

Psychology Faculty Salaries for the 2015-2016 Academic Year

Results from the 2016 CUPA-HR Survey for Four-Year Colleges and Universities

American Psychological Association
Center for Workforce Studies

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Executive Summary

The College and University Professional Association for Human Resources (CUPA-HR) conducts annual compensation surveys for faculty in higher education. Salary data are broken down by several variables, including academic discipline, academic rank, tenure status, institution type, presence of collective bargaining units, and Carnegie Classification of the institution.

This report focuses on salaries collected by CUPA-HR for psychology faculty employed full-time in four-year colleges and universities during the 2015-16 academic year.

- When adjusted for inflation, faculty salaries between 2014-15 and 2015-16 did increase somewhat, ranging from half a percent to almost nine percent. Despite the range, psychology faculty from all academic ranks and Carnegie classifications saw greater increases in their salaries between 2014-15 and 2015-16 academic years, than they did between 2013-14 and 2014-15.
- Tenured/tenure-track psychology faculty employed at public institutions had slightly higher mean salaries than their counterparts working at private institutions. The only exception was for instructors, who earned slightly more at private than public institutions.
- Psychology faculty working at public institutions with collective bargaining units earned more than psychology faculty who worked at public institutions without collective bargaining units.
- Collapsed across academic rank and institution type (i.e., private versus public), non-tenure-track faculty earned approximately 77.4 percent of the salaries earned by tenured/tenure-track faculty.
- In general, psychology faculty earned less than faculty working in other social science disciplines, as well as faculty in other STEM or STEM-related disciplines.

Introduction

The College and University Professional Association for Human Resources (CUPA-HR) is a non-profit organization that provides information, resources, advocacy, and connections in higher education. Its membership consists of over 20,000 HR professionals and other leaders in higher education at more than 1,900 member organizations worldwide.¹ Membership is institution-based and includes approximately 93 percent of all U.S. doctoral institutions, 78 percent of all master's institutions, 56 percent of all bachelor's institutions and 600 two-year and specialized institutions.

Each year, CUPA-HR conducts compensation surveys for higher education. Academic institutions are asked to provide salary data for various professionals working in higher education, including administrators, department heads, and faculty. In this report, we examine faculty salary data reported by CUPA-HR in its *2015-16 Faculty in Higher Education Salary Survey*. This survey has been conducted for 35 years,² and includes data for 241,491 full-time faculty at 743 U.S. institutions which participated in this year's survey.

Salaries for full-time faculty^{3,4} working in four-year colleges and universities are broken down by:

- 1) Academic discipline: academic disciplines are based on the Integrated Postsecondary Education Data System (IPEDS) Classification of Institutional Programs (CIP) Codes.⁵
- 2) Academic rank: professor, associate professor, assistant professor, new assistant professor,⁶ and instructor/lecturer.
- 3) Tenure status: tenured/tenure-track and non-tenure-track.
- 4) Type of institution: private and public (with and without collective bargaining units).

¹ Member organizations are primarily colleges and universities. For more information about CUPA-HR, see <http://www.cupahr.org/>.

² This survey was previously known as the "National Faculty Salary Survey."

³ Professors, associate professors, assistant professors and instructors working at least 75 percent full-time equivalent, have annual contracts or appointments of at least 9 months, and whose teaching/research are more than 50 percent of their duties.

⁴ Adjunct faculty was not included in CUPA-HR's survey for Four-year Colleges and Universities.

⁵ The U.S. Department of Education, National Center for Education Statistics designed the CIP code system to provide a taxonomic scheme that supports the tracking, assessment and reporting of fields of study and program completions activity. A full listing of CIP codes can be found at <https://nces.ed.gov/ipeds/cipcode/browse.aspx?y=55>.

⁶ CUPA-HR defined a new assistant professor as a new hire for the academic year being surveyed (this academic rank was used only for tenured/tenure-track faculty).

- 5) *Carnegie Classification*: the Carnegie Classification system is a framework for categorizing colleges and universities in the United States, and refers primarily to the highest degree awarded by that institution.⁷ In this report, psychology salaries are broken down by the following Carnegie Classifications: research universities,⁸ other doctoral,⁹ master's, and baccalaureate.

Although CUPA-HR collects salary data for 32 disciplines, this report focuses primarily on the salaries earned by *psychology* faculty (CIP code 42). Salaries for psychology faculty were collected by CUPA-HR and are presented throughout this report. All tables and figures presented in this report are derived from summary data provided by CUPA-HR. Table 1 displays the number of faculty and institutions that provided salary data for psychology, broken down by academic rank and tenure status.¹⁰

Table 1. Number of Faculty and Institutions that Provided Salary Data for Psychology by Academic Rank and Tenure Status, 2015-16

Tenured/Tenure-Track Faculty							
		Professor	Associate Professor	Assistant Professor	New Assistant Professor	Instructor	All Ranks
Number of Faculty	All Institutions	3,074	2,709	2,609	323	31	7,883
	Private Institutions	1,114	1,076	757	111	14	2,961
	Public Institutions	1960	1633	1312	212	17	4922
Number of Institutions	All Institutions	547	550	537	220	20	616
	Private Institutions	283	295	267	82	7	335
	Public Institutions	264	255	270	138	13	281
Non-Tenure-Track Faculty							
Number of Faculty	All Institutions	196	253	466	NA*	498	1,413
	Private Institutions	172	189	257	NA	114	732
	Public Institutions	24	64	209	NA	384	681
Number of Institutions	All Institutions	66	112	197	NA	182	360
	Private Institutions	49	79	119	NA	57	187
	Public Institutions	17	33	78	NA	125	173

* The rank of New Assistant Professor was used only for tenured/tenure-track faculty.

⁷ For more on the Carnegie Classification system, see http://carnegieclassifications.iu.edu/lookup_listings/standard.php.

⁸ Institutions that grant doctoral degrees and have high or very high research activity. The categorization comes from two indices of research activity, which is based on principal component analysis of factors including research expenditures, number of research doctorates awarded, number of research-focused faculty, and other factors. For more information, see <http://carnegieclassifications.iu.edu/methodology/basic.php>.

⁹ Institutions that grant doctoral degrees but are less research intensive than research universities.

¹⁰ For tenured/tenure-track faculty: Counts for new assistant professors were also included in the assistant professor cells. Therefore, the "All Ranks" total was calculated by adding "professor" + "assoc prof" + "assist prof" + "instructor" – "new asst prof."

Salary Increases for Psychology Faculty between 2014-15 and 2015-16

Table 2 presents mean salaries for full-time tenured/tenure-track faculty for the 2014-15 and 2015-16 academic years.¹¹ Salaries are broken down by academic rank and Carnegie Classification of the institution. In 2015, the annual Consumer Price Index for all urban consumers (CPI-U) was approximately 2.1 percent higher than in 2014.¹² When salaries earned in 2014 were adjusted for inflation using the Consumer Price Index data for the year 2015, the increases in mean salaries for psychology faculty between 2014-15 and 2015-16 were greater than they were between 2013-14 and 2014-15.¹³ Salaries increased across all academic ranks and Carnegie Classifications.

Table 2. Mean Salaries for Tenured/Tenure-Track Psychology Faculty by Academic Rank and Carnegie Classification of Institution (Constant and Adjusted Dollars), 2014-15 and 2015-16

		Professor	Associate Professor	Assistant Professor	New Assistant Professor
All institutions					
2015-16		\$94,218	\$71,872	\$61,542	\$61,965
2014-15	adjusted	\$92,678	\$70,420	\$60,267	\$59,991
	constant	\$92,568	\$70,336	\$60,195	\$59,920
Research Universities					
2015-16		\$118,452	\$81,849	\$71,241	\$69,774
2014-15	adjusted	\$115,516	\$79,731	\$69,050	\$68,469
	constant	\$115,379	\$79,636	\$68,968	\$68,388
Other Doctoral					
2015-16		\$98,654	\$74,518	\$64,298	\$64,758
2014-15	adjusted	\$95,043	\$72,648	\$63,287	\$59,592
	constant	\$94,930	\$72,562	\$63,212	\$59,521
Master's					
2015-16		\$87,119	\$68,426	\$58,564	\$57,729
2014-15	adjusted	\$85,934	\$66,313	\$57,190	\$57,532
	constant	\$85,832	\$66,234	\$57,122	\$57,464
Baccalaureate					
2015-16		\$84,189	\$66,927	\$57,014	\$56,917
2014-15	adjusted	\$83,259	\$65,376	\$55,693	\$52,712
	constant	\$83,160	\$65,298	\$55,627	\$52,649

¹¹ All salaries collected by CUPA-HR are for U.S. psychology faculty employed on a 9/10-month basis.

¹² For more information on 2015 Consumer Price Index numbers for all urban consumers (CPI-U), see <http://www.bls.gov/cpi/cpid1512.pdf>.

¹³ Constant dollars for the 2014-15 academic year were adjusted for inflation using the Consumer Price Index data for the year 2015, see http://www.bls.gov/data/inflation_calculator.htm.

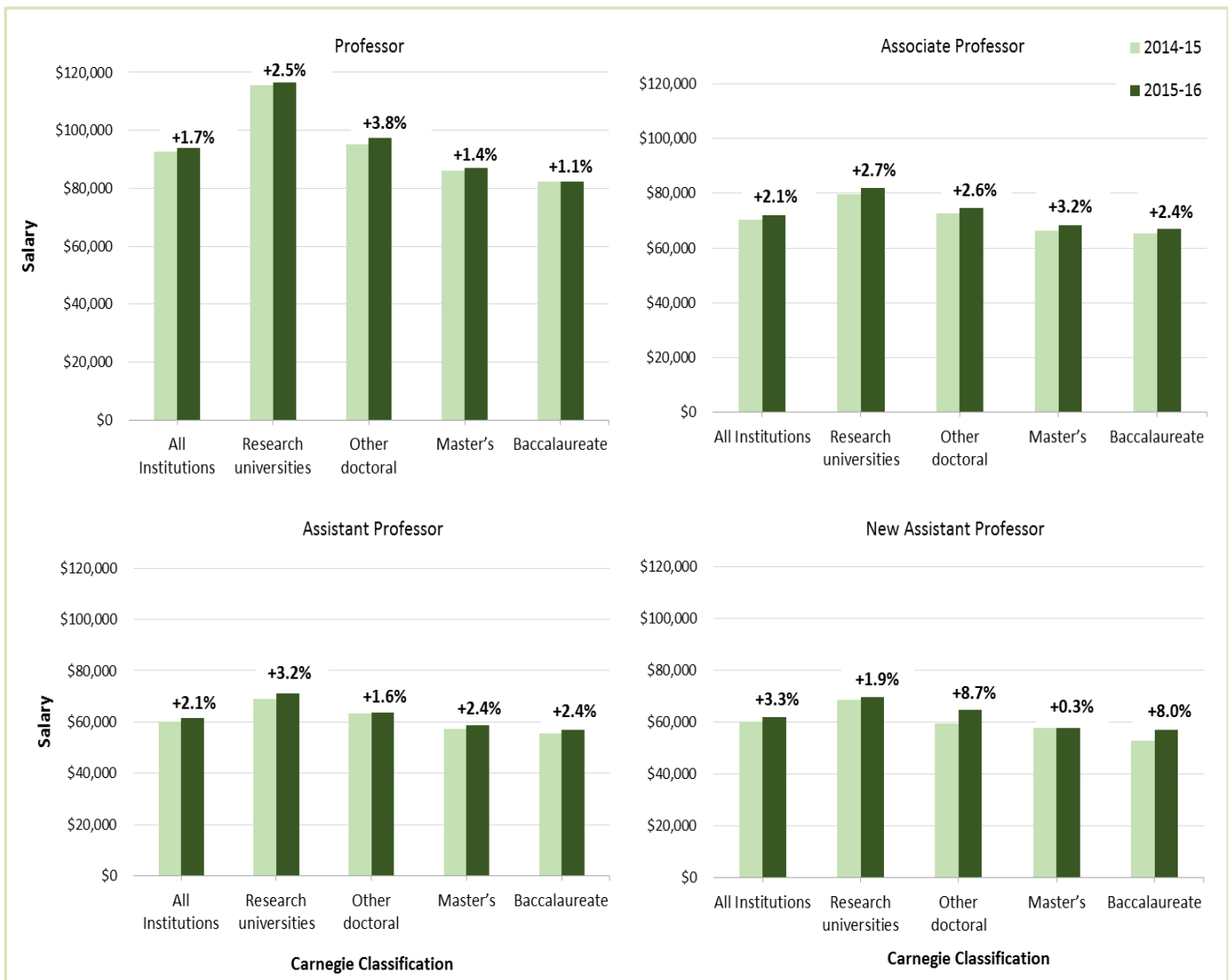
Figure 1 illustrates the percent change in mean salaries between the 2014-15 and 2015-16 academic years, broken down by academic rank and Carnegie Classification of the institution. Collapsed across all institutions, psychology faculty in each academic rank saw increases in their salaries. Specifically, professors saw an increase of 1.7 percent; salaries for associate and assistant professors increased by 2.1 percent, and salaries for psychology instructors rose by 3.3 percent.

New assistant professors working at institutions classified as “other doctoral,” experienced the largest increases in mean salaries (8.7 percent). At 0.3 percent, the smallest increase in salary between 2014-15 and 2015-16 was for new assistant professors employed at master’s institutions. Despite the range, psychology faculty from all academic ranks and Carnegie classifications saw greater increases in their salaries between 2014-15 and 2015-16 academic years, than they did between 2013-14 and 2014-15 (where in some cases, salaries actually decreased).¹⁴

¹⁴ For more information on psychology faculty salaries for the 2014-15 academic year, see <http://www.apa.org/workforce/publications/15-cupa-hr/report.pdf>



Figure 1. Percent Differences in Mean Salaries for Tenured/Tenure-Track Psychology Faculty by Academic Rank and Carnegie Classification of Institution, 2014-15 to 2015-16



Note: Salaries for the 2014-15 academic year were adjusted for inflation using the Consumer Price Index data for the year 2015.

Tenured/Tenure-Track Salaries for Psychology Faculty, 2015-16

The following section displays salary data for full-time, tenured/tenure-track psychology faculty for the 2015-16 academic year. Tables and figures illustrate mean salaries broken down by *academic rank* (professor, associate professor, assistant professor, new assistant professor, and instructor), *institution type* (private versus public), and the *presence or absence of collective bargaining units* at public institutions.



Salaries by Academic Rank and Institution Type

As expected, psychology professors on average earned the highest salaries across all types of institutions (Mean=\$94,218), while instructors earned the least (Mean=\$52,924). However, Figure 2 displays an overlap in salaries across academic ranks, due to a wide range of salaries within each rank. In particular, the range of salaries for professors was quite large (\$35,071 to \$471,031).¹⁵

Figure 2. Mean Salaries and Salary Ranges for Tenured/Tenure-Track Psychology Faculty by Academic Rank, 2015-16

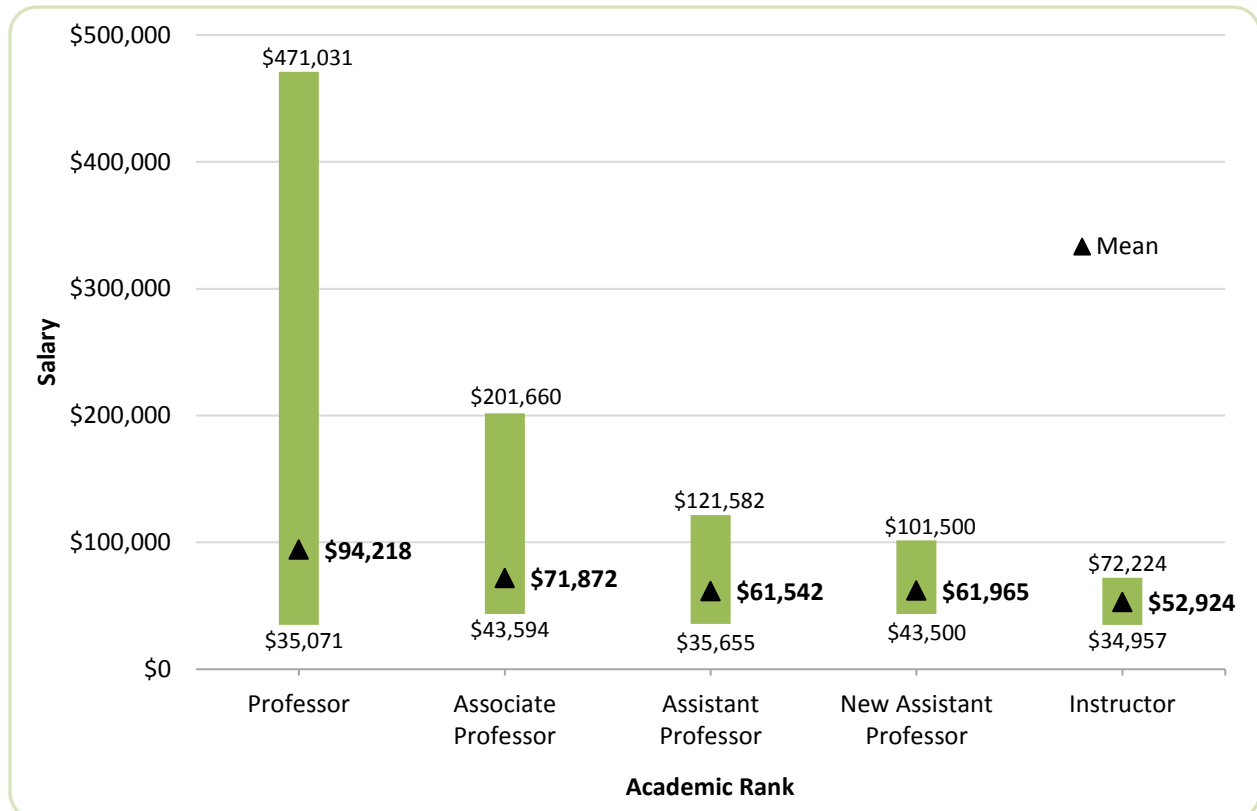


Table 3 displays mean salaries for tenured/tenure-track psychology faculty, for each academic rank and by private versus public institution type. In general, tenured/tenure-track psychology faculty employed at public institutions had higher mean salaries than psychology faculty at private institutions.^{16,17} The only exception was for instructors, who earned slightly more at private (Mean=\$53,367) than at public (Mean=\$52,688) institutions.

¹⁵ \$471,031 may be an outlier that represents psychology faculty who also have higher administrative positions such as provost or president, and may not be representative of non-administrative psychology professor positions.

¹⁶ The only exception was for instructors, who earned 12.5 percent more on average at private (Mean=\$58,272) than public (Mean=\$51,788) institutions. However, this result may be due to low sample size. The CUPA-HR sample for tenured/tenure-track instructors consisted of only eight private institutions and 10 public institutions.

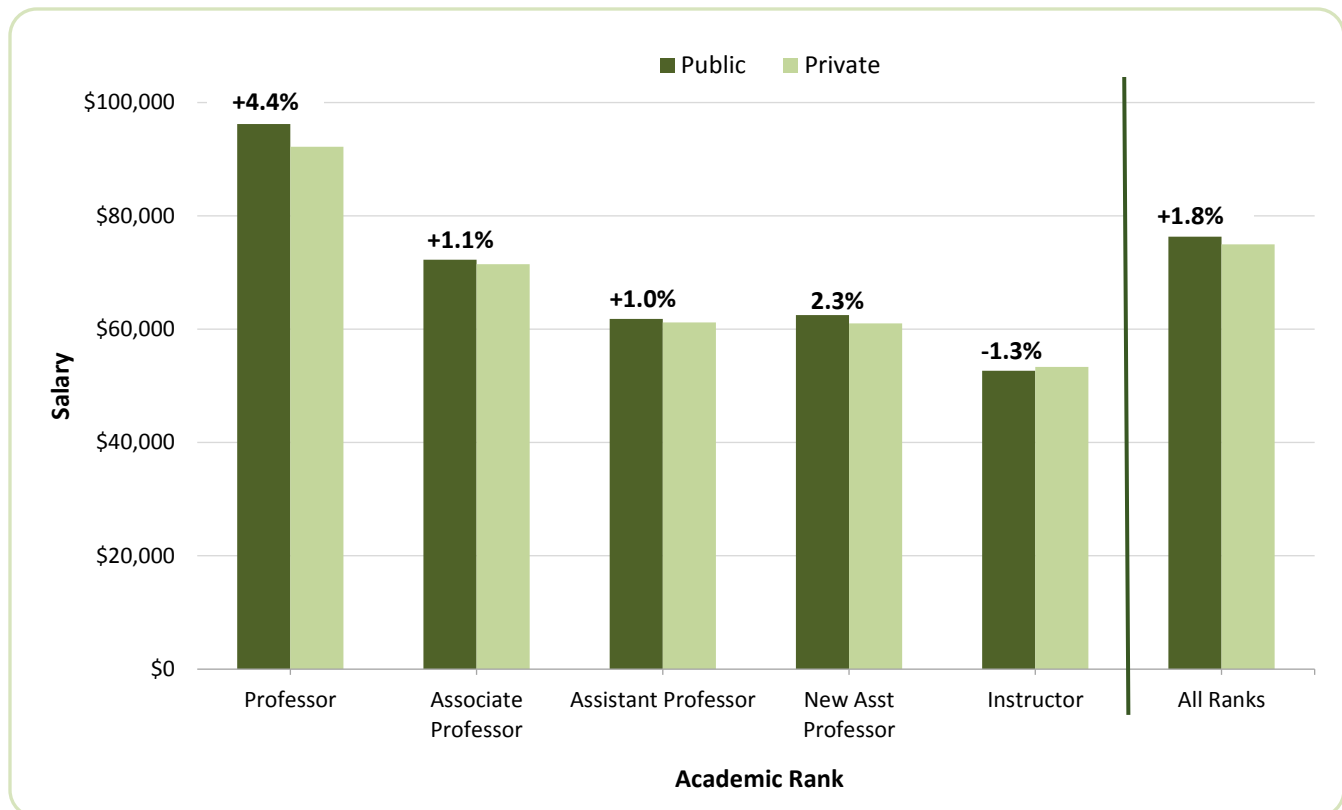
¹⁷ Means in this table and every table that follows in this report are unweighted.

Table 3. Mean Salaries for Tenured/Tenure-Track Psychology Faculty by Academic Rank and Institution Type, 2015-16

2015-2016 Academic Year						
Tenured/Tenure-Track Faculty	Professor	Associate Professor	Assistant Professor	New Assistant Professor	Instructor	All Ranks
All Institutions						
Mean	\$94,218	\$71,872	\$61,542	\$61,965	\$52,924	\$75,663
Maximum	\$471,031	\$201,660	\$121,582	\$101,500	\$72,224	\$471,031
Minimum	\$35,071	\$43,594	\$35,655	\$43,500	\$34,957	34,957
All Private Institutions						
Mean	\$92,174	\$71,493	\$61,219	\$61,044	\$53,367	\$74,981
Maximum	\$291,689	\$201,660	\$113,883	\$101,500	\$70,000	\$291,689
Minimum	\$35,071	43,594	\$35,655	\$44,000	\$39,333	\$35,071
All Public Institutions						
Mean	\$96,201	\$72,262	\$61,832	\$62,470	\$52,688	\$76,317
Maximum	\$471,031	\$152,723	\$121,582	\$85,000	\$72,224	\$471,031
Minimum	\$51,169	\$47,525	\$42,027	\$43,008	\$34,957	\$34,957

Figure 3 shows that when collapsed across all academic ranks, tenured/tenure-track psychology faculty employed at public institutions earned approximately \$1,336 or 1.8 percent more than psychology faculty at private institutions. On average, professors at public institutions earned \$4,027 or 4.4 percent more than professors at private institutions, and new assistant professors earned \$1,426 or 2.3 percent more than their counterparts employed at private institutions. Mean salaries for associate professors at public (Mean=\$72,262) and private (Mean=\$71,493) institutions differed only by one percent, as did salaries for assistant professors at public (Mean=\$61,832) versus private (Mean=\$61,219) institutions. Instructors earned \$679 (or 1.3 percent) less at public institutions than at private institutions.

Figure 3. Percent Differences in Mean Salaries for Tenured/Tenure-Track Psychology Faculty by Academic Rank and Institution Type, 2015-16



Note: Comparison between mean salaries of tenured/tenure-track *Instructors* in public versus private institutions may be unreliable due to small sample size.

Collective Bargaining

The presence of a collective bargaining unit in public institutions had a direct effect on the salaries earned by tenured/tenure-track psychology faculty.¹⁸ Table 4 illustrates that salaries were consistently higher across all academic ranks for psychology faculty at public institutions with collective bargaining units.¹⁹

¹⁸ Public and private institutions are covered by different labor laws. In a 1980 decision (NLRB v. Yeshiva University), the U.S. Supreme Court ended faculty collective bargaining at private institutions (although recent lower court rulings have allowed for it in some cases). For more information, see <https://supreme.justia.com/cases/federal/us/444/672/>.

¹⁹ Data are reported only for positions having at least five responding institutions.

Table 4. Mean Salaries for Tenured/Tenure-Track Psychology Faculty by Academic Rank for Public Institutions with and without Collective Bargaining Units, 2015-16

2015-2016 Academic Year						
Tenured/Tenure-Track Faculty	Professor	Associate Professor	Assistant Professor	New Assistant Professor	Instructor	All Ranks
Public Institutions: Without Collective Bargaining Units						
Mean	\$92,015	\$69,026	\$59,731	\$60,442	\$50,402	\$73,066
Maximum	\$446,382	\$143,068	\$121,582	\$85,000	\$64,667	\$446,382
Minimum	\$52,000	\$48,316	\$42,027	\$43,008	\$42,000	\$42,000
No. of Faculty	1,133	984	853	134	11	2,981
No. of Institutions	169	165	177	91	8	182
Public Institutions: With Collective Bargaining Units						
Mean	\$103,708	\$78,344	\$65,841	\$66,189	\$56,118	\$82,343
Maximum	\$471,031	\$152,723	\$100,264	\$82,000	\$72,224	\$471,031
Minimum	\$51,169	\$47,525	\$45,018	\$45,018	\$34,957	\$34,957
No. of Faculty	827	649	459	78	6	1,941
No. of Institutions	95	90	93	47	5	99

As demonstrated in Figure 4, tenured/tenure-track psychology faculty working in public institutions with collective bargaining units earned between 9.5 to 13.5 percent more than their counterparts at non-unionized public institutions. Collapsed across all academic ranks, the mean salary of psychology faculty at public institutions with collective bargaining units (Mean=\$82,343) was \$9,277 or 12.7 percent higher than that of faculty working at public institutions without collective bargaining units (Mean=\$73,066).

Figure 4. Percent Differences in Mean Salaries for Tenured/Tenure-Track Psychology Faculty Employed at Public Institutions with and without Collective Bargaining Units, 2015-16

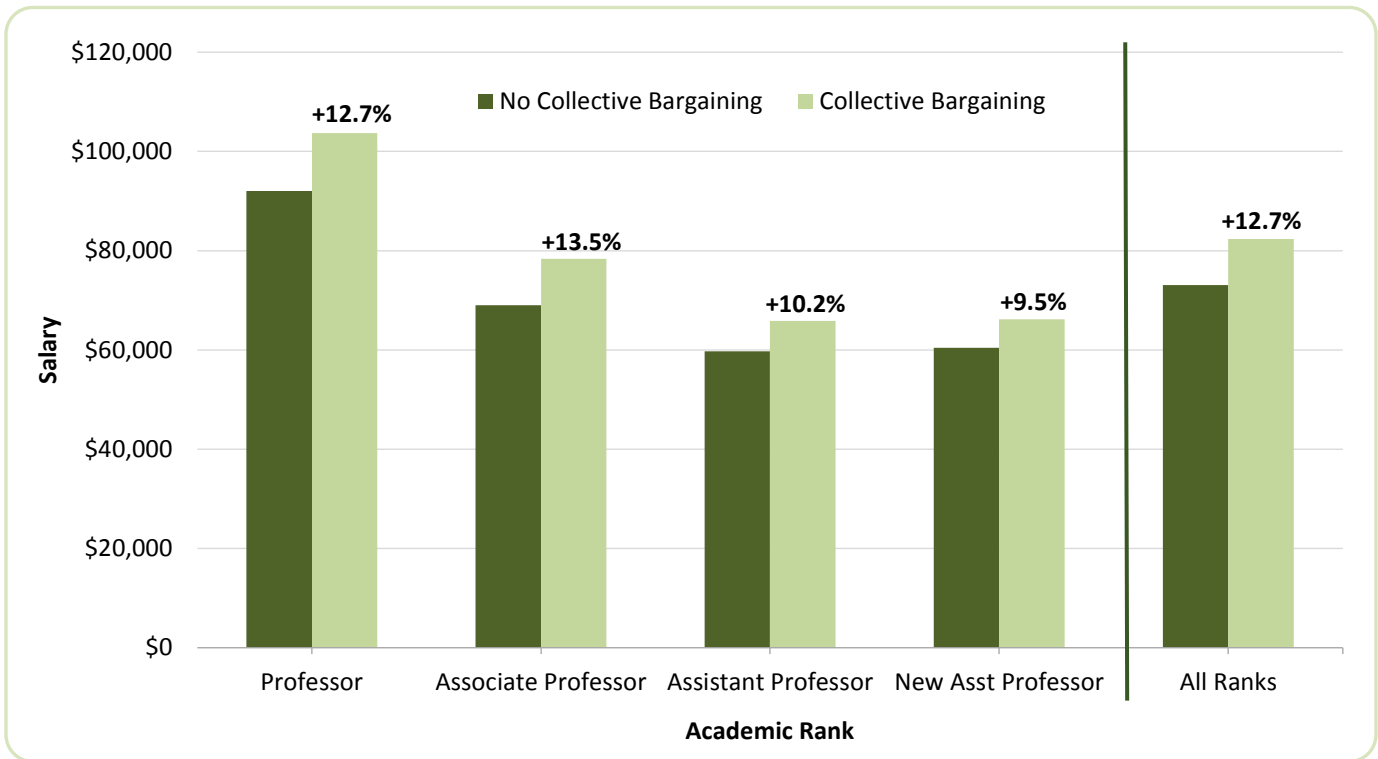
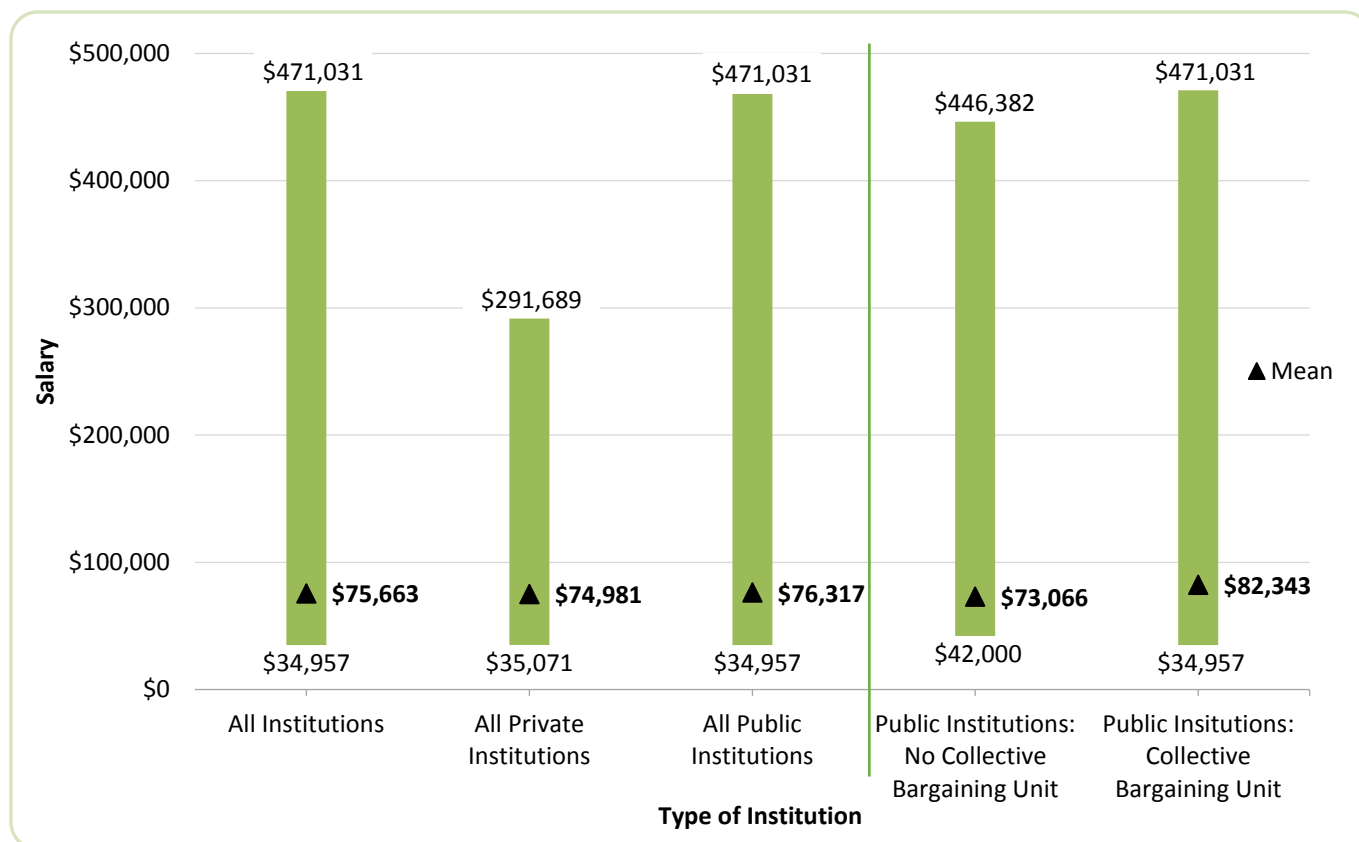


Figure 5 displays the mean salaries and salary ranges for tenured/tenure-track psychology faculty by type of institution. When comparing across all academic ranks for faculty in private versus public institutions, the mean salary for faculty at public institutions (Mean=\$76,317) was \$1,336 higher than the mean salary for faculty at private institutions (Mean=\$74,981). However, when public institutions were separated further by those that were unionized and those that were not, non-unionized psychology faculty employed at public institutions earned approximately 2.6 percent less (Mean=\$73,066) than psychology faculty at private institutions. In contrast, psychology faculty at public institutions with collective bargaining units earned 9.8 percent more (Mean=\$82,343) than faculty at private institutions. These findings suggest that the presence of collective bargaining units plays an important role in the salaries earned by tenured and tenure-track psychology faculty.

Figure 5. Mean Salaries and Salary Ranges for Tenured/Tenure-Track Psychology Faculty by Type of Institution, 2015-16



Note. Salaries in this figure are collapsed across academic ranks (i.e., professor, associate professor, assistant professor, and new assistant professor).

Non-Tenure-Track Salaries for Psychology Teaching Faculty, 2015-16

This section displays salary data for full-time, non-tenure-track psychology teaching faculty for the 2015-2016 academic year. Non-tenure-track is defined as “individuals whose faculty appointments do not carry the commitment or expectation of permanent tenure.”²⁰

Salaries by Academic Rank and Institution Type

Table 5 illustrates mean salaries broken down by academic rank and institution type. When collapsed across all academic ranks, non-tenure-track psychology teaching faculty employed at *private* institutions earned \$5,319 or 9.5 percent more than psychology faculty employed at *public* institutions.

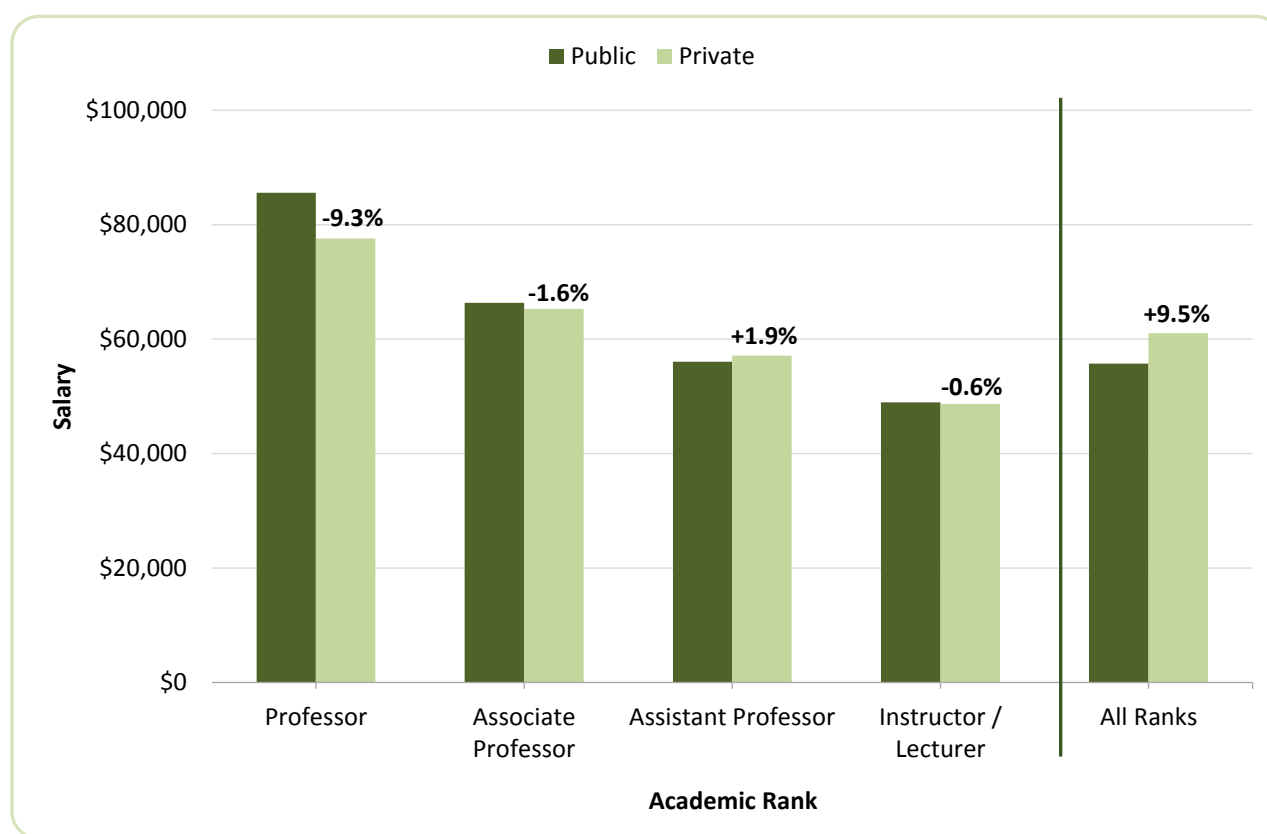
Table 5. Mean Salaries for Non-Tenure-Track Psychology Teaching Faculty by Academic Rank and Institution Type, 2015-16

2015-2016 Academic Year					
Non-Tenure-Track Faculty	Professor	Associate Professor	Assistant Professor	Instructor / Lecturer	All Ranks
All Institutions					
Mean	\$79,538	\$65,609	\$56,678	\$48,861	\$58,585
Maximum	\$159,510	\$121,859	\$115,710	\$105,924	\$159,510
Minimum	\$32,000	\$30,457	\$28,000	\$16,800	\$16,800
No. of Faculty	196	253	466	498	1,413
No. of Institutions	66	112	197	182	360
All Private Institutions					
Mean	\$77,567	\$65,288	\$57,096	\$48,650	\$61,034
Maximum	\$156,112	\$121,859	\$115,710	\$91,354	\$156,112
Minimum	\$32,000	\$30,475	\$28,000	\$25,000	\$25,000
No. of Faculty	172	189	257	114	732
No. of Institutions	49	79	119	57	187
All Public Institutions					
Mean	\$85,562	\$66,354	\$56,050	\$48,952	\$55,715
Maximum	\$159,510	\$104,915	\$98,360	\$105,924	\$159,510
Minimum	\$41,000	\$36,000	\$39,306	\$16,800	\$16,800
No. of Faculty	24	64	209	384	681
No. of Institutions	17	33	78	125	173

²⁰ As defined by CUPA-HR *Faculty in Higher Education Salary Survey for the 2015-16 Academic Year: By Discipline, Rank and Tenure Status in Four-Year Colleges and Universities*. Non-tenure-track psychology teaching faculty may include individuals with specific teaching expectations outside of the normal tenure expectations of teaching.

Although non-tenure-track psychology faculty employed at private institutions earned approximately 9.5 percent more than faculty at public institutions across all ranks, mean salaries broken down by academic rank tell a different story. Figure 6 shows that professors, associate professors, and instructors actually earned *less* at private institutions (9.3 percent, 1.6 percent, and 0.6 percent less, respectively).²¹ The only exception was for non-tenure-track assistant professors, who earned \$1,046 or 1.9 percent *more* at private institutions (Mean=\$57,096) than public institutions (Mean=\$56,050).

Figure 6. Percent Differences in Mean Salaries for Non-Tenure-Track Psychology Teaching Faculty by Academic Rank and Institution Type, 2015-16



²¹ Caution should be taken when interpreting these results, because sample sizes for non-tenured faculty were small, especially for professors (N=17) and associate professors (N=33) employed at public institutions.

Collective Bargaining

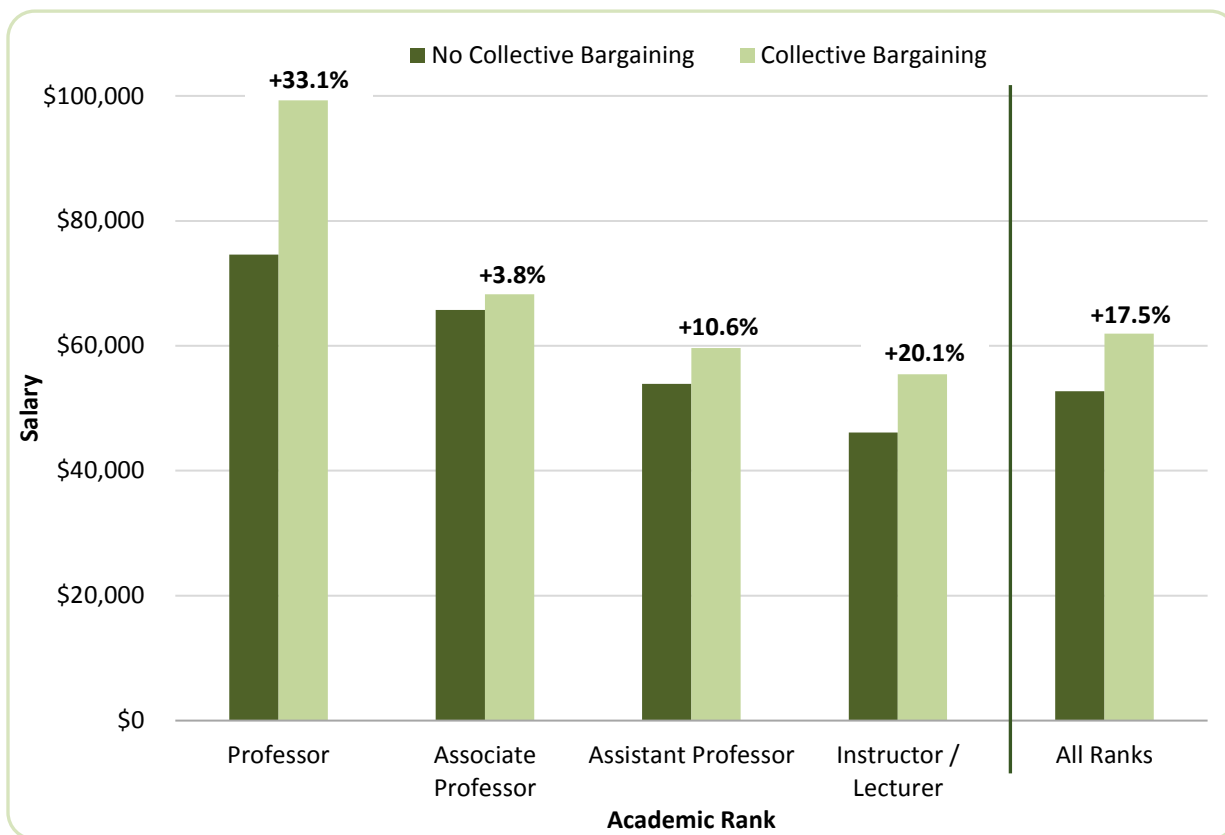
Table 6 displays salaries for non-tenure-track psychology faculty at public institutions, broken down by the presence or absence of collective bargaining units. As with tenured/tenure-track faculty, non-tenure-track psychology faculty at public institutions with collective bargaining units earned more than non-tenured-faculty employed at public institutions without collective bargaining units.

Table 6. Mean Salaries for Non-Tenure-Track Psychology Teaching Faculty by Academic Rank for Public Institutions with and without Collective Bargaining Units, 2015-16

2015-2016 Academic Year					
Non-Tenure-Track Faculty	Professor	Associate Professor	Assistant Professor	Instructor / Lecturer	All Ranks
Public Institutions: Without Collective Bargaining Units					
Mean	\$74,597	\$65,745	\$53,901	\$46,140	\$52,704
Maximum	\$159,510	\$101,113	\$91,943	\$79,144	\$159,510
Minimum	\$41,000	\$36,000	\$39,306	\$20,200	\$20,200
No. of Faculty	14	44	135	271	464
No. of Institutions	10	25	49	87	112
Public Institutions: With Collective Bargaining Units					
Mean	\$99,268	\$68,248	\$59,633	\$55,426	\$61,931
Maximum	\$135,933	\$104,915	\$98,360	\$105,924	\$135,933
Minimum	\$66,167	\$42,495	\$45,000	\$16,800	\$16,800
No. of Faculty	10	20	74	113	217
No. of Institutions	7	8	29	38	61

Figure 7 shows the percent difference in salaries for non-tenure-track psychology faculty by the presence or absence of collective bargaining units. For non-tenure track faculty, psychology professors at public institutions with collective bargaining units earned \$22,671 or 33.1 percent *more* than professors at public institutions without collective bargaining units. Associate professors earned 3.8 percent more, assistant professors earned 10.6 percent more, and instructors earned 20.1 percent more. Collapsed across all academic ranks, psychology faculty at public institutions with collective bargaining units earned \$9,227 or about 17.5 percent more than psychology faculty at non-unionized public institutions.

Figure 7. Percent Differences in Mean Salaries for Non-Tenure-Track Psychology Teaching Faculty Employed at Public Institutions with and without Collective Bargaining Units, 2015-16



Comparison of Non-Tenure-Track Faculty Salaries to Tenured/Tenure-Track Faculty Salaries

As shown in Table 7, for all academic ranks combined, non-tenure-track faculty earned less than tenured/tenure-track faculty. Collapsed across academic rank and institution type (i.e., private versus public), non-tenure-track faculty earned approximately 77.4 percent of the mean salaries earned by tenured/tenure-track faculty.

At private institutions, the mean salary for non-tenure-track faculty was 81.4 percent of the mean salary earned by tenured/tenure-track faculty. Likewise, the mean salary for non-tenure-track faculty at public institutions was 73.0 percent of that earned by tenured/tenure-track faculty. This pattern of results was found for each academic rank.

Table 7. Percentages of Mean Tenured/Tenure-Track Psychology Faculty Salaries Earned by Non-Tenure-Track Psychology Teaching Faculty, 2015-16

2015-2016 Academic Year					
	Professor	Associate Professor	Assistant Professor	Instructor	All Academic Ranks
All institutions	84.4%	91.3%	92.1%	92.3%	77.4%
All Private Institutions	84.2%	91.3%	93.3%	91.2%	81.4%
All Public Institutions	88.9%	91.8%	90.6%	92.9%	73.0%
Public Institutions:					
Without Collective Bargaining	81.1%	95.2%	90.2%	91.5%	72.1%
With Collective Bargaining	95.7%	87.1%	90.6%	98.8%	75.2%

Note. A comparison between tenured and non-tenured New Assistant Professors could not be made since CUPA-HR coded this academic rank only for tenured/tenure-track faculty.

Psychology Faculty Salaries Compared to Other Disciplines

Psychology versus Other Social Sciences

How do psychology faculty salaries compare to the salaries of faculty in other disciplines? For example, are psychology faculty salaries comparable to salaries earned by faculty in other social science disciplines? Table 8 illustrates mean salaries for tenured/tenure-track faculty in psychology versus faculty employed in other, non-psychology social science disciplines, broken down by academic rank and institution type. Specifically, Table 8 compares salaries for faculty that fall under CIP code 42 (psychology) versus CIP code 45 (social sciences).²² Overall, psychology faculty earned less than faculty in other social science disciplines. Collapsed across academic rank and institution type, psychology faculty earned \$4,700 or 6.2 percent less than other social sciences faculty. This pattern was found for both public and private institutions, although the salary differences were slightly less for faculty at public institutions. On average, psychology faculty earned \$6,938 or 9.3 percent less than social science faculty at private institutions, and \$2,959 or 3.9 percent less than social sciences faculty at public institutions.

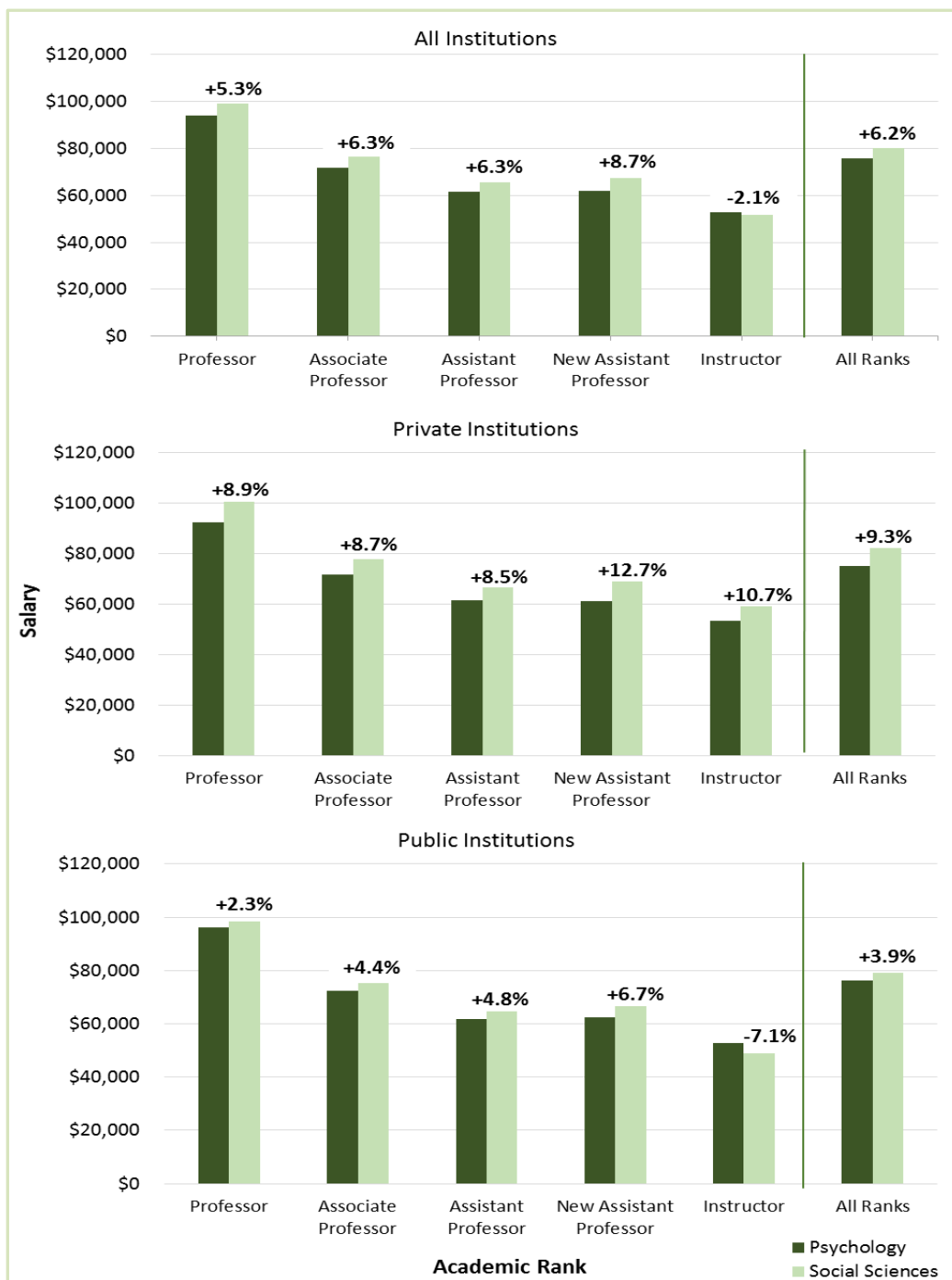
Table 8. Mean Salaries for Tenured/Tenure-Track Psychology Faculty and Faculty in other Social Science Disciplines by Academic Rank and Institution Type, 2015-16

	Professor	Associate Professor	Assistant Professor	New Assistant Professor	Instructor	All Ranks
All Institutions						
Psychology (CIP=42)	\$94,218	\$71,872	\$61,542	\$61,965	\$52,924	\$75,663
Social Sciences (CIP=45)	\$99,219	\$76,367	\$65,446	\$67,376	\$51,788	\$80,363
Private Institutions						
Psychology	\$92,174	\$71,493	\$61,219	\$61,044	\$53,367	\$74,981
Social Sciences	\$100,395	\$77,702	\$66,416	\$68,825	\$59,077	\$81,919
Public Institutions						
Psychology	\$96,201	\$72,262	\$61,832	\$62,470	\$52,688	\$76,317
Social Sciences	\$98,367	\$75,408	\$64,806	\$66,686	\$48,925	\$79,276

²² Social science disciplines such as political science, economics, sociology, anthropology, and geography do not have their own individual CIP codes. Instead, they are combined together in CIP code [45]: Social Sciences

Figure 8 displays the percent differences in mean salaries between tenured/tenure-track faculty in psychology and other social science disciplines. Social sciences faculty earned 6.2 percent more on average, across all academic ranks and institution types. This pattern was found for both private (9.3 percent) and public institutions (3.9 percent).

Figure 8. Percent Differences in Mean Salaries for Tenured/Tenure-Track Psychology Faculty and Faculty in other Social Science Disciplines by Academic Rank and Institution Type, 2015-16



Psychology versus other STEM, STEM-Related, and Non-STEM Disciplines

How do salaries for psychology faculty compare to salaries earned by faculty in other science, technology, engineering, and mathematics (STEM)²³ disciplines, as well as related disciplines where faculty with psychology doctorates are often employed, such as health professions (STEM-related)²⁴ or education (non-STEM)? Table 9 displays mean salaries for tenured/tenure-track faculty working in psychology, other STEM-disciplines, and related fields, collapsed across academic rank, institution type and Carnegie Classification of the institution. Compared to other STEM disciplines, psychology faculty tended to earn less. Specifically, psychology faculty earned between \$1,238 (psychology versus mathematics and statistics) and \$27,798 (psychology versus engineering) less than faculty in other STEM disciplines.

On average, psychology faculty earned approximately \$1,505 more than education faculty (Mean=\$75,663 and \$74,158 respectively). In contrast, engineering faculty tended to earn much more (Mean=\$103,461) than psychology faculty.

Table 9. Mean Salaries for Tenured/Tenure-Track Faculty in Psychology and Faculty in other STEM, STEM-Related, and Non-STEM Disciplines, Collapsed Across Academic Rank, Institution Type, and Carnegie Classification of Institution, 2015-16

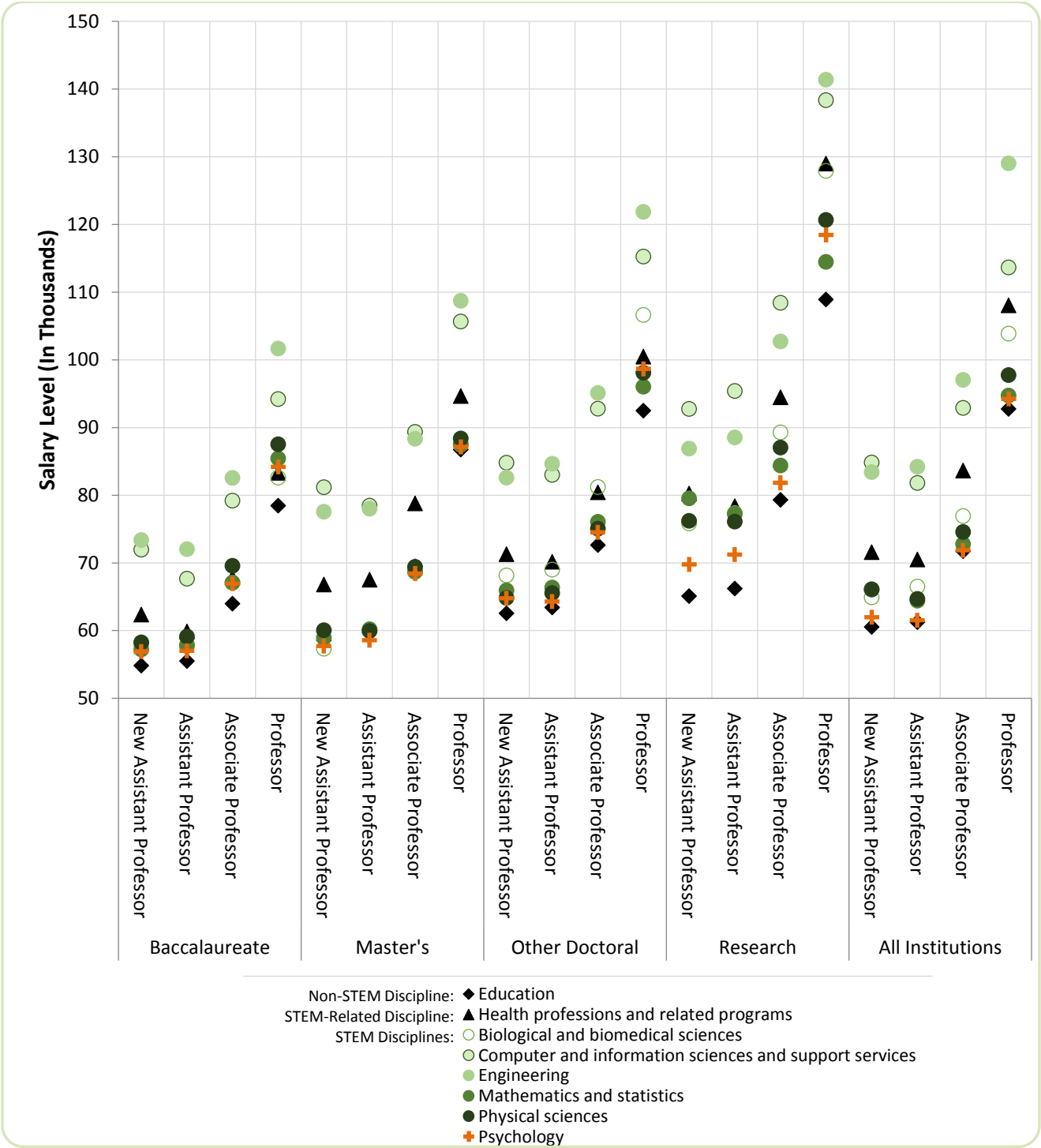
Discipline	CIP code	Discipline Type	Mean Salary
Education	13	Non-STEM	\$74,158
Psychology	42	STEM	\$75,663
Mathematics and Statistics	27	STEM	\$76,901
Physical Sciences	40	STEM	\$79,352
Biological and Biomedical Sciences	26	STEM	\$82,470
Health Professions	51	STEM-Related	\$85,363
Computer and Information Sciences	11	STEM	\$95,807
Engineering	14	STEM	\$103,461

²³ STEM disciplines include computer science, mathematics, engineering, biological sciences, physical sciences and social sciences (which includes psychology).

²⁴ Health professions are identified as “STEM-related” by the U.S. Census Bureau and includes dentists, chiropractors, clinical/medical laboratory services, optometry, veterinary medicine, mental/social health services, nursing and others. For additional information, see <https://www.census.gov/prod/2013pubs/acs-23.pdf> and <https://nces.ed.gov/ipeds/cipcode/cipdetail.aspx?y=55&cipid=88742>

Figure 9 shows psychology faculty salaries (+) relative to faculty salaries in other STEM, STEM-related, and non-STEM disciplines, broken down further by academic rank and Carnegie Classification of the institution.

Figure 9. Mean Salaries for Tenured/Tenure-Track Psychology Faculty and Faculty in other STEM, STEM-Related and Non-STEM Disciplines by Academic Rank and Carnegie Classification of Institution, 2015-16



Figures 10, 11 and 12 illustrate the percent differences in mean salaries between psychology faculty and faculty in other STEM or STEM-related (i.e., health professions) disciplines. For each academic rank, psychology faculty earned less than faculty in other STEM disciplines. The most striking differences in mean salaries were between psychology and computer sciences and engineering. Across all ranks, engineering faculty earned 35-37 percent more than psychology faculty, and computer science faculty earned between 21-33 percent more than psychology faculty.

Figure 10. Percent Differences in Mean Salaries between Psychology Professors and Professors in other STEM and STEM-Related Disciplines, 2015-16

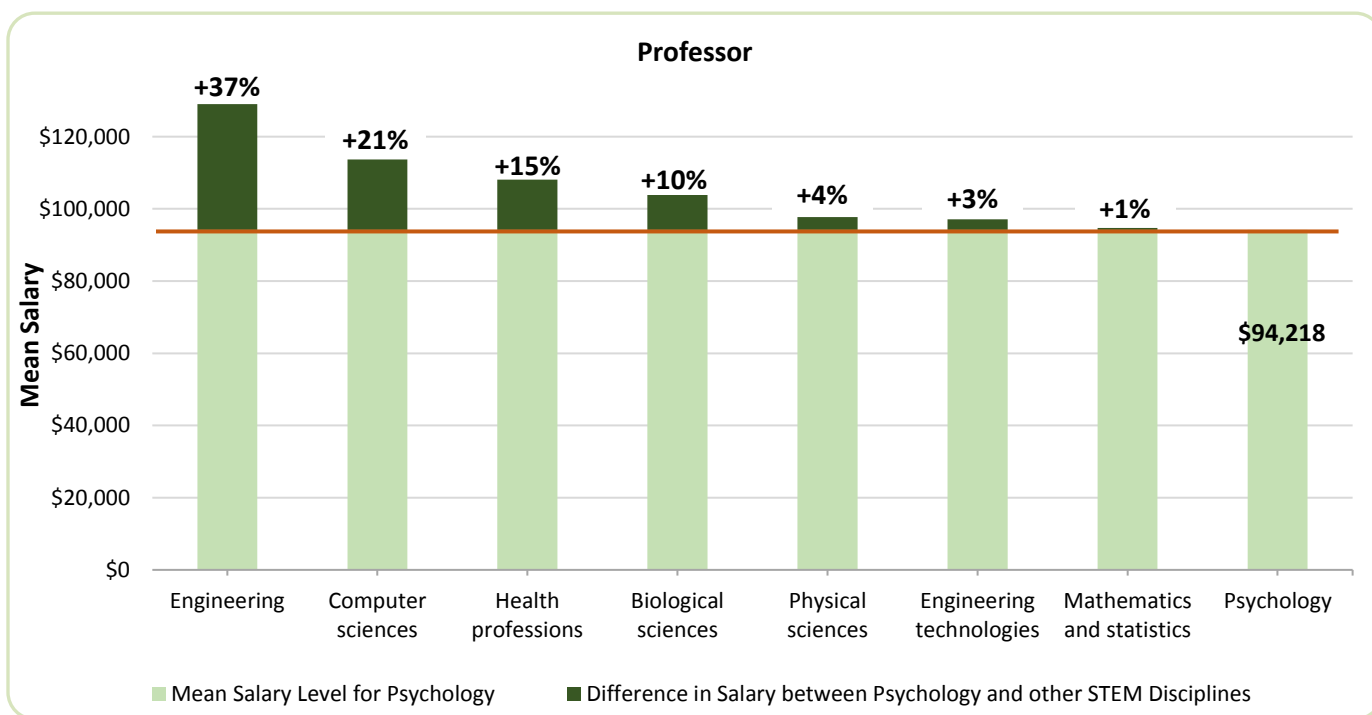


Figure 11. Percent Differences in Mean Salaries between Psychology Associate Professors and Associate Professors in other STEM and STEM-Related Disciplines, 2015-16

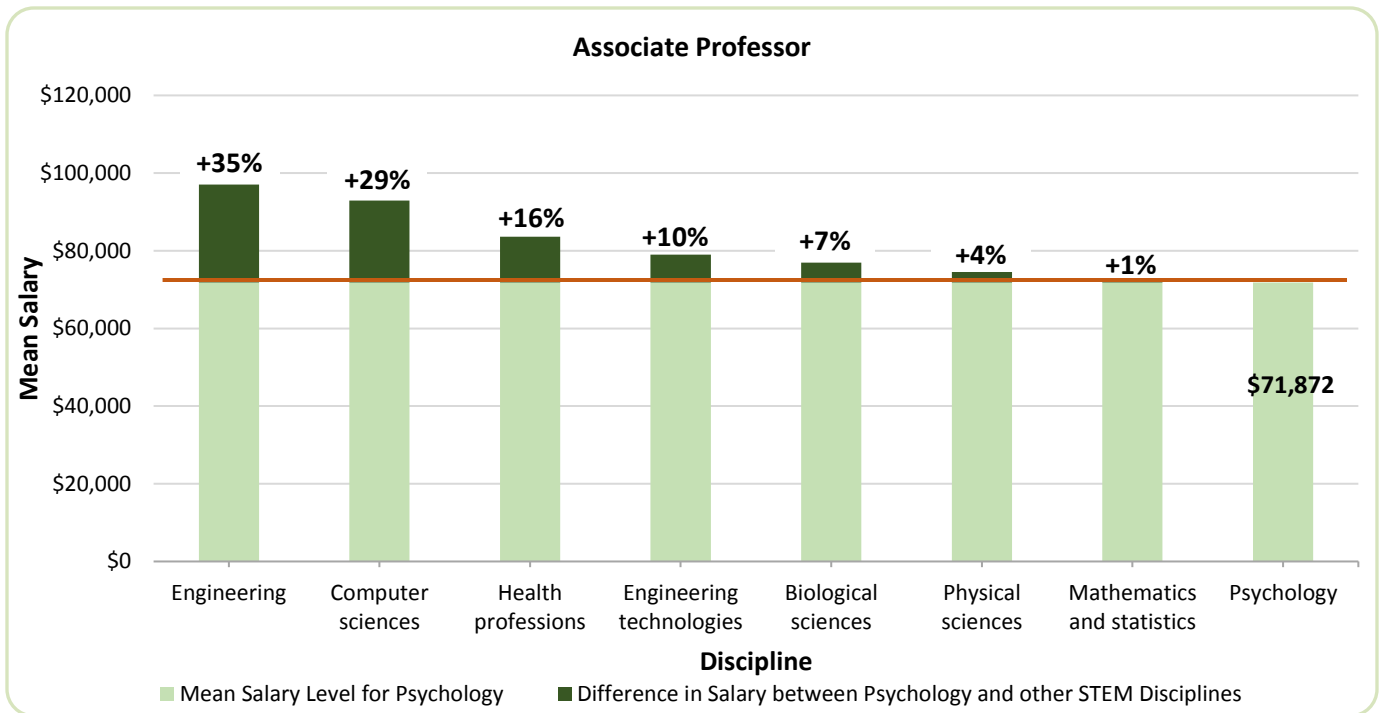
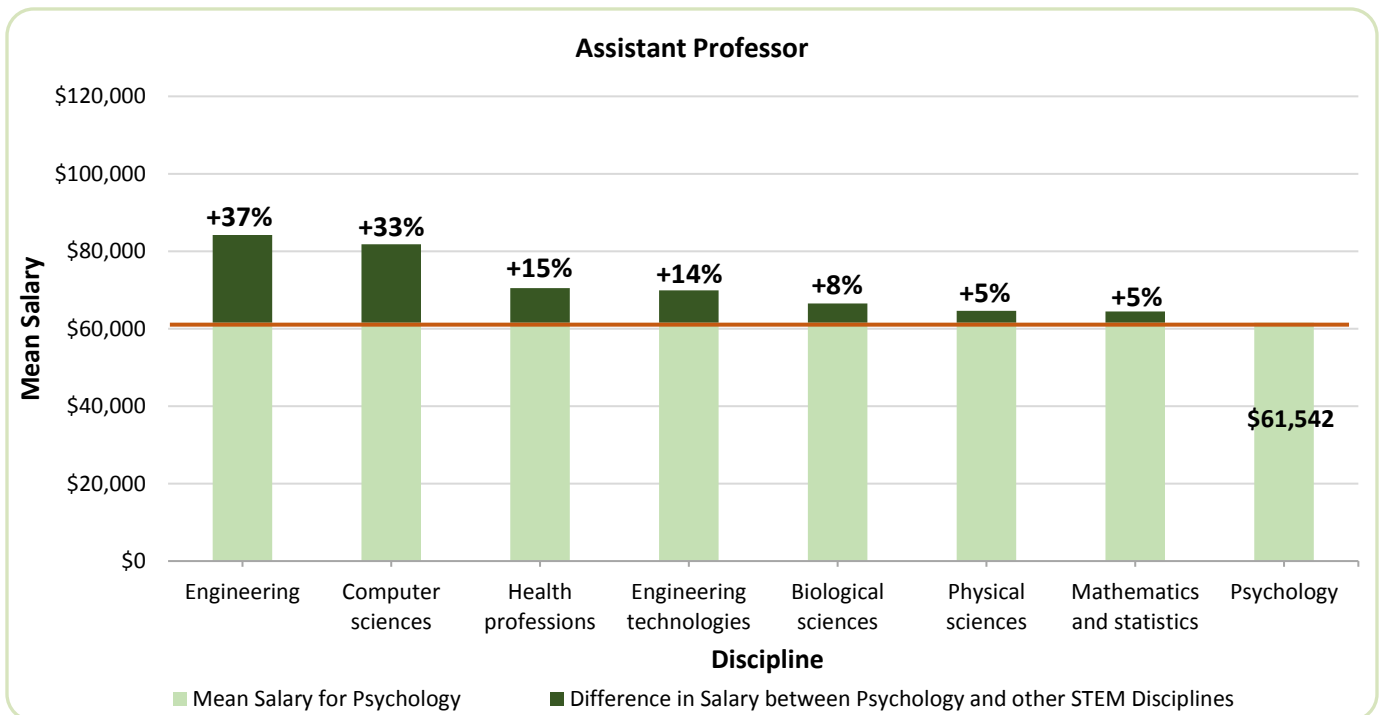


Figure 12. Percent Differences in Mean Salaries between Psychology Assistant Professors and Assistant Professors in other STEM and STEM-Related Disciplines, 2015-16



Conclusion

The 2016 CUPA-HR Survey for Four-Year Colleges and Universities provided faculty salary data for 32 disciplines. Based on these survey data, the primary focus of this report was on salary data collected for *psychology* faculty. Salaries were broken down by variables such as academic rank, tenure status, institution type, Carnegie Classification of the academic institution, and the presence or absence of collective bargaining units. Comparisons were also made between psychology faculty salaries and faculty salaries in other social sciences. Additional comparisons were made between psychology faculty salaries and salaries earned by faculty in other STEM disciplines, as well as faculty employed in related disciplines, such as health professions (STEM-related) and education (non-STEM).

A comparison of tenured/tenure-track faculty salaries from 2014-15 and 2015-16 revealed that salaries for certain academic ranks and Carnegie classifications did not always increase at the same rate as inflation. Even so, compared to previous years – where salaries remained relatively stagnant or even decreased slightly – mean salaries for the 2015-2016 academic year increased for *all academic ranks*.

In general, tenured/tenure-track psychology faculty employed at *public* institutions had slightly higher mean salaries than psychology faculty at private institutions. When collapsed across all academic ranks, tenured/tenure-track psychology faculty employed at public institutions earned approximately 1.8 percent more than psychology faculty at private institutions. Unlike tenured/tenure-track faculty, non-tenure-track psychology faculty employed at private institutions earned 9.5 percent *more* than psychology faculty employed at public institutions. However, when broken down by academic rank, most non-tenure-track faculty actually earned more on average at public than private institutions, especially professors, who earned 10.3 percent more at public institutions. Nevertheless, these findings for non-tenure-track faculty should be interpreted cautiously, considering the sample sizes for non-tenured professors and associate professors were quite small.

Tenured/tenure-track psychology faculty earned more than non-tenure-track faculty, across all academic ranks. Collapsed across academic rank and institution type (i.e., private versus public), non-tenure-track faculty earned approximately 77.4 percent of the salaries earned by tenured/tenure-track faculty.

The presence of a collective bargaining unit in public institutions played a very important role in determining the salaries earned by psychology faculty. Salaries were consistently higher across all academic ranks for psychology faculty whose public institution had a collective bargaining unit. This pattern of results was found for both tenured/tenure-track and non-tenure-track faculty.

Tenured/tenure-track psychology faculty earned less on average than faculty in other social sciences. This pattern was found across all academic ranks, and for both public and private institutions. Although psychology is a STEM discipline, psychology faculty positions tended to pay less than faculty positions in other STEM disciplines. One reason for these findings may be due to the larger presence of women in psychology, compared to other social sciences and STEM disciplines. Future research may further examine the relationship between salaries and the prevalence of female faculty in various social science and STEM disciplines. Unfortunately, one limitation of the CUPA-HR survey is that gender and race/ethnicity data for faculty in higher education were not collected.²⁵

Another limitation of the data is that although an institution may be classified by the Carnegie Foundation as “doctoral” or a “research university,” it is difficult to determine if the types of doctorates awarded at that institution include doctorates in psychology. Although most institutions classified as doctoral granting do award psychology doctorates, there is no simple way to determine if *all* doctoral-granting institutions in the CUPA-HR sample offer psychology doctorates.

Finally, although this report focuses on variables such as academic rank, tenure status, Carnegie Classification, and presence of collective bargaining units, CUPA-HR also collects additional data that are available through its “DataOnDemand” tool. This tool allows users to conduct peer comparison groups or breakdowns of faculty salaries by variables such as geographic location of institution, student size, level of instruction (i.e., undergraduate, graduate, or both), NCAA division and more. Although these variables were not available to APA for this report, they will be made available for future versions.²⁶

²⁵ However, future CUPA-HR reports on faculty salaries plan to include gender and race-ethnicity data.

²⁶ For more information on CUPA-HR’s DataOnDemand tool, see <http://www.cupahr.org/surveys/dod.aspx>

Appendix A: Technical Documentation

Main Variables Presented in Report

9/10-Month Faculty Salary Data (un-weighted) for 4-Year Colleges and Universities broken down by three main variables:

1. DISCIPLINE

- a. Based on the IPEDS Classification of Institutional Programs (CIP):
 - i. Salaries are reported by 2-digit codes for Psychology (CIP 42), collapsed across all intermediate groupings/subfields of psychology.
 - ii. Below is a list of psychology subfields, broken down by 4-digit code for intermediate groupings in psychology:
 1. 42.01 General Psychology:
 - a. 42.0101 General Psychology
 2. 42.27 Research & Experimental Psychology, which includes:
 - a. 42.2701 Cognitive Psychology and Psycholinguistics
 - b. 42.2702 Comparative Psychology
 - c. 42.2703 Developmental and Child Psychology
 - d. 42.2704 Experimental Psychology
 - e. 42.2705 Personality Psychology
 - f. 42.2706 Physiological Psychology/Psychobiology
 - g. 42.2707 Social Psychology
 - h. 42.2708 Psychometrics and Quantitative Psychology
 - i. 42.2709 Psychopharmacology
 - j. 42.2799 Research and Experimental Psychology, Other
 3. 42.28 Clinical, Counseling & Applied Psychology, which includes:
 - a. 42.2801 Clinical Psychology
 - b. 42.2802 Community Psychology
 - c. 42.2803 Counseling Psychology
 - d. 42.2804 Industrial and Organizational Psychology
 - e. 42.2805 School Psychology
 - f. 42.2806 Educational Psychology
 - g. 42.2807 Clinical Child Psychology
 - h. 42.2808 Environmental Psychology
 - i. 42.2809 Geropsychology
 - j. 42.2810 Health/Medical Psychology
 - k. 42.2811 Family Psychology

- l. 42.2812 Forensic Psychology
 - m. 42.2813 Applied Psychology
 - n. 42.2814 Applied Behavior Analysis
 - o. 42.2899 Clinical, Counseling and Applied Psychology, Other
 - 4. 42.99 Other
 - a. 42.9999 Psychology, Other

2. RANK

- a. Professor
- b. Associate Professor
- c. Assistant Professor
- d. New Assistant Professor (i.e., new hire for the academic year being surveyed; collected only for Tenured faculty)
- e. Instructor (includes “Lecturer” for non-tenured faculty)

3. TENURE STATUS

- a. Tenure/Tenure-Track Faculty (T/TT)
- b. Non-Tenure Track Faculty (NTT):
 - i. Individuals whose faculty appointments do not carry the commitment or expectation of permanent tenure.

Carnegie Classification System

Doctorate Granting Universities - institutions that awarded at least 20 doctorates. The framework further classifies these universities by their level of research activity, as measured by research expenditures, number of research doctorates awarded, number of research-focused faculty, and other factors:

- *Research Universities (RU/VH)*—very high research activity (108)
- *Research Universities (RU/H)*—high research activity (99)
- *Doctoral/Research Universities (DRU)* (90)

Master's Colleges and Universities - awarded at least 50 master's degrees in 2003–04, but fewer than 20 doctorates:

- *Master's Colleges and Universities (Master's L)* are larger programs that awarded at least 200 masters-level degrees (414)
- *Master's Colleges and Universities (Master's M)* are medium programs that awarded 100–199 masters-level degrees (186)
- *Master's Colleges and Universities (Master's S)* are small programs that awarded 50-99 masters-level degrees (127)

Baccalaureate Colleges - bachelor's degrees accounted for at least 10 percent of all undergraduate degrees and they awarded fewer than 50 master's degrees:

- *Baccalaureate Colleges—Arts & Sciences (Bac/A&S)* (270)
- *Baccalaureate Colleges—Diverse Fields (Bac/Diverse)* (392)
- *Baccalaureate/Associate's Colleges (Bac/Assoc)* (147)

Appendix B: Supporting Data for Figures

Table 1. Comparison of 2014-15 and 2015-16 Mean Salaries by Academic Rank and Carnegie Classification of Institution (Supporting Table for Figure 1)

PROFESSOR				ASSOCIATE PROFESSOR			
	2014-15	2015-16	Percent Change		2014-15	2015-16	Percent Change
All Institutions	\$92,678	\$94,218	1.7%	All Institutions	\$70,420	\$71,872	2.1%
Research Universities	\$115,516	\$118,452	2.5%	Research Universities	\$79,731	\$81,849	2.7%
Other Doctoral	\$95,043	\$98,654	3.8%	Other Doctoral	\$72,648	\$74,518	2.6%
Master's	\$85,934	\$87,119	1.4%	Master's	\$66,313	\$68,426	3.2%
Baccalaureate	\$83,259	\$84,189	1.1%	Baccalaureate	\$65,376	\$66,927	2.4%
ASSISTANT PROFESSOR				NEW ASSISTANT PROFESSOR			
	2014-15	2015-16	Percent Change		2014-15	2015-16	Percent Change
All Institutions	\$60,267	\$61,542	2.1%	All Institutions	\$59,991	\$61,965	3.3%
Research Universities	\$69,050	\$71,241	3.2%	Research Universities	\$68,469	\$69,774	1.9%
Other Doctoral	\$63,287	\$64,298	1.6%	Other Doctoral	\$59,592	\$64,758	8.7%
Master's	\$57,190	\$58,564	2.4%	Master's	\$57,532	\$57,729	0.3%
Baccalaureate	\$55,693	\$57,014	2.4%	Baccalaureate	\$52,712	\$56,917	8.0%

Note: 2014-15 salaries adjusted for inflation (2015 CPI)

Table 2. Mean Salaries for Tenured/Tenure-Track Faculty in Non-Psychology Social Science Disciplines by Academic Rank and Carnegie Classification of Institution, 2015-16 (Supporting Table for Figure 8)

2015-2016 Academic Year						
Tenured/Tenure-Track Faculty, SOCIAL SCIENCES CIP=45	Professor	Associate Professor	Assistant Professor	New Assistant Professor	Instructor	All Ranks
All Institutions						
Mean	\$99,219	\$76,367	\$65,446	\$67,376	\$51,788	\$80,363
Maximum	\$364,978	\$232,152	\$158,446	\$131,000	\$84,000	\$364,978
Minimum	\$31,497	\$25,217	\$30,901	\$43,271	\$31,518	\$25,217
No. of Faculty	4,776	4,825	3,351	541	58	13,010
No. of Institutions	543	539	532	248	28	601
All Private Institutions						
Mean	\$100,395	\$77,702	\$66,416	\$68,825	\$59,077	\$81,919
Maximum	\$364,978	\$165,507	\$158,446	\$120,000	\$84,000	\$364,978
Minimum	\$46,955	\$25,217	\$30,901	\$45,000	\$41,200	\$25,217
No. of Faculty	1,570	1,602	1074	155	22	4,268
No. of Institutions	274	265	261	93	8	316
All Public Institutions						
Mean	\$98,367	\$75,408	\$64,806	\$66,686	\$48,925	\$79,276
Maximum	\$351,969	\$232,152	\$148,015	\$131,000	\$68,950	\$351,969
Minimum	\$31,497	\$32,933	\$36,000	\$43,271	\$31,518	\$31,497
No. of Faculty	3,206	3,223	2,277	386	36	8,742
No. of Institutions	269	274	271	155	20	285
Public Institutions: Without Collective Bargaining Unit						
Mean	\$94,154	\$72,111	\$62,627	\$64,440	\$45,741	\$76,089
Maximum	\$351,969	\$232,152	\$148,015	\$130,000	\$63,211	\$351,969
Minimum	\$31,497	\$32,933	\$36,000	\$43,271	\$31,518	\$31,497
No. of Faculty	1,896	1,901	1,414	241	17	5,228
No. of Institutions	173	176	176	101	11	184
Public Institutions: With Collective Bargaining Unit						
Mean	\$105,171	\$80,509	\$68,398	\$70,510	\$52,109	\$84,357
Maximum	\$325,000	\$223,400	\$131,000	\$131,000	\$68,950	\$325,000
Minimum	\$53,238	\$33,885	\$43,300	\$45,000	\$34,957	\$33,885
No. of Faculty	1,310	1,322	863	145	19	3,514
No. of Institutions	96	98	95	54	9	101

Table 3. Mean Faculty Salaries Across other STEM Disciplines or Disciplines where Psychologists may be Employed (e.g., Education; Health Professions and Related Programs), 2015-16 (Supporting Table for Figure 9)

Classification	Academic Ranks	All disciplines combined	Biological and biomedical sciences	Business, management, marketing, and	Computer and information sciences and support services	Education	Engineering	Engineering technologies and engineering-related	Health professions and related programs	Mathematics and statistics	Physical sciences	Psychology
Baccalaureate	New Assistant Professor	60,972	58,016	84,592	71,977	54,812	73,372	***	62,376	57,223	58,257	56,917
	Assistant Professor	60,325	57,983	78,444	67,663	55,486	72,045	60,257	59,875	57,725	59,123	57,014
	Associate Professor	69,954	67,113	84,027	79,217	63,980	82,547	66,339	67,835	67,072	69,583	66,927
	Professor	86,902	82,579	96,654	94,198	78,437	101,677	75,523	83,308	85,439	87,525	84,189
Master's	New Assistant Professor	65,387	57,317	100,851	81,194	58,545	77,572	68,261	66,814	58,945	60,050	57,729
	Assistant Professor	65,495	60,108	96,952	78,444	59,707	78,008	69,929	67,505	60,204	59,961	58,564
	Associate Professor	74,875	68,820	101,621	89,348	69,495	88,335	78,822	78,805	68,659	69,421	68,426
	Professor	92,336	87,449	115,366	105,654	86,748	108,707	93,494	94,636	87,565	88,371	87,119
Other Doctoral	New Assistant Professor	71,381	68,144	117,510	84,800	62,538	82,610	74,159	71,287	65,935	64,840	64,758
	Assistant Professor	71,498	69,017	109,979	83,003	63,399	84,659	70,036	70,153	66,364	65,530	64,298
	Associate Professor	81,337	81,203	112,136	92,799	72,626	95,115	77,894	80,415	76,081	75,052	74,518
	Professor	103,868	106,628	134,108	115,263	92,469	121,860	100,314	100,472	96,037	98,067	98,654
Research	New Assistant Professor	79,783	75,828	137,407	92,766	65,110	86,901	***	80,247	79,550	76,204	69,774
	Assistant Professor	79,892	77,388	133,516	95,407	66,228	88,513	78,335	78,378	77,212	76,114	71,241
	Associate Professor	91,676	89,264	136,528	108,433	79,321	102,724	87,937	94,450	84,401	87,035	81,849
	Professor	124,510	127,890	170,085	138,370	108,890	141,366	121,283	128,990	114,451	120,668	118,452
All Institutions	New Assistant Professor	70,655	64,922	133,924	84,821	60,526	83,419	69,665	71,605	66,062	66,108	61,965
	Assistant Professor	69,404	66,524	105,958	81,810	61,253	84,197	69,892	70,512	64,411	64,685	61,542
	Associate Professor	79,622	76,932	110,031	92,906	71,722	97,023	78,984	83,630	72,777	74,574	71,872
	Professor	102,229	103,879	129,904	113,646	92,764	129,012	97,103	108,064	94,710	97,733	94,218

*** 4 or fewer institutions reported

Table 4. Mean Salaries and Differences in Salaries between Psychology and Other STEM Disciplines, 2015-16
(Supporting Table for Figures 10-12)

2015-2016 Academic Year			
PROFESSOR			
	Mean Salaries	Compared to Mean Salary of \$94,218 for Psychology Professor	
		Absolute Difference	Percent Difference
Engineering	\$129,012	34,794	36.9%
Computer sciences	\$113,646	19,428	20.6%
Health professions	\$108,064	13,846	14.7%
Biological sciences	\$103,879	9,661	10.3%
Physical sciences	\$97,733	3,515	3.7%
Engineering technologies	\$97,103	2,885	3.1%
Mathematics and statistics	\$94,710	492	0.5%
Psychology	\$94,218	0	0.0%
ASSOCIATE PROFESSOR			
	Mean Salaries	Compared to Mean Salary of \$71,872 for Psychology Associate Professor	
		Absolute Difference	Percent Difference
Engineering	\$97,023	25,151	35.0%
Computer sciences	\$92,906	21,034	29.3%
Health professions	\$83,630	11,758	16.4%
Engineering technologies	\$78,984	7,112	9.9%
Biological sciences	\$76,932	5,060	7.0%
Physical sciences	\$74,574	2,702	3.8%
Mathematics and statistics	\$72,777	905	1.3%
Psychology	\$71,872	0	0.0%
ASSISTANT PROFESSOR			
	Mean Salaries	Compared to Mean Salary of \$61,542 for Psychology Assistant Professor	
		Absolute Difference	Percent Difference
Engineering	\$84,197	22,655	36.8%
Computer sciences	\$81,810	20,268	32.9%
Health professions	\$70,512	8,970	14.6%
Engineering technologies	\$69,892	8,350	13.6%
Biological sciences	\$66,524	4,982	8.1%
Physical sciences	\$64,658	3,116	5.1%
Mathematics and statistics	\$64,411	2,869	4.7%
Psychology	\$61,542	0	0.0%

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