



AMERICAN  
PSYCHOLOGICAL  
ASSOCIATION

# Psychology Faculty Salaries for the 2018-2019 Academic Year

Results from the 2019 CUPA-HR Survey for Four-Year Colleges and Universities

AMERICAN PSYCHOLOGICAL ASSOCIATION  
CENTER FOR WORKFORCE STUDIES

Peggy Christidis, Jessica Conroy, Luona Lin, and Karen Stamm  
JULY 2019



#### RECOMMENDED CITATION

American Psychological Association (2019). *Psychology faculty salaries for the 2018-2019 academic year: Results from the 2019 CUPA-HR survey for four-year colleges and universities*. Washington, DC: Author.

This report describes research and analysis conducted by staff members of the American Psychological Association's Center for Workforce Studies. It does not constitute official policy of the American Psychological Association.

The authors thank Jackie Bichsel and Jasper McChesney of CUPA-HR for providing additional special analyses on psychology faculty presented in this report, and Howard Kurtzman for valuable input on previous drafts of this report.

Copyright © 2019 by the American Psychological Association. This material may be reproduced in whole or in part without fees or permission, provided that acknowledgement is given to the American Psychological Association. This material may not be reprinted or translated without prior permission in writing from the publisher. For permission, contact APA, Rights and Permissions, 750 First Street, NE, Washington, DC 20002-4242.

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](mailto:cws@apa.org) or 1-800-374-2721 (extension 5980).

# TABLE OF CONTENTS

Executive Summary	1
Introduction	2
Salary Increases for Psychology Faculty between 2017-18 and 2018-19	4
Tenured/Tenure-Track Salaries for Psychology Faculty, 2018-19	6
Salaries by Academic Rank and Institution Type	6
Collective Bargaining	9
Geographic Differences in Faculty Salaries	11
Faculty Salaries by Gender and Race/Ethnicity	12
Non-Tenure-Track Salaries for Psychology Teaching Faculty, 2018-19	14
Salaries by Academic Rank and Institution Type	14
Collective Bargaining	17
Comparison of Non-Tenure-Track Teaching Faculty Salaries to Tenured/Tenure-Track Faculty Salaries	18
Psychology Faculty Salaries Compared to Other Disciplines	20
Psychology versus Other Social Sciences	20
Psychology versus other STEM (and Non-STEM) Disciplines	22
Conclusion	26
Appendix A: Technical Documentation	28
Appendix B: Supporting Data for Figures	30
References	33

## FIGURES

Figure 1. Percent Differences in Median Salaries for Tenured/Tenure-Track Psychology Faculty by Academic Rank and Carnegie Classification of Institution, 2017-18 to 2018-19	5
Figure 2. Median Salaries and Salary Ranges for Tenured/Tenure-Track Psychology Faculty by Academic Rank, 2018-19	6
Figure 3. Percent Differences in Median Salaries for Tenured/Tenure-Track Psychology Faculty by Academic Rank and Institution Type, 2018-19	8
Figure 4. Percent Differences in Median Salaries for Tenured/Tenure-Track Psychology Faculty Employed at Public Institutions with and without Collective Bargaining Units, 2018-19	10
Figure 5. Median Salaries and Salary Ranges for Tenured/Tenure-Track Psychology Faculty by Type of Institution, 2018-19	11
Figure 6. Median Salaries for Tenured/Tenure-Track Faculty by Academic Rank and Geographic Division, 2018-19	12
Figure 7. Percent Differences in Median Salaries for Non-Tenure-Track Psychology Teaching Faculty by Academic Rank and Institution Type, 2018-19	16
Figure 8. Percent Differences in Median Salaries for Non-Tenure-Track Psychology Teaching Faculty Employed at Public Institutions with and without Collective Bargaining Units, 2018-19	18
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, 2018-19	21
Figure 10. Median Salaries for Tenured/Tenure-Track Psychology Faculty and Faculty in other STEM and Non-STEM Disciplines by Academic Rank and Carnegie Classification of Institution, 2018-19	23
Figure 11. Percent Differences in Median Salaries between Psychology Professors and Professors in other STEM Disciplines, 2018-19	24
Figure 12. Percent Differences in Median Salaries between Psychology Associate Professors and Associate Professors in other STEM Disciplines, 2018-19	24
Figure 13. Percent Differences in Median Salaries between Psychology Assistant Professors and Assistant Professors in other STEM Disciplines, 2018-19	25

## TABLES

Table 1. Number of Faculty and Institutions that Provided Salary Data for Psychology Faculty by Tenure Status, Institution Type and Academic Rank, 2018-19	3
Table 2. Median Salaries for Tenured/Tenure-Track Psychology Faculty by Academic Rank and Carnegie Classification of Institution (Constant and Adjusted Dollars), 2017-18 and 2018-19	4
Table 3. Median Salaries for Tenured/Tenure-Track Psychology Faculty by Academic Rank and Institution Type, 2017-18	7
Table 4. Median Salaries for Tenured/Tenure-Track Psychology Faculty by Academic Rank for Public Institutions with and without Collective Bargaining Units, 2018-19	9
Table 5. Median Salaries for Tenured/Tenure-Track Psychology Faculty by Gender and Academic Rank, 2018-19	13
Table 6. Median Salaries for Tenured/Tenure-Track Psychology Faculty by Race/Ethnicity and Academic Rank, 2018-19	13
Table 7. Median Salaries for Non-Tenure-Track Psychology Teaching Faculty by Academic Rank and Institution Type, 2018-19	15
Table 8. Median Salaries for Non-Tenure-Track Psychology Teaching Faculty by Academic Rank for Public Institutions with and without Collective Bargaining Units, 2018-19	17
Table 9. Percentages of Median Tenured/Tenure-Track Psychology Faculty Salaries Earned by Non-Tenure-Track Psychology Teaching Faculty, 2018-19	19
Table 10. Median Salaries for Tenured/Tenure-Track Psychology Faculty and Faculty in other Social Science Disciplines by Academic Rank and Institution Type, 2018-19	20

## 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 2018-19 academic year.

- When adjusted for inflation, median salaries between 2017-18 and 2018-19 did not increase for most faculty. In fact, salaries either remained stagnant, or *decreased* (between 1% and 6%). Depending on the academic rank, salaries often did not keep pace with inflation, and psychology faculty from all academic ranks and at all types of Carnegie classifications saw fewer positive changes in their salaries between 2018 and 2019 than they did between 2017 and 2018.
- Tenured/tenure-track psychology faculty employed at private independent institutions earned the highest salaries – more than faculty at private religious and public institutions – across all academic ranks. Psychology faculty employed at private religious institutions had the lowest median salaries.
- Tenured/tenure-track psychology faculty working in New England (i.e., Connecticut, Massachusetts, Maine, New Hampshire, Rhode Island, and Vermont) earned the highest median salaries, followed closely by the Pacific division of the United States (i.e., Alaska, California, Hawaii, Oregon, and Washington). The lowest median salaries were reported for faculty in the West South Central (i.e., Arkansas, Louisiana, Oklahoma, and Texas) and West North Central (i.e., Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota) geographic divisions.
- 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 (54%) than female faculty (46%) in the position of professor. Male and female tenured/tenure-track psychology faculty earned nearly equivalent median salaries across all academic ranks, with the exception of the rank of professor, where female professors earned 95% of the median salary of male professors (approximately \$5,000 less).
- Racial/ethnic minority psychology faculty in tenured/tenure-track positions earned salaries that were similar (or 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 (18%) and professor (12%).
- 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 all academic ranks, the median salary of unionized faculty who were tenured/tenure-track was 14% greater than that of their non-unionized counterparts. Non-tenured psychology faculty with collective bargaining had a median salary that was 20% more than that of non-tenured faculty without collective bargaining.
- Collapsed across academic rank and institution type (i.e., public, private independent and private religious), non-tenure-track teaching faculty earned approximately 78% in median salary 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 31,000 HR professionals and other leaders in higher education at more than 2,000 member organizations worldwide.<sup>1</sup> Membership is institution-based and includes approximately 93% of all U.S. doctoral institutions, 79% of all master's institutions, 58% 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 *2018-19 Faculty in Higher Education Salary Survey*. This survey has been conducted for 38 years,<sup>2</sup> and includes data for 258,731 full-time faculty (171,487 tenure track faculty, 76,638 non-tenure teaching faculty and 10,606 non-tenure track research faculty) at 847 U.S. institutions, which participated in this year's survey.

Salaries for full-time faculty<sup>3,4</sup> 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.<sup>5</sup>
2. **Academic rank:** professor, associate professor, assistant professor, new assistant professor,<sup>6</sup> and instructor/lecturer.
3. **Tenure status:** tenured/tenure-track and non-tenure-track.
4. **Type of institution:** private independent, private religious, and public (with and without collective bargaining units).<sup>7,8</sup>
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.<sup>9</sup> 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 tenure status, institution type, and academic rank.

---

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

<sup>2</sup> This survey was previously known as the "National Faculty Salary Survey."

<sup>3</sup> 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.

<sup>4</sup> Data for pay-per-course adjuncts were collected in CUPA-HR's 2018-19 Faculty in Higher Education Survey but are not discussed in this report.

<sup>5</sup> 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>.

<sup>6</sup> CUPA-HR defines a new assistant professor as a new hire for the academic year being surveyed. New assistant professors are not included in the assistant professor category; their salary data are presented separately throughout the report.

<sup>7</sup> Type of institution is based on IPEDS institutional characteristics; see part B, "Organization – Control and Levels" at [https://surveys.nces.ed.gov/IPEDS/Downloads/Forms/package\\_12\\_94.pdf](https://surveys.nces.ed.gov/IPEDS/Downloads/Forms/package_12_94.pdf). 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.

<sup>8</sup> Collective bargaining is defined as the negotiation of wages and other conditions of employment by an organized body of employees (such as a union).

<sup>9</sup> For more on the Carnegie Classification system, see [http://carnegieclassifications.iu.edu/lookup\\_listings/standard.php](http://carnegieclassifications.iu.edu/lookup_listings/standard.php).

TABLE 1.

**NUMBER OF FACULTY AND INSTITUTIONS THAT PROVIDED SALARY DATA FOR PSYCHOLOGY  
FACULTY BY TENURE STATUS, INSTITUTION TYPE AND ACADEMIC RANK, 2018-19**

<b>Tenured/Tenure-Track Faculty</b>							
		<b>Professor</b>	<b>Associate Professor</b>	<b>Assistant Professor</b>	<b>New Assistant Professor</b>	<b>Instructor</b>	<b>All Ranks</b>
<b>Number of Faculty</b>	<i>All institutions</i>	2961	2483	1728	258	34	<b>7464</b>
	Public	2017	1577	1127	168	31	4920
	Private Independent	439	389	276	38	1	1143
	Private Religious	505	517	325	52	2	1401
<b>Number of Institutions</b>	<i>All Institutions</i>	527	527	485	164	16	<b>606</b>
	Public	274	261	249	96	13	300
	Private Independent	104	104	93	28	1	117
	Private Religious	149	162	143	40	2	189
<b>Non-Tenure-Track Teaching Faculty</b>							
<b>Number of Faculty</b>	<i>All Institutions</i>	222	257	455	91	742	<b>1767</b>
	Public	94	99	206	37	626	1062
	Private Independent	74	94	139	34	48	389
	Private Religious	54	64	110	20	68	316
<b>Number of Institutions</b>	<i>All Institutions</i>	91	102	189	64	234	<b>416</b>
	Public	37	45	81	29	174	235
	Private Independent	25	31	47	18	23	78
	Private Religious	29	26	61	17	37	103

\*Note: New Assistant Professors are not included in Assistant Professors category.



# SALARY INCREASES FOR PSYCHOLOGY FACULTY BETWEEN 2017-18 AND 2018-19

Table 2 presents median salaries for full-time tenured/tenure-track psychology faculty for the 2017-18 and 2018-19 academic years.<sup>10</sup> Salaries are broken down by academic rank and Carnegie Classification of the institution. In 2018, the annual Consumer Price Index for all urban consumers (CPI-U) was approximately 1.9% higher than in 2017.<sup>11</sup> When salaries earned in 2017 were adjusted for inflation using the Consumer Price Index data for the year 2018, salaries between 2017-18 and 2018-19 academic years *decreased* for most psychology faculty employed at “doctoral” and “masters” institutions across all academic ranks. Salaries for faculty employed at “baccalaureate” institutions remained stagnant, with the exception of new assistant professors, whose salaries increased almost four percent from the previous year.<sup>12</sup>

TABLE 2.

## MEDIAN SALARIES FOR TENURED/TENURE-TRACK PSYCHOLOGY FACULTY BY ACADEMIC RANK AND CARNEGIE CLASSIFICATION OF INSTITUTION (CONSTANT AND ADJUSTED DOLLARS), 2017-18 AND 2018-19

Tenured/Tenure-Track Faculty:		Professor	Associate Professor	Assistant Professor	New Assistant Professor
Doctoral Institutions					
2018-19		\$113,820	\$83,346	\$72,786	\$71,025
2017-18	adjusted	\$117,459	\$86,273	\$74,036	\$75,405
	constant	\$114,259	\$83,923	\$72,019	\$73,350
Master's Institutions					
2018-19		\$86,272	\$69,265	\$60,000	\$59,975
2017-18	adjusted	\$87,150	\$70,211	\$61,642	\$60,653
	constant	\$84,775	\$68,298	\$59,562	\$59,000
Baccalaureate Institutions					
2018-19		\$82,029	\$66,514	\$57,861	\$58,955
2017-18	adjusted	\$84,551	\$66,283	\$58,074	\$56,915
	constant	\$82,247	\$64,477	\$56,492	\$55,364

Note: 2017-18 salaries adjusted for inflation (2018 CPI)

Figure 1 illustrates the percent change in median salaries between the 2017-18 and 2018-19 academic years, broken down by academic rank and Carnegie Classification of the institution.

Many psychology faculty—across academic rank and Carnegie classification—saw some decreases in their salaries between 2017-18 and 2018-19. Faculty employed at institutions classified as “doctoral” experienced some of the largest decreases in median salaries (specifically, a 3% decrease for professors and associate

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

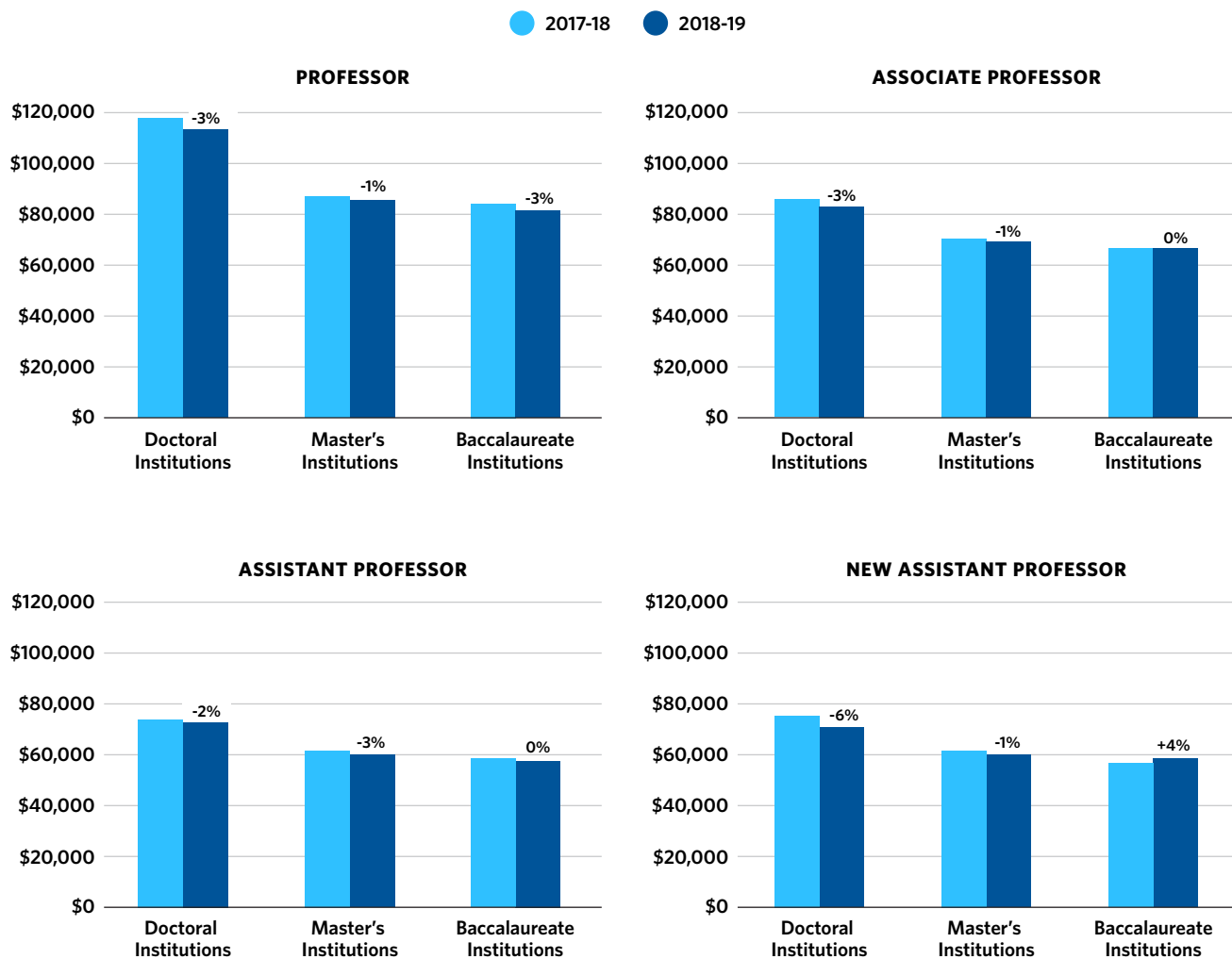
<sup>11</sup> For more information on 2017 Consumer Price Index numbers for all urban consumers (CPI-U), see <http://www.bls.gov/cpi/cpid1706.pdf>.

<sup>12</sup> Constant dollars for the 2016-17 academic year were adjusted for inflation using the Consumer Price Index data for the year 2017, see [http://www.bls.gov/data/inflation\\_calculator.htm](http://www.bls.gov/data/inflation_calculator.htm).

professors, a 2% decrease for assistant professors, and a 6% decrease for new assistant professors). Faculty at baccalaureate institutions experienced an increase of 4% in salary for new assistant professors. These findings were reversed from last academic year, where faculty at doctoral institutions had the highest increases in median salary, and faculty at baccalaureate institutions experienced declines.<sup>13</sup>

FIGURE 1.

**PERCENT DIFFERENCES IN MEDIAN SALARIES FOR TENURED/TENURE-TRACK PSYCHOLOGY FACULTY BY ACADEMIC RANK AND CARNEGIE CLASSIFICATION OF INSTITUTION, 2017-18 TO 2018-19**



Note: Salaries for the 2016-17 academic year were adjusted for inflation using the Consumer Price Index data for the year 2017.

<sup>13</sup> For more information on psychology faculty salaries for the 2017-18 academic year, see <http://www.apa.org/workforce/publications/18-faculty-salary/report.pdf>

# TENURED/TENURE-TRACK SALARIES FOR PSYCHOLOGY FACULTY, 2018-19

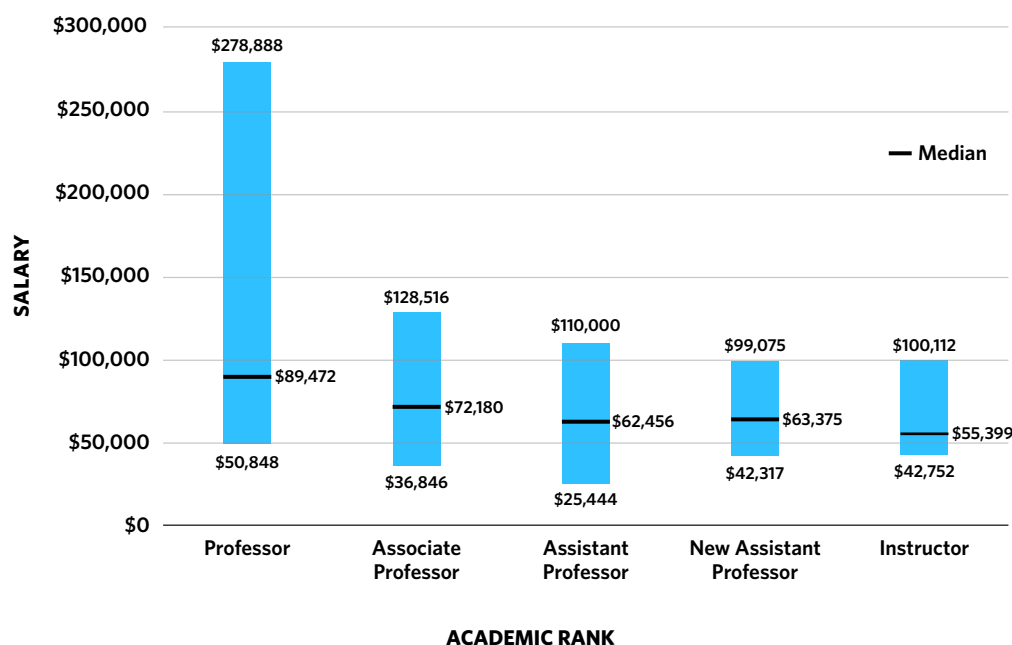
The following section displays salary data for full-time, tenured/tenure-track psychology faculty for the 2018-19 academic year. Tables and figures illustrate median salaries broken down by *academic rank* (professor, associate professor, assistant professor, new assistant professor, and instructor), *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 = \$89,472), while instructors earned the least (median = \$55,399). 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 (\$50,848 to \$278,888).<sup>14</sup>

FIGURE 2.

**MEDIAN SALARIES AND SALARY RANGES FOR TENURED/TENURE-TRACK PSYCHOLOGY FACULTY BY ACADEMIC RANK, 2018-19**



<sup>14</sup> Some of the higher salaries for psychology professors may represent faculty who also have administrative positions and may not be representative of non-administrative psychology professor positions.

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.<sup>15</sup>

TABLE 3.

**MEDIAN SALARIES FOR TENURED/TENURE-TRACK PSYCHOLOGY FACULTY BY ACADEMIC RANK AND INSTITUTION TYPE, 2017-18**

2018-2019 Academic Year						
Tenured/Tenure-Track Faculty:	Professor	Associate Professor	Assistant Professor	New Assistant Professor	Instructor	All Ranks
All Institutions						
Median	\$89,472	\$72,180	\$62,456	\$63,375	\$55,399	\$75,107
Maximum	\$278,888	\$128,516	\$110,000	\$99,075	\$100,112	\$278,888
Minimum	\$50,848	\$36,846	\$25,444	\$42,317	\$42,752	\$25,444
Private Independent Institutions						
Median	\$96,570	\$77,268	\$66,097	\$65,000	N/A	\$79,002
Maximum	\$191,887	\$116,090	\$110,000	\$90,000	N/A	\$191,887
Minimum	\$50,848	\$46,977	\$45,390	\$50,000	N/A	\$45,390
Private Religious Institutions						
Median	\$83,590	\$66,717	\$58,797	\$58,975	N/A	\$69,136
Maximum	\$162,013	\$119,194	\$101,541	\$99,075	N/A	\$162,013
Minimum	\$56,708	\$39,690	\$25,444	\$47,350	N/A	\$25,444
Public Institutions						
Median	\$91,046	\$73,114	\$62,888	\$63,875	\$58,589	\$76,505
Maximum	\$278,888	\$128,516	\$107,541	\$96,233	\$100,112	\$278,888
Minimum	\$53,760	\$36,846	\$44,138	\$42,317	\$42,752	\$36,846

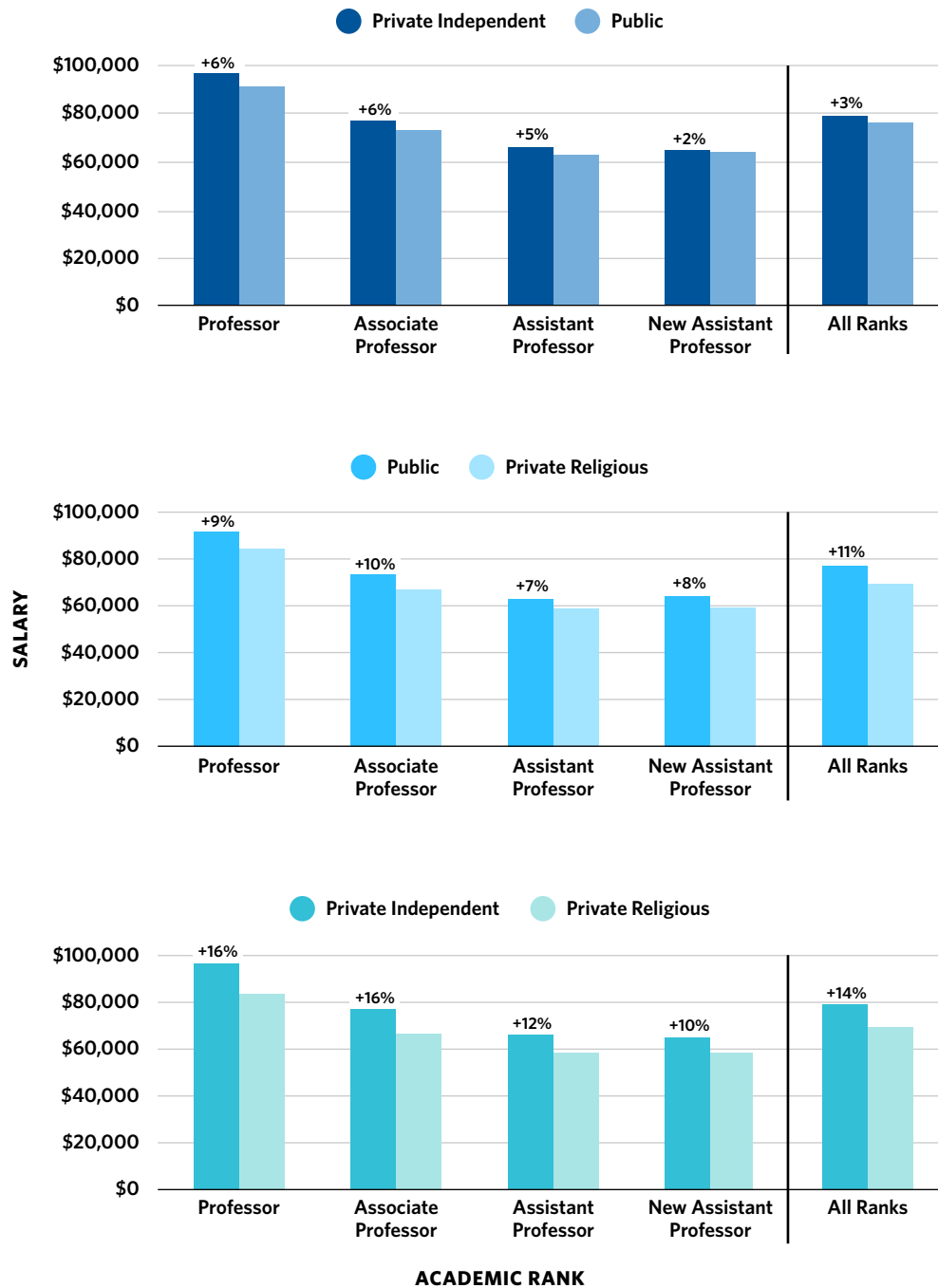
\* Note: Cells for instructor salaries are suppressed due to sample sizes of less than five.

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 had a median salary that was approximately \$2,500 or 3% more than psychology faculty at public institutions, and \$9,800 or 14% more than psychology faculty at private religious institutions. The median salary for psychology faculty employed at public institutions was approximately \$7,400 or 11% more than that of psychology faculty at private religious institutions.

<sup>15</sup> Medians in this table and every table that follows in this report are unweighted. Data are reported only for positions having at least five responding institutions.

FIGURE 3.

**PERCENT DIFFERENCES IN MEDIAN SALARIES FOR TENURED/TENURE-TRACK PSYCHOLOGY FACULTY BY ACADEMIC RANK AND INSTITUTION TYPE, 2018-19**



Note: Comparisons of median salaries for tenured/tenure-track Instructors by institution type could not be made due to small sample sizes.

## 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.<sup>16</sup> Table 4 illustrates that median salaries were consistently higher across all academic ranks for psychology faculty at public institutions with collective bargaining units.

TABLE 4.

### MEDIAN SALARIES FOR TENURED/TENURE-TRACK PSYCHOLOGY FACULTY BY ACADEMIC RANK FOR PUBLIC INSTITUTIONS WITH AND WITHOUT COLLECTIVE BARGAINING UNITS, 2018-19

2018-2019 Academic Year						
Tenured/Tenure-Track Faculty	Professor	Associate Professor	Assistant Professor	New Assistant Professor	Instructor	All Ranks
Public Institutions: <b>Without Collective Bargaining Units</b>						
Median	\$85,907	\$68,648	\$60,538	\$62,000	\$54,798	\$72,924
Maximum	\$171,120	\$128,516	\$90,973	\$88,784	\$100,112	\$171,120
Minimum	\$54,191	\$36,846	\$44,138	\$42,317	\$42,752	\$36,846
No. of Faculty	1091	902	631	113	13	2750
No. of Institutions	163	155	146	65	7	180
Public Institutions: <b>With Collective Bargaining Units</b>						
Median	\$98,026	\$79,157	\$65,544	\$73,333	\$66,106	\$82,802
Maximum	\$278,888	\$116,077	\$107,541	\$96,233	\$87,715	\$278,888
Minimum	\$53,760	\$52,999	\$48,844	\$51,221	\$48,441	\$53,760
No. of Faculty	845	615	443	53	18	1974
No. of Institutions	102	97	94	29	6	111

As demonstrated in Figure 4, tenured/tenure-track psychology faculty working in public institutions with collective bargaining units earned between 8% to 21% more than their counterparts at non-unionized public institutions. Collapsed across all academic ranks, the median salary of psychology faculty at public institutions with collective bargaining units was approximately \$9,900 or 14% higher than that of faculty working at public institutions without collective bargaining units.

<sup>16</sup> 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/>.

FIGURE 4.

**PERCENT DIFFERENCES IN MEDIAN SALARIES FOR TENURED/TENURE-TRACK  
PSYCHOLOGY FACULTY EMPLOYED AT PUBLIC INSTITUTIONS WITH AND WITHOUT  
COLLECTIVE BARGAINING UNITS, 2018-19**

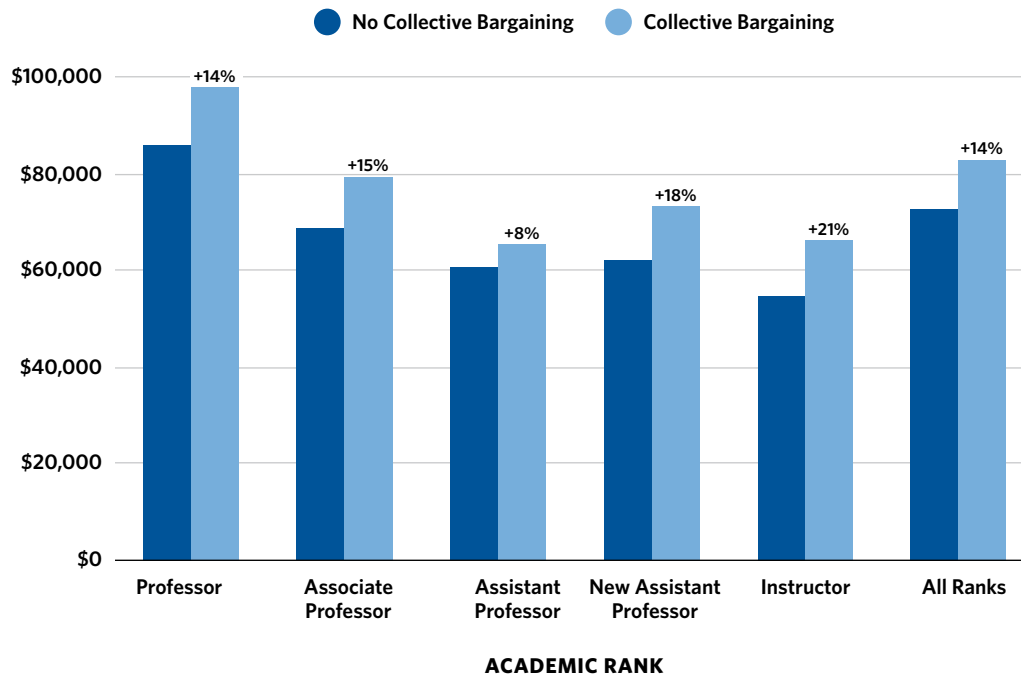
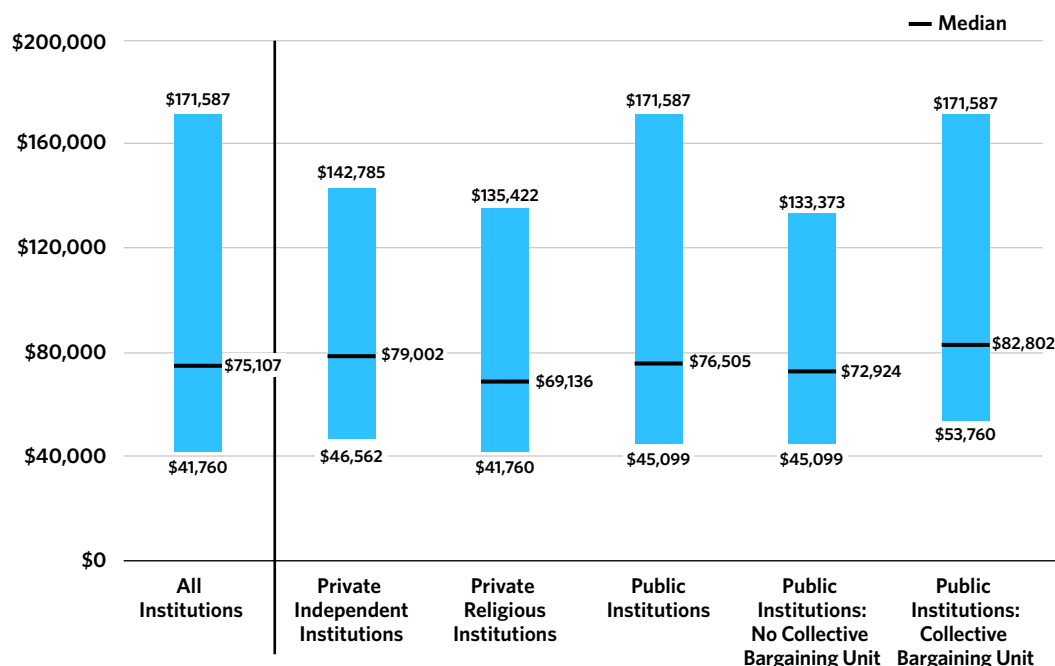


Figure 5 displays the median salaries and salary ranges for tenured/tenure-track psychology faculty by type of institution. Collapsed across academic ranks, the median salary for psychology faculty in public institutions was approximately \$75,100. This median was almost \$3,900 less than the median salary for psychology faculty at private independent institutions (median = \$79,000), but almost \$6,000 more than the median salary for psychology faculty at private religious institutions (median = \$69,000).

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 faculty at public institutions was approximately \$82,800 for those with collective bargaining and \$72,900 for those without collective bargaining. As such, non-unionized psychology faculty employed at public institutions earned almost \$9,900 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, 2018-19



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 within the United States.<sup>17</sup> Looking at salaries by geographic division, tenured/tenure-track psychology faculty working at institutions in New England (i.e., Connecticut, Massachusetts, Maine, New Hampshire, Rhode Island, and Vermont) earned the highest median salaries compared to the rest of the country.

Collapsed across academic rank, faculty in the New England division earned a median salary of \$89,400.<sup>18</sup> The second highest salaries were reported in the Pacific region, with a median salary of \$89,000 (collapsed across all academic ranks). The lowest median salaries were found in southern regions. Specifically, psychology faculty in the East South Central (median salary = \$74,900), West North Central (median salary = \$74,700) and West South Central (median salary = \$73,300) divisions earned the lowest salaries. Figure 6 displays median salaries for tenured/tenure-track psychology faculty by academic rank and geographic division.

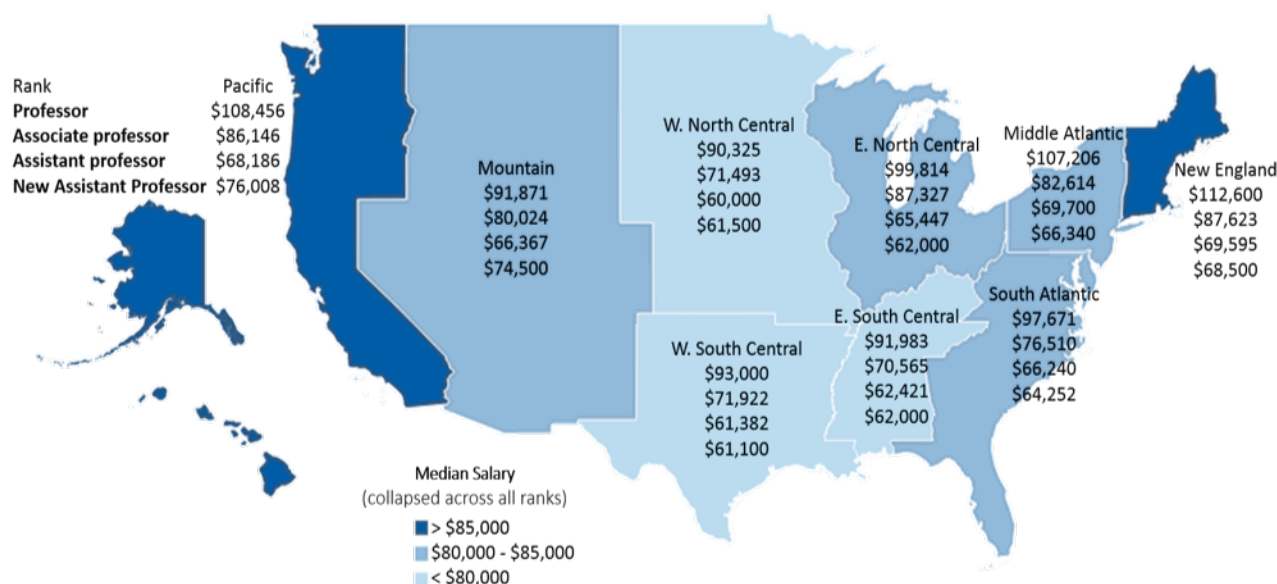
<sup>17</sup> There are nine geographic divisions, as defined by the U.S. Census Bureau. Geographic divisions include the following states: **Pacific:** AK, CA, HI, OR, WA. **Mountain:** AZ, CO, ID, MT, NM, NV, UT, WY. **West South Central:** AR, LA, OK, TX. **West North Central:** IA, KS, MN, MO, NE, 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.

<sup>18</sup> Median salaries reported by census division in Figure 6 of this report exclude for-profit institutions (but are included in the remainder of the report).



FIGURE 6.

## MEDIAN SALARIES FOR TENURED/TENURE-TRACK FACULTY BY ACADEMIC RANK AND GEOGRAPHIC DIVISION, 2018-19



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

## Faculty Salaries by Gender and Race/Ethnicity

This section presents salary data for tenured/tenure-track psychology faculty, broken down by gender and race/ethnicity. When examining salaries by these demographic variables, it is important to note that other factors, such as age, years in rank, or promotion status may also affect salaries. For example, salaries of professors across gender, race/ethnicity, and all academic disciplines tend to increase linearly with age. However, this relationship does not exist or is not as strong in other ranks, suggesting that for most faculty, promotion status may be a stronger indicator of salary level than older age.<sup>19</sup>

For psychology tenured/tenure-track positions, there were more female faculty members than male faculty in the academic ranks of new assistant professor (65%), assistant professor (64%), and associate professor (56%). However, there were more male faculty (54%) than female faculty (46%) in the position of professor. Even so, the percentage of female psychology professors has increased since last academic year, where 44% of psychology professors were women.

When examining salaries for tenured/tenure-track psychology faculty, female faculty earned almost the same as their male counterparts at the ranks of assistant professor and new assistant professor. However, male psychology faculty who were professors earned more than female professors. The median salary for female psychology professors (\$94,100) was 95% of what male professors earned (median = \$99,200),

<sup>19</sup> See Figure 5A of 2017-18 CUPA-HR report, Faculty in Higher Education, <https://www.cupahr.org/surveys/results>.

or approximately \$5,100 less. 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, 2018-19**

2018-2019 Academic Year				
<b>Tenured/Tenure-Track Faculty:</b>	<b>Professor</b>	<b>Associate Professor</b>	<b>Assistant Professor</b>	<b>New Assistant Professor</b>
Median Salary - Female	\$94,071	\$75,000	\$63,226	\$62,000
Median Salary - Male	\$99,203	\$77,000	\$64,069	\$62,000
Median Female Faculty Salary as Percentage of Median Male Faculty Salary	95%	97%	99%	100%
Number of Female Faculty	1252	1361	1265	210
Number of Male Faculty	1468	1063	712	115
Percent Female Faculty	46%	56%	64%	65%

In terms of race/ethnicity, there were fewer racial/ethnic minorities in psychology faculty positions than White psychology faculty, across all academic ranks.<sup>20</sup> This was especially the case for higher academic ranks, where only 18% of associate professors and 12% of professors were racial/ethnic minorities.<sup>21</sup> The median salaries for racial/ethnic minority faculty were between 3% to 8% higher than salaries for White psychology faculty. For example, the median salary for professors was \$104,200 for racial/ethnic minority faculty and \$96,300 for White faculty, a difference of \$7,900. Table 6 displays all median salaries for tenured/tenure-track psychology by race/ethnicity and academic rank.

TABLE 6.

**MEDIAN SALARIES FOR TENURED/TENURE-TRACK PSYCHOLOGY FACULTY BY RACE/ETHNICITY AND ACADEMIC RANK, 2018-19**

2018-2019 Academic Year				
<b>Tenured/Tenure-Track Faculty:</b>	<b>Professor</b>	<b>Associate Professor</b>	<b>Assistant Professor</b>	<b>New Assistant Professor</b>
Median Salary - Minority	\$104,200	\$77,984	\$65,344	\$64,000
Median Salary - White	\$96,317	\$75,812	\$63,000	\$61,500
Median Minority Faculty Salary as a Percentage of Median White Faculty Salary	108%	103%	104%	104%
Number of Minority Faculty	303	425	460	91
Number of White Faculty	2318	1891	1394	222
Percent Minority Faculty	12%	18%	25%	29%

<sup>20</sup> Racial/ethnic minorities groups include American Indian/Alaska Native, Asian, Black/African American, Hispanic/Latino, Native Hawaiian/Other Pacific Islander, and those of multiple races.

<sup>21</sup> Race/ethnicity questions were not answered by all institutions, resulting in a large "unknown race/ethnicity" cell for each academic rank.

# NON-TENURE-TRACK SALARIES FOR PSYCHOLOGY TEACHING FACULTY, 2018-19

This section displays salary data for full-time, non-tenure-track psychology teaching faculty for the 2018-19 academic year. Non-tenure-track is defined as “individuals whose faculty appointments do not carry the commitment or expectation of permanent tenure.”<sup>22</sup>

## 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 = \$63,200), followed by private religious institutions (median = \$57,600), and closely followed by public institutions (median = \$57,100).

---

<sup>22</sup> 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.

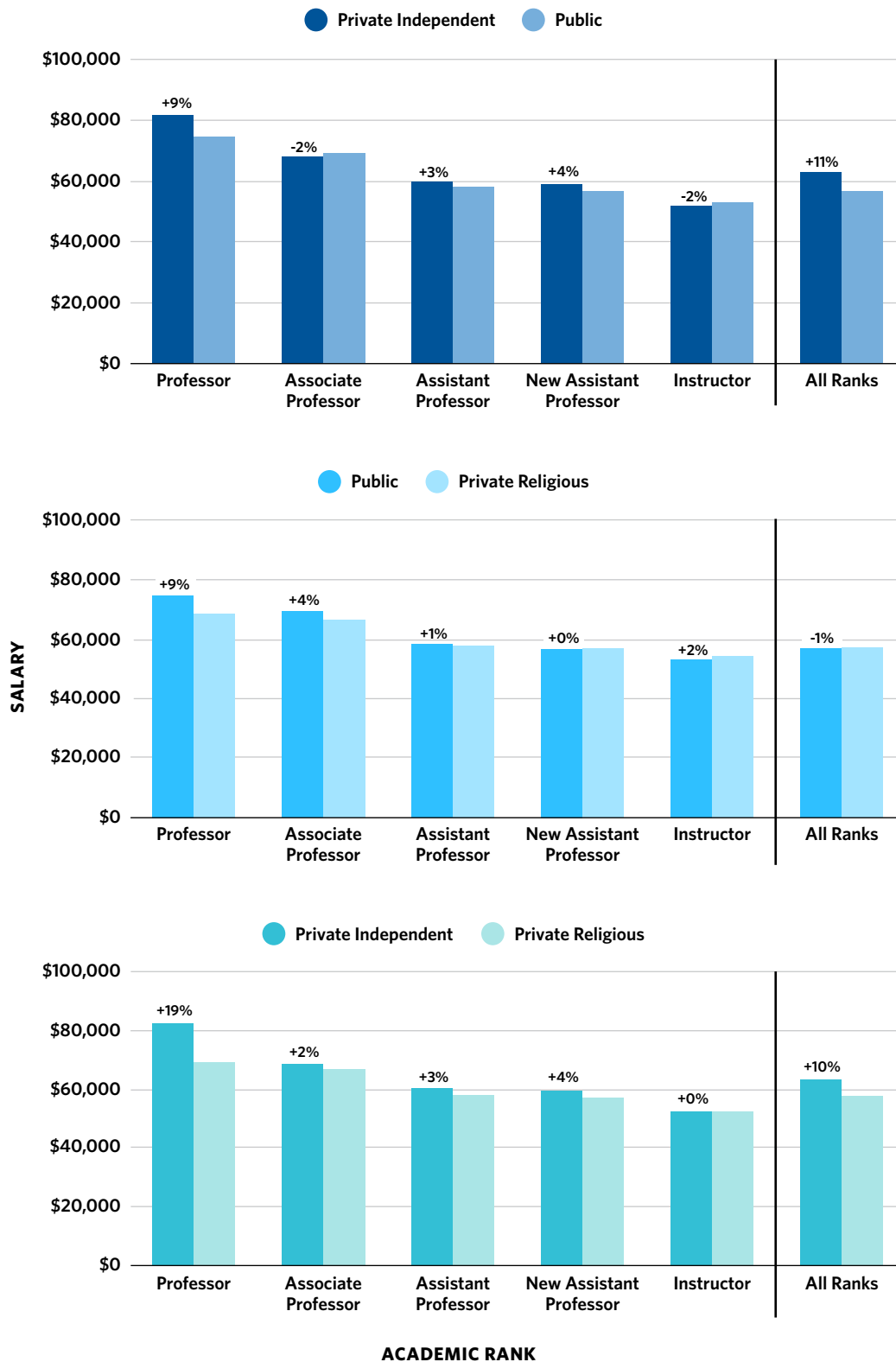
**MEDIAN SALARIES FOR NON-TENURE-TRACK PSYCHOLOGY TEACHING FACULTY  
BY ACADEMIC RANK AND INSTITUTION TYPE, 2018-19**

<b>2018-2019 Academic Year</b>						
<b>Non-Tenure-Track Teaching Faculty:</b>	<b>Professor</b>	<b>Associate Professor</b>	<b>Assistant Professor</b>	<b>New Assistant Professor</b>	<b>Instructor</b>	<b>All Ranks</b>
<b>Median</b>	<b>\$76,131</b>	<b>\$68,322</b>	<b>\$58,542</b>	<b>\$57,200</b>	<b>\$52,686</b>	<b>\$58,436</b>
Maximum	\$145,437	\$125,295	\$115,710	\$86,000	\$159,860	\$159,860
Minimum	\$20,000	\$45,436	\$29,661	\$20,578	\$19,500	\$19,500
No. of Faculty	222	257	455	91	742	1767
No. of Institutions	91	102	189	64	234	416
<b>Private Independent Institutions</b>						
<b>Median</b>	<b>\$82,089</b>	<b>\$68,253</b>	<b>\$60,000</b>	<b>\$59,250</b>	<b>\$52,020</b>	<b>\$63,199</b>
Maximum	\$132,350	\$125,295	\$115,710	\$69,700	\$83,574	\$132,350
Minimum	\$47,531	\$48,142	\$43,000	\$20,578	\$36,158	\$20,578
No. of Faculty	74	94	139	34	48	389
No. of Institutions	25	31	47	18	23	78
<b>Private Religious Institutions</b>						
<b>Median</b>	<b>\$68,850</b>	<b>\$66,888</b>	<b>\$58,000</b>	<b>\$57,000</b>	<b>\$52,061</b>	<b>\$57,624</b>
Maximum	\$145,437	\$95,509	\$99,198	\$70,310	\$93,729	\$145,437
Minimum	\$20,000	\$49,000	\$35,963	\$46,000	\$26,530	\$20,000
No. of Faculty	54	64	110	20	68	316
No. of Institutions	29	26	61	17	37	103
<b>Public Institutions</b>						
<b>Median</b>	<b>\$74,999</b>	<b>\$69,468</b>	<b>\$58,481</b>	<b>\$56,897</b>	<b>\$52,960</b>	<b>\$57,058</b>
Maximum	\$118,462	\$94,991	\$113,024	\$86,000	\$159,860	\$159,860
Minimum	\$42,228	\$45,436	\$29,661	\$43,000	\$19,500	\$19,500
No. of Faculty	94	99	206	37	626	1062
No. of Institutions	37	45	81	29	174	235

As Figure 7 illustrates, when collapsed across all academic ranks, the median salary for non-tenure-track psychology teaching faculty employed at private independent institutions was \$5,600 or 10% more than the median salary of psychology faculty employed at private religious institutions, and \$6,100 or 11% more than that of 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, 2018-19**



## 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, most non-tenure-track psychology faculty at public institutions with collective bargaining units earned a higher median salary than that of non-tenure-track-faculty employed at public institutions without collective bargaining units.

TABLE 8.

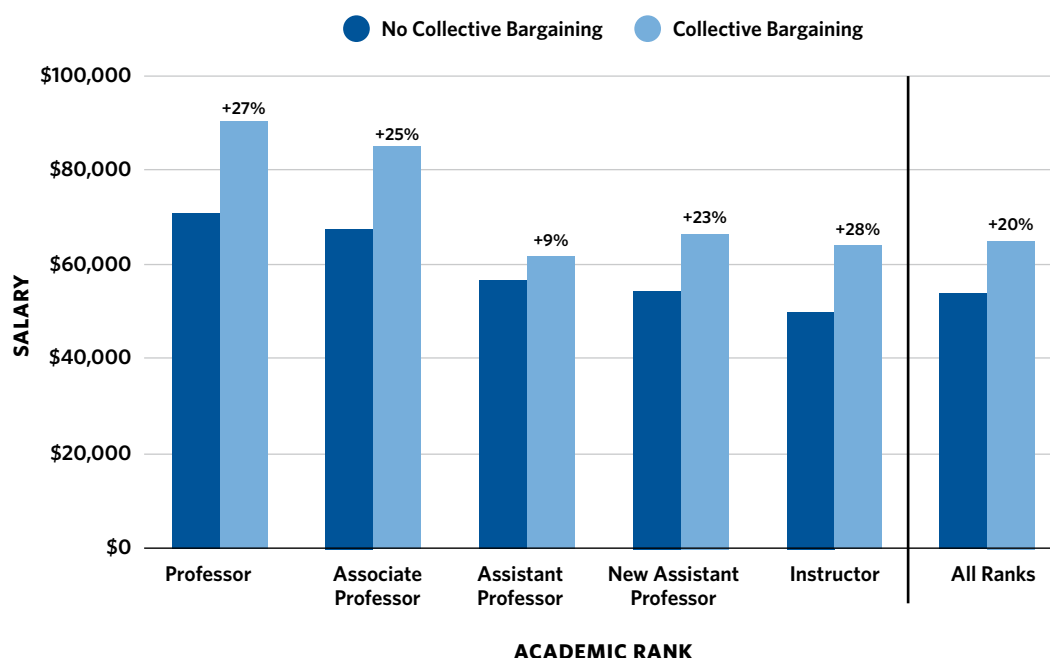
### MEDIAN SALARIES FOR NON-TENURE-TRACK PSYCHOLOGY TEACHING FACULTY BY ACADEMIC RANK FOR PUBLIC INSTITUTIONS WITH AND WITHOUT COLLECTIVE BARGAINING UNITS, 2018-19

2018-2019 Academic Year						
Non-Tenure-Track Faculty:	Professor	Associate Professor	Assistant Professor	New Assistant Professor	Instructor	All Ranks
Public Institutions: <b>Without Collective Bargaining Units</b>						
Median	\$70,798	\$67,794	\$56,650	\$54,318	\$49,898	\$53,950
Maximum	\$103,374	\$82,473	\$113,024	\$66,297	\$159,860	\$159,860
Minimum	\$49,682	\$45,436	\$33,600	\$43,000	\$19,500	\$19,500
No. of Faculty	58	63	126	20	370	637
No. of Institutions	22	30	41	15	99	131
Public Institutions: <b>With Collective Bargaining Units</b>						
Median	\$89,864	\$84,757	\$61,634	\$66,584	\$63,927	\$64,908
Maximum	\$118,462	\$94,991	\$89,006	\$86,000	\$94,064	\$118,462
Minimum	\$42,228	\$66,808	\$29,661	\$48,744	\$35,481	\$29,661
No. of Faculty	35	29	75	13	244	396
No. of Institutions	14	11	37	11	71	96

Figure 8 shows the percent difference in median salaries for non-tenure-track psychology faculty by the presence or absence of collective bargaining units. For non-tenure-track faculty, the median salary for psychology professors at public institutions with collective bargaining was \$19,100 or 27% *more* than the median salary of professors at public institutions without collective bargaining units. Associate professors earned 25% more, assistant professors earned 9% more, new assistant professors earned 23% more, and instructors earned 28% more. A similar pattern was found last academic year (2017-18), where median salaries for non-tenured psychology faculty who were unionized was between 8% to 30% more than that of their colleagues at non-unionized 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, 2018-19**



## COMPARISON OF NON-TENURE-TRACK TEACHING 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, the median salary of non-tenure-track faculty was approximately 78% of the median salary of tenure/tenure-track faculty. This pattern has been consistent across multiple academic years. For example, in 2017-18, the mean salary of non-tenure-track faculty was 76% of the median salary of tenured/tenure-track faculty. In 2016-17, that percentage was 77%, and in 2015-16 it was 77%.

At private religious institutions, collapsing across all academic ranks, the median salary of non-tenure-track faculty was 83% of the median salary of tenured/tenure-track faculty. Likewise, the median salary of non-tenure-track faculty at private independent institutions was 80% of that of tenured/tenure-track faculty. Finally, the median salary of non-tenure-track faculty at public institutions was 75% of that of their tenured/tenure-track counterparts.

TABLE 9.

**PERCENTAGES OF MEDIAN TENURED/TENURE-TRACK PSYCHOLOGY FACULTY SALARIES  
EARNED BY NON-TENURE-TRACK PSYCHOLOGY TEACHING FACULTY, 2018-19**

<b>2018-2019 Academic Year</b>						
	<b>Professor</b>	<b>Associate Professor</b>	<b>Assistant Professor</b>	<b>New Assistant Professor</b>	<b>Instructor</b>	<b>All Academic Ranks</b>
All institutions	85%	95%	94%	90%	95%	<b>78%</b>
All Private Independent Institutions	85%	88%	91%	91%	N/A	80%
All Private Religious Institutions	82%	100%	99%	97%	N/A	83%
All Public Institutions	82%	95%	93%	89%	90%	75%
<b>Public Institutions</b>						
Without Collective Bargaining	82%	99%	94%	88%	91%	74%
With Collective Bargaining	92%	107%	94%	91%	97%	78%

\* Note: Cells for Instructor/Scientist salaries are suppressed due to sample sizes of less than five responding institutions.



# 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 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).<sup>23</sup> 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, 2018-19**

2018-2019 Academic Year					
Tenured/Tenure Track Faculty:	Professor	Associate Professor	Assistant Professor	New Assistant Professor	Instructor
<b>Private Independent Institutions</b>					
Psychology (CIP=42)	\$96,570	\$77,268	\$66,097	\$65,000	N/A
Social Sciences (CIP=45)	\$103,413	\$78,552	\$69,484	\$73,583	N/A
<b>Private Religious Institutions</b>					
Psychology	\$83,590	\$66,717	\$58,797	\$58,975	N/A
Social Sciences	\$84,529	\$69,397	\$61,369	\$62,250	N/A
<b>Public Institutions</b>					
Psychology	\$91,046	\$73,114	\$62,888	\$63,875	\$58,589
Social Sciences	\$91,918	\$74,297	\$64,745	\$65,000	\$60,906

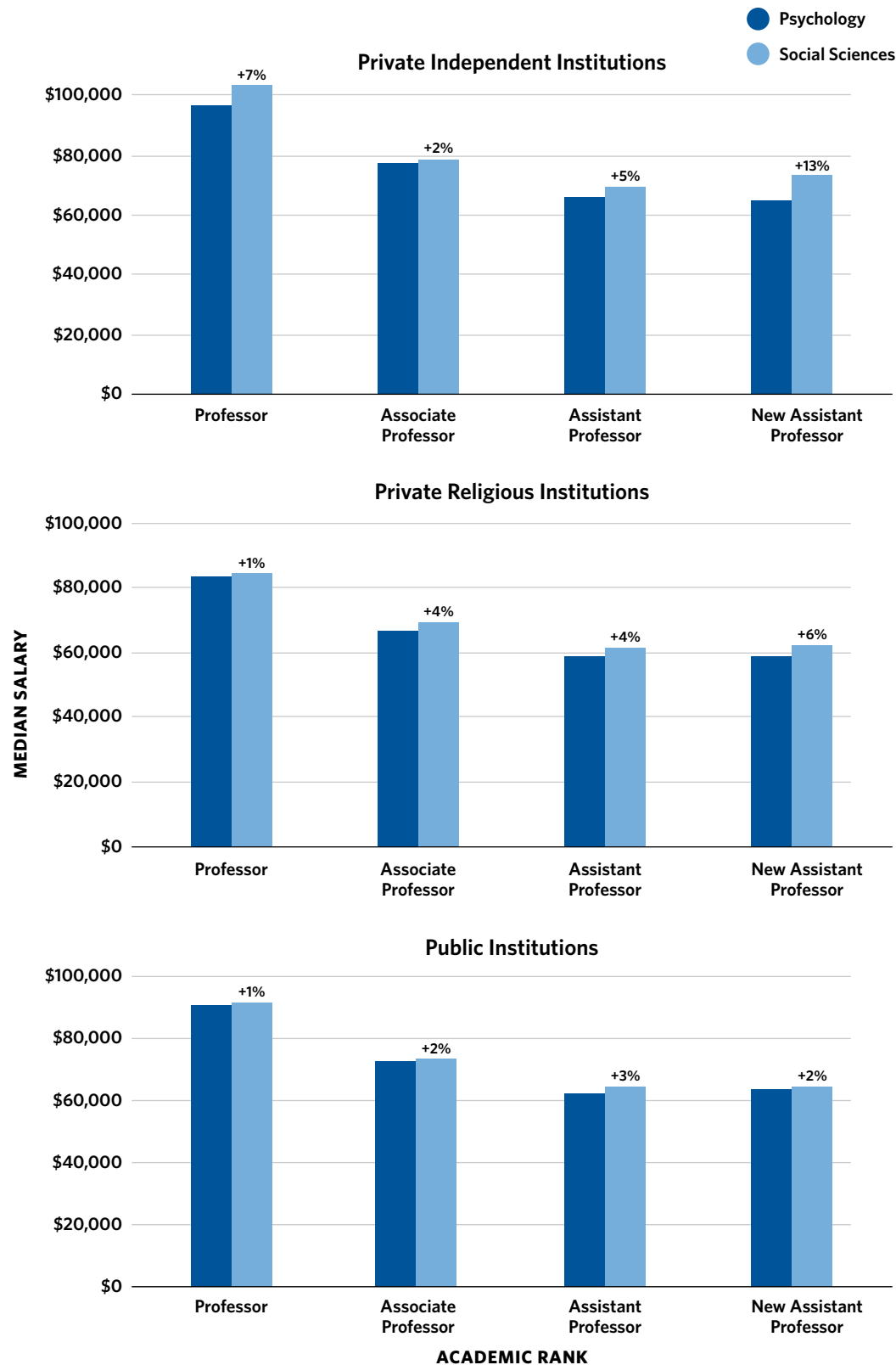
\* Note: Cells for Instructor salaries are suppressed due to sample sizes of less than five responding institutions.

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%-7% more than psychology professors. Social science associate professors earned between 2%-4% more than psychology associate professors. Social science assistant professors earned between 3%-5% more than psychology assistant professors. Finally, social science new assistant professors earned between 2%-13% percent more than psychology new assistant professors.

<sup>23</sup> 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 into CIP code [45]: Social Sciences

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, 2018-19**



## Psychology versus other STEM (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)<sup>24</sup> disciplines, as well as related disciplines where faculty with psychology doctorates are often employed, such as education (non-STEM)? Compared to other STEM disciplines, psychology faculty earned less, especially at doctoral institutions. Although median salaries for psychology faculty were general higher than for faculty in education, psychology salaries were generally less than salaries earned by faculty in engineering, computer and information sciences, biological and biomedical sciences, and physical sciences. Median salaries of psychology faculty and mathematics and statistics faculty were more comparable.

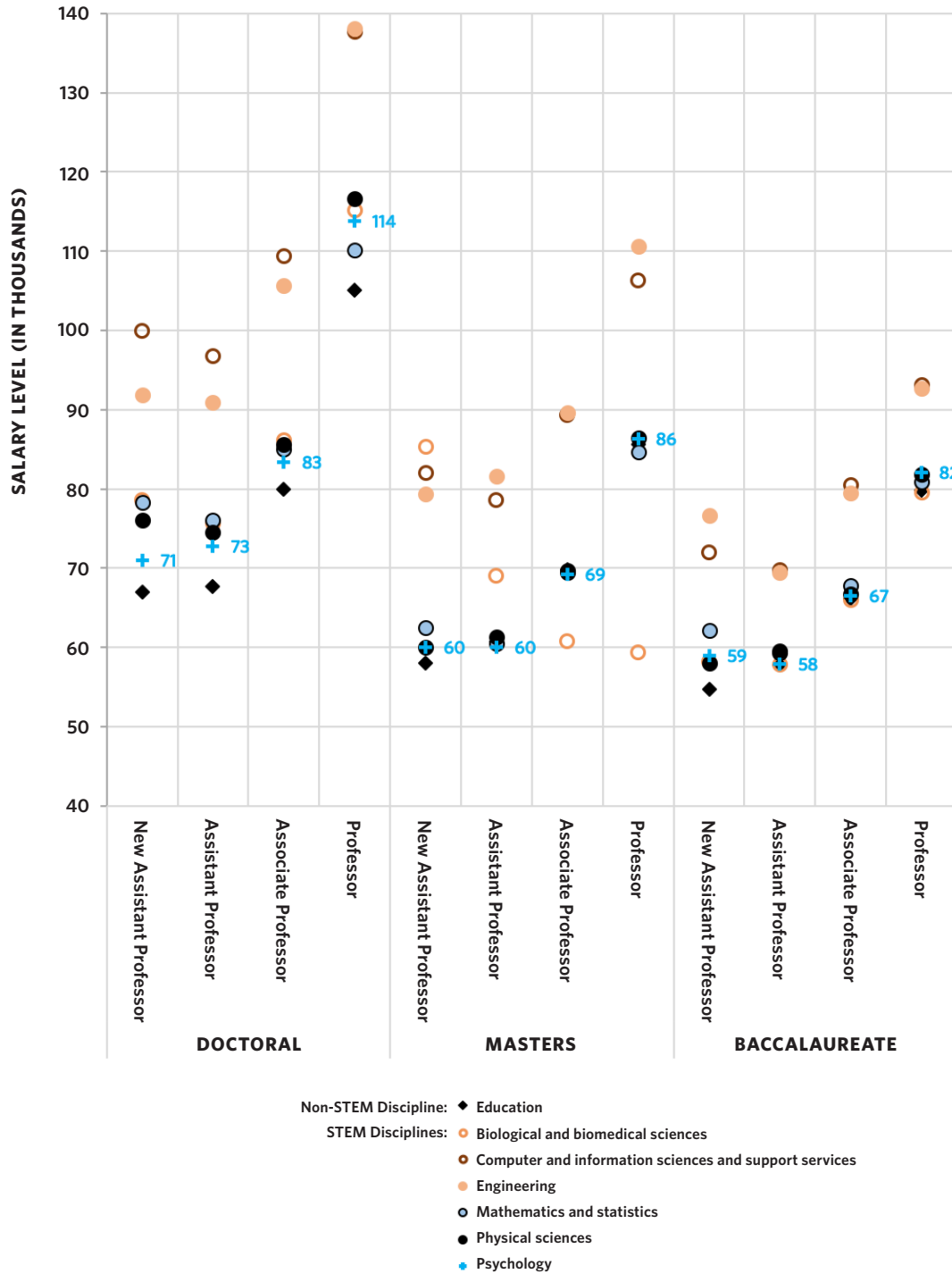
Figure 10 shows psychology faculty salaries (represented by the + symbol) relative to faculty salaries in other STEM and non-STEM disciplines, broken down further by academic rank and Carnegie Classification of the institution.

---

<sup>24</sup> STEM disciplines include computer science, mathematics, engineering, biological sciences, physical sciences and social sciences (which includes psychology).

FIGURE 10.

**MEDIAN SALARIES FOR TENURED/TENURE-TRACK PSYCHOLOGY FACULTY AND FACULTY IN OTHER STEM AND NON-STEM DISCIPLINES BY ACADEMIC RANK AND CARNEGIE CLASSIFICATION OF INSTITUTION, 2018-19**



Figures 11, 12 and 13 illustrate the percent differences in median salaries between psychology faculty and faculty in other STEM disciplines. For nearly all academic ranks and fields, median salaries for psychology faculty were less than that of faculty in other STEM disciplines. The most striking differences in median salaries were between psychology and computer sciences and engineering. Across all ranks, engineering faculty earned 31%-57% more than psychology faculty, and computer sciences faculty earned between 24%-33% more than psychology faculty. Median salaries for physical sciences faculty were only 2% higher than for psychology faculty. Median salaries for psychology faculty and mathematics and statistics faculty were almost equivalent.

FIGURE 11.  
**PERCENT DIFFERENCES IN MEDIAN SALARIES BETWEEN PSYCHOLOGY PROFESSORS  
AND PROFESSORS IN OTHER STEM DISCIPLINES, 2018-19**

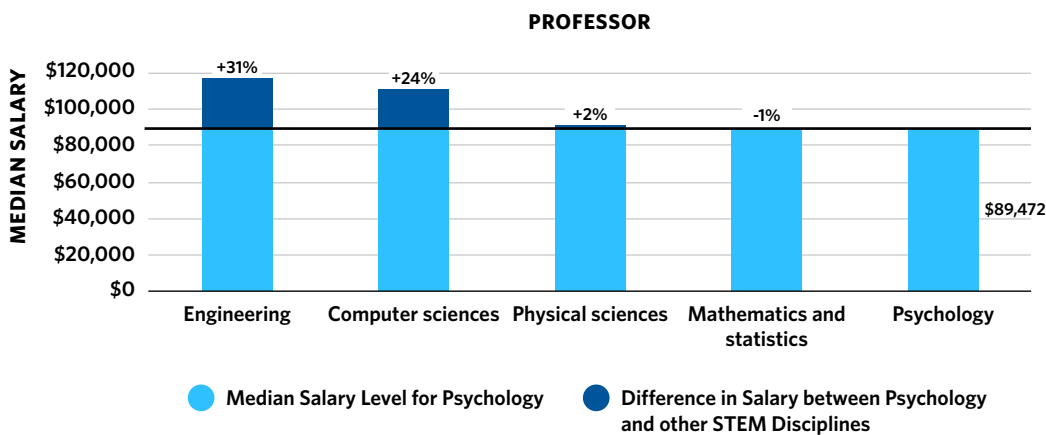


FIGURE 12.  
**PERCENT DIFFERENCES IN MEDIAN SALARIES BETWEEN PSYCHOLOGY ASSOCIATE  
PROFESSORS AND ASSOCIATE PROFESSORS IN OTHER STEM DISCIPLINES, 2018-19**

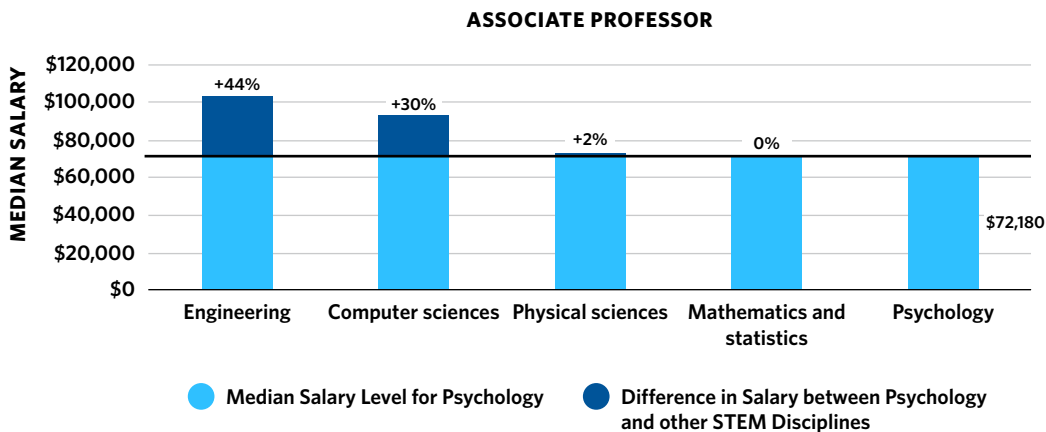
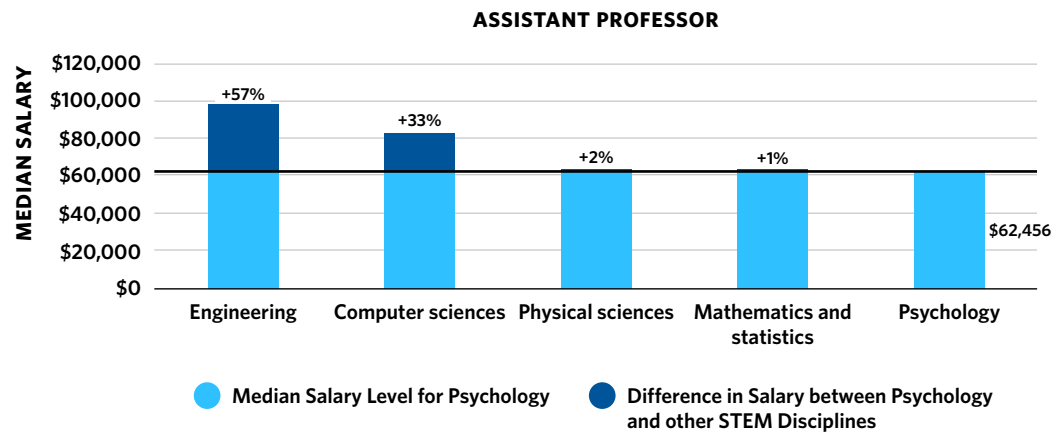


FIGURE 13.

**PERCENT DIFFERENCES IN MEDIAN SALARIES BETWEEN PSYCHOLOGY ASSISTANT PROFESSORS AND ASSISTANT PROFESSORS IN OTHER STEM DISCIPLINES, 2018-19**



## CONCLUSION

The 2019 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 of median salaries across gender, race/ethnicity, and geographic location were also included in this year's report. 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 in related non-STEM disciplines such as education.

A comparison of tenured/tenure-track faculty salaries from 2017-18 and 2018-19 revealed that salaries for certain academic ranks and types of Carnegie classifications did not keep up with inflation. In fact, salaries for 2018-19 in adjusted dollars actually decreased compared to the previous year. A similar pattern was reported last year, where psychology faculty salaries did not increase significantly between the 2016-17 and 2017-18 academic years. In fact, the last time increases in median salary for psychology faculty were reported across academic ranks was between 2015-16 and 2016-17. Since then, median salaries have continued to remain stagnant or even decline in subsequent academic years.

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. Likewise, non-tenure-track psychology faculty employed at private independent institutions had the highest median salaries. Median salaries also varied by geographic division. Tenured/tenure-track psychology faculty in the New England and Pacific 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 West South Central divisions. These findings may be related to a higher cost of living in areas like the Pacific and New England areas 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 were more male faculty (55 percent) than female faculty (46 percent) in the position of professor. Although in general, female faculty often make lower salaries than male faculty, for both tenured and non-tenured positions, this salary gap was smaller for psychology faculty. Salaries for male and female tenured/tenure-track psychology faculty were fairly similar, with female faculty earning between 95% to 100% percent of the salary earned by male faculty (although it is important to keep in mind that a gender pay gap for female versus male full professors still results in a median salary difference of \$5,100, which across time, can add up to a significant amount of money).

Even so, this finding is unusual, considering that women make up a large portion of the psychology faculty workforce, and that gender pay gaps tend to be higher in disciplines where female faculty have the highest representation. For example, female faculty make up a large percentage in the discipline of health professions, yet they are paid only 76 cents on the dollar compared to men. In contrast, engineering technology, which has the lowest percentage of female faculty, also has the narrowest wage gaps.<sup>25</sup> One possible explanation is that psychology faculty in general (regardless of gender) tend to earn less than faculty in other STEM disciplines, resulting in a less pronounced gender pay gap.

---

<sup>25</sup> CUPA-HR 2017-18 Faculty in Higher Education Survey.

Likewise, racial/ethnic minority psychology faculty in tenured/tenure-track positions had median salaries that were similar (or surpassed) the median salaries of White psychology faculty. However, the representation of racial/ethnic minority faculty was much lower than for White faculty, across all academic ranks. This pattern was even more pronounced at the higher academic ranks, where only 18% of tenured/tenure-track associate professors and 12% percent of professors were racial/ethnic minorities. However, these percentages are trending upward, from 17% and 11% in the 2017-18 academic year. We will continue to monitor changes in representation of racial/ethnic minorities in psychology faculty positions.

The presence of collective bargaining units in public institutions played an important role in determining the salaries earned by psychology faculty. Median 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 tend to pay less than faculty positions in other STEM disciplines. One reason for these findings may be the larger presence of women in psychology, compared to some other social sciences and STEM disciplines.<sup>26</sup> Starting with the 2016-17 academic year, CUPA-HR began collecting gender and race/ethnicity data for faculty in higher education. Future research may further examine this relationship between salaries and the proportion 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 “doctorate granting,” it is difficult to determine whether the types of doctorates awarded at that institution include doctorates in psychology. Although most institutions classified as doctorate 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 student size, level of instruction (i.e., undergraduate, graduate, or both), NCAA division and more. Beginning in the 2016-17 academic year, CUPA-HR also began collecting demographic data on full time faculty, such as gender and race/ethnicity (which was included in this report as well). Additional demographic data such as age and years in rank, as well as data related to adjunct faculty, and department chairs are available for psychology faculty through DataOnDemand and will be examined in future versions of this report.<sup>27</sup>

---

<sup>26</sup> Approximately 56% of psychology tenured/tenure-track faculty are women, compared to only 29% in the physical sciences, 26% in computer/information sciences, and 47% combined across all disciplines.

<sup>27</sup> For more information on CUPA-HR’s DataOnDemand tool, see <http://www.cupahr.org/surveys/dod.aspx>



## 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)
- e. Instructor

## 3. TENURE STATUS

- a. Tenure/Tenure-Track Faculty (T/TT)
- b. Non-Tenure Track Teaching 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 2017-18 AND 2018-19 MEDIAN SALARIES BY ACADEMIC RANK AND  
CARNEGIE CLASSIFICATION OF INSTITUTION (SUPPORTING TABLE FOR FIGURE 1)**

PROFESSOR				ASSOCIATE PROFESSOR			
	2017-18	2018-19	Percent Change		2017-18	2018-19	Percent Change
Doctoral	\$117,459	\$113,820	-3.1%	Doctoral	\$86,273	\$83,346	-3.4%
Master's	\$87,150	\$86,272	-1.0%	Master's	\$70,211	\$69,265	-1.3%
Baccalaureate	\$84,551	\$82,029	-3.0%	Baccalaureate	\$66,283	\$66,514	0.3%
ASSISTANT PROFESSOR				NEW ASSISTANT PROFESSOR			
	2017-18	2018-19	Percent Change		2017-18	2018-19	Percent Change
Doctoral	\$74,036	\$72,786	-1.7%	Doctoral	\$75,405	\$71,025	-5.8%
Master's	\$61,642	\$60,000	-2.7%	Master's	\$60,653	\$59,975	-1.1%
Baccalaureate	\$58,074	\$57,861	-0.4%	Baccalaureate	\$56,915	\$58,955	3.6%

Note: 2017-18 salaries adjusted for inflation (2018 CPI)

TABLE 2.

**MEDIAN SALARIES FOR TENURED/TENURE-TRACK FACULTY IN NON-PSYCHOLOGY  
SOCIAL SCIENCE DISCIPLINES BY ACADEMIC RANK AND CARNEGIE CLASSIFICATION OF  
INSTITUTION, 2018-19 (SUPPORTING TABLE FOR FIGURE 9)**

<b>2018-2019 Academic Year</b>					
<b>Tenured/Tenure-Track Faculty, SOCIAL SCIENCES CIP=45</b>	<b>Professor</b>	<b>Associate Professor</b>	<b>Assistant Professor</b>	<b>New Assistant Professor</b>	<b>Instructor</b>
<b>Public Institutions</b>					
Median	\$91,918	\$74,297	\$64,745	\$65,000	\$60,906
Maximum	\$780,419	\$358,892	\$177,100	\$145,008	\$108,500
Minimum	\$35,546	\$33,619	\$44,000	\$41,220	\$39,455
No. of Faculty	3,274	3,084	1,920	298	98
No. of Institutions	289	279	266	127	31
<b>Private Independent Institutions</b>					
Median	\$103,413	\$78,552	\$69,484	\$73,583	N/A
Maximum	\$297,800	\$213,000	\$144,734	\$138,000	N/A
Minimum	\$49,500	\$35,398	\$43,238	\$50,000	N/A
No. of Faculty	727	697	392	54	5
No. of Institutions	98	103	89	34	3
<b>Private Religious Institutions</b>					
Median	\$84,529	\$69,397	\$61,369	\$62,250	N/A
Maximum	\$369,175	\$156,293	\$143,856	\$126,775	N/A
Minimum	\$42,724	\$28,234	\$41,109	\$49,040	N/A
No. of Faculty	595	661	359	57	4
No. of Institutions	147	148	120	37	4

**TABLE 3.**  
**MEDIAN FACULTY SALARIES ACROSS OTHER STEM DISCIPLINES OR DISCIPLINES**  
**WHERE PSYCHOLOGISTS MAY BE EMPLOYED (E.G., EDUCATION; HEALTH PROFESSIONS**  
**AND RELATED PROGRAMS), 2018-19 (SUPPORTING TABLE FOR FIGURE 10)**

<b>Classification</b>	<b>Academic Ranks</b>	<b>Biological and biomedical sciences</b>	<b>Business, management, marketing, and related support services</b>	<b>Computer and information sciences and support services</b>	<b>Education</b>	<b>Engineering</b>	<b>Engineering technologies and engineering-related fields</b>	<b>Mathematics and statistics</b>	<b>Physical sciences</b>	<b>Psychology</b>
Doctoral	New Assistant Professor	78,583	135,500	99,999	67,027	91,833	80,754	78,280	76,042	71,025
	Assistant Professor	75,622	131,769	96,783	67,742	90,965	77,902	76,046	74,551	72,786
	Associate Professor	86,164	134,217	109,380	79,903	105,621	88,815	85,079	85,674	83,346
	Professor	115,187	159,299	137,738	105,058	138,144	109,372	110,099	116,652	113,820
Masters	New Assistant Professor	85,268	99,875	82,000	58,000	79,375	69,290	62,500	60,000	59,975
	Assistant Professor	69,010	93,840	78,636	60,758	81,569	70,515	60,542	61,284	60,000
	Associate Professor	60,775	100,338	89,369	69,792	89,658	79,303	69,508	69,642	69,265
	Professor	59,330	113,353	106,273	85,663	110,617	95,590	84,618	86,447	86,272
Baccalaureate	New Assistant Professor	58,193	74,250	72,000	54,750	76,600	***	62,169	58,000	58,955
	Assistant Professor	57,849	74,207	69,750	57,817	69,519	60,200	59,308	59,526	57,861
	Associate Professor	65,988	79,000	80,504	66,103	79,541	67,611	67,838	66,747	66,514
	Professor	79,600	97,163	93,133	79,815	92,743	87,892	80,875	81,827	82,029

\*\*\* 4 or fewer institutions reported

## REFERENCES

- American Psychological Association (2018). *Psychology faculty salaries for the 2017-2018 academic year: Results from the 2017 CUPA-HR survey for four-year colleges and universities*. Washington, DC: Author.
- Bichsel, J., Li, J., McChesney, J & Pritchard, A. (2019). *Faculty in Higher Education Annual Report: Key Findings, Trends, and Comprehensive Tables for Tenure Track, Non-Tenure Track Teaching, Non-Tenure Track Research Faculty; Academic Department Heads; and Adjunct Faculty for the 2018-19 Academic Year*. Research report. Knoxville, TN: CUPA-HR. Available from <https://www.cupahr.org/surveys/results>.
- Carnegie Commission on Higher Education (2010). *The Carnegie Classification of Institutions of Higher Education*. Retrieved from [http://carnegieclassifications.iu.edu/lookup\\_listings/standard.php](http://carnegieclassifications.iu.edu/lookup_listings/standard.php).
- College and University Professional Association for Human Resources [CUPA-HR] (2016). *Faculty in Higher Education Salary Survey for the 2015-16 Academic Year: By Discipline, Rank and Tenure Status in Four-Year Colleges and Universities*. Knoxville, TN: Author.
- Landivar, L. C. (2013). *The Relationship between Science and Engineering Education and Employment in STEM Occupations*. Retrieved from <https://www.census.gov/prod/2013pubs/acs-23.pdf>.
- U.S. Bureau of Labor Statistics (2017). *CPI Detailed Report: Data for December 2018*. Retrieved from [https://www.bls.gov/news.release/archives/cpi\\_01112019.htm](https://www.bls.gov/news.release/archives/cpi_01112019.htm).
- U.S. Bureau of Labor Statistics (2016). CPI Inflation Calculator. Retrieved from [http://www.bls.gov/data/inflation\\_calculator.htm](http://www.bls.gov/data/inflation_calculator.htm).
- U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System [IPEDS] (2013). *IPEDS glossary*. Retrieved from <http://nces.ed.gov/ipeds/glossary>.
- U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS). *Classification of Instructional Programs (CIP)*. Retrieved from <https://nces.ed.gov/ipeds/cipcode/browse.aspx?y=55>.



AMERICAN  
PSYCHOLOGICAL  
ASSOCIATION