	86,655	63,988	68,477	99,012	107,781	89,236	24,408	19
		All years	102,153	75,474	86,914	128,844	170,325	111,543	33,635	108
	Associate professor	6 or more years	76,404	63,993	65,753	85,800	93,361	79,799	20,059	26
		3-5 years	76,473	64,703	69,642	85,200	101,401	79,796	13,027	27
		Less than 3 years	71,647	57,587	66,740	74,625	89,739	71,853	12,088	24
		All years	74,969	63,189	66,352	83,600	95,988	77,321	15,759	77
	Assistant professor	3 or more years	65,575	55,979	61,085	72,710	74,538	65,841	9,924	36
		Less than 3 years	64,500	54,818	60,265	72,950	75,300	65,094	7,797	33
		All years	64,860	54,818	60,600	72,950	75,300	65,484	8,913	69
	All ranks	All years	77,729	61,169	67,000	99,283	136,327	88,657	31,362	254
South Atlantic	Full professor	12 or more years	119,698	86,987	103,458	150,000	174,439	128,240	37,412	126
		6-11 years	113,589	75,494	92,979	138,409	163,562	116,606	35,358	61
		3-5 years	110,794	78,749	90,000	130,185	175,100	113,161	32,469	29
		Less than 3 years	90,093	80,000	81,553	106,945	121,237	99,710	29,790	41
		All years	112,176	80,401	92,944	138,409	169,000	119,226	36,568	257
	Associate professor	6 or more years	78,474	60,349	69,373	87,600	100,000	78,757	14,288	77
		3-5 years	78,402	66,761	73,450	84,354	94,100	79,602	11,465	52
		Less than 3 years	75,853	59,000	66,222	85,000	102,687	77,597	15,952	47
		All years	76,801	62,107	70,000	86,870	97,185	78,697	13,944	176
	Assistant professor	3 or more years	72,100	55,800	63,000	81,268	88,879	72,129	13,986	67
		Less than 3 years	70,350	58,500	65,595	77,936	82,820	70,490	10,206	84
		All years	71,698	57,125	65,000	78,386	85,139	71,219	11,976	152
	All ranks	All years	82,005	58,500	70,000	106,081	140,976	92,164	34,761	618
East South Central	Full professor	12 or more years	114,189	78,217	96,774	151,483	196,636	126,863	46,093	28
		6-11 years	100,785	76,783	95,029	118,000	156,191	108,044	32,755	10
		3-5 years	112,440	71,756	78,840	142,603	167,168	112,180	37,242	10
		Less than 3 years	78,856							6
		All years	103,773	76,590	89,062	130,500	171,454	115,308	41,819	54
	Associate professor	6 or more years	79,469	65,977	66,663	92,700	100,000	80,585	13,255	21
		3-5 years	70,361	64,740	65,792	80,319	94,148	74,515	11,788	10

		Less than 3 years	69,857	57,061	63,350	81,732	89,287	71,660	11,875	20
		All years	72,967	64,350	65,977	86,479	94,063	75,895	12,871	51
	Assistant professor	3 or more years	65,428	49,218	59,950	66,910	71,810	63,300	10,968	22
		Less than 3 years	62,940	50,000	57,680	71,192	77,250	64,065	11,118	31
		All years	63,550	49,218	57,680	69,000	75,011	63,748	10,956	53
	All ranks	All years	73,885	56,608	64,783	95,374	118,000	84,589	34,387	161
West South Central	Full professor	12 or more years	111,994	79,855	92,230	153,375	207,584	128,196	50,992	30
		6-11 years	94,745	68,298	81,340	103,030	129,557	94,152	18,916	15
		3-5 years	88,449	77,640	80,962	116,390	152,960	101,117	32,142	10
		Less than 3 years	94,318	81,363	86,372	106,709	109,620	95,161	11,217	10
		All years	99,664	78,246	85,389	116,390	180,327	111,092	40,976	65
	Associate professor	6 or more years	69,449	59,619	61,370	79,439	88,479	71,338	11,023	30
		3-5 years	77,624	61,248	69,670	84,000	88,380	77,057	12,206	26
		Less than 3 years	70,041	61,374	62,705	77,859	88,498	71,824	11,225	20
		All years	72,668	60,077	62,910	80,444	88,380	73,422	11,643	76
	Assistant professor	3 or more years	60,390	52,705	58,248	66,798	74,855	62,464	8,715	21
		Less than 3 years	57,549	52,500	53,876	62,500	71,000	59,396	6,869	20
		All years	60,313	52,705	54,060	65,920	73,000	60,967	7,925	41
	All ranks	All years	75,278	55,000	62,256	90,203	113,148	82,933	33,270	188
Mountain	Full professor	12 or more years	118,893	85,099	97,160	142,327	164,320	121,899	32,995	78
		6-11 years	94,848	80,019	83,066	122,280	159,960	108,035	31,447	29
		3-5 years	100,707	80,675	93,385	114,854	131,687	107,290	24,130	21
		Less than 3 years	87,445	70,824	81,332	101,529	123,600	98,892	39,455	22
		All years	107,476	80,114	89,181	133,708	153,553	113,799	33,550	150
	Associate professor	6 or more years	75,382	60,361	65,961	84,073	93,317	76,141	13,237	45
		3-5 years	76,444	64,076	69,731	88,943	98,483	79,552	15,856	46
		Less than 3 years	79,285	61,782	69,551	86,263	92,070	78,342	10,927	32
		All years	77,401	62,337	67,691	85,998	95,790	77,989	13,729	123
	Assistant professor	3 or more years	70,049	57,618	66,193	77,936	81,668	71,157	8,435	26
		Less than 3 years	65,600	53,060	57,570	73,000	81,000	66,449	9,920	41
		All years	67,311	54,620	60,209	76,855	81,668	68,276	9,589	67
	All ranks	All years	82,284	60,105	69,731	101,529	137,014	90,653	31,575	350
Pacific	Full professor	12 or more years	147,778	101,223	120,346	174,508	195,700	146,110	35,631	87
		6-11 years	114,300	92,394	106,100	137,600	168,900	128,388	43,845	38
		3-5 years	112,200	91,300	97,129	124,725	148,676	114,470	21,832	26
		Less than 3 years	97,300	81,700	88,000	106,464	131,500	102,380	20,808	27
		All years	122,250	88,775	102,799	155,100	183,153	131,072	37,794	178
	Associate professor	6 or more years	79,510	64,908	72,039	84,000	88,308	78,291	9,106	26
		3-5 years	87,111	79,318	82,500	95,700	108,800	90,162	12,438	27

		Less than 3 years	81,901	75,600	78,240	92,700	101,500	85,563	11,179	24
		All years	83,244	70,004	78,204	88,308	102,000	84,720	11,954	77
	Assistant professor	3 or more years	77,057	68,400	69,400	82,000	90,789	78,242	10,541	30
		Less than 3 years	71,650	66,100	69,300	81,600	85,500	74,327	9,031	26
		All years	73,800	66,560	69,350	81,650	85,500	76,424	9,977	56
	All ranks	All years	97,056	70,296	81,500	127,849	166,338	108,479	38,735	321

Source: 2013-2014 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

2013-2014 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	140,300	90,085	108,709	188,000	212,000	148,875	47,566	119
		6-11 years	139,470	103,511	111,897	160,000	185,194	141,052	40,205	41
		3-5 years	114,416	87,305	90,769	147,900	221,481	128,331	48,680	18
		Less than 3 years	115,871	82,026	90,500	158,050	183,960	125,533	38,435	24
		All years	132,963	89,252	106,298	173,575	207,000	142,127	45,406	208
	Associate professor	6 or more years	85,890	72,900	80,000	102,059	117,250	93,377	19,624	55
		3-5 years	95,083	73,976	79,666	107,810	145,100	101,959	33,024	33
		Less than 3 years	83,876	63,000	71,540	92,558	101,123	83,341	14,725	53
		All years	85,871	70,058	75,159	98,750	117,009	90,866	23,009	150
	Assistant professor	3 or more years	77,334	63,271	66,503	87,904	96,400	77,756	13,482	66
		Less than 3 years	75,000	60,000	64,464	85,000	95,000	75,125	14,085	53
		All years	75,470	62,069	66,000	86,338	95,000	76,214	13,812	122
	All ranks	All years	92,779	64,822	75,220	126,455	177,650	106,670	44,682	506
New England		Insufficient Ns								
Mid Atlantic	Full professor	12 or more years	174,400	121,976	136,966	202,500	220,500	170,141	44,287	42
		6-11 years	149,765	112,267	128,782	169,825	191,836	153,766	36,137	16
		3-5 years	197,252							5
		Less than 3 years	168,894							5
		All years	159,081	112,267	131,536	195,126	221,481	166,298	42,887	68
	Associate professor	6 or more years	100,683	72,997	97,791	124,680	148,800	108,783	26,057	12
		3-5 years	125,450	97,400	97,925	146,900	200,000	129,362	40,462	12
		Less than 3 years	95,529	84,769	88,205	101,108	102,800	96,455	11,211	12
		All years	99,344	83,876	94,979	127,500	148,800	111,533	30,935	36
	Assistant professor	3 or more years	88,700	75,711	83,285	97,800	106,800	90,989	10,772	19
		Less than 3 years	80,000	75,000	77,484	99,171	103,200	86,342	11,150	15
		All years	88,162	75,480	78,734	98,100	103,300	88,939	11,023	34
	All ranks	All years	119,830	79,025	94,779	160,324	203,247	131,732	48,956	140
East North Central		Insufficient Ns								

South Atlantic	Full professor	12 or more years	143,450	89,252	117,117	181,300	218,294	150,946	47,229	38
		6-11 years	116,000	82,026	93,000	160,000	172,350	121,615	34,816	13
		3-5 years	116,197							5
		Less than 3 years	105,507	82,026	87,000	119,000	153,600	108,842	30,579	13
		All years	126,050	82,846	105,162	161,800	205,000	135,305	44,499	69
	Associate professor	6 or more years	84,428	70,900	80,317	94,961	104,025	87,255	12,101	18
		3-5 years	88,700	80,957	82,404	100,900	107,810	91,608	10,175	11
		Less than 3 years	78,952	60,255	64,810	88,641	97,213	78,886	13,748	27
		All years	83,948	63,000	76,244	91,392	103,700	84,075	13,465	56
	Assistant professor	3 or more years	70,000	55,620	65,259	83,250	84,150	71,741	11,741	23
		Less than 3 years	64,071	47,000	55,000	80,000	85,000	66,854	13,124	19
		All years	66,421	52,946	62,600	82,000	84,150	69,530	12,476	42
	All ranks	All years	87,000	62,649	72,000	116,197	161,800	100,348	42,097	171
West South Central		Insufficient Ns								
Mountain		Insufficient Ns								
Pacific		Insufficient Ns								

Source: 2013-2014 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  
Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank: 2012-2013 to 2013-2014

	Full professor	Associate professor	Assistant professor	Lecturer/instructor	All ranks
<b>U.S. Master's Departments</b>					
2012-2013	85,573	66,876	56,811	*	71,426
(40 departments)	N=113	N=102	N=85	N=7	N=367
2013-2014	87,565	67,425	57,720	49,067	71,475
(46 departments)	N=217	N=204	N=146	N=34	N=613
Percent change in monetary salary					
2012-2013 to 2013-2014	2.33%	0.82%	1.60%	*	0.07%
Percent change in real terms					
2012-2013 to 2013-2014	1.13%	-0.38%	0.40%	*	-1.13%
<b>All U.S. Departments</b>					
2012-2013	\$116,382	\$76,938	\$66,613	\$50,775	\$89,192
(209 departments)	N=1,468	N=1,131	N=884	N=119	N=3,888
2013-2014	\$118,372	\$78,700	\$68,157	\$50,984	\$91,384
(229 departments)	N=1,945	N=1,432	N=1,092	N=212	N=4,856
Percent change in monetary salary					
2012-2013 to 2013-2014	1.71%	2.29%	2.32%	0.41%	2.46%
Percent change in real terms					
2012-2013 to 2013-2014	0.51%	1.09%	1.12%	-0.79%	1.26%

Source: 2012-2013 and 2013-2014 Faculty Salary Surveys, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. \* indicates there was an insufficient *N* of faculty for analysis. "All ranks" column includes faculty whose academic rank was not specified. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. The percentage change was +1.2% for the period from September 2012 to September 2013.

Table 14  
Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank: 2012-2013 to 2013-2014

	Full professor				Associate professor			Assistant prof.		Lecturer/ Instructor	
	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
2012- 2013	92,884	84,997	77,679	78,760	71,243	64,288	64,496	57,576	55,865	*	*
40 depts.	45	25	20	23	37	33	32	47	38	3	4
2013-2014	93,572	85,022	81,632	81,304	70,152	64,683	65,110	58,388	56,285	54,664	43,838
46 depts.	76	57	36	33	72	58	53	89	50	18	12
Percentage change in monetary salary											
2012-13 to 2013-14	0.74%	0.03%	5.09%	3.23%	-1.53%	0.61%	0.95%	1.41%	0.75%	*	*
Percentage change in real terms											
2012-13 to 2013-14	-0.46%	-1.17%	3.89%	2.03%	-2.73%	-0.59%	-0.25%	0.21%	-0.45%	*	*

Source: 2012-2013 and 2013-2014 Faculty Salary Survey, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. \* indicates there was an insufficient *N* of faculty for analysis. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. The percentage change was +1.2 for the period from September 2012 to September 2013.

Table 15  
2013-2014 Distribution of Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank

9-10-month salary	Full professor						Associate professor			Assistant prof.	
	24 or more years	18-23 years	12-17 years	6-11 years	3-5 years	Less than 3 years	6 or more	3-5 years	Less than 3	3 or more years	Less than 3 years
\$190,000-209,999	1										
150,000-154,999					1						
\$140,000-144,999				1							
130,000-134,999	1	1									
125,000-129,999	1			1							
\$120,000-124,999	2		1								
\$115,000-119,999				2							
\$110,000-114,999	3	1	3	2	1	1					
105,000-109,999	2			2		2	2				
100,000-104,999	3			2		2					
95,000-99,999	5			3	2		1				
90,000-94,999	4	2	7	3	2	3	4				
85,000-89,999	8	3	7	6	5	3	4	1	1		
80,000-84,999	1	4	4	11	6	6	4	3	1	1	
\$79,000-79,999				1				2			
78,000-78,999				3		1			1		
77,000-77,999		1	1	1	2	2	2			1	

76,000-76,999	1	1		3	4				1	1	
75,000-75,999	2		1	1							1
\$74,000-74,999				1			2				
73,000-73,999					1	4	4	5		2	
72,000-72,999				1	2	1	1	2	4		
71,000-71,999		2		4		1	2	1	1	1	1
70,000-70,999	1			1	2		1		3		1
\$69,000-69,999				1	1		7	2	6		
68,000-68,999					4	1	2	3		1	2
67,000-67,999					1	1	2	3	3	2	
66,000-66,999	1			1	1		5	4	2	2	
65,000-65,999				1		2	3	1	2		1
\$64,000-64,999				1			6	1	1	8	1
63,000-63,999							2	6	5	5	
62,000-62,999				2		1	2	5	2	2	
61,000-61,999				1	1	1	1	2	4	6	2
60,000-60,999				1			1	1	3	1	1
\$59,000-59,999							3	2	4	8	1
58,000-58,999						1			1	4	3
57,000-57,999							4		3	3	6

56,000-56,999							1	1		7	1
55,000-55,999							2		1	4	6
\$54,000-54,999								2	1	6	3
53,000-53,999							2	6		4	3
52,000-52,999								3	3	4	6
51,000-51,999										5	5
50,000-50,999										1	1
\$49,000-49,999							1				2
48,000-48,999										2	
47,000-47,999								1		1	2
46,000-46,999										1	
45,000-45,999								1		3	1
\$44,000-44,999										2	
43,000-43,999										1	
Less than 43,000		1					1				

Source: 2013-2014 Faculty Salary Survey, APA Center for Workforce Studies and Council for Graduate Departments of Psychology.

Table 16  
2013-2014 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	96,590	75,642	86,269	108,784	124,056	99,187	22,142	36
	18-23 years	83,586	71,176	77,115	90,065	112,508	85,004	19,356	16
	12-17 years	87,924	80,049	83,702	93,351	110,038	90,861	11,456	24
	6-11 years	81,237	65,062	74,598	90,830	112,110	85,022	16,930	57
	3-5 years	77,440	68,363	70,483	85,841	95,000	81,632	16,482	36
	Less than 3	80,758	65,576	72,174	87,763	102,253	81,304	13,884	33
	Not specified	90,530	77,274	82,709	108,814	110,565	94,812	18,144	15
	All years	85,038	68,987	76,369	94,426	110,565	87,565	18,140	217
Associate professor	11 or more years	67,426	57,850	62,500	80,621	92,569	72,487	13,991	31
	6-10 years	68,904	55,149	63,673	73,600	83,608	68,387	11,662	41
	3-5 years	63,882	53,104	59,927	69,467	79,009	64,683	9,262	58
	Less than 3	63,800	57,000	60,418	69,579	72,517	65,110	7,280	53
	Not specified	69,475	58,209	66,175	72,402	92,533	71,491	11,019	21
	All years	66,414	54,601	60,994	72,159	82,959	67,425	10,710	204
Assistant professor	3 or more years	58,275	48,410	53,216	63,365	67,617	58,388	7,684	89
	Less than 3	55,353	49,850	52,000	58,000	66,580	56,285	6,358	50
	Not specified	59,033							7
	All years	56,955	49,475	52,878	61,560	66,300	57,720	7,150	146
Lecturer/ Instructor	3 or more years	49,500	41,260	42,920	63,852	82,218	54,664	15,603	18
	Less than 3	41,552	38,486	39,993	49,127	50,000	43,838	5,239	12
	Not specified								4
	All years	45,077	39,986	41,260	52,887	66,450	49,067	13,808	34

Source: 2013-2014 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 less than 10.

Table 17

2013-2014 Salaries for Full-time Faculty in U.S. Master's 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	89,907	75,642	83,586	103,205	120,053	94,453	20,077	68
		6-11 years	82,047	71,132	76,545	95,344	112,122	87,287	16,867	49
		3-5 years	76,871	68,741	70,483	85,841	94,070	79,781	11,263	32
		Less than 3 years	79,466	65,576	72,040	87,382	100,000	80,440	13,175	32
		All years	85,429	70,291	76,508	94,584	111,831	88,006	17,850	196
	Associate professor	6 or more years	68,250	57,112	63,445	74,187	91,385	70,185	12,687	69
		3-5 years	64,690	53,573	60,381	71,351	79,009	65,442	9,019	54
		Less than 3 years	64,778	57,000	60,172	69,928	72,766	65,436	7,400	48
		All years	66,680	56,127	61,206	72,296	82,959	67,807	10,611	192
	Assistant professor	3 or more years	58,293	51,000	53,321	63,557	67,617	58,714	7,687	81
		Less than 3 years	55,186	50,225	52,000	58,055	68,000	56,369	6,613	45
		All years	56,908	51,000	53,000	61,773	67,617	57,961	7,230	133
	All ranks	All years	68,987	52,878	59,118	82,614	94,106	72,028	18,482	543
Educational/ Counseling/ School		Insufficient Ns								
Other departments		Insufficient Ns								

Source: 2013-2014 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 *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 18

2013-2014 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	89,907	75,642	83,586	103,205	120,053	94,453	20,077	68
		6-11 years	82,047	71,132	76,545	95,344	112,122	87,287	16,867	49
		3-5 years	76,871	68,741	70,483	85,841	94,070	79,781	11,263	32
		Less than 3 years	79,466	65,576	72,040	87,382	100,000	80,440	13,175	32
		All years	85,429	70,291	76,508	94,584	111,831	88,006	17,850	196
	Associate professor	6 or more years	68,250	57,112	63,445	74,187	91,385	70,185	12,687	69
		3-5 years	64,690	53,573	60,381	71,351	79,009	65,442	9,019	54
		Less than 3 years	64,778	57,000	60,172	69,928	72,766	65,436	7,400	48
		All years	66,680	56,127	61,206	72,296	82,959	67,807	10,611	192
	Assistant professor	3 or more years	58,293	51,000	53,321	63,557	67,617	58,714	7,687	81
		Less than 3 years	55,186	50,225	52,000	58,055	68,000	56,369	6,613	45
		All years	56,908	51,000	53,000	61,773	67,617	57,961	7,230	133
	All ranks	All years	68,987	52,878	59,118	82,614	94,106	72,028	18,482	543
New England		Insufficient Ns								
Mid Atlantic	Full professor	12 or more years	112,508							8
		6-11 years								4
		3-5 years								1
		Less than 3 years								1
		All years	110,038	89,980	99,600	112,508	120,053	107,017	11,328	14
	Associate professor	6 or more years	80,621	68,904	74,187	92,569	92,569	81,441	11,563	14
		3-5 years	82,959							5
		Less than 3 years								2
		All years	80,621	68,904	74,447	83,608	92,569	80,471	10,724	21
	Assistant professor	3 or more years	64,153	53,170	57,971	72,464	76,148	64,740	8,431	12
		Less than 3 years								3
		All years	63,557	52,700	56,908	71,235	76,148	63,412	8,296	15
	All ranks	All years	80,061	58,517	64,988	98,160	112,508	82,786	19,637	50
East North Central		Insufficient Ns								
West North Central		Insufficient Ns								
South Atlantic	Full professor	12 or more years	101,271	81,618	88,128	112,066	126,500	106,747	32,084	11
		6-11 years	81,541	78,501	80,171	95,680	128,956	91,159	19,727	16
		3-5 years	84,298							6
		Less than 3 years	89,410							8
		All years	87,763	76,470	80,326	108,937	126,500	96,018	23,612	43

	Associate professor	6 or more years	65,352	57,824	61,101	69,281	98,763	70,701	15,676	10
		3-5 years	67,122							6
		Less than 3 years	69,579							5
		All years	68,174	57,850	63,969	71,485	85,740	69,369	11,992	24
	Assistant professor	3 or more years	55,000	50,568	52,400	59,422	62,914	56,593	7,825	25
		Less than 3 years	57,750							8
		All years	56,909	51,450	53,000	59,690	66,110	57,739	7,689	35
	All ranks	All years	69,579	52,400	57,850	85,740	108,937	75,720	24,332	105
East South Central		Insufficient Ns								
West South Central		Insufficient Ns								
Mountain		Insufficient Ns								
Pacific	Full professor	12 or more years	87,219	75,642	81,699	93,351	108,630	88,739	17,342	24
		6-11 years	92,053	78,695	84,324	99,551	112,110	93,301	12,588	12
		3-5 years	80,265	68,987	68,997	84,948	89,950	79,117	8,885	11
		Less than 3 years	79,803	73,046	75,364	86,293	93,986	81,831	9,434	12
		All years	85,468	70,291	77,272	93,205	102,420	86,468	14,363	59
	Associate professor	6 or more years	70,054	64,476	68,056	73,897	85,411	71,308	11,478	20
		3-5 years	68,345	60,619	63,277	72,176	73,483	67,862	5,355	20
		Less than 3 years	69,095	59,927	64,437	70,458	72,517	68,017	5,375	24
		All years	69,263	61,311	64,983	72,620	73,900	68,997	7,836	64
	Assistant professor	3 or more years	63,365	58,444	61,203	64,965	68,855	63,760	3,962	17
		Less than 3 years	55,990	54,000	54,500	61,073	70,135	58,981	6,021	15
		All years	61,138	54,500	55,995	64,900	68,855	61,520	5,508	32
	All ranks	All years	70,151	58,444	63,956	83,344	93,137	73,592	14,739	164

Source: 2013-2014 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  
2013-2014 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	89,528	75,642	82,937	102,420	112,508	92,914	16,417	66
		6-11 years	81,237	71,132	76,369	90,000	105,032	84,234	13,224	45
		3-5 years	76,390	68,552	70,291	84,948	91,544	78,001	8,852	30
		Less than 3 years	77,141	62,743	70,372	85,238	102,253	79,485	13,799	28
		All years	84,601	69,950	76,339	93,980	110,038	86,471	15,640	184
	Associate professor	6 or more years	67,301	57,112	62,500	73,900	86,989	69,351	11,996	66
		3-5 years	64,090	53,682	60,381	72,668	79,255	65,633	8,856	50
		Less than 3 years	63,800	57,000	59,927	69,579	72,191	64,671	6,679	45
		All years	66,414	56,127	60,999	72,156	80,621	67,419	10,159	182
	Assistant professor	3 or more years	58,116	51,000	53,321	63,365	66,300	58,443	6,930	74
		Less than 3 years	55,186	49,475	51,544	58,000	64,299	55,507	5,808	39
		All years	56,772	51,000	52,878	61,138	65,261	57,549	6,551	120
	All ranks	All years	68,880	52,878	59,034	81,618	93,205	71,382	17,215	506
Private		Insufficient Ns								

Source: 2013-2014 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

2013-2014 Salaries for Full-time Faculty in U.S. Master's Departments by Type of Department and Years since Doctorate

		Median	10%	25%	75%	90%	Mean	SD	N
Psychology	35 years or more	94,509	75,642	85,468	107,160	115,805	96,218	15,635	47
	30-34 years	87,209	67,609	78,755	94,029	116,281	91,157	29,292	20
	25-29 years	83,608	65,876	73,000	92,569	110,038	85,897	17,991	43
	20-24 years	74,317	56,909	64,097	84,228	93,986	75,195	14,680	72
	17-19 years	73,479	55,149	65,752	82,745	93,137	73,484	15,007	49
	14-16 years	72,620	58,154	65,082	80,061	86,496	72,896	14,036	44
	11-13 years	64,947	52,448	61,203	69,865	77,172	65,445	9,890	51
	8-10 years	62,639	53,164	57,927	67,968	73,066	62,871	8,031	70
	6-7 years	59,247	52,088	53,573	64,965	69,218	59,590	7,536	30
	4-5 years	56,908	51,000	55,000	59,690	64,500	57,133	4,644	19
	2-3 years	54,786	50,225	52,000	58,055	64,000	55,442	6,145	33
	0-1 year	53,560	45,000	50,000	57,500	64,299	53,856	6,380	19
	All years	68,839	52,878	59,136	81,964	94,426	71,883	18,254	497
Educational/ Counseling/ School	Insufficient Ns								
Other departments	Insufficient Ns								

Source: 2013-2014 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  
Changes in Average Salaries of Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank: 2012-2013 to 2013-2014

	Full professor	Associate professor	Assistant professor	Lecturer/instructor	All ranks
Canadian Doctoral Departments					
2012-2013	143,729	112,981	91,188	*	118,688
(8 departments)	N=68	N=63	N=38	N=9	N=179
2013-2014	150,658	117,419	94,762	89,925	125,660
(8 departments.)	N=95	N=68	N=46	N=11	N=220
Percent change in monetary salary					
2012-2013 to 2013-2014	4.82%	3.93%	3.92%	*	5.87%
Percent change in real terms					
2012-2013 to 2013-2014	3.75%	2.86%	2.85%	*	4.80%

Source: 2012-2013 and 2013-2014 Faculty Salary Surveys, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Note. Note: All salaries are 11-12-month salaries and are reported in Canadian dollars. \* indicates there was an insufficient *N* of faculty for analysis. "All ranks" column includes faculty whose academic rank was not specified. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Embassy of Canada. The percentage change was +1.07% for the period from September 2012 to September 2013.

Table 22

Changes in Average Salaries of Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank: 2012-2013 to 2013-2014

	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
2012-2013	150,297	143,914	*	*	116,566	113,108	*	94,298	86,419	*	*
8 depts.	N=36	N=17	N=9	N=6	N=36	N=18	N=9	N=23	N=15	N=6	N=3
2013-2014	159,914	149,493	140,173	126,610	121,257	118,994	107,177	97,353	91,080	*	*
8 depts.	N=49	N=22	N=11	N=13	N=31	N=22	N=15	N=27	N=19	N=7	N=4
Percentage change in monetary salary											
2012-13 to 2013-14	6.40%	3.88%	*	*	4.02%	5.20%	*	3.24%	5.39%	*	*
Percentage change in real terms											
2012-13 to 2013-14	5.33%	2.81%	*	*	2.95%	4.13%	*	2.17%	4.32%	*	*

Source: 2012-2013 and 2013-2014 Faculty Salary Surveys, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Note. Note: All salaries are 11-12-month salaries and are reported in Canadian dollars. \* indicates there was an insufficient *N* of faculty for analysis. "All ranks" column includes faculty whose academic rank was not specified. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Embassy of Canada. The percentage change was +1.07% for the period from September 2012 to September 2013.

Table 23  
2013-2014 Distribution of Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology  
by Rank and Years in Rank

	Full professor						Associate professor				Assistant prof.	
11-12-month salary	24 or more years	18-23 years	12-17 years	6-11 years	3-5 years	Less than 3	11 or more years	6-10 years	3-5 years	Less than 3	3 or more years	Less than 3
\$195K or more	2	2	1									
\$190,000-194,999			2	1								
\$185,000-189,999	1			1								
175,000-179,999			1				1					
\$170,000-174,999				1								
\$165,000-169,999	1	3	3	1	1							
\$160,000-164,999		1	4	1								
155,000-159,999	1	1	4	4	2		1		1			
150,000-154,999		3		3	1			1				
\$145,000-149,999	1	2		1	2	3		1	1			
\$140,000-144,999	2	3	1	2								
\$135,000-139,999	1		2			2	3					
130,000-134,999		1	2	3		2		3	1			
125,000-129,999	1		1	1	1	1		2	5	1		
\$120,000-124,999	1			2	1		1	2	3	1	2	
\$115,000-				1	3		2	2	2	4	3	

119,999												
\$110,000- 114,999			1			1	2	2	3	2	2	
105,000- 109,999						2	1	2	1	2	3	2
100,000- 104,999						2	1		1	1	1	2
95,000- 99,999							1		3		3	3
90,000- 94,999							1		1	1		4
85,000- 89,999										3	5	3
80,000- 84,999							1	1			5	2
\$79,000- 79,999											2	
78,000- 78,999											1	1
Less than 78,000												2

Source: 2013-2014 Faculty Salary Survey, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Table 24  
2013-2014 Distribution of Salaries for 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	147,477	129,926	137,320	187,478	237,425	164,816	41,835	11
	18-23 years	150,391	140,500	145,256	167,156	206,101	159,581	23,215	16
	12-17 years	160,526	132,416	137,500	166,142	192,861	157,706	22,793	22
	6-11 years	152,258	121,709	132,800	157,378	174,757	149,493	19,936	22
	3-5 years	146,738	119,055	119,878	158,925	159,596	140,173	18,568	11
	Less than 3	133,093	103,722	109,800	139,395	146,602	126,610	17,473	13
	All years	149,250	119,878	132,961	163,000	187,478	150,658	26,353	95
Associate professor	11 or more years	117,634	94,154	101,800	138,432	155,212	120,588	24,637	15
	6-10 years	122,437	105,352	112,518	130,537	148,267	121,885	16,926	16
	3-5 years	118,635	98,993	108,449	127,192	133,150	118,994	16,354	22
	Less than 3	111,943	86,554	90,638	116,940	123,323	107,177	13,846	15
	All years	116,501	91,620	106,449	127,260	138,482	117,419	18,606	68
Assistant professor	3 or more years	98,328	79,499	83,400	110,788	119,600	97,353	15,103	27
	Less than 3	92,000	73,932	83,058	97,783	105,000	91,080	10,330	19
	All years	92,032	79,400	83,400	105,000	115,858	94,762	13,573	46
Lecturer/ Instructor	3 or more years	98,821							7
	Less than 3								4
	All years	88,912	70,000	81,652	98,900	106,329	89,925	14,009	11

Source: 2013-2014 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 11-12-month salaries in Canadian dollars. No statistics are provided where the *N* of faculty is less than five. Only the median is provided where the *N* of faculty is less than 10.

Table 25  
2013-2014 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	148,364	129,926	137,876	167,156	219,499	159,073	34,064	24
30-34 years	150,186	113,064	132,416	166,142	193,720	150,169	26,315	18
25-29 years	154,775	119,878	129,399	162,780	165,556	147,542	25,613	26
20-24 years	133,650	91,620	110,700	151,462	158,925	131,020	27,655	26
17-19 years	129,800	110,400	118,122	151,595	174,757	136,023	24,346	15
14-16 years	125,429	105,352	109,103	127,087	148,267	120,668	18,279	14
11-13 years	124,535	87,800	101,700	130,293	149,285	119,490	20,977	17
8-10 years	113,475	91,668	101,958	116,568	124,011	110,599	12,084	23
6-7 years	87,337	79,400	84,100	105,718	115,888	93,774	14,044	16
4-5 years	92,064							9
2-3 years								4
0-1 year								1
Total	126,905	87,000	107,069	150,100	166,142	128,607	31,725	193

Source: 2013-2014 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  
2013-2014 Starting Salaries and Expected 2014-2015 Starting Salaries for Faculty in U.S. and Canadian  
Departments of Psychology

		U.S. departments <sup>a</sup>						Canadian
		Doctoral			Master's			Doctoral
		Public	Private	All	Public	Private	All	Depts. <sup>b</sup>
Average starting salary in 2013-2014 for a new faculty member who was a new doctorate	Median	\$69,000	\$61,350	\$65,000	\$56,000	*	\$56,000	\$78,000
	10%	\$54,000	\$49,000	\$52,000	\$47,000		\$47,000	*
	25%	\$61,750	\$56,000	\$60,000	\$51,003		\$51,502	
	75%	\$74,500	\$66,000	\$73,500	\$58,000		\$58,250	
	90%	\$80,000	\$75,000	\$79,500	\$67,500		\$67,500	
	Mean	\$67,780	\$61,609	\$66,211	\$55,630		\$55,942	
	S.D.	9,450	8,774	9,599	7,435		7,427	
	N	44	15	59	26	2	28	8
Comparison with 2012-2013 salaries	Mean in 2012-13	\$63,941	\$65,546	\$64,379	\$54,337	*	\$55,528	*
	Mean in 2013-14	\$67,780	\$61,609	\$66,211	\$55,630	*	\$55,942	*
	Percent change in monetary salary	6.00%	-6.01%	2.85%	2.38%	*	0.75%	*
	Percent change in real terms	4.80%	-7.21%	1.65%	1.18%	*	-0.45%	*
Expected salary offered to a new doctorate recipient in 2014-2015	Median	\$67,000	\$65,000	\$66,000	\$54,000	\$60,000	\$54,000	\$79,500
	10%	\$55,000	\$53,170	\$54,000	\$47,000	*	\$46,632	*
	25%	\$60,000	\$60,000	\$60,000	\$50,000		\$50,000	
	75%	\$72,000	\$75,000	\$73,000	\$58,500		\$60,000	
	90%	\$79,000	\$78,800	\$78,800	\$65,000		\$68,000	
	Mean	\$66,801	\$66,357	\$66,686	\$54,987		\$55,580	
	S.D.	8,613	10,085	8,990	6,780		7,120	
	N	135	47	182	42	7	49	8
Expected salary offered to a new faculty with two years postdoctoral	Median	\$70,000	\$67,076	\$69,000	\$56,500	\$57,000	\$56,500	\$83,500
	10%	\$56,000	\$55,000	\$56,000	\$48,000	*	\$48,000	*
	25%	\$63,500	\$63,000	\$63,000	\$50,000		\$50,000	
	75%	\$75,000	\$78,000	\$76,235	\$60,653		\$61,000	
	90%	\$82,000	\$81,500	\$81,500	\$66,000		\$68,000	

experience in 2014-15	Mean	\$69,665	\$70,166	\$69,789	\$56,582		\$57,029	
	S.D.	9,092	11,756	9,786	7,311		7,622	
	N	137	45	182	42	8	50	8

Source: 2013-2014 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.

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

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

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

Table 27  
2013-2014 Salaries and Benefits for Department Chairs in U.S. and Canadian Departments of Psychology

		U.S. departments <sup>a</sup>						Canadian
		Doctoral			Master's			Doctoral
		Public	Private	All	Public	Private	All	Depts. <sup>b</sup>
Salary of the department chair	Median	\$115,105	\$114,919	\$115,105	\$86,338	\$70,100	\$86,325	\$150,000
	10%	\$82,757	\$80,445	\$82,400	\$64,778	*	\$61,800	*
	25%	\$94,137	\$95,907	\$94,944	\$73,216		\$70,100	
	75%	\$136,772	\$139,530	\$137,193	\$95,579		\$96,732	
	90%	\$180,216	\$189,000	\$180,472	\$106,802		\$108,934	
	Mean	\$124,298	\$122,694	\$123,897	\$84,915		\$85,050	
	S.D.	46,893	39,623	45,090	17,085		20,845	
	N	144	48	192	44	7	51	9
Comparison with 2012-13 chair salaries	Mean in 2012-13	\$118,961	\$128,612	\$121,726	\$83,499	\$82,440	\$83,202	\$138,020
	Mean in 2013-14	\$124,298	\$122,694	\$123,897	\$84,915	*	\$85,050	*
	Percent change in monetary salary	4.49%	-4.60%	1.78%	1.70%	*	2.22%	*
	Percent change in real terms	3.29%	-5.80%	0.58%	0.50%	*	1.02%	*
Months of summer salary	Median	2.00	2.00	2.00	1.50		1.75	n/a
	10%	1.00	1.00	1.00	1.00		1.00	
	25%	2.00	2.00	2.00	1.00		1.00	
	75%	3.00	2.00	3.00	2.00		2.00	
	90%	3.00	3.00	3.00	3.00		3.00	
	Mean	2.10	2.00	2.08	1.70		1.72	
	S.D.	.76	.60	.74	.80		.77	
	N	62	12	74	15	1	16	0
Additional stipend	Median	\$10,000	\$15,000	\$10,000	\$5,000	\$4,750	\$5,000	\$10,000
	10%	\$4,200	\$6,000	\$4,500	\$1,000		\$1,000	*
	25%	\$6,000	\$10,000	\$7,100	\$3,000		\$3,300	
	75%	\$15,000	\$24,000	\$17,256	\$7,590		\$8,295	
	90%	\$24,000	\$36,000	\$25,000	\$12,000		\$11,000	

	Mean	\$12,129	\$17,563	\$13,426	\$6,290		\$6,135	
	S.D.	7,892	11,404	9,087	4,868		4,531	
	N	67	21	88	15	5	20	7

Benefits received by the department chair<sup>c</sup>

	U.S. departments						Canadian
	Doctoral			Masters			Doctoral
	Public	Private	All	Public	Private	All	Departments
	%	%	%	%	%	%	%
Assistant chair position	52	49	51	30	13	28	30
Tenure-track	43	41	42	28	13	26	20
Extra secretarial support	37	45	39	28	13	26	50
Extra grad assistants	18	22	19	9	0	7	20
Summer salary	43	24	39	37	13	33	n/a
Other stipend	48	47	48	35	63	39	70
Reduced teaching load	80	84	81	78	88	80	100
Other	8	6	8	0	13	2	20

Source: 2013-2014 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.

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

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

<sup>c</sup> 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  
2013-2014 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	50	64	81	78	41	91	31	73	86
		Raises for some	50	27	19	17	38	9	62	20	7
		No change	0	9	0	6	22	0	8	7	7
	Private	Raises for all	71	90	63	0	69	100	67	50	100
		Raises for some	14	0	25	0	8	0	33	50	0
		No change	14	10	13	0	23	0	0	0	0
	Public	Raises for all	100	67	100	88	60	67	78	50	50
		Raises for some	0	33	0	13	20	17	11	50	13
		No change	0	0	0	0	20	17	11	0	38
Master's	Private	Raises for all	0	25	0	0	50	0	0	0	100
		Raises for some	0	0	0	0	50	0	0	0	0
		No change	0	75	0	0	0	0	0	0	0

Source: 2013-2014 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 2013-2014. Percentages are column percentages and may not total to 100 percent due to rounding.

Table 29  
2013-2014 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	Public	Promotion	100	64	59	50	44	45	38	47	71
		Other merit increase	50	27	52	56	41	55	62	60	50
		Standard adjustment	0	9	41	28	31	45	15	40	79
		Union	50	55	26	6	6	0	0	7	14
		Other raise	50	18	26	39	34	18	8	20	36
	Private	Promotion	29	50	38	0	46	100	33	100	40
		Other merit increase	57	40	50	0	54	100	100	100	60
		Standard adjustment	43	40	38	0	15	100	0	0	60
		Union	0	10	0	0	8	0	0	0	0
		Other raise	14	30	13	0	15	0	0	50	20
Master's	Public	Promotion	0	67	100	0	20	17	22	0	25
		Other merit increase	0	0	75	25	0	33	78	50	0
		Standard adjustment	100	33	75	75	40	50	22	0	50
		Union	0	67	0	38	20	0	0	50	38
		Other raise	0	0	25	0	0	17	0	0	13
	Private	Promotion	0	0	0	0	50	0	0	0	50
		Other merit increase	0	25	0	0	50	0	0	0	50
		Standard adjustment	0	25	0	0	50	0	0	0	100
		Other raise	0	25	0	0	50	0	0	0	50

Source: 2013-2014 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 2013-2014. Percentages are column percentages and may not total to 100 percent given that raises were often determined by multiple factors.

Table 30  
2013-2014 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	122,006	109,952	107,682	93,671	79,903	79,743	77,992	71,977	70,000
		25%	101,300	95,000	89,359	81,521	68,747	73,887	70,200	64,603	63,463
		75%	156,562	137,600	125,768	109,495	90,769	92,110	88,452	79,191	78,804
		Mean	133,365	118,214	113,052	103,327	81,355	83,531	80,201	72,052	71,290
		SD	44,805	34,243	33,068	34,529	16,649	19,821	15,984	12,428	12,731
		N	630	237	121	140	272	179	181	189	198
	Women	Median	130,363	107,537	101,200	90,408	79,617	79,650	75,669	68,640	66,950
		25%	105,026	91,327	87,305	81,220	68,586	71,037	66,237	61,455	60,265
		75%	163,892	128,557	120,589	107,060	88,344	88,353	86,364	77,488	73,800
		Mean	137,699	115,738	107,777	97,513	80,590	81,000	76,719	69,813	66,942
		SD	43,091	36,547	29,656	24,017	15,153	15,624	14,523	11,971	10,640
		N	216	143	91	126	219	166	192	283	259
Master's departments	Men	Median	88,376	83,519	80,265	84,890	68,303	63,310	64,556	56,768	57,586
		25%	81,791	77,721	76,309	73,351	64,042	56,127	59,554	51,450	51,750
		75%	100,473	96,225	87,237	93,986	74,447	69,311	70,416	64,000	61,317
		Mean	92,527	89,046	82,437	85,209	70,922	64,221	65,898	56,992	57,022
		SD	15,650	18,456	11,436	14,406	12,820	8,411	8,687	8,500	6,347
		N	56	27	19	19	34	33	25	37	12
	Women	Median	90,996	79,481	73,010	73,363	67,713	64,216	63,759	58,444	55,195
		25%	85,868	70,100	68,987	68,840	62,335	59,927	60,704	55,000	52,000
		75%	104,819	88,600	84,696	80,758	74,187	71,351	69,095	63,365	57,500
		Mean	96,496	81,400	80,733	76,003	69,464	65,293	64,406	59,344	56,052
		SD	27,702	14,814	21,108	11,601	12,890	10,427	5,823	7,026	6,428
		N	20	30	17	14	38	25	28	51	38

Source: 2013-2014 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 *N*s of faculty are insufficient for analysis.

Table 31a  
9-10-month Salaries for Selected Administrative Positions in U.S. Doctoral Departments of Psychology

		9-10-month salary					
		Median	25%	75%	Mean	SD	N
Full professor	Asst/Assoc/Vice chair	113,202	95,000	137,865	117,481	32,094	50
	Undergraduate training director	98,506	90,390	113,591	106,988	24,529	16
	Graduate training director	103,819	87,579	120,959	110,320	32,514	61
	Director of clinical training	100,074	90,352	120,800	113,504	39,045	50
	Director of other training program (not clinical)	117,675	91,950	149,306	127,829	48,280	58
	Dean	132,107	113,148	151,330	139,462	43,257	14
	Asst/Assoc/Vice dean	107,060	98,430	118,400	108,074	21,356	17
	Other	115,944	92,834	154,991	129,095	52,857	72
Associate professor	Asst/Assoc/Vice chair	82,589	76,358	97,482	89,687	24,710	32
	Undergraduate training director	71,205	64,179	80,233	75,828	19,433	28
	Graduate training director	79,884	70,000	86,835	81,309	15,971	35
	Director of clinical training	80,865	76,074	91,740	83,342	10,964	34
	Director of other training program (not clinical)	76,570	67,814	85,399	78,499	11,892	38
	Dean						2
	Asst/Assoc/Vice dean	80,957					7
	Other	80,199	68,698	91,631	82,511	17,446	58

Source: 2013-2014 Faculty Salary Survey, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Note: 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 31b  
2013-2014 Benefits for Selected Administrative Positions in U.S. Doctoral Departments of Psychology

		Extra secretarial support	Extra grad assistants	Summer salary	Other stipend	Reduced teaching load	Other benefit
		%	%	%	%	%	%
Full professor	Asst/Assoc/Vice chair	12%	2%	23%	25%	58%	0%
	Undergraduate training director	12%	6%	41%	24%	71%	12%
	Graduate training director	16%	8%	16%	21%	62%	0%
	Director of clinical training	40%	17%	24%	34%	66%	10%
	Director of other training program (not clinical)	15%	12%	19%	19%	58%	1%
	Dean	47%	20%	20%	47%	67%	20%
	Asst/Assoc/Vice dean	31%	0%	27%	31%	65%	0%
	Other	24%	6%	15%	23%	65%	8%
Associate professor	Asst/Assoc/Vice chair	8%	5%	18%	41%	44%	8%
	Undergraduate training director	20%	20%	20%	17%	57%	0%
	Graduate training director	8%	5%	18%	26%	53%	8%
	Director of clinical training	19%	5%	30%	24%	59%	3%
	Director of other training program (not clinical)	14%	12%	14%	28%	47%	5%
	Dean	33%	0%	0%	0%	67%	0%
	Asst/Assoc/Vice dean	44%	22%	11%	44%	78%	11%
	Other	20%	7%	13%	14%	63%	6%

Source: 2013-2014 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  
2013-2014 Average Fees Paid Adjunct Faculty per Course Taught in U.S. Graduate Departments of Psychology

		Median	10%	25%	75%	90%	Mean	S.D.	N
Doctoral departments	Public	\$4,500	\$2,500	\$3,081	\$6,000	\$7,321	\$4,665	2,060	148
	Private	\$3,777	\$2,700	\$3,000	\$4,500	\$6,500	\$4,066	1,386	46
	Psychology	\$4,500	\$2,580	\$3,279	\$6,000	\$7,450	\$4,812	2,011	140
	Educational, Counseling, School	\$3,800	\$2,500	\$3,000	\$4,500	\$6,200	\$3,851	1,448	33
	Human Development								4
	Professional School	\$3,250	\$1,560	\$2,400	\$3,500	\$4,000	\$3,014	807	15
	Other								2
	Total	\$4,053	\$2,500	\$3,000	\$5,700	\$7,200	\$4,523	1,935	194
Master's departments	Public	\$2,892	\$2,000	\$2,325	\$3,872	\$4,900	\$3,233	1,443	44
	Private	\$3,600							8
	Psychology	\$3,000	\$2,000	\$2,400	\$4,362	\$5,515	\$3,423	1,492	47
	Educational, Counseling, School								4
	Other								1
	Total	\$2,959	\$2,000	\$2,400	\$4,025	\$5,210	\$3,347	1,444	52

Source: 2013-2014 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. No statistics are reported where the *N* is less than five; only the median is reports where the *N* is between five-10.

Table 33  
Reasons Faculty Left U.S. and Canadian Graduate Departments of Psychology, 2013-2014

		U.S. departments						Canadian
		Doctoral			Master's			Doctoral
		Public	Private	All	Public	Private	All	Depts.
Total faculty who left		283	66	349	53	7	60	15
		100%	100%	100%	100%	100%	100%	100%
Reason for leaving department	Retired	36%	30%	35%	43%	14%	40%	73%
	Changed departments	7%	11%	8%	9%	0%	8%	0%
	Moved to other academic institution	40%	29%	38%	38%	29%	37%	27%
	Left academe	13%	26%	16%	8%	57%	13%	0%
	Deceased	3%	5%	3%	2%	0%	2%	0%

Source: 2013-2014 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Table 34  
2013-2014 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	Depts..
N =		141	49	190	46	8	54	9
		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 dept (junior or senior level)	8%	22%	12%	15%	13%	15%	11%
	... returned to the department but can only be filled at a junior level (lecturer/assistant prof)	11%	20%	13%	15%	25%	17%	11%
	... returned to the Dean/Provost with an opportunity to make a case for its return	72%	53%	67%	59%	63%	59%	56%
	... not returned to the department	6%	2%	5%	9%	0%	7%	22%
	Other	3%	2%	3%	2%	0%	2%	0%

Source: 2013-2014 Faculty Salaries in Graduate Departments of Psychology and Council of Graduate Departments of Psychology.

Table 35  
2013-2014 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	Depts.
N =	142	48	190	46	8	54	8
	100%	100%	100%	100%	100%	100%	100%
None, department was not affected	33%	42%	35%	28%	25%	28%	25%
Salary freezes/reductions	32%	27%	31%	26%	25%	26%	38%
Hiring freezes/reductions	25%	23%	25%	37%	38%	37%	25%
Staff reductions	18%	8%	16%	11%	13%	11%	38%
Faculty reductions	6%	0%	4%	7%	0%	6%	0%
Faculty furloughs	6%	0%	5%	4%	0%	4%	0%
Other measure(s)	39%	25%	36%	39%	50%	41%	63%

Source: 2013-2014 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.