

Table 11
Starting Salaries for Full-time Employment Positions: 1999 Doctorate Recipients in Psychology

Position type and employment setting	Median	Mean	SD	N
Assistant professor*				
All settings*	40,000	41,959	10,918	188
University psychology department*	39,000	40,678	6,478	74
University education department*	42,000	41,671	5,286	26
University other academic department*	40,909	42,198	8,007	17
Four-year college psychology department*	36,500	36,545	5,634	32
Adjunct/visiting faculty*				
All settings*	36,409	35,023	6,550	24
University psychology department*	35,000	34,845	3,536	10
Lecturer/instructor*				
All settings*	36,000	36,636	5,767	20
Other faculty position*				
All settings*	35,182	36,535	12,454	18
University settings*	33,545	31,165	8,879	11
Educational administration				
All settings	56,000	59,374	23,363	11
Research positions				
All settings	50,000	49,946	13,017	93
University research center or institution	46,000	48,455	10,737	11
Private research organization or laboratory	52,500	54,214	11,267	14
Business, Government	51,000	56,696	15,654	23
Other	53,000	53,586	10,245	29
Research administration				
All settings	48,889	54,148	18,606	21
Direct human services: Clinical psychology				
All settings	43,000	44,708	10,923	383
University/College counseling center*	30,273	31,855	3,361	10
Elementary/Secondary School*	44,500	47,851	14,044	14
Public general hospital	50,000	49,474	12,460	19
Private general hospital	47,500	49,714	13,005	14
Public psychiatric hospital	50,000	50,269	8,441	26
VA Hospital	50,000	47,500	5,462	10
Individual private practice	40,000	44,659	19,758	15
Group psychological practice	40,000	44,991	13,352	25
Medical/psychological group practice	46,000	44,500	9,360	10
Outpatient clinic	40,000	43,194	10,193	31
CMHC	40,000	40,311	7,001	81
Other human service setting	42,000	43,155	9,641	23
Criminal justice system	43,500	46,964	9,167	28

Business, Government	44,000	46,324	9,519	35
Direct human services: Counseling psychology				
All settings	41,778	44,714	11,599	84
University/College counseling center*	32,727	31,660	3,510	23
CMHC	39,500	39,063	8,152	16
Independent practice settings	49,000	52,504	17,110	13
Hospital	50,000	50,077	11,572	13
Other human service settings	40,000	38,931	5,189	29
Direct human services: School psychology				
All settings	51,333	53,994	14,407	60
Elementary/Secondary School*	45,500	48,210	13,213	32
Administration of human services				
All settings	50,000	51,075	11,416	65
CMHC	46,000	47,200	9,858	15
Hospital	52,500	50,200	6,680	10
Other human service settings	50,667	52,678	12,624	20
Applied psychology				
All settings	65,000	67,093	21,162	54
Consulting firm	67,000	75,350	23,466	20
Business-industry	71,000	75,077	16,454	13
Other	65,000	70,852	21,952	27
Administration of applied psychology				
All settings	67,500	72,000	23,997	14
Other administrative position				
All settings	50,000	59,188	28,261	16
Other type of position				
All settings	60,000	65,395	28,391	29
Business, Government	61,000	63,214	24,195	14

Source: 1999 Doctorate Employment Survey, APA Research Office.

Note. Salaries are those at the time of the survey (spring, 2000) and are presented for only those settings reported by 10 or more individuals. Figures for "All settings" include settings reported by fewer than 10.

*Salaries in these settings are typically paid on a 9-10-month (academic year) basis. The statistics given here can be converted to their 11-12-month (calendar year) equivalents by multiplying by 11/9.