

**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: <b>Without Collective Bargaining Units</b> |                 |                     |                     |                       |                 |
| <b>Mean</b>   | <b>\$74,597</b> | <b>\$65,745</b>     | <b>\$53,901</b>     | <b>\$46,140</b>       | <b>\$52,704</b> |
| 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: <b>With Collective Bargaining Units</b>    |                 |                     |                     |                       |                 |
| <b>Mean</b>   | <b>\$99,268</b> | <b>\$68,248</b>     | <b>\$59,633</b>     | <b>\$55,426</b>       | <b>\$61,931</b> |
| 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              |