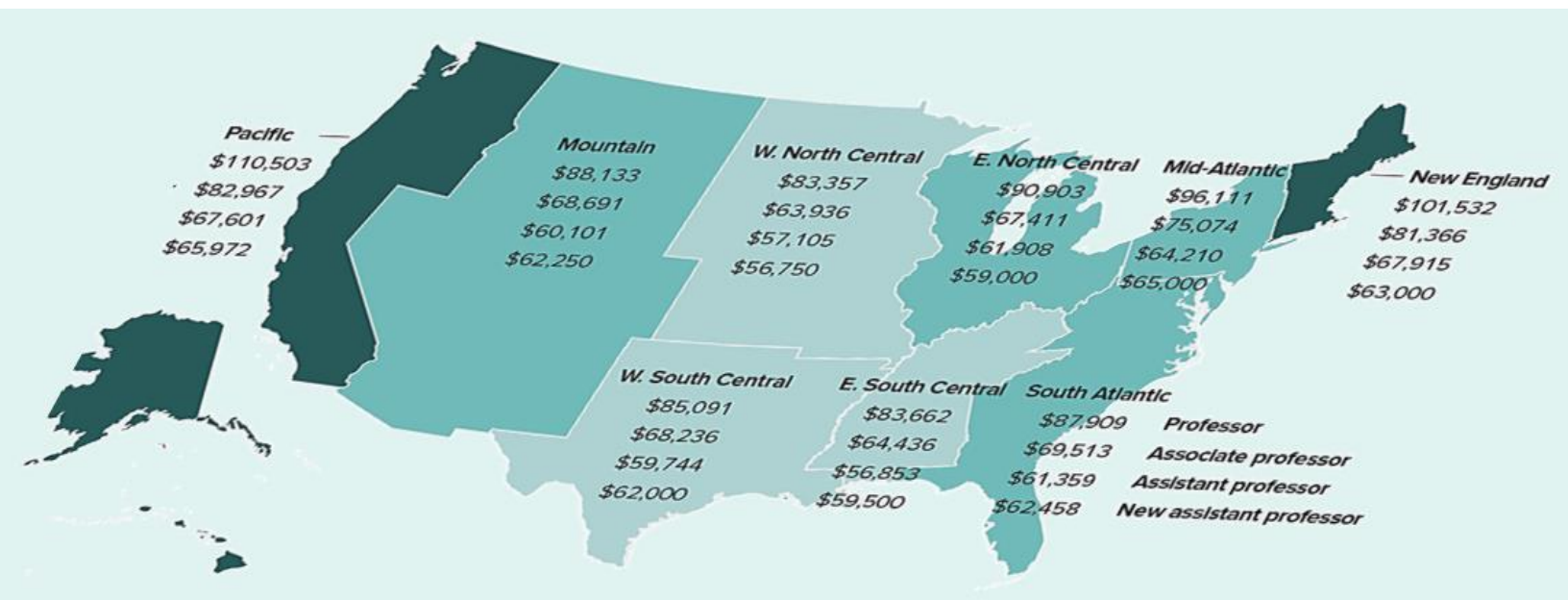


Psychology Faculty Salaries for the 2016-2017 Academic Year

Results from the 2017 CUPA-HR Survey for Four-Year Colleges and Universities

American Psychological Association
Center for Workforce Studies

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The American Psychological Association's Center for Workforce Studies is responsible for the collection, analysis and dissemination of information relevant to the psychology workforce and education system. Through the use of surveys, federal statistics and data mining, the Center gathers information about the profession of psychology, including its scientific and educational communities, practitioners, and psychologists working in the public interest.

For questions regarding this report, please contact the APA Center for Workforce Studies at cws@apa.org or 1-800-374-2721 (extension 5980).

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Executive Summary

Each year, the College and University Professional Association for Human Resources (CUPA-HR) conducts 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 2016-17 academic year.

- When adjusted for inflation, median salaries between 2015-16 and 2016-17 increased slightly, ranging from half a percent to three percent. Depending on the academic rank, salaries did not always keep pace with inflation, and psychology faculty from all academic ranks and at all types of Carnegie classifications saw smaller increases in their salaries between 2015-16 and 2016-17 academic years, than they did between 2014-15 and 2015-16.
- Tenured/tenure-track psychology faculty employed at private independent institutions earned the highest salaries – more than faculty at public and private religious institutions – across all academic ranks. Psychology faculty employed at private religious institutions had the lowest median salaries.
- Tenured/tenure-track psychology faculty working in the Pacific division of the United States (i.e., Alaska, California, Hawaii, Oregon and Washington) earned the highest median salaries. Faculty in the East South Central division (i.e., Alabama, Kentucky, Mississippi, and Tennessee) earned the lowest salaries.
- For psychology tenured/tenure-track positions, the majority of faculty in the academic ranks of new assistant professor, assistant professor and associate professor were female. However, there were more male faculty than female faculty in the position of professor.
- Racial/ethnic minority psychology faculty in tenured/tenure-track positions earned salaries that were similar (or slightly surpassed) the salaries of White psychology faculty. However, fewer racial/ethnic minorities held these faculty positions, particularly in higher academic ranks, such as associate professor and professor.
- 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., public, private independent and private religious), non-tenure-track faculty earned approximately 76.6 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 23,000 HR professionals and other leaders in higher education at more than 2,000 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, 53 percent of all bachelor's institutions and over 500 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 *2016-17 Faculty in Higher Education Salary Survey*. This survey has been conducted for 36 years,² and includes data for 237,231 full-time faculty (164,736 tenure track faculty, 60,184 non-tenure teaching faculty and 12,311 non-tenure track research faculty) at 687 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.

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 Data for pay-per-course adjunct were collected in CUPA-HR's 2016-17 survey for Four-year Colleges and Universities, but are not discussed in this report.

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 defines a new assistant professor as a new hire for the academic year being surveyed.



- 4) Type of institution: private independent, private religious and public (with and without collective bargaining units).⁷
- 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.⁸ In this report, psychology salaries are broken down by the following Carnegie Classifications: doctoral, 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.

Table 1. Number of Faculty and Institutions that Provided Salary Data for Psychology Faculty by Tenure Status, Institution Type and Academic Rank, 2016-17

Tenured/Tenure-Track Faculty							
		Professor	Associate Professor	Assistant Professor	New Assistant Professor	Instructor	All Ranks
Number of Psychology Faculty	Public	1921	1500	1140	158	7	4726
	Private Independent	509	444	285	36	21	1295
	Private Religious	481	515	321	41	2	1360
Number of Institutions	Public	241	236	240	96	7	260
	Private Independent	111	110	98	24	2	123
	Private Religious	149	158	131	33	2	183
Non-Tenure-Track Teaching Faculty							
Number of Psychology Faculty	Public	49	92	232	N/A*	415	788
	Private Independent	127	148	231	N/A	68	574
	Private Religious	43	58	120	N/A	49	270
Number of Institutions	Public	21	41	67	N/A	131	176
	Private Independent	23	38	70	N/A	28	92
	Private Religious	26	31	62	N/A	32	100

* For non-tenure-track teaching faculty, new assistant professors are included within the rank of Assistant Professor.

⁷ Both private independent and private religious institutions are non-public schools that are funded by their own resources, such as tuition charges and donations. However, private independent institutions are secular in nature, whereas private religious institutions are affiliated with a religious organization and incorporate general religious education into the curriculum in addition to secular subjects.

⁸ For more on the Carnegie Classification system, see http://carnegieclassifications.iu.edu/lookup_listings/standard.php.

Salary Increases for Psychology Faculty between 2015-16 and 2016-17

Table 2 presents median salaries for full-time tenured/tenure-track psychology faculty for the 2015-16 and 2016-17 academic years.⁹ Salaries are broken down by academic rank and Carnegie Classification of the institution. In 2016, the annual Consumer Price Index for all urban consumers (CPI-U) was approximately 2.2 percent higher than in 2015.¹⁰ When salaries earned in 2015 were adjusted for inflation using the Consumer Price Index data for the year 2016, salaries between 2015-16 and 2016-17 academic years increased slightly across almost all academic ranks and Carnegie classifications.¹¹

Table 2. Median Salaries for Tenured/Tenure-Track Psychology Faculty by Academic Rank and Carnegie Classification of Institution (Constant and Adjusted Dollars), 2015-16 and 2016-17

		Professor	Associate Professor	Assistant Professor	New Assistant Professor
Doctoral Institutions					
2016-17		\$111,930	\$80,330	\$71,357	\$68,503
2015-16	adjusted	\$109,277	\$78,839	\$68,706	\$68,693
	constant	\$108,174	\$78,043	\$68,013	\$68,000
Master's Institutions					
2016-17		\$84,954	\$67,753	\$59,235	\$57,500
2015-16	adjusted	\$85,705	\$66,774	\$58,579	\$57,581
	constant	\$84,840	\$66,100	\$57,988	\$57,000
Baccalaureate Institutions					
2016-17		\$83,149	\$64,611	\$57,609	\$55,500
2015-16	adjusted	\$80,565	\$65,047	\$55,511	\$53,540
	constant	\$79,752	\$64,391	\$54,951	\$53,000

Collapsed across all Carnegie classifications, psychology faculty in each academic rank saw only slight increases in their salaries. Specifically, professors saw an increase of 1.0 percent; salaries for associate and assistant professors increased by 0.8 percent and 0.9 percent respectively, and salaries for new assistant professors rose by only 0.4 percent. Figure 1 illustrates the percent change in median salaries between the 2015-16 and 2016-17 academic years, broken down by academic rank and Carnegie Classification of the institution.

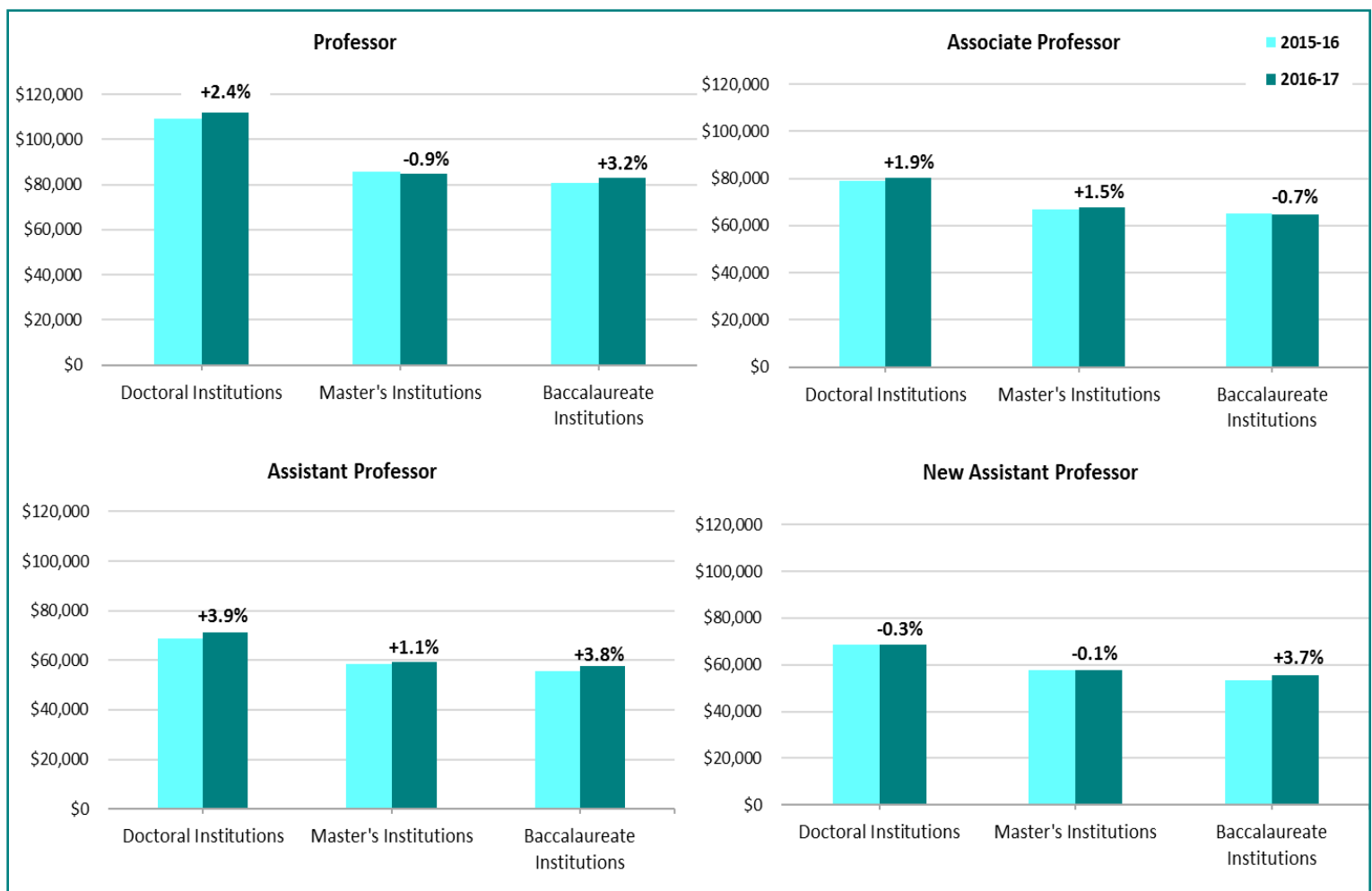
⁹ All salaries collected by CUPA-HR are for U.S. psychology faculty employed on a 9/10-month basis.

¹⁰ For more information on 2016 Consumer Price Index numbers for all urban consumers (CPI-U), see <http://www.bls.gov/cpi/cpid1612.pdf>.

¹¹ Constant dollars for the 2015-16 academic year were adjusted for inflation using the Consumer Price Index data for the year 2016, see http://www.bls.gov/data/inflation_calculator.htm.

Faculty employed at institutions classified as “doctoral,” experienced the largest increases in median salaries (2.4 percent for professors, 1.9 percent for associate professors and 3.9 percent for assistant professors). At -0.1 percent, the smallest change in salary between 2015-16 and 2016-17 was for new assistant professors employed at master’s institutions (salaries basically remained stagnant for this group across 2016 and 2017 academic years). Psychology faculty from all academic ranks and at all types of Carnegie classifications saw smaller increases in their salaries between 2015-16 and 2016-17 academic years, than they did between 2014-15 and 2015-16.¹² In some cases, salaries decreased.

Figure 1. Percent Differences in Median Salaries for Tenured/Tenure-Track Psychology Faculty by Academic Rank and Carnegie Classification of Institution, 2015-16 to 2016-17



Note: Salaries for the 2015-16 academic year were adjusted for inflation using the Consumer Price Index data for the year 2016.

¹² For more information on psychology faculty salaries for the 2015-16 academic year, see <http://www.apa.org/workforce/publications/16-faculty-salary/report.pdf>

Tenured/Tenure-Track Salaries for Psychology Faculty, 2016-17

The following section displays salary data for full-time, tenured/tenure-track psychology faculty for the 2016-17 academic year. Tables and figures illustrate median salaries broken down by *academic rank* (professor, associate professor, assistant professor, new assistant professor, and instructor), *institution type* (private independent, private religious and public), and the *presence or absence of collective bargaining units* at public institutions.

Salaries by Academic Rank and Institution Type

As expected, psychology professors earned the highest salaries across all types of institutions (median = \$90,896), while instructors earned the least (median = \$48,000). 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 (\$54,360 to \$257,283).

Figure 2. Median Salaries and Salary Ranges for Tenured/Tenure-Track Psychology Faculty by Academic Rank, 2016-17

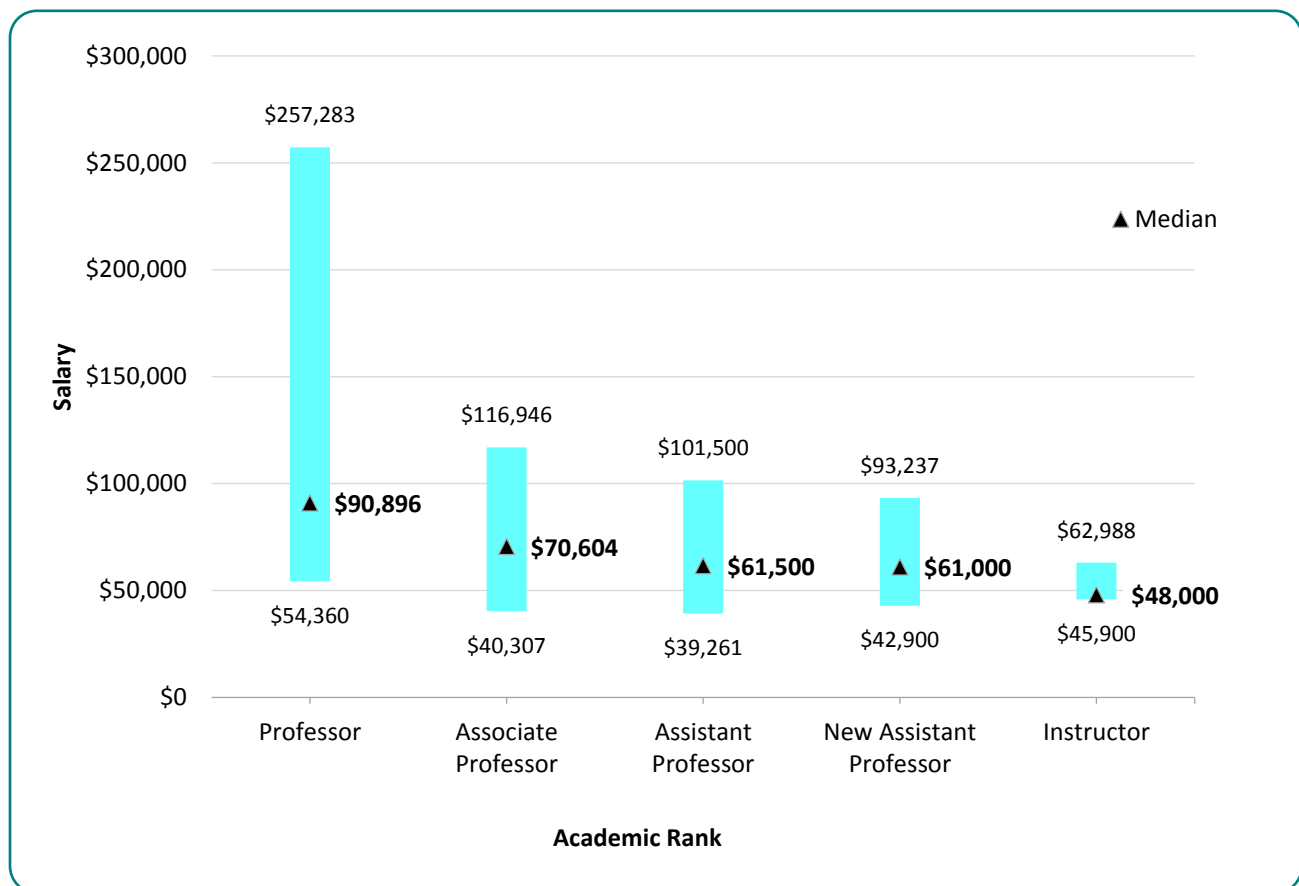


Table 3 displays median salaries for tenured/tenure-track psychology faculty, by academic rank and institution type. In general, tenured/tenure-track psychology faculty employed at private independent institutions had higher median salaries than psychology faculty at public and private religious institutions. Faculty employed at private religious institutions earned the least of the three institution types, across all academic ranks.¹³

Table 3. Median Salaries for Tenured/Tenure-Track Psychology Faculty by Academic Rank and Institution Type, 2016-17

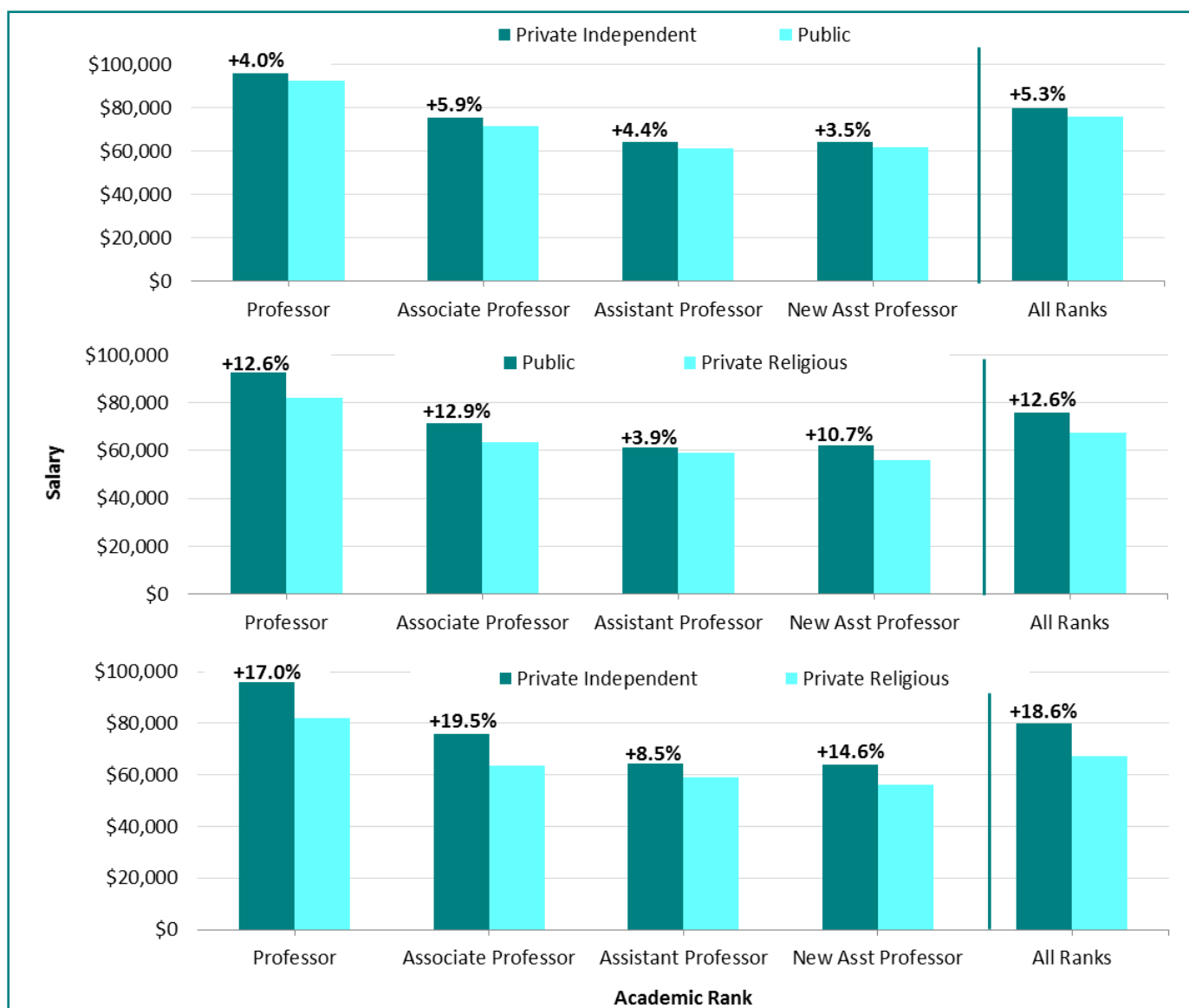
2016-2017 Academic Year						
Tenured/Tenure-Track Faculty	Professor	Associate Professor	Assistant Professor	New Assistant Professor	Instructor	All Ranks
All Institutions						
Median	\$90,896	\$70,604	\$61,500	\$61,000	\$48,000	\$74,085
Maximum	\$257,283	\$116,946	\$101,500	\$93,237	\$62,988	\$160,361
Minimum	\$54,360	\$40,307	\$39,261	\$42,900	\$45,900	\$43,797
Private Independent Institutions						
Median	\$96,161	\$75,745	\$64,203	\$64,166	N/A	\$80,040
Maximum	\$180,669	\$112,588	\$101,500	\$87,500	N/A	\$132,691
Minimum	\$55,692	\$47,124	\$42,415	\$51,000	N/A	\$46,087
Private Religious Institutions						
Median	\$82,155	\$63,383	\$59,160	\$56,000	N/A	\$67,478
Maximum	\$166,475	\$116,946	\$95,685	\$85,000	N/A	\$131,563
Minimum	\$55,325	\$40,307	\$39,261	\$42,900	N/A	\$43,797
Public Institutions						
Median	\$92,478	\$71,537	\$61,491	\$62,000	\$47,048	\$76,012
Maximum	\$257,283	\$109,635	\$97,831	\$93,237	\$54,122	\$160,361
Minimum	\$54,360	\$45,839	\$42,586	\$43,008	\$45,900	\$46,175

¹³ Medians in this table and every table that follows in this report are unweighted.



Figure 3 shows that median salaries were highest for psychology faculty (across all academic ranks) employed at private independent institutions, followed by public institutions, and private religious institutions. When collapsed across all academic ranks, tenured/tenure-track psychology faculty employed at private independent institutions earned approximately \$4,028 or 5.3 percent more than psychology faculty at public institutions, and \$12,562 or 18.6 percent more than psychology faculty at private religious institutions. Psychology faculty employed at public institutions earned approximately \$8,534 or 12.6 percent more than psychology faculty at private religious institutions.

Figure 3. Percent Differences in Mean Salaries for Tenured/Tenure-Track Psychology Faculty by Academic Rank and Institution Type, 2016-17



Note: Comparisons of median salaries for tenured/tenure-track *Instructors* by institution type could not be made due to the small sample sizes of instructors in private independent and private religious institutions.



Collective Bargaining

The presence of collective bargaining units in public institutions had a direct effect on the salaries earned by tenured/tenure-track psychology faculty.¹⁴ Table 4 illustrates that median salaries were consistently higher across all academic ranks (except for new assistant professors) for psychology faculty at public institutions with collective bargaining units.¹⁵

Table 4. Median Salaries for Tenured/Tenure-Track Psychology Faculty by Academic Rank for Public Institutions with and without Collective Bargaining Units, 2016-17

2016-2017 Academic Year						
Tenured/Tenure-Track Faculty	Professor	Associate Professor	Assistant Professor	New Assistant Professor	Instructor	All Ranks
Public Institutions: Without Collective Bargaining Units						
Median	\$86,672	\$68,413	\$59,705	\$62,000	N/A*	\$72,109
Maximum	\$182,086	\$102,395	\$97,831	\$85,340	N/A	\$138,669
Minimum	\$58,680	\$45,839	\$42,586	\$43,008	N/A	\$46,175
No. of Faculty	1118	942	767	108	3	2938
No. of Institutions	152	152	106	64	3	167
Public Institutions: With Collective Bargaining Units						
Median	\$97,610	\$76,812	\$65,762	\$62,000	N/A	\$83,266
Maximum	\$257,283	\$109,635	\$91,312	\$93,237	N/A	\$160,361
Minimum	\$54,360	\$54,240	\$46,568	\$49,401	N/A	\$50,404
No. of Faculty	803	558	373	50	4	1788
No. of Institutions	89	84	80	32	4	93

* Cells for instructor salaries are suppressed due to sample sizes of five or less.

¹⁴ 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/>.

¹⁵ Data are reported only for positions having at least five responding institutions.

As demonstrated in Figure 4, tenured/tenure-track psychology faculty working at public institutions with collective bargaining units earned between 8.8 to 12.6 percent more than their counterparts at non-unionized public institutions. The one exception was new assistant professors, who earned the same at both public institutions with and without collective bargaining. Collapsed across all academic ranks, the median salary of psychology faculty at public institutions with collective bargaining units (\$83,266) was \$11,157 or 15.5 percent higher than that of faculty working at public institutions without collective bargaining units (Median=\$72,109).

Figure 4. Percent Differences in Median Salaries for Tenured/Tenure-Track Psychology Faculty Employed at Public Institutions with and without Collective Bargaining Units, 2016-17

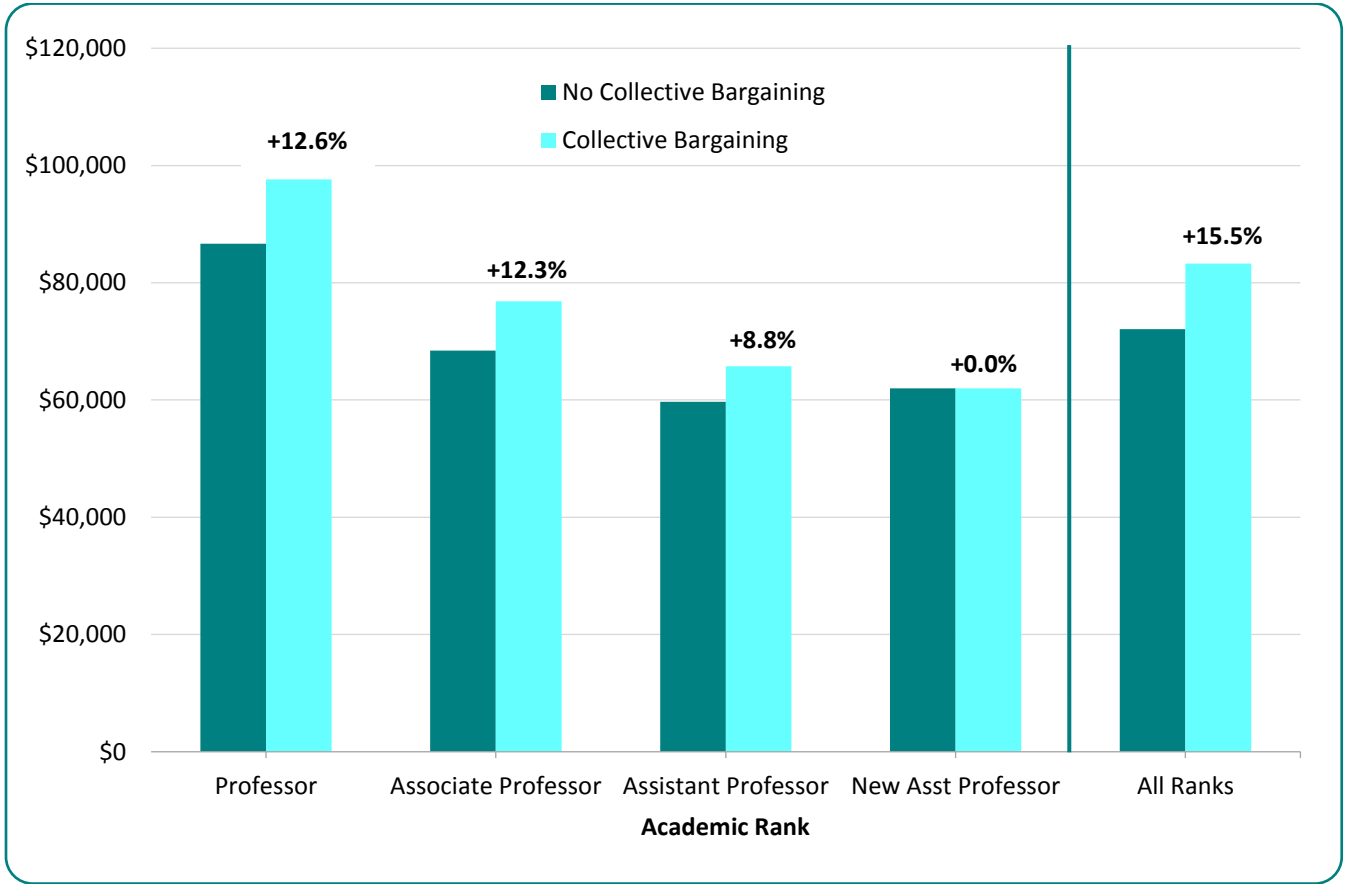
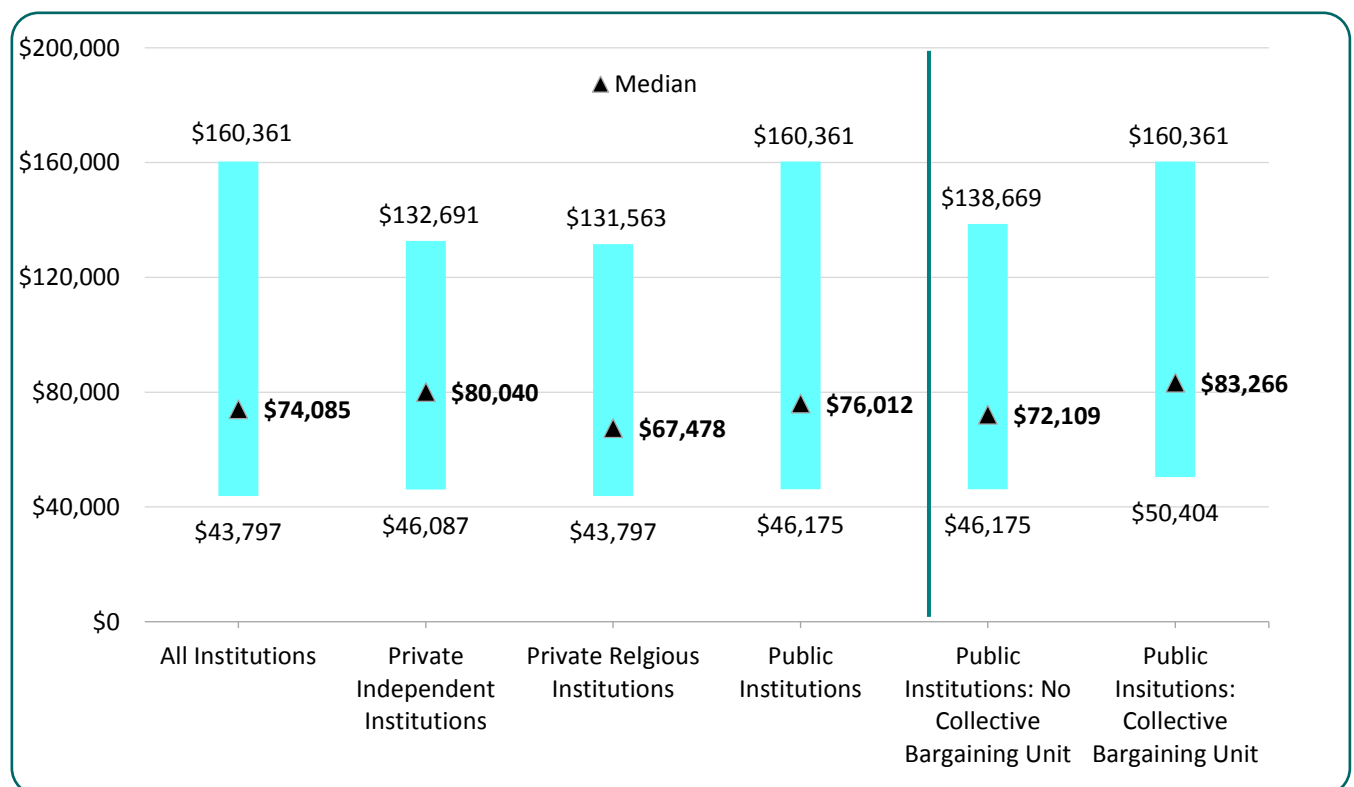


Figure 5 displays the median salaries and salary ranges for tenured/tenure-track psychology faculty by type of institution. Collapsed across academic rank, the median salary for psychology faculty in public institutions was \$76,012. This median was \$4,028 less than the median salary for faculty at private independent institutions (median = \$80,040), but \$8,534 more than the median salary for faculty at private religious institutions (median = \$67,478).

However, when public institutions were separated further into those that were unionized and those that were not, there was a large difference in median salaries. The median salary for psychology at public institutions was \$83,266 for those with collective bargaining and \$72,109 for those without collective bargaining. As such, non-unionized psychology faculty employed at public institutions earned \$11,157 less than psychology faculty that were unionized. 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. Median Salaries and Salary Ranges for Tenured/Tenure-Track Psychology Faculty by Type of Institution, 2016-17

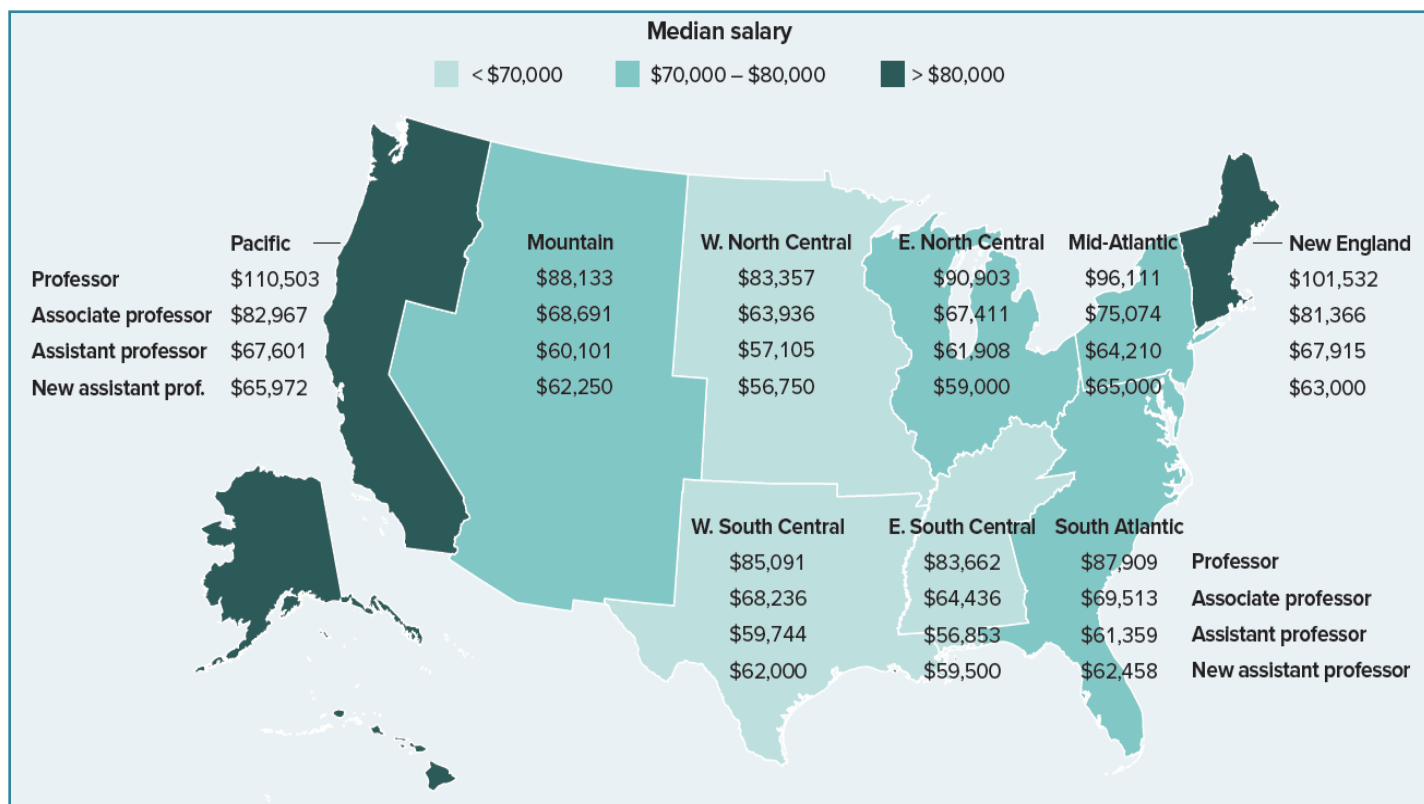


Note: Salaries in this figure are collapsed across academic ranks (i.e., professor, associate professor, assistant professor, and new assistant professor).

Geographic Differences in Faculty Salaries

Median salaries for tenured/tenure-track faculty varied, depending on the geographic division their institution was located in within the United States.¹⁶ Looking at salaries by geographic division, tenured/tenure-track psychology faculty working at institutions in the Pacific division (i.e., Alaska, California, Hawaii, Oregon and Washington) earned the highest median salaries. Collapsed across academic rank, faculty in the Pacific division earned a median salary of \$85,324.¹⁷ The second highest salaries were reported in New England, with a median salary of \$84,582 (collapsed across all academic ranks). The lowest median salaries were found in southern regions. Specifically, psychology faculty in the West North Central (median salary = \$69,161) and East South Central (median = \$65,770) divisions earned the lowest salaries. Figure 6 displays median salaries for tenured/tenure-track psychology faculty by academic rank and geographic division.

Figure 6. Median Salaries for Tenured/Tenure-Track Faculty by Academic Rank and Geographic Division, 2016-17



Note: “Median salary” in the legend refers to median salaries collapsed across all academic institutions within each geographic division.

¹⁶ There are nine geographic divisions, as defined by the U.S. Census Bureau. Geographic divisions include the following states: Pacific: AK, CA, HI, OR, WA. Mountain: AZ, CO, ID, MT, NM, NV, UT, WY. West South Central: AR, LA, OK, TX. West North Central: IA, KS, MN, MO, NE, ND, SD. East South Central: AL, KY, MS, TN. East North Central: IL, IN, MI, OH, WI. South Atlantic: DC, DE, FL, GA, MD, NC, SC, VA, WV. Middle Atlantic: NJ, NY, PA. New England: CT, MA, ME, NH, RI, VT.

¹⁷ Median salaries reported by census division in this report exclude for-profit institutions.

Faculty Salaries by Gender and Race/Ethnicity

For the first time, CUPA-HR collected gender and race/ethnicity data for psychology faculty in the 2016-17 academic year. For psychology tenured/tenure-track positions, there were more female faculty members than male faculty in the academic ranks of new assistant professor (58%), assistant professor (61%) and associate professor (55%). However, there were more male faculty (58%) than female faculty (42%) in the position of professor.

When examining salaries for tenured/tenure-track psychology faculty, female faculty earned almost the same as their male counterparts. For example, the median salary for female psychology professors (\$89,687) was 98 percent of what male professors earned (median = \$91,700). Table 5 displays all median salaries for tenured/tenure-track psychology faculty by gender and academic rank.

Table 5. Median Salaries for Tenured/Tenure-Track Psychology Faculty by Gender and Academic Rank, 2016-17

2016-2017 Academic Year				
	Professor	Associate Professor	Assistant Professor	New Assistant Professor
Median Salary - Male	\$91,700	\$72,459	\$61,905	62,920
Median Salary - Female	\$89,687	\$70,295	\$61,319	\$60,000
Number of Male Faculty	1421	959	576	85
Number of Female Faculty	1022	1156	916	115
Percent Female Faculty	42%	55%	61%	58%
Percent of Male Faculty Salary earned by Female Faculty	98%	97%	99%	95%

In terms of race/ethnicity, there were fewer racial/ethnic minorities in psychology faculty positions than White psychology faculty, across all academic ranks. This was especially the case for higher academic ranks, where only 33 percent of associate professors and 29 percent of professors were racial/ethnic minorities.¹⁸ The median salaries for racial/ethnic minority faculty were slightly higher than salaries for White psychology faculty. For example, the median salary for professors was \$95,244 for racial/ethnic minority faculty and \$90,107 for White faculty. Table 6 displays all median salaries for tenured/tenure-track psychology by race/ethnicity and academic rank.

¹⁸ Race/ethnicity questions were not answered by all respondents, resulting in a large “unknown race/ethnicity” cell for each academic rank.

Table 6. Median Salaries for Tenured/Tenure-Track Psychology Faculty by Race/Ethnicity and Academic Rank, 2016-17

2016-2017 Academic Year				
	Professor	Associate Professor	Assistant Professor	New Assistant Professor
Median Salary - White	\$90,107	\$70,127	\$61,313	61,000
Median Salary - Minority	\$95,244	\$75,363	\$63,353	\$62,000
Number of White Faculty	2080	1656	1078	131
Number of Minority Faculty	831	803	668	104
Percent Minority Faculty	29%	33%	38%	44%

Non-Tenure-Track Salaries for Psychology Teaching Faculty, 2016-17

This section displays salary data for full-time, non-tenure-track psychology teaching faculty for the 2016-2017 academic year. Non-tenure-track is defined as “individuals whose faculty appointments do not carry the commitment or expectation of permanent tenure.”¹⁹

Salaries by Academic Rank and Institution Type

Table 7 illustrates median salaries broken down by academic rank and institution type. Collapsed across all academic ranks, non-tenure-track psychology faculty employed at private independent institutions earned the highest salaries (median = \$61,101), followed by private religious institutions (median = \$57,820), and closely followed by public institutions (median = \$53,005).

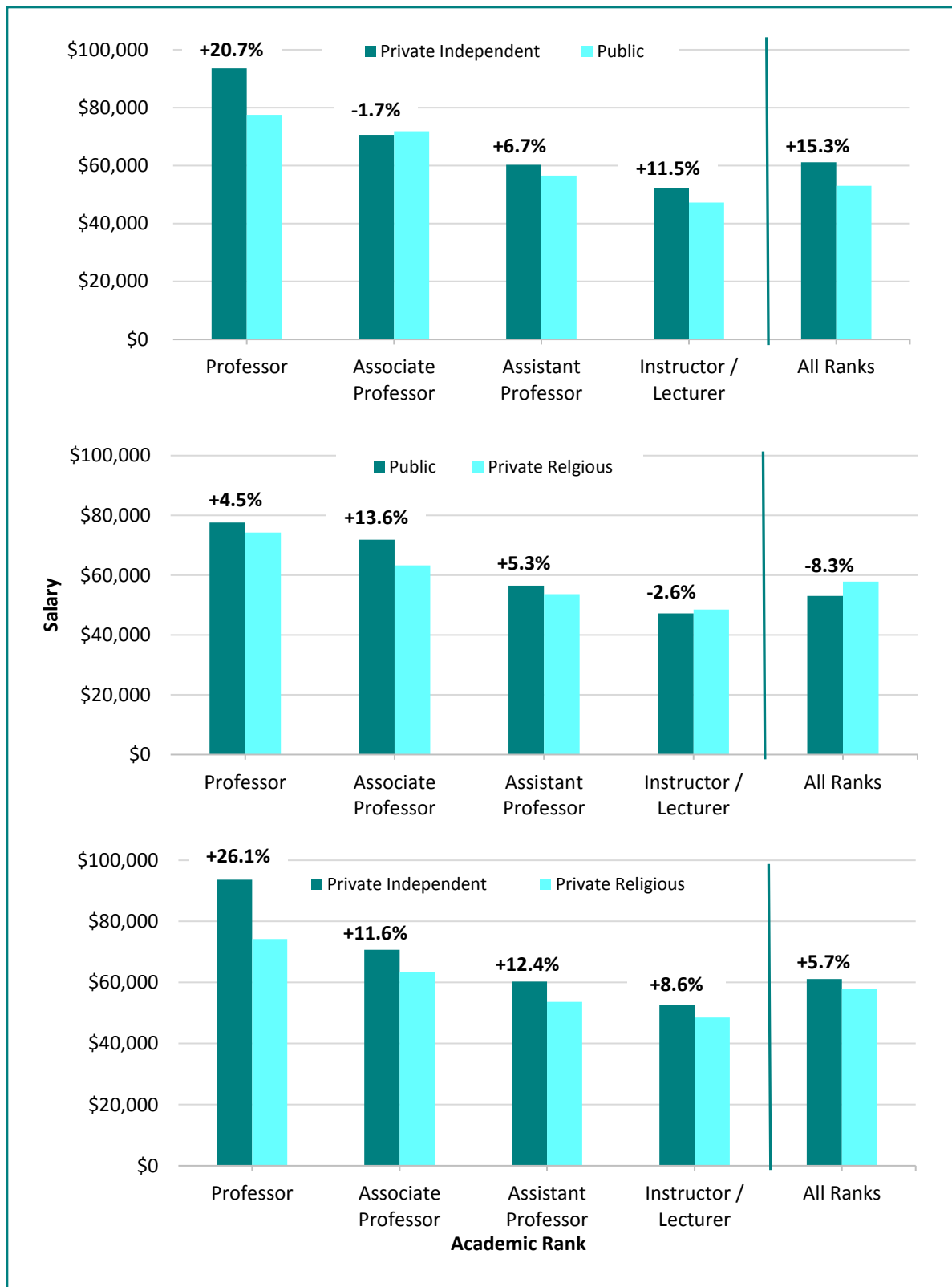
¹⁹ As defined by CUPA-HR *Faculty in Higher Education Salary Survey for the 2015-16 Academic Year: By Discipline, Rank and Tenure Status in Four-Year Colleges and Universities*. Non-tenure-track psychology teaching faculty may include individuals with specific teaching expectations outside of the normal tenure expectations of teaching.

Table 7. Median Salaries for Non-Tenure-Track Psychology Teaching Faculty by Academic Rank and Institution Type, 2016-17

2016-2017 Academic Year					
Non-Tenure-Track Faculty	Professor	Associate Professor	Assistant Professor	Instructor / Lecturer	All Ranks
All Institutions					
Median	\$76,838	\$66,938	\$57,960	\$49,000	\$56,739
Maximum	\$248,272	\$216,374	\$115,710	\$101,180	\$169,655
Minimum	\$32,640	\$36,000	\$33,000	\$20,000	\$29,136
No. of Faculty	219	298	583	532	1,632
No. of Institutions	70	110	221	191	370
Private Independent Institutions					
Median	\$93,622	\$70,666	\$60,288	\$52,650	\$61,101
Maximum	\$170,000	\$216,374	\$115,710	\$93,302	\$144,634
Minimum	\$32,640	\$48,142	\$36,129	\$20,000	\$36,695
No. of Faculty	127	148	231	68	574
No. of Institutions	23	38	70	28	92
Private Religious Institutions					
Median	\$74,253	\$63,298	\$53,660	\$48,482	\$57,820
Maximum	\$248,272	\$101,524	\$99,372	\$76,814	\$169,655
Minimum	\$48,927	\$40,683	\$33,000	\$29,136	\$29,136
No. of Faculty	43	58	120	49	270
No. of Institutions	26	31	70	32	100
Public Institutions					
Median	\$77,581	\$71,886	\$56,501	\$47,225	\$53,005
Maximum	\$124,082	\$100,691	\$89,699	\$101,180	\$94,554
Minimum	\$41,000	\$36,000	\$37,500	\$27,733	\$32,800
No. of Faculty	49	92	232	415	788
No. of Institutions	21	41	81	131	178

As Figure 7 illustrates, when collapsed across all academic ranks, non-tenure-track psychology teaching faculty employed at private independent institutions earned \$3,218 or 5.7 percent more than psychology faculty employed at private religious institutions, and \$8,096 or 15.3 percent more than psychology faculty employed at public institutions.

Figure 7. Percent Differences in Median Salaries for Non-Tenure-Track Psychology Teaching Faculty by Academic Rank and Institution Type, 2016-17



Collective Bargaining

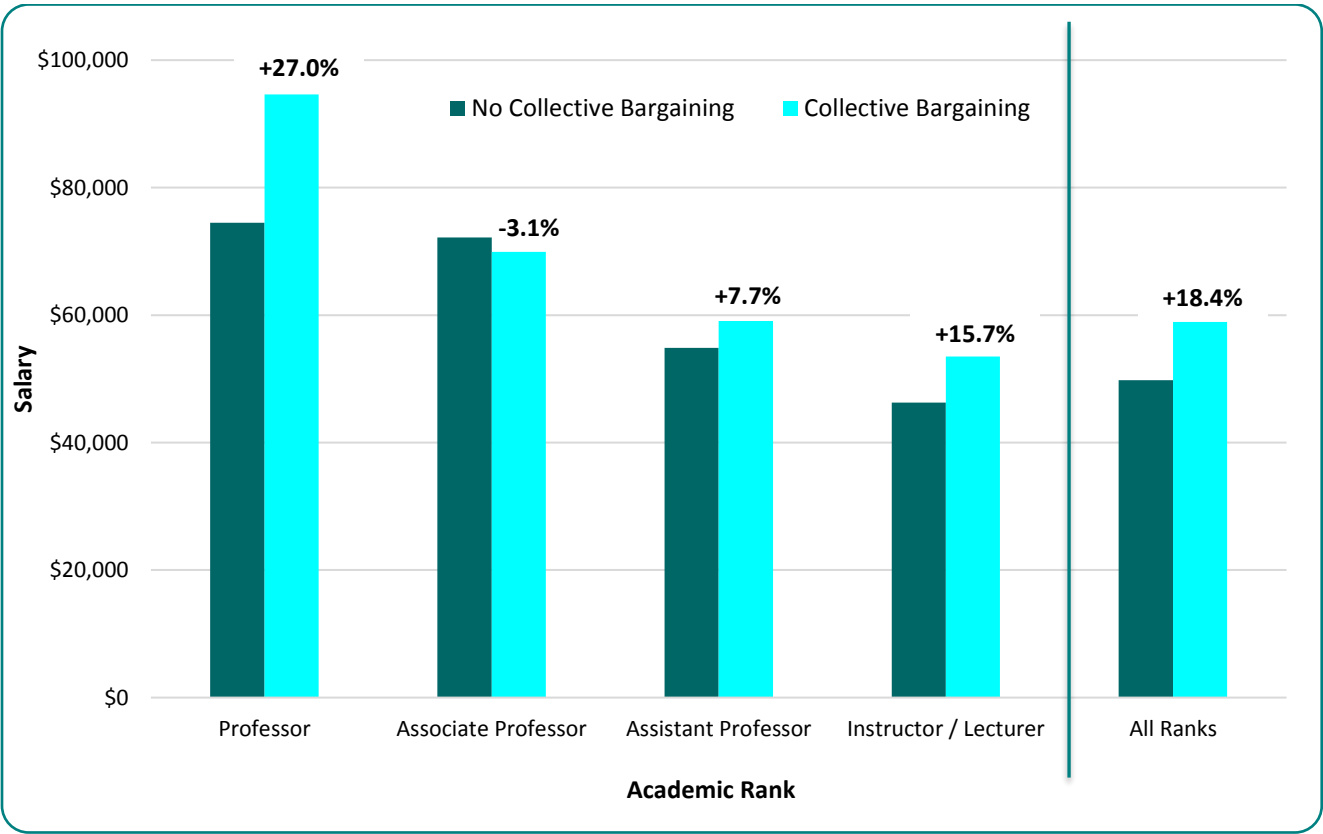
Table 8 displays salaries for non-tenure-track psychology faculty at public institutions, broken down by the presence or absence of collective bargaining units. As with tenured/tenure-track faculty, non-tenure-track psychology faculty at public institutions with collective bargaining units earned more than non-tenure-track-faculty employed at public institutions without collective bargaining units.

Table 8. Median Salaries for Non-Tenure-Track Psychology Teaching Faculty by Academic Rank for Public Institutions with and without Collective Bargaining Units, 2016-17

2016-2017 Academic Year					
Non-Tenure-Track Faculty	Professor	Associate Professor	Assistant Professor	Instructor / Lecturer	All Ranks
Public Institutions: Without Collective Bargaining Units					
Median	\$74,504	\$72,171	\$54,835	\$46,266	\$49,775
Maximum	\$98,182	\$93,584	\$89,642	\$101,180	\$90,291
Minimum	\$41,000	\$46,759	\$37,500	\$27,733	\$32,800
No. of Faculty	23	52	128	298	501
No. of Institutions	13	28	48	92	117
Public Institutions: With Collective Bargaining Units					
Median	\$94,635	\$69,923	\$59,075	\$53,516	\$58,909
Maximum	\$124,082	\$100,691	\$89,699	\$85,900	\$94,554
Minimum	\$41,400	\$36,000	\$40,491	\$34,314	\$34,314
No. of Faculty	26	40	104	117	287
No. of Institutions	8	13	33	39	61

Figure 8 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 \$20,131 or 27 percent *more* than professors at public institutions without collective bargaining units. Assistant professors earned 7.7 percent more, and instructors earned 15.7 percent more. The only exception was associate professors, who earned 3.1 percent less at public institutions with collective bargaining units than those without collective bargaining. Collapsed across all academic ranks, psychology faculty at public institutions with collective bargaining units earned \$9,134 or about 18.4 percent more than psychology faculty at non-unionized public institutions.

Figure 8. Percent Differences in Median Salaries for Non-Tenure-Track Psychology Teaching Faculty Employed at Public Institutions with and without Collective Bargaining Units, 2016-17



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

As shown in Table 9, for all academic ranks combined, non-tenure-track faculty earned less than tenured/tenure-track faculty. Collapsed across all academic ranks and institution types, non-tenure-track faculty earned approximately 76.6 percent of the median salaries earned by tenured/tenure-track faculty.

At private religious institutions, the median salaries for non-tenure-track faculty was 85.7 percent of the median salaries earned by tenured/tenure-track faculty. Likewise, the median salaries for non-tenure-track faculty at private independent institutions was 76.3 percent of that earned by tenured/tenure-track faculty. Finally, the median salaries for non-tenure-track faculty at public institutions was 69.7 percent of that earned by their tenured/tenure-track counterparts.

Table 9. Percentages of Median Tenured/Tenure-Track Psychology Faculty Salaries Earned by Non-Tenure-Track Psychology Teaching Faculty, 2016-17

2016-2017 Academic Year					
	Professor	Associate Professor	Assistant Professor	Instructor	All Academic Ranks
All institutions	84.5%	94.8%	94.4%	102.1%	76.6%
All Private Independent Institutions	97.4%	93.3%	96.9%	N/A	76.3%
All Private Religious Institutions	90.4%	99.9%	90.7%	N/A	85.7%
All Public Institutions	83.9%	100.5%	91.9%	100.4%	69.7%
Public Institutions:					
Without Collective Bargaining	86.0%	105.5%	91.2%	N/A	69.0%
With Collective Bargaining	97.0%	91.0%	90.3%	N/A	70.7%

Note: Cells with sample sizes of five or less have been suppressed.

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 10 illustrates the median 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 10 compares salaries for faculty that fall under CIP code 42 (psychology) versus CIP code 45 (social sciences).²⁰ Overall, psychology faculty earned less than faculty in other social science disciplines.

Table 10. Median Salaries for Tenured/Tenure-Track Psychology Faculty and Faculty in other Social Science Disciplines by Academic Rank and Institution Type, 2016-17

	Professor	Associate Professor	Assistant Professor	New Assistant Professor	Instructor
Private Independent Institutions					
Psychology (CIP=42)	\$96,161	\$75,744	\$64,203	\$64,166	N/A
Social Sciences (CIP=45)	\$103,196	\$78,707	\$67,155	\$65,334	\$58,084
Private Religious Institutions					
Psychology	\$82,155	\$63,382	\$59,160	\$56,000	N/A
Social Sciences	\$83,735	\$67,176	\$59,583	\$63,000	N/A
Public Institutions					
Psychology	\$92,478	\$71,536	\$61,492	\$62,000	\$47,048
Social Sciences	\$93,517	\$72,627	\$61,750	\$63,699	\$53,982

Note: Cells with small sample sizes been suppressed.

Figure 9 displays the percent differences in median salaries between tenured/tenure-track faculty in psychology and other social science disciplines. For example, depending on the type of institution, social science professors earned between 1.1 to 7.3 percent more than psychology professors. Social science associate professors earned between 1.5 to 6.0 percent more than psychology associate

²⁰ 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

professors. Social science assistant professors earned between 0.4 to 4.6 percent more than psychology assistant professors. Finally, social science new assistant professors earned between 1.8 to 12.5 percent more than psychology new assistant professors.

Figure 9. Percent Differences in Median Salaries for Tenured/Tenure-Track Psychology Faculty and Faculty in other Social Science Disciplines by Academic Rank and Institution Type, 2016-17



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

How do median salaries for psychology faculty compare to salaries earned by faculty in other science, technology, engineering, and mathematics (STEM)²¹ disciplines, as well as related disciplines where faculty with psychology doctorates are often employed, such as health professions (STEM-related)²² or education (non-STEM)? Compared to other STEM disciplines, psychology faculty tend to earn less, especially at doctoral institutions. Although median salaries for psychology faculty are higher than for education faculty, psychology salaries are generally less than salaries earned by faculty in engineering, computer and information sciences, health professions, biological and biomedical sciences and physical sciences. Median salaries between psychology faculty and mathematics and statistics faculty are more comparable.

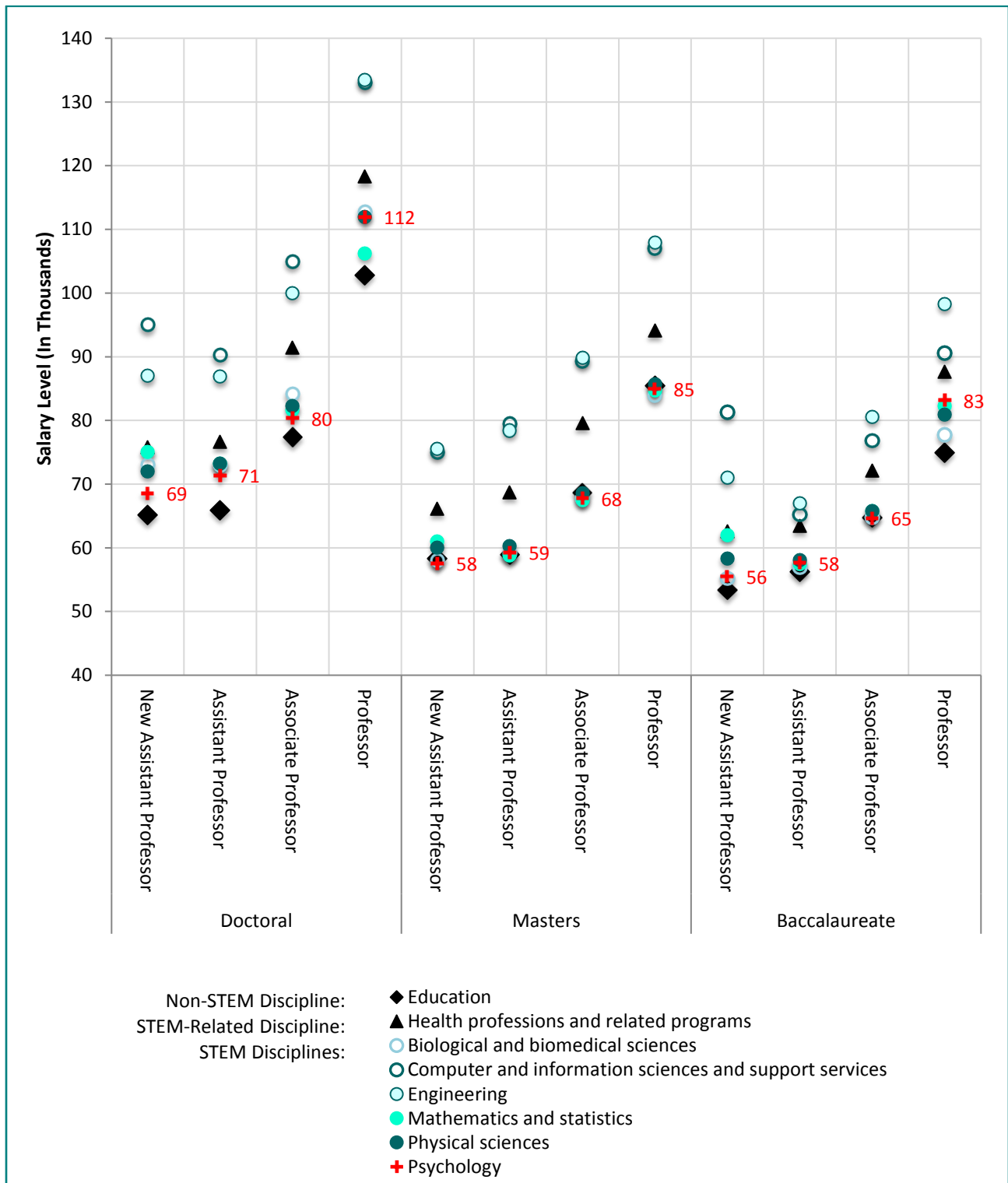
Figure 10 shows psychology faculty salaries (represented by the + symbol) relative to faculty salaries in other STEM, STEM-related, and non-STEM disciplines, broken down further by academic rank and Carnegie Classification of the institution.

²¹ STEM disciplines include computer science, mathematics, engineering, biological sciences, physical sciences and social sciences (which includes psychology).

²² 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 10. 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, 2016-17



Conclusion

The 2017 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. This year, comparisons of median salaries across gender, race/ethnicity, and geographic location were also included. Additional comparisons were made between psychology faculty salaries and salaries earned by faculty in other STEM disciplines, as well as faculty in related disciplines, such as health professions (STEM-related) and education (non-STEM).

A comparison of tenured/tenure-track faculty salaries from 2015-16 and 2016-17 revealed that salaries for certain academic ranks and types of Carnegie classifications did not always increase at the same rate as inflation. Compared to the 2015-16 academic year, where salaries increased for all academic ranks from the previous year, median salaries for the 2016-17 increased less so. In some cases, median salaries remained relatively stagnant or even decreased slightly.

In general, tenured/tenure-track psychology faculty employed at *private independent* institutions had higher median salaries than psychology faculty at public or private religious institutions. When collapsed across all academic ranks, tenured/tenure-track psychology faculty employed at private independent institutions earned approximately 5.3 percent more than psychology faculty at public institutions, and 18.6 percent more than faculty at private religious institutions.

Likewise, non-tenure-track psychology faculty employed at private independent institutions had the highest median salaries, making 5.7 percent more than psychology faculty at private religious institutions, and 15.3 percent more than faculty at public institutions.

Median salaries also varied by geographic division. Tenured/tenure-track psychology faculty in the Pacific and New England geographic divisions had the highest median salaries, across all academic ranks. The lowest median salaries were reported for psychology faculty in the West North Central and East South Central divisions. These findings may not be surprising, considering that cost of living in areas like the Pacific and New England areas are higher than in other parts of the country.

For psychology tenured/tenure-track positions, the majority of faculty in the academic ranks of new assistant professor, assistant professor and associate professor were female. However, there was more male faculty (58 percent) than female faculty (42 percent) in the position of professor. Salaries

between male and female faculty were also similar, with female faculty earning between 95 to 99 percent the salary male faculty earned.

Likewise, racial/ethnic minority psychology faculty in tenured/tenure-track positions earned salaries that were similar (or slightly surpassed) the salaries of White psychology faculty. However, fewer racial/ethnic minorities held these faculty positions, particularly in higher academic ranks, such as assistant professor (33 percent) and professor (29 percent).

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 independent, private religious and public), non-tenure-track faculty earned approximately 76.6 percent of the salaries earned by tenured/tenure-track faculty.

The presence of collective bargaining units in public institutions played a very important role in determining the salaries earned by psychology faculty. With the exception of new assistant professors, 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 teaching 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 some other social sciences and STEM disciplines. Starting with the 2016-17 academic year, CUPA-HR began collecting gender and race/ethnicity data for faculty in higher education for the 2016-17 academic year. Future research may further examine this relationship between salaries and the proportions of female faculty in various social science and STEM disciplines.

One limitation of the data is that although an institution may be classified by the Carnegie Foundation as “doctoral”, 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. For the first

time, this report on psychology faculty salaries included geographic differences in salaries for the 2016-17 academic year.²³ Additional DataOnDemand variables will be examined in future versions of this report.²⁴

²³ Additional data on geographic differences in median salaries for tenured/tenure-track psychology faculty were generously provided to APA by CUPA-HR.

²⁴ 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 2015-16 and 2016-17 Median Salaries by Academic Rank and Carnegie Classification of Institution (Supporting Table for Figure 1)

PROFESSOR				ASSOCIATE PROFESSOR			
	2015-16	2016-17	Percent Change		2015-16	2016-17	Percent Change
Doctoral	\$109,277	\$111,930	2.4%	Doctoral	\$78,839	\$80,330	1.9%
Master's	\$85,705	\$84,954	-0.9%	Master's	\$66,774	\$67,753	1.5%
Baccalaureate	\$80,565	\$83,149	3.2%	Baccalaureate	\$65,047	\$64,611	-0.7%
ASSISTANT PROFESSOR				NEW ASSISTANT PROFESSOR			
	2015-16	2016-17	Percent Change		2015-16	2016-17	Percent Change
Doctoral	\$68,706	\$70,922	3.2%	Doctoral	\$68,693	\$68,503	-0.3%
Master's	\$58,579	\$58,766	0.3%	Master's	\$57,581	\$57,500	-0.1%
Baccalaureate	\$55,511	\$56,506	1.8%	Baccalaureate	\$53,540	\$55,500	3.7%

Note: 2015-16 salaries adjusted for inflation (2016 CPI)

Table 2. Median Salaries for Tenured/Tenure-Track Faculty in Non-Psychology Social Science Disciplines by Academic Rank and Carnegie Classification of Institution, 2016-17 (Supporting Table for Figure 9)

2016-2017 Academic Year					
Tenured/Tenure-Track Faculty, SOCIAL SCIENCES CIP=45	Professor	Associate Professor	Assistant Professor	New Assistant Professor	Instructor
Public Institutions					
Median	\$93,517	\$72,627	\$61,750	\$63,699	\$53,982
Maximum	\$391,202	\$345,000	\$557,746	\$140,000	\$94,000
Minimum	\$40,070	\$39,544	\$34,174	\$44,500	\$37,565
No. of Faculty	3,120	3,073	1,909	290	16
No. of Institutions	251	248	239	118	14
Private Independent Institutions					
Median	\$103,196	\$78,707	\$67,155	\$65,334	\$58,084
Maximum	\$289,000	\$191,906	\$187,364	\$125,000	\$95,699
Minimum	\$50,200	\$40,037	\$31,661	\$51,500	\$45,000
No. of Faculty	777	766	468	58	7
No. of Institutions	110	116	107	32	5
Private Religious Institutions					
Median	\$83,735	\$67,176	\$59,583	\$63,000	N/A
Maximum	\$281,150	\$169,645	\$136,300	\$112,000	N/A
Minimum	\$49,391	\$36,911	\$40,600	\$136,300	N/A
No. of Faculty	587	685	382	50	4
No. of Institutions	143	144	124	35	4

Table 3. Mean Faculty Salaries Across other STEM Disciplines or Disciplines where Psychologists may be Employed (e.g., Education; Health Professions and Related Programs), 2016-17 (Supporting Table for Figure 10)

Classification	Academic Ranks	Biological and biomedical sciences	Business, management, marketing, and related support services	Computer and information sciences and support services	Education	Engineering	Engineering technologies and engineering-related fields	Health professions and related programs	Mathematics and statistics	Physical sciences	Psychology
Doctoral	New Assistant Professor	73,000	127,000	95,000	65,167	86,966	75,212	75,761	75,000	72,000	69,340
	Assistant Professor	72,964	122,765	90,295	65,900	86,852	74,699	76,611	73,151	73,226	71,400
	Associate Professor	84,104	126,362	104,916	77,367	99,979	82,391	91,411	81,624	82,245	80,330
	Professor	112,792	150,886	133,021	102,819	133,411	105,096	118,261	106,231	111,924	111,930
Masters	New Assistant Professor	58,000	100,000	75,000	58,250	75,500	65,000	66,186	61,000	60,000	57,500
	Assistant Professor	59,168	92,097	79,468	58,911	78,388	66,674	68,707	58,765	60,318	59,236
	Associate Professor	67,735	98,390	89,313	68,624	89,769	79,541	79,590	67,456	68,579	67,753
	Professor	83,916	108,989	106,980	85,432	107,988	93,615	94,094	84,668	85,731	84,954
Baccalaureate	New Assistant Professor	55,200	77,053	81,250	53,333	71,000	***	62,606	62,000	58,250	55,500
	Assistant Professor	56,871	70,401	65,245	56,206	67,000	56,952	63,434	57,432	58,043	58,509
	Associate Professor	64,799	77,948	76,849	64,706	80,590	63,176	72,165	65,801	65,723	64,611
	Professor	77,729	91,945	90,560	74,959	98,250	71,416	87,666	82,208	80,881	83,149

*** 4 or fewer institutions reported

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