

1999-2000 FACULTY SALARIES IN GRADUATE DEPARTMENTS OF PSYCHOLOGY

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1999-2000 FACULTY SALARIES IN GRADUATE DEPARTMENTS OF PSYCHOLOGY

Background

Surveys of faculty salaries in graduate departments of psychology have been conducted since the mid 1960s, first by the Council of Graduate Departments of Psychology (COGDOP), and after 1978 by the American Psychological Association (APA) in conjunction with COGDOP. Subsequent years saw the survey broaden in scope to cover more diverse issues concerning graduate education, and in 1990 it was divided into two separate components, with the initial phase of the survey addressing faculty salaries and the second covering other topics. More recently that second portion was folded in with the ongoing Graduate Study effort. This has been accomplished by modifying the Graduate Study instrument.

Method

In September 1999, the Survey of Faculty Salaries in Graduate Departments of Psychology was mailed to 641 U.S. and Canadian graduate departments of psychology. Eligible departments were drawn from the current edition of *Graduate Study in Psychology* (APA, 1999) and prior editions, which included many departments not strictly defined as psychology departments (e.g., *Graduate Study in Psychology and Associated Fields*, APA, 1991), and from the membership of the National Council of Schools and Programs of Professional Psychology (NCSPP). The questionnaire requested information on demographics, employment status, rank, years in rank, highest degree and year awarded, and salary for all faculty members. Departments that had not yet returned completed forms by December were sent a second set of materials.

Of the 641 departments and professional schools surveyed, 360 provided at least some usable information, for an overall response rate of 56.2%. Data presented in this report are based on 6,352 faculty who hold doctorates, who are employed full time, and for whom the relevant data were available. Included in this total are 4,729 faculty in 248 U.S. doctoral departments, 1,154 faculty in 95 U.S. master's departments, and 469 faculty in 17 Canadian departments.

Consistent with previous efforts, response rates varied considerably, depending on the geographic location of the institution, the highest degree offered by the department (doctoral or master's), whether the institution is public or private, and the department type. Substantially higher levels of response were obtained in the U.S. for doctoral departments (63.8%) than for master's departments (43.4%). Departments in the U.S. overall were more likely to have completed the survey than Canadian departments (56.4% versus 51.5%). Psychology departments were more likely than other types of academic units (e.g., professional schools or educational psychology departments) to provide data. More information on specific response rates can be found in Appendix Table A.

Structure of the Report

Results are presented separately for (1) U.S. doctoral departments; (2) U.S. master's departments; and (3) Canadian departments. For U.S. doctoral departments, salaries are broken out along the following dimensions: geographic region, public or private institution status, and type of department (e.g., psychology, professional school of psychology, or human development). Among master's departments, the majority of participants were psychology departments; thus, detailed analyses have been limited to this category. Statistics on Canadian faculty concentrate on doctoral-level departments, as there was only one at the master's level supplying data.

Most salaries are reported according to academic rank and years in rank, or by years since earning the doctorate. Additional tables report salaries paid to chairs, other administrative positions, and newly hired faculty, changes averaged over the past three years, and a comparison of salaries paid to men and women of equivalent years in rank. The final table presents average amounts paid to adjunct or other part-time faculty who are compensated on a per-course basis.

Caveats

Readers of this report should consider possible error introduced by nonresponse. Comparisons of respondents with nonrespondents indicated few marked differences in terms of the geographic distribution for U.S. doctoral departments overall and doctoral psychology departments, in particular. However, the response rate was lower for U.S. master's departments and for departments in Canada. Thus, in reading the results, it is important to consult Appendix A for the appropriate rate of response.

Several tables report percent changes in average salaries over the past two years. These percentages are discussed in both monetary terms (as measured in current dollars) and in real terms (those that have been adjusted for inflation rates reported by the U.S. Bureau of Labor Statistics and the Embassy of Canada). It is important to note that these percentage changes are based on salary data reported by departments that responded to the survey for the respective years; they are not based on changes in faculty salaries computed on an individual basis. Thus, they are subject to the error that may be introduced by a slightly different set of departments responding to each survey.

Readers should also note that the term "Graduate Departments of Psychology" is meant broadly to encompass departments, schools, interdisciplinary programs, or other academic units listed in recent editions of Graduate Study in Psychology as offering a graduate degree in one or more areas of psychology. Departments may be called any of the following: (a) psychology; (b) educational psychology; (c) counseling psychology; (d) human development; (e) professional school; (f) counseling, guidance and counselor education; (g) school psychology; (h) education; or (I) other, but these department names are not synonymous with program areas. For example, a program in counseling or school psychology may be found in any of several categories. Almost two thirds of the departments award degrees in multiple areas of psychology. The remaining third tend to be departments that are specialized, offering degrees in a few closely related subfields. Thus, "graduate departments of psychology" refers to any academic unit that offers one or more graduate degrees in psychology.

REFERENCES

American Psychological Association (1999). Graduate Study in Psychology, 1998. Washington, DC: Author.

American Psychological Association (1991). Graduate Study in Psychology and Associated Fields, 1990, with 1991 Addendum. Washington, DC: Author.

Notes To Tables

1. Medians, quartiles, means, and standard deviations are reported for the majority of analyses. The median may be the most useful measure of central tendency since it is less influenced by extreme values than the arithmetic mean. In most of the tables, both median and mean salaries are presented; observed differences reflect the skewness in the distributions.
2. No statistics are provided where the N is less than 10 or where the standard deviation is 0. In these instances, only the N is provided.
3. Statistics also were not provided when the number of responding departments was 1 or when the Ns for subgroups based on rank and years in rank were so small that aggregate statistics would not be meaningful.
4. The majority of tables report salaries for faculty in U.S. graduate departments of psychology on a 9-10-month basis. Some departments (e.g., professional schools of psychology and departments of psychology in medical schools), however, typically operate on an 11-12-month academic calendar. In these cases, the 9-10-month salaries can be converted to their 11-12-month equivalents by multiplying by 11/9.
5. Percentage changes in average salaries from 1997-1998 to 1999-2000 are provided in some tables. These percentages are reported both in monetary terms (as measured in current dollars) and real terms (those that have been adjusted for inflation). This adjustment is based on the rates of inflation reported by the U.S. Department of Labor's Bureau of Labor Statistics. These percentage changes are based on salary data reported by departments that responded to the survey for the respective years; they are not based on increases in faculty salaries computed on an individual basis. Thus, they are affected by the error resulting from having a slightly different set of departments responding to each survey.
6. This report uses nine categories for geographic region that correspond to the divisions used by the U.S. Department of Commerce's Bureau of the Census. The states comprising each cluster are listed in Appendix B.

FACULTY SALARIES IN U.S. DOCTORAL DEPARTMENTS OF PSYCHOLOGY

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TABLE 1
Changes in Average Salaries of Full-time Faculty in U.S. Doctoral
Departments of Psychology by Rank: 1997-98 to 1999-2000

	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	All ranks
U.S. Doctoral Departments					
1997-1998 (247 departments)	\$74,329 N=2,293	\$51,909 N=1,362	\$42,833 N=1,061	\$38,651 N=45	\$60,559 N=4,761
1998-1999 (266 departments)	\$76,668 N=2,439	\$53,694 N=1,426	\$44,450 N=1,169	\$39,225 N=55	\$62,425 N=5,089
1999-2000 (244 departments)	\$79,611 N=2,238	\$55,316 N=1,296	\$46,130 N=1,103	\$40,739 N=55	\$64,574 N=4,692
Percent change in monetary salary					
1997-1998 to 1998-1999	+3.1%	+3.4%	+3.8%	+1.5%	+3.1%
1998-1999 to 1999-2000	+3.8%	+3.0%	+3.8%	+3.9%	+3.4%
Percent change in real terms					
1997-1998 to 1998-1999	+1.5%	+1.8%	+2.2%	-0.1%	+1.5%
1998-1999 to 1999-2000	+1.1%	+0.3%	+1.1%	+1.2%	+0.7%
All U.S. Departments					
1997-1998 (339 departments)	\$71,741 N=2,804	\$51,012 N=1,672	\$41,890 N=1,359	\$37,458 N=58	\$58,638 N=5,893
1998-1999 (372 departments)	\$73,708 N=3,030	\$52,444 N=1,790	\$43,299 N=1,536	\$38,385 N=63	\$60,155 N=6,419
1999-2000 (334 departments)	\$76,903 N=2,732	\$54,142 N=1,609	\$44,944 N=1,438	\$39,657 N=62	\$62,370 N=5,841
Percent change in monetary salary					
1997-1998 to 1998-1999	+2.7%	+2.8%	+3.4%	+2.5%	+2.6%
1998-1999 to 1999-2000	+4.3%	+3.2%	+3.8%	+3.3%	+3.7%
Percent change in real terms					
1997-1998 to 1998-1999	+1.1%	+1.2%	+1.8%	+0.9%	+1.0%
1998-1999 to 1999-2000	+1.6%	+0.5%	+1.1%	+0.6%	+1.0%

Source: 1998-99 and 1999-2000 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 1.6% for the period from September 1997 to September 1998 and 2.7% for the period from September 1998 to September 1999.

TABLE 2
Changes in Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology
by Rank and Years in Rank: 1997-98 to 1999-2000

	<u>Full Professor</u>				<u>Associate Professor</u>			<u>Assistant Professor</u>		<u>Lecturer/Instr.</u>	
	12 or more years	6 - 11 years	3 - 5 years	Less than 3 years	6 or more years	3 - 5 years	Less than 3 years	3 or more years	Less than 3 years	3 or more years	Less than 3 years
1997-1998 (247 departments)	\$79,277 N=1,187	\$72,712 N=541	\$66,138 N=298	\$64,753 N=267	\$53,366 N=609	\$52,460 N=363	\$49,137 N=389	\$43,810 N=509	\$41,928 N=551	\$38,837 N=22	\$39,469 N=21
1998-1999 (266 departments)	\$81,171 N=1,216	\$75,765 N=559	\$70,247 N=315	\$68,243 N=348	\$55,501 N=642	\$53,382 N=364	\$51,203 N=420	\$45,657 N=529	\$43,464 N=637	\$39,962 N=26	\$38,565 N=29
1999-2000 (244 departments)	\$84,652 N=1,111	\$78,056 N=525	\$72,961 N=276	\$70,565 N=326	\$56,456 N=586	\$56,036 N=337	\$52,874 N=373	\$47,585 N=507	\$44,892 N=596	\$40,879 N=29	\$40,583 N=26
Percentage change in monetary salary											
1997-98 to 1998-99	+2.4%	+4.2%	+6.2%	+5.4%	+4.0%	+1.8%	+4.2%	+4.2%	+3.7%	+2.9%	-2.3%
1998-99 to 1999-2000	+4.3%	+3.0%	+3.9%	+3.4%	+1.7%	+5.0%	+3.3%	+4.2%	+3.3%	+2.3%	+5.2%
Percentage change in real terms											
1997-98 to 1998-99	+0.8%	+2.6%	+4.6%	+3.8%	+2.4%	-0.2%	+2.6%	+2.6%	+2.1%	+1.3%	0.7%
1998-99 to 1999-2000	+1.6%	+0.3%	+1.2%	+0.7%	-1.0%	+2.3%	+0.6%	+1.5%	+0.6%	-0.4%	+2.5%

Source: 1998-99 and 1999-2000 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 1.6% for the period from September 1997 to September 1998 and 2.7% for the period from September 1998 to September 1999.

TABLE 3
Distribution of 1999-2000 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by
Rank and Years in Rank

9-10-month salary	Full Professor						Associate Professor			Assistant Prof.	
	24 years or more	18 - 23 years	12 - 17 years	6 - 11 years	3 - 5 years	Less than 3	6 or more	3 - 5 years	Less than 3	3 or more	Less than 3
\$120,000 or more	21	26	29	9	3	8					
\$115,000-119,999	11	12	9	5	1	1					
\$110,000-114,999	15	16	9	12	4	2					
105,000-109,999	13	7	12	12	8	9					
100,000-104,999	16	19	18	15	7	2					1
95,000-99,999	13	22	28	19	6	2	1				
90,000-94,999	16	19	39	44	8	10	2				
85,000-89,999	31	29	46	55	9	27	3	1	1	1	
80,000-84,999	18	39	45	52	28	16	10	4	4	1	
\$79,000-79,999	6	7	12	8	8	4	2	1			
78,000-78,999	6	3	10	9	5	2	1	3			
77,000-77,999	10	14	13	12	7	7	3	1			
76,000-76,999	8	7	11	11	4	5	2		3		
75,000-75,999	7	10	11	10	3	13	1	1	1	1	
\$74,000-74,999	8	7	11	14	5	6	5	3	1		
73,000-73,999	5	5	7	7	5	5	3	1	2		
72,000-72,999	4	6	6	15	9	6	5	3	2		1
71,000-71,999	4	11	13	23	5	5	3	1	1	2	
70,000-70,999	6	7	12	10	9	5	6	7	3		2
\$69,000-69,999	5	4	9	12	10	9	9	5	4	1	
68,000-68,999	3	6	16	11	6	4	11	4	4	1	1
67,000-67,999	1	6	10	9	9	11	9	2	1		
66,000-66,999	4	7	6	16	10	7	10	3	2		
65,000-65,999	2	9	14	9	10	8	16	9	6		1
\$64,000-64,999	2	13	7	11	7	10	8	4	3		
63,000-63,999	6	5	6	14	8	8	11	7	4	1	
62,000-62,999	8	4	9	18	11	11	15	6	2	2	
61,000-61,999	3	8	5	8	9	13	20	8	8	4	1
60,000-60,999		4	2	7	13	12	22	13	8	4	
\$59,000-59,999	4	3	5	11	9	16	27	16	9	5	1
58,000-58,999	2	6	2	6	5	10	25	16	12	10	1
57,000-57,999	2	6	7	6	8	9	22	9	7	3	3
56,000-56,999		3	4	7	7	12	23	14	15	13	2
55,000-55,999	5	2	3	10	8	5	21	24	15	9	9
\$54,000-54,999		2	4	8	1	17	27	19	18	6	4
53,000-53,999		1	2	3	5	5	27	23	25	17	8
52,000-52,999	1	2	2	4	1	8	33	18	17	23	18
51,000-51,999	1	3	4	3			28	17	20	21	8
50,000-50,999		2	2	1	1	2	27	14	25	24	31
\$49,000-49,999	2		1	3		2	23	15	22	31	26
48,000-48,999	2	1			1	1	30	11	18	30	31
47,000-47,999	1	2				2	21	15	25	38	45
46,000-46,999	2	2	2	3			17	10	22	33	42
45,000-45,999	1	3		1		2	8	14	13	44	48
\$44,000-44,999					1	1	8	6	16	33	58
43,000-43,999	1					2	10	3	9	38	48
42,000-42,999			1	1			7	2	4	29	42
41,000-41,999	1					1	8	1	5	26	26
40,000-40,999				1		1	3	1	3	21	43
\$39,000-39,999					1	1	3		6	9	24
38,000-38,999							3		3	9	18
37,000-37,999							2		1	7	18
36,000-36,999					1	1				3	8
35,000-35,999							3		2	3	11
\$34,000-34,999							1		1	1	6
33,000-33,999											3
Less than 33,000							1	2		3	7

Source: 1999-2000 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

TABLE 4
1999-2000 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Rank and Years in Rank

Rank and Years In Rank	Median	Percentiles				Mean	SD	N
		10%	25%	75%	90%			
Full professor								
24 or more years	84,293	61,416	72,330	102,459	118,377	87,399	23,318	277
18-23 years	80,438	59,837	67,620	97,023	116,062	83,902	21,107	370
12-17 years	80,246	61,997	69,198	94,104	111,100	83,610	20,562	464
6-11 years	76,000	58,158	65,503	88,143	100,000	78,056	16,815	525
3-5 years	69,286	57,000	61,691	80,384	95,000	72,961	15,672	276
Less than 3	66,364	54,163	58,876	78,581	90,000	70,565	17,355	326
All years	76,425	57,735	65,000	89,842	107,158	79,611	20,002	2,238
Associate professor								
11 or more years	54,497	43,900	48,765	61,510	69,388	55,839	10,154	326
6-10 years	55,963	47,745	51,005	61,224	68,601	57,231	8,999	260
3-5 years	54,931	46,475	50,168	60,000	68,300	56,036	8,491	337
Less than 3	51,558	44,115	47,142	56,572	64,600	52,874	8,416	373
All years	53,927	45,486	49,000	60,000	67,920	55,316	9,153	1,296
Assistant professor								
3 or more years	46,818	40,716	43,371	50,879	55,635	47,585	6,478	507
Less than 3	44,570	38,110	41,306	47,995	51,000	44,892	5,960	596
All years	45,537	39,194	42,300	49,200	53,015	46,130	6,345	1,103
Lecturer/Instructor								
3 or more years	38,500	32,500	34,807	43,738	53,950	40,879	8,787	29
Less than 3	38,205	32,720	35,000	44,500	53,500	40,583	7,597	26
All years	38,300	32,720	34,893	44,000	53,500	40,739	8,172	55

Source: 1999-2000 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and schools of professional psychology). All salaries are 9-10-month salaries. No statistics are provided where the N of faculty is less than 10.

TABLE 5
1999-2000 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (244 departments)								
Full professor								
12 or more years	81,091	61,145	69,333	95,900	114,300	84,652	21,499	1,111
6-11 years	76,000	58,158	65,503	88,143	100,000	78,056	16,815	525
3-5 years	69,286	57,000	61,691	80,384	95,000	72,961	15,672	276
Less than 3 years	66,364	54,163	58,876	78,581	90,000	70,565	17,355	326
All years	76,425	57,735	65,000	89,842	107,158	79,611	20,002	2,238
Associate professor								
6 or more years	55,145	46,025	49,927	61,500	68,800	56,456	9,675	586
3-5 years	54,931	46,475	50,168	60,000	68,300	56,036	8,491	337
Less than 3 years	51,558	44,115	47,142	56,572	64,600	52,874	8,416	373
All years	53,927	45,486	49,000	60,000	67,920	55,316	9,153	1,296
Assistant professor								
3 or more years	46,818	40,716	43,371	50,879	55,635	47,585	6,478	507
Less than 3 years	44,570	38,110	41,306	47,995	51,000	44,892	5,960	596
All years	45,537	39,194	42,300	49,200	53,015	46,130	6,345	1,103
All ranks	59,302	43,363	48,526	76,200	93,723	64,574	21,032	4,692
NEW ENGLAND (14 departments)								
Full professor								
12 or more years	77,676	66,655	71,333	95,564	119,104	84,793	19,543	73
6-11 years	74,265	63,756	69,954	84,488	109,840	79,199	15,229	31
3-5 years	66,848	56,365	59,193	77,478	106,234	71,159	16,045	20
Less than 3 years	73,891	52,536	55,208	90,188	127,000	79,244	28,578	16
All years	75,533	59,153	67,655	89,136	113,600	80,973	19,844	140
Associate professor								
6 or more years	58,325	49,061	53,076	65,052	77,543	59,959	10,478	37
3-5 years	58,100	51,800	54,774	68,775	73,500	60,791	8,081	17
Less than 3 years	49,300	43,304	44,441	56,600	66,240	52,781	11,186	15
All years	56,284	46,868	51,683	64,550	73,500	58,603	10,437	69
Assistant professor								
3 or more years	48,640	38,301	45,935	52,525	57,579	48,509	6,123	33
Less than 3 years	46,687	41,598	44,224	48,911	55,909	47,469	4,905	24
All years	47,773	40,185	44,900	51,747	56,000	48,071	5,619	57
All ranks	64,600	46,200	52,359	77,650	95,787	67,956	20,992	268
MID ATLANTIC (31 departments)								
Full professor								
12 or more years	89,209	70,453	77,889	108,850	120,950	93,487	22,724	134
6-11 years	82,674	71,882	77,772	94,008	111,596	87,529	15,219	61
3-5 years	75,292	61,321	65,141	80,000	99,515	75,805	13,334	34
Less than 3 years	76,621	57,481	65,939	86,619	87,200	76,491	14,605	65
All years	81,983	62,938	74,669	95,823	116,494	86,448	20,161	294
Associate professor								
6 or more years	59,573	44,893	51,228	65,866	72,628	58,986	10,557	71
3-5 years	55,970	46,808	51,495	61,439	65,467	56,510	7,559	32
Less than 3 years	55,000	46,731	49,079	68,174	74,213	57,933	10,759	51
All years	57,046	46,782	51,129	63,750	72,401	58,123	10,065	154
Assistant professor								
3 or more years	47,832	43,384	45,205	52,015	56,594	49,254	6,359	60
Less than 3 years	47,134	41,306	44,292	50,004	52,776	47,319	4,951	75
All years	47,600	43,272	44,951	50,879	54,846	48,179	5,681	135
All ranks	65,812	45,496	51,106	82,050	101,753	69,822	22,889	590

(continued)

TABLE 5 (continued)
1999-2000 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST NORTH CENTRAL (40 departments)								
Full professor								
12 or more years	83,508	62,741	73,341	98,800	116,749	87,734	23,338	194
6-11 years	79,020	60,724	65,105	93,602	106,400	81,093	17,415	89
3-5 years	69,700	58,963	64,966	81,250	96,865	74,692	14,076	69
Less than 3 years	67,900	54,180	58,387	75,511	90,552	69,687	14,551	45
All years	78,236	59,350	67,211	93,293	107,800	81,933	20,814	397
Associate professor								
6 or more years	53,957	47,495	50,880	60,063	68,753	56,393	9,547	129
3-5 years	55,577	47,331	51,032	64,850	70,812	57,688	9,755	57
Less than 3 years	52,008	44,899	48,000	55,713	60,000	52,599	7,177	94
All years	53,246	46,183	49,858	59,145	68,470	55,383	9,070	280
Assistant professor								
3 or more years	47,045	41,089	44,075	52,000	58,323	48,983	7,843	110
Less than 3 years	43,740	37,807	40,963	47,434	50,822	44,712	7,259	133
All years	45,498	39,469	42,105	49,960	53,364	46,645	7,809	243
All ranks	58,201	43,000	48,526	75,955	94,411	64,345	21,672	928
WEST NORTH CENTRAL (25 departments)								
Full professor								
12 or more years	75,009	56,440	64,670	89,010	105,408	79,091	20,579	122
6-11 years	71,440	54,270	61,655	88,293	99,668	74,458	16,928	45
3-5 years	69,547	59,761	61,644	77,911	94,366	73,110	15,814	22
Less than 3 years	67,536	52,285	59,688	74,379	99,000	71,483	18,550	22
All years	73,305	55,674	62,290	88,250	101,086	76,686	19,289	211
Associate professor								
6 or more years	56,290	46,940	50,275	64,134	70,302	57,521	9,631	56
3-5 years	55,308	48,525	49,761	59,903	63,920	55,695	6,009	38
Less than 3 years	50,442	39,474	46,060	54,870	61,000	50,774	7,590	27
All years	55,235	46,255	49,424	60,099	66,055	55,442	8,548	121
Assistant professor								
3 or more years	45,597	37,852	43,518	48,787	51,161	45,444	4,449	40
Less than 3 years	44,561	38,186	41,587	48,000	49,500	44,469	4,319	68
All years	44,965	38,186	41,890	48,153	50,000	44,830	4,372	108
All ranks	58,050	43,693	48,205	73,220	89,921	62,929	19,744	442
SOUTH ATLANTIC (45 departments)								
Full professor								
12 or more years	80,963	61,030	69,438	93,851	110,158	83,110	19,379	221
6-11 years	74,202	56,862	66,114	85,229	104,501	77,361	17,237	109
3-5 years	72,372	57,380	64,790	83,443	107,363	77,335	18,988	52
Less than 3 years	66,500	53,340	60,788	76,553	106,000	72,321	20,926	69
All years	76,100	58,136	65,045	88,463	106,305	79,404	19,439	451
Associate professor								
6 or more years	55,712	45,710	50,597	61,123	66,040	55,948	8,826	138
3-5 years	55,648	48,574	52,072	60,403	69,370	57,444	8,996	60
Less than 3 years	51,992	43,758	47,315	56,600	60,874	52,265	7,055	63
All years	54,900	45,495	49,637	60,000	66,009	55,403	8,648	261
Assistant professor								
3 or more years	47,700	40,467	43,178	50,775	56,269	48,025	6,570	93
Less than 3 years	45,000	36,824	40,810	47,700	52,000	44,830	6,371	119
All years	46,000	38,402	42,441	49,410	53,000	46,232	6,637	212
All ranks	60,000	43,150	49,000	75,900	92,602	64,702	20,667	935

(continued)

TABLE 5 (continued)
1999-2000 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST SOUTH CENTRAL (18 departments)								
Full professor								
12 or more years	70,872	58,558	65,565	81,300	106,690	76,980	22,068	66
6-11 years	64,404	53,255	57,858	74,153	85,200	66,433	11,499	38
3-5 years	64,450	54,825	58,191	79,002	89,200	68,550	12,795	12
Less than 3 years	62,179	48,450	57,200	74,000	84,002	66,059	16,140	18
All years	68,372	53,630	60,662	78,528	90,753	71,767	18,670	134
Associate professor								
6 or more years	49,265	44,145	47,332	52,378	67,383	51,808	8,768	23
3-5 years	50,190	41,874	46,500	57,469	75,000	53,419	10,653	21
Less than 3 years	48,749	42,273	44,363	52,842	58,738	49,325	6,067	24
All years	49,413	42,770	45,806	54,730	63,000	51,429	8,639	68
Assistant professor								
3 or more years	43,184	40,611	41,500	47,880	52,372	44,826	4,293	31
Less than 3 years	40,765	38,400	39,270	44,000	48,500	41,891	3,847	26
All years	42,453	39,024	40,525	45,090	51,276	43,487	4,319	57
All ranks	55,419	41,405	46,341	69,781	80,492	60,083	18,827	261
WEST SOUTH CENTRAL (23 departments)								
Full professor								
12 or more years	73,000	53,309	63,560	85,067	100,127	74,987	17,226	91
6-11 years	73,357	57,337	63,325	88,000	94,500	75,384	14,886	46
3-5 years	62,600	54,599	56,819	70,000	75,859	63,887	8,097	15
Less than 3 years	59,678	54,693	57,957	69,276	85,000	64,309	10,746	23
All years	71,000	54,800	60,046	82,000	94,865	72,736	15,853	175
Associate professor								
6 or more years	50,700	41,961	46,350	58,379	60,568	52,220	8,822	51
3-5 years	51,190	44,700	47,542	56,520	59,472	51,535	6,236	38
Less than 3 years	50,470	45,415	47,061	53,799	65,000	52,207	8,683	39
All years	50,850	44,290	46,505	56,508	60,315	52,013	8,039	128
Assistant professor								
3 or more years	44,112	40,028	42,000	46,200	49,708	44,060	4,158	51
Less than 3 years	43,000	39,000	40,350	45,100	50,460	43,186	4,764	59
All years	43,482	39,000	41,000	46,050	50,000	43,591	4,494	110
All ranks	53,158	41,000	45,100	67,980	84,236	58,077	17,155	422
MOUNTAIN (17 departments)								
Full professor								
12 or more years	78,233	61,362	66,291	91,394	98,439	79,700	15,519	92
6-11 years	74,100	52,750	64,251	85,469	90,686	73,747	14,637	49
3-5 years	60,100	46,114	55,979	60,991	76,841	60,051	9,696	12
Less than 3 years	59,168	52,589	54,079	67,681	76,920	61,277	8,819	22
All years	73,387	54,763	61,471	86,000	94,500	74,370	15,854	175
Associate professor								
6 or more years	54,348	45,815	49,559	58,873	62,528	54,956	7,854	40
3-5 years	54,000	47,252	51,095	57,945	70,481	55,755	7,449	35
Less than 3 years	50,390	44,028	47,700	54,698	61,198	51,440	6,474	26
All years	53,247	46,474	49,000	57,232	64,827	54,328	7,513	101
Assistant professor								
3 or more years	46,000	41,000	42,214	49,114	52,687	46,023	4,951	37
Less than 3 years	44,000	39,000	40,516	46,500	48,000	43,889	4,481	48
All years	44,000	40,000	41,888	47,491	51,000	44,818	4,782	85
All ranks	56,853	43,000	47,900	73,085	88,136	61,550	17,457	366

(continued)

TABLE 5 (continued)
1999-2000 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
PACIFIC (31 departments)								
Full professor								
12 or more years	92,438	64,000	77,778	111,100	119,800	93,711	22,006	118
6-11 years	80,200	60,912	67,223	89,600	97,200	80,336	17,491	57
3-5 years	68,550	55,800	59,071	81,620	94,370	71,292	16,636	40
Less than 3 years	64,436	53,402	55,500	74,000	87,460	66,294	14,386	46
All years	80,338	56,027	65,268	96,000	114,300	82,522	22,023	261
Associate professor								
6 or more years	57,070	44,581	50,336	65,662	70,810	58,713	11,022	41
3-5 years	54,936	45,313	47,709	61,594	65,200	55,375	8,534	39
Less than 3 years	53,594	41,597	46,944	60,000	64,001	53,249	9,277	34
All years	55,452	44,089	47,812	61,996	68,411	55,942	9,885	114
Assistant professor								
3 or more years	48,900	41,061	44,074	53,505	57,950	49,191	6,564	52
Less than 3 years	45,288	35,653	42,227	49,700	55,390	45,870	6,874	44
All years	47,156	38,367	43,586	52,355	56,500	47,669	6,876	96
All ranks	62,291	44,073	50,659	85,218	104,992	68,402	23,356	480

Source: 1999-2000 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N of faculty is less than 10. Salary statistics for Lecturers/Instructors are not provided, given that the Ns are insufficient for analysis, but they are included in the figures for "All ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not. For a description of the states included in each region, see Appendix B.

TABLE 6
1999-2000 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (169 departments)								
Full professor								
12 or more years	79,429	60,474	68,602	94,323	111,100	82,983	20,399	888
6-11 years	74,982	57,779	64,976	87,100	96,700	76,874	16,001	419
3-5 years	69,004	57,078	61,911	79,655	95,000	72,509	15,512	197
Less than 3 years	65,504	54,000	59,030	77,700	88,815	69,772	16,107	226
All years	75,561	57,547	64,598	88,498	104,501	78,585	19,011	1,730
Associate professor								
6 or more years	54,476	45,359	49,140	60,800	67,007	55,709	9,449	446
3-5 years	54,983	46,834	50,200	60,090	69,218	56,369	8,555	250
Less than 3 years	51,750	44,638	47,306	56,101	61,400	52,572	7,339	257
All years	53,757	45,623	48,960	59,778	66,039	55,037	8,813	953
Assistant professor								
3 or more years	46,592	40,810	43,192	50,017	54,034	47,077	5,606	368
Less than 3 years	44,436	39,000	41,477	47,607	50,700	44,945	5,989	445
All years	45,260	39,911	42,206	48,778	52,545	45,910	5,911	813
All ranks	59,562	43,469	48,500	75,859	92,296	64,306	20,333	3,535
NEW ENGLAND (7 departments)								
Full professor								
12 or more years	76,468	65,607	70,612	84,708	101,304	79,742	14,666	50
6-11 years	72,651	63,733	69,180	80,091	92,683	75,675	12,299	26
3-5 years	63,313	56,215	57,896	66,887	75,415	64,175	7,276	14
Less than 3 years								8
All years	72,565	57,816	66,096	79,400	95,356	74,512	14,685	98
Associate professor								
6 or more years	58,720	47,716	51,331	68,929	78,173	60,502	11,961	23
3-5 years								9
Less than 3 years								8
All years	55,372	44,659	48,763	66,815	74,883	58,238	11,627	40
Assistant professor								
3 or more years	47,510	37,230	39,116	50,446	54,034	46,156	6,322	16
Less than 3 years	45,999	39,011	43,000	47,786	53,894	45,641	4,639	11
All years	46,599	37,230	40,904	49,000	54,034	45,946	5,604	27
All ranks	66,240	45,741	52,536	75,486	85,513	65,656	17,118	167
MID ATLANTIC (14 departments)								
Full professor								
12 or more years	87,436	71,690	77,889	107,680	118,308	91,742	18,845	62
6-11 years	79,217	69,509	74,484	87,270	93,992	81,147	10,664	34
3-5 years	71,225	62,116	62,564	79,800	99,461	74,459	13,380	18
Less than 3 years	84,921	61,333	73,551	86,619	107,430	81,919	13,888	31
All years	81,253	65,778	73,724	93,349	109,554	85,012	16,638	145
Associate professor								
6 or more years	59,103	48,331	51,768	62,029	68,693	58,066	7,438	29
3-5 years	55,970	52,023	53,317	61,941	72,811	58,722	8,050	12
Less than 3 years	54,160	47,817	51,473	57,789	67,574	55,435	6,805	20
All years	56,102	48,346	52,289	61,573	67,762	57,332	7,363	61
Assistant professor								
3 or more years	47,075	43,371	45,194	48,650	51,018	47,082	2,753	33
Less than 3 years	47,000	41,306	44,271	48,633	51,881	46,778	5,139	45
All years	47,008	43,272	44,451	48,528	51,343	46,907	4,273	78
All ranks	62,980	45,180	49,050	81,318	99,461	68,347	21,303	287

(continued)

TABLE 6 (continued)
1999-2000 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST NORTH CENTRAL (30 departments)								
Full professor								
12 or more years	81,300	62,425	71,550	98,600	113,847	86,364	23,573	170
6-11 years	77,898	60,724	64,199	92,290	100,044	79,571	16,244	76
3-5 years	71,170	58,963	64,388	81,350	102,000	75,647	15,199	48
Less than 3 years	67,900	53,594	58,362	75,720	93,253	70,124	15,089	41
All years	77,448	59,334	65,673	92,506	106,400	81,299	20,829	335
Associate professor								
6 or more years	53,272	47,495	50,502	59,384	66,739	55,582	8,862	105
3-5 years	55,832	46,719	49,986	65,060	70,812	58,017	10,388	46
Less than 3 years	52,889	46,043	48,945	56,314	61,020	53,733	7,179	71
All years	53,432	46,706	49,792	59,542	67,901	55,495	8,808	222
Assistant professor								
3 or more years	47,080	41,370	44,107	51,641	56,000	48,119	5,172	77
Less than 3 years	44,981	38,110	41,290	48,771	52,000	45,528	7,885	99
All years	45,865	40,000	42,168	50,000	53,100	46,662	6,935	176
All ranks	58,978	43,800	49,127	76,600	95,000	65,001	21,531	739
WEST NORTH CENTRAL (22 departments)								
Full professor								
12 or more years	74,746	55,674	64,120	89,842	105,441	78,469	20,132	111
6-11 years	78,403	54,016	60,807	93,362	100,003	77,194	17,799	36
3-5 years	69,547	59,761	61,644	77,911	94,366	73,110	15,814	22
Less than 3 years	67,220	49,455	59,688	74,379	94,000	70,528	18,144	19
All years	74,152	55,233	62,014	88,647	101,166	76,795	19,099	188
Associate professor								
6 or more years	56,191	46,625	49,890	62,547	70,302	56,932	9,392	49
3-5 years	55,597	48,779	49,761	60,000	63,968	55,915	6,207	34
Less than 3 years	50,442	39,474	45,863	55,178	61,000	50,812	7,897	25
All years	55,053	46,060	49,045	60,298	65,000	55,195	8,454	108
Assistant professor								
3 or more years	45,873	38,451	42,040	49,433	51,340	45,611	4,663	32
Less than 3 years	44,301	37,884	41,500	47,739	49,394	44,162	4,311	62
All years	44,910	38,138	41,500	48,000	49,982	44,655	4,462	94
All ranks	58,050	43,585	48,069	73,603	90,802	62,959	19,754	392
SOUTH ATLANTIC (31 departments)								
Full professor								
12 or more years	79,244	59,436	68,366	88,498	104,934	80,903	18,341	183
6-11 years	72,834	56,130	66,127	85,916	104,208	77,114	17,496	91
3-5 years	69,000	56,650	63,683	81,555	101,448	75,408	19,198	39
Less than 3 years	66,543	53,406	61,022	75,635	103,712	71,673	19,272	50
All years	75,056	57,425	64,800	86,600	104,168	78,091	18,571	363
Associate professor								
6 or more years	54,900	43,469	49,513	60,757	65,615	55,278	9,016	117
3-5 years	55,900	48,527	51,985	61,400	69,841	58,111	8,866	47
Less than 3 years	53,457	44,757	48,111	57,557	64,391	53,498	6,967	40
All years	54,851	46,532	49,453	60,039	65,840	55,582	8,716	204
Assistant professor								
3 or more years	48,130	41,802	43,460	51,300	57,514	48,622	6,529	75
Less than 3 years	45,100	39,028	42,850	47,250	50,900	45,609	5,999	87
All years	46,370	40,521	43,100	49,086	55,050	47,004	6,410	162
All ranks	60,635	43,608	49,127	75,609	88,887	64,592	19,699	737

(continued)

TABLE 6 (continued)
1999-2000 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST SOUTH CENTRAL (14 departments)								
Full professor								
12 or more years	69,081	58,153	62,114	75,370	80,295	70,045	13,008	46
6-11 years	62,974	53,317	56,169	67,950	75,758	63,476	8,066	31
3-5 years								8
Less than 3 years	58,160	47,645	49,700	66,051	104,812	63,992	19,427	11
All years	65,555	53,255	59,023	72,835	79,651	66,820	12,541	96
Associate professor								
6 or more years	48,111	43,780	45,869	50,859	55,419	49,039	5,440	17
3-5 years	50,084	42,770	45,600	55,271	78,000	52,581	11,280	15
Less than 3 years	47,641	41,400	44,122	50,329	53,000	47,530	4,282	18
All years	48,126	42,410	45,086	51,959	55,404	49,558	7,535	50
Assistant professor								
3 or more years	42,688	40,567	41,500	45,187	51,276	43,986	3,701	26
Less than 3 years	40,650	38,120	39,018	43,000	44,731	41,299	3,593	21
All years	42,327	39,000	40,000	44,540	48,385	42,785	3,857	47
All ranks	52,933	40,872	44,540	65,899	75,391	56,384	14,457	194
WEST SOUTH CENTRAL (19 departments)								
Full professor								
12 or more years	71,619	54,000	63,560	81,948	95,875	73,548	15,553	79
6-11 years	73,357	56,997	63,325	88,000	94,290	74,921	14,060	42
3-5 years	62,600	54,599	56,819	70,000	75,859	63,887	8,097	15
Less than 3 years	59,906	55,173	57,989	70,707	85,000	65,007	10,977	21
All years	70,411	55,415	60,087	81,333	92,165	71,850	14,513	157
Associate professor								
6 or more years	50,104	41,040	44,977	54,114	60,070	50,720	8,656	40
3-5 years	51,093	45,000	47,542	56,520	59,472	51,410	6,230	35
Less than 3 years	50,150	45,415	46,828	53,610	59,000	51,580	8,441	36
All years	50,400	43,773	46,350	54,485	59,687	51,216	7,835	111
Assistant professor								
3 or more years	44,060	39,945	41,213	45,843	47,621	43,479	4,086	40
Less than 3 years	41,884	38,981	40,000	45,000	51,720	42,749	4,910	50
All years	42,750	39,000	40,425	45,749	49,180	43,073	4,553	90
All ranks	53,000	40,500	45,000	68,200	83,000	57,681	16,615	367
MOUNTAIN (15 departments)								
Full professor								
12 or more years	79,970	61,471	66,389	91,515	98,649	80,064	15,558	87
6-11 years	73,991	52,750	64,251	85,469	90,494	73,352	14,814	45
3-5 years	60,100	46,114	55,979	60,991	76,841	60,051	9,696	12
Less than 3 years	59,168	52,589	54,079	67,681	76,920	61,277	8,819	22
All years	73,380	54,659	61,252	86,000	94,401	74,308	16,000	166
Associate professor								
6 or more years	54,586	45,684	49,754	59,383	62,539	55,137	7,872	39
3-5 years	54,000	47,088	51,099	58,156	70,638	56,002	7,547	33
Less than 3 years	50,700	43,967	47,000	57,144	62,339	51,728	6,828	23
All years	53,420	46,375	49,494	57,903	65,000	54,612	7,628	95
Assistant professor								
3 or more years	46,199	40,882	41,927	49,129	52,717	46,069	5,137	34
Less than 3 years	44,000	38,700	41,000	46,500	48,270	43,977	4,609	43
All years	44,000	39,821	41,888	47,908	51,655	44,901	4,929	77
All ranks	57,041	43,000	47,933	73,372	88,253	61,798	17,486	343

(continued)

TABLE 6 (continued)
1999-2000 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
PACIFIC (17 departments)								
Full professor								
12 or more years	97,850	68,810	87,100	111,100	124,660	98,187	20,357	100
6-11 years	86,400	61,800	75,888	91,475	106,500	84,861	17,573	38
3-5 years	77,200	63,040	68,675	85,175	105,710	79,305	14,941	21
Less than 3 years	65,500	55,350	63,600	74,000	85,800	67,999	10,585	23
All years	87,403	63,600	73,900	105,600	118,050	89,411	21,097	182
Associate professor								
6 or more years	65,100	42,700	55,452	68,400	76,117	61,657	12,322	27
3-5 years	58,300	47,709	53,811	62,000	65,100	57,511	5,773	19
Less than 3 years	55,750	47,200	52,329	61,050	61,700	55,925	4,936	16
All years	59,800	47,072	53,811	65,100	68,800	58,907	9,318	62
Assistant professor								
3 or more years	50,700	43,056	44,700	56,300	59,700	50,615	6,376	35
Less than 3 years	46,817	40,009	44,077	50,600	55,400	47,568	5,827	27
All years	47,650	42,767	44,300	53,500	58,405	49,288	6,281	62
All ranks	68,300	46,416	55,452	90,875	111,100	74,813	24,555	309

Source: 1999-2000 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N of faculty is less than 10. Salary statistics for Lecturers/Instructors are not provided, given that the Ns are insufficient for analysis, but they are included in the figures for "All ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not. For a description of the states included in each region, see Appendix B.

TABLE 7
1999-2000 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (75 departments)								
Full professor								
12 or more years	86,964	64,907	74,500	104,350	121,889	91,300	24,346	223
6-11 years	81,326	62,290	66,498	94,066	113,500	82,728	19,082	106
3-5 years	71,426	56,117	61,350	83,000	100,000	74,088	16,108	79
Less than 3 years	69,955	54,458	58,315	80,398	98,143	72,358	19,863	100
All years	80,315	57,845	66,671	94,972	115,110	83,106	22,736	508
Associate professor								
6 or more years	57,800	47,821	51,950	65,189	72,923	58,836	10,032	140
3-5 years	54,042	45,313	49,051	59,300	67,920	55,079	8,277	87
Less than 3 years	50,935	42,284	46,513	58,449	69,745	53,542	10,419	116
All years	54,100	44,686	49,133	61,197	69,900	56,093	10,009	343
Assistant professor								
3 or more years	48,200	39,501	43,795	53,000	58,000	48,931	8,234	139
Less than 3 years	44,990	36,299	40,115	48,900	52,371	44,737	5,892	151
All years	46,000	37,500	42,500	50,460	55,106	46,747	7,402	290
All ranks	58,605	42,945	48,887	77,710	96,537	65,393	23,027	1,157
NEW ENGLAND (7 departments)								
Full professor								
12 or more years	95,000	67,230	71,800	118,700	127,550	95,774	24,226	23
6-11 years								5
3-5 years								6
Less than 3 years								8
All years	90,125	68,200	77,800	113,600	126,750	96,047	22,188	42
Associate professor								
6 or more years	57,963	51,925	53,650	63,050	68,660	59,066	7,781	14
3-5 years								8
Less than 3 years								7
All years	56,831	49,900	53,163	64,425	73,500	59,107	8,705	29
Assistant professor								
3 or more years	50,300	44,900	46,150	54,350	58,975	50,724	5,174	17
Less than 3 years	48,000	43,933	45,275	54,000	56,230	49,015	4,747	13
All years	48,573	44,900	46,000	54,000	57,900	49,984	4,984	30
All ranks	63,050	46,749	52,263	83,424	114,580	71,758	25,821	101
MID ATLANTIC (17 departments)								
Full professor								
12 or more years	90,413	65,966	81,387	116,294	123,198	94,989	25,637	72
6-11 years	93,316	81,200	81,964	101,688	118,450	95,565	16,427	27
3-5 years	77,436	60,800	65,317	83,773	100,000	77,320	13,552	16
Less than 3 years	74,550	56,638	59,770	77,710	83,707	71,543	13,618	34
All years	83,101	60,500	75,000	97,925	119,590	87,846	23,052	149
Associate professor								
6 or more years	60,032	42,866	51,116	68,611	73,795	59,621	12,309	42
3-5 years	55,092	45,590	48,787	61,008	65,715	55,183	7,125	20
Less than 3 years	55,931	46,325	48,262	70,954	76,147	59,545	12,521	31
All years	58,014	45,080	48,974	67,431	73,245	58,642	11,508	93
Assistant professor								
3 or more years	52,000	43,500	45,332	55,635	60,000	51,908	8,315	27
Less than 3 years	48,066	41,110	44,800	51,750	54,536	48,132	4,621	30
All years	49,788	43,000	45,295	54,149	56,700	49,920	6,839	57
All ranks	66,591	45,925	52,290	83,303	101,931	71,218	24,248	303

(continued)

TABLE 7 (continued)
1999-2000 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
EAST NORTH CENTRAL (10 departments)								
Full professor								
12 or more years	93,450	77,971	85,150	110,575	122,490	97,441	19,366	24
6-11 years	91,700	59,770	73,075	109,976	118,474	89,995	21,779	13
3-5 years	69,015	58,430	67,530	79,927	89,600	72,509	11,118	21
Less than 3 years								4
All years	83,718	60,310	69,015	94,700	115,200	85,356	20,561	62
Associate professor								
6 or more years	54,900	50,556	51,950	68,340	74,560	59,937	11,665	24
3-5 years	53,100	51,550	52,000	58,300	70,259	56,314	6,683	11
Less than 3 years	50,500	39,538	44,655	53,988	57,790	49,098	6,067	23
All years	52,829	44,655	50,552	57,700	69,857	54,952	10,080	58
Assistant professor								
3 or more years	46,300	40,850	43,596	56,370	68,604	51,000	11,832	33
Less than 3 years	42,682	37,000	39,035	44,800	47,550	42,336	4,279	34
All years	44,106	37,000	42,000	49,080	58,569	46,603	9,802	67
All ranks	53,988	41,000	44,796	72,000	94,100	61,781	22,086	189
WEST NORTH CENTRAL (3 departments) (Insufficient <u>Ns</u> of faculty)								
SOUTH ATLANTIC (14 departments)								
Full professor								
12 or more years	94,600	64,910	77,382	104,050	120,900	93,742	20,934	38
6-11 years	75,591	59,219	65,378	85,000	107,743	78,606	16,283	18
3-5 years	80,545	58,189	72,505	93,851	110,253	83,116	17,801	13
Less than 3 years	64,027	47,415	59,958	79,308	107,000	74,024	25,278	19
All years	81,983	59,219	67,075	101,752	110,554	84,819	21,971	88
Associate professor								
6 or more years	59,030	50,699	55,901	65,467	69,280	59,681	6,701	21
3-5 years	55,297	44,559	52,389	60,066	66,581	55,030	9,410	13
Less than 3 years	50,128	42,097	44,500	54,000	58,510	50,119	6,831	23
All years	55,000	44,231	50,084	59,738	67,389	54,762	8,443	57
Assistant professor								
3 or more years	47,300	34,813	39,501	50,500	52,167	45,535	6,321	18
Less than 3 years	41,500	35,000	36,944	48,816	52,265	42,714	6,953	32
All years	44,941	35,000	37,500	49,550	52,150	43,730	6,806	50
All ranks	58,950	38,799	48,064	77,382	103,490	65,115	23,979	198
EAST SOUTH CENTRAL (4 departments) (Insufficient <u>Ns</u> of faculty)								
WEST SOUTH CENTRAL (4 departments) (Insufficient <u>Ns</u> of faculty)								
MOUNTAIN (2 departments) (Insufficient <u>Ns</u> of faculty)								

(continued)

TABLE 7 (continued)
1999-2000 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
PACIFIC (14 departments)								
Full professor								
12 or more years	67,921	54,700	62,762	71,447	82,646	68,842	12,121	18
6-11 years	67,574	55,800	62,291	80,760	92,206	71,285	13,686	19
3-5 years	59,139	39,264	55,800	67,085	87,460	62,436	13,925	19
Less than 3 years	61,740	44,034	54,175	86,063	87,460	64,589	17,471	23
All years	62,762	53,402	55,819	73,932	87,460	66,651	14,765	79
Associate professor								
6 or more years	52,904	47,694	49,225	56,012	57,483	53,035	4,174	14
3-5 years	50,440	44,110	45,313	56,514	69,270	53,346	10,257	20
Less than 3 years	47,974	38,367	42,284	57,070	68,507	50,871	11,525	18
All years	50,564	42,996	45,535	56,608	68,417	52,405	9,444	52
Assistant professor								
3 or more years	46,818	38,367	40,103	52,764	53,511	46,259	6,112	17
Less than 3 years	45,000	33,538	35,653	49,010	55,390	43,173	7,694	17
All years	45,111	35,466	38,367	50,277	53,561	44,716	7,019	34
All ranks	54,726	38,367	45,754	66,498	81,362	56,815	15,324	171

Source: 1999-2000 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N of faculty is less than 10. Salary statistics for Lecturers/Instructors are not provided, given that the Ns are insufficient for analysis, but they are included in the figures for "All ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not. For a description of the states included in each region, see Appendix B.

TABLE 8
1999-2000 Salaries for Full-time Faculty in U.S. Doctoral Departments by Type of Department,
Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
PSYCHOLOGY (160 departments)								
Full professor								
12 or more years	81,563	61,691	70,794	97,508	116,582	85,734	21,953	926
6-11 years	77,557	58,322	66,610	89,716	101,166	79,191	17,229	408
3-5 years	70,349	57,845	62,979	81,250	96,897	74,460	15,912	197
Less than 3 years	67,691	54,304	59,678	80,000	90,685	71,874	17,329	230
All years	77,889	58,159	66,498	91,742	109,586	81,146	20,431	1,761
Associate professor								
6 or more years	54,950	45,683	49,811	61,250	68,611	56,294	9,702	469
3-5 years	54,726	46,719	50,200	60,000	68,327	56,136	8,312	259
Less than 3 years	52,000	44,948	47,693	57,059	64,557	53,406	8,196	275
All years	54,042	45,736	49,140	60,000	67,444	55,461	9,040	1,003
Assistant professor								
3 or more years	46,850	40,667	43,371	51,433	56,200	47,813	6,836	386
Less than 3 years	45,000	39,000	42,105	48,500	51,881	45,544	6,075	446
All years	45,832	40,000	42,750	49,503	53,466	46,597	6,534	832
All ranks	60,000	43,785	49,051	77,889	95,000	65,714	21,684	3,635
EDUCATIONAL/COUNSELING/SCHOOL PSYCHOLOGY (47 departments)								
Full professor								
12 or more years	74,354	59,825	64,134	87,602	98,380	76,819	15,262	134
6-11 years	73,017	56,923	63,452	85,000	93,910	74,514	14,515	75
3-5 years	67,395	56,783	60,200	72,791	80,883	68,063	10,771	35
Less than 3 years	62,187	53,689	57,957	75,847	86,063	67,524	15,140	63
All years	70,410	56,783	61,645	82,640	93,628	73,350	15,077	307
Associate professor								
6 or more years	57,999	48,431	51,650	64,390	73,620	59,113	9,602	77
3-5 years	55,630	46,800	51,650	60,397	65,060	55,991	6,770	47
Less than 3 years	52,628	43,445	48,000	59,707	68,656	54,359	9,475	54
All years	55,653	46,354	50,803	61,360	69,211	56,846	9,094	178
Assistant professor								
3 or more years	46,663	41,500	43,186	49,960	52,300	46,929	4,792	78
Less than 3 years	43,918	37,500	40,000	46,297	48,645	43,388	4,836	98
All years	44,944	39,000	41,500	47,955	51,230	44,957	5,117	176
All ranks	58,262	42,072	47,956	70,302	84,737	60,969	16,774	674

(continued)

TABLE 8 (continued)
1999-2000 Salaries for Full-time Faculty in U.S. Doctoral Departments by Type of Department, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
HUMAN DEVELOPMENT (4 departments) (Insufficient <u>N</u>s of faculty)								
PROFESSIONAL SCHOOL (23 departments)								
Full professor								
12 or more years	68,418	53,400	62,409	81,426	114,098	75,601	24,051	28
6-11 years	62,375	55,104	59,219	81,964	91,342	70,617	15,419	31
3-5 years	66,655	55,032	57,279	77,325	105,923	68,966	18,662	33
Less than 3 years	58,754	45,623	54,495	65,812	87,460	62,638	16,752	25
All years	64,027	53,400	57,758	78,944	99,020	69,639	19,230	117
Associate professor								
6 or more years	50,991	41,916	46,781	55,854	65,433	52,050	8,231	32
3-5 years	48,894	44,100	45,313	55,591	69,375	52,369	10,589	25
Less than 3 years	47,112	38,809	43,369	51,176	58,015	47,639	6,570	41
All years	49,040	41,193	45,313	54,014	60,000	50,286	8,503	98
Assistant professor								
3 or more years	45,346	38,367	39,225	48,900	53,505	44,968	5,735	28
Less than 3 years	40,000	33,845	36,618	44,993	48,072	40,906	5,327	41
All years	42,080	35,558	38,349	46,466	49,788	42,555	5,813	69
All ranks	53,191	38,367	44,500	62,291	80,966	56,244	17,806	286

OTHER DEPARTMENTS (10 departments) (Insufficient Ns of faculty)

Source: 1999-2000 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who hold the doctoral degree, and who are in departments that award the doctoral degree. "Educational/Counseling/School" includes departments of educational psychology, counseling psychology, school psychology, and similar types of units. All salaries are 9-10-month salaries. No statistics are provided where the N of faculty is less than 10. Salary statistics for Lecturers/Instructors are not provided, given that the Ns are insufficient for analysis, but they are included in the figures for "All ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not.

TABLE 9
1999-2000 Salaries for Full-time Faculty in U.S. Doctoral Departments by Type of Department,
and Years Since Doctorate

	Median	10%	25%	75%	90%	Mean	SD	N
PSYCHOLOGY (159 departments)								
35 years or more	82,000	57,250	69,100	97,656	117,746	84,942	24,002	261
30-34 years	75,700	52,251	63,314	88,849	109,554	78,456	22,106	429
25-29 years	72,922	51,649	61,260	89,605	105,055	76,569	21,631	512
20-24 years	72,849	52,542	60,000	88,024	106,372	76,325	21,332	490
17-19 years	64,711	50,449	56,385	77,863	91,282	68,256	16,400	272
14-16 years	59,505	47,900	53,083	68,400	80,000	62,601	14,105	286
11-13 years	54,983	45,900	50,070	62,100	75,413	58,048	13,212	286
8-10 years	51,343	43,372	46,750	56,475	65,446	52,908	9,706	310
6-7 years	47,817	41,319	44,750	52,020	57,962	48,918	7,391	231
4-5 years	45,646	40,100	43,000	49,494	52,769	46,328	6,258	212
2-3 years	44,727	38,390	41,214	48,000	50,970	44,880	5,421	202
0-1 year	43,237	37,441	40,000	46,744	49,620	43,299	4,472	112
EDUCATIONAL/COUNSELING/SCHOOL (52 departments)								
35 years or more	79,061	56,373	68,497	89,071	96,814	78,663	15,186	22
30-34 years	68,693	57,150	61,721	83,313	89,219	72,082	14,707	65
25-29 years	70,025	55,022	61,419	81,210	98,746	72,685	16,602	102
20-24 years	66,596	49,980	58,975	76,973	89,000	68,252	14,000	98
17-19 years	61,059	50,221	56,538	73,716	86,412	65,459	14,396	53
14-16 years	58,251	46,102	50,803	67,400	73,086	60,029	13,217	50
11-13 years	54,758	43,758	50,207	60,377	64,700	54,792	7,642	48
8-10 years	52,618	43,186	47,171	56,976	65,940	53,596	9,331	56
6-7 years	46,959	38,561	43,000	51,230	53,315	46,921	6,072	50
4-5 years	45,875	40,716	42,000	48,350	51,343	45,587	4,932	38
2-3 years	44,208	39,264	41,475	46,385	49,280	44,067	3,750	41
0-1 year	41,250	35,000	39,125	45,060	47,739	41,367	4,584	36
HUMAN DEVELOPMENT (4 departments) (Insufficient Ns of faculty)								
PROFESSIONAL SCHOOL (25 departments)								
35 years or more	68,259	55,027	64,080	76,427	100,858	71,790	14,652	11
30-34 years	67,377	50,061	58,241	83,766	113,955	73,725	24,441	21
25-29 years	62,350	46,883	57,784	70,803	107,581	68,792	21,798	32
20-24 years	57,721	44,075	51,750	71,166	86,913	62,070	16,688	58
17-19 years	54,806	40,325	46,217	62,291	73,363	55,498	13,197	23
14-16 years	53,872	42,284	48,612	62,993	74,363	56,700	14,249	25
11-13 years	51,410	46,049	48,429	58,605	60,973	52,956	6,216	22
8-10 years	45,754	38,367	41,784	50,579	53,988	45,806	5,857	25
6-7 years	46,412	34,888	38,475	53,510	55,621	46,989	10,766	20
4-5 years	43,000	38,367	40,086	47,845	48,900	43,761	5,116	25
2-3 years	39,035	35,653	36,317	40,976	45,000	39,473	3,810	17
0-1 year	42,040	32,802	35,653	45,000	45,684	40,676	4,943	10
OTHER DEPARTMENTS (3 departments) (Insufficient Ns of faculty)								

Source: 1999-2000 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty in departments that award the doctorate. "Educational/Counseling/ School" includes departments of educational psychology, counseling psychology, school psychology, and similar units. All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10.

TABLE 10
1999-2000 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (160 departments)								
Full professor								
12 or more years	81,563	61,691	70,794	97,508	116,582	85,734	21,953	926
6-11 years	77,557	58,322	66,610	89,716	101,166	79,191	17,229	408
3-5 years	70,349	57,845	62,979	81,250	96,897	74,460	15,912	197
Less than 3 years	67,691	54,304	59,678	80,000	90,685	71,874	17,329	230
All years	77,889	58,159	66,498	91,742	109,586	81,146	20,431	1,761
Associate professor								
6 or more years	54,950	45,683	49,811	61,250	68,611	56,294	9,702	469
3-5 years	54,726	46,719	50,200	60,000	68,327	56,136	8,312	259
Less than 3 years	52,000	44,948	47,693	57,059	64,557	53,406	8,196	275
All years	54,042	45,736	49,140	60,000	67,444	55,461	9,040	1,003
Assistant professor								
3 or more years	46,850	40,667	43,371	51,433	56,200	47,813	6,836	386
Less than 3 years	45,000	39,000	42,105	48,500	51,881	45,544	6,075	446
All years	45,832	40,000	42,750	49,503	53,466	46,597	6,534	832
All ranks	60,000	43,785	49,051	77,889	95,000	65,714	21,684	3,635
NEW ENGLAND (10 departments)								
Full professor								
12 or more years	77,171	66,145	70,504	96,217	118,490	84,265	19,924	61
6-11 years	72,826	63,733	69,954	84,263	101,300	77,944	14,196	27
3-5 years	65,008	56,260	58,204	71,725	79,036	67,656	14,394	16
Less than 3 years	60,536	48,262	54,435	90,000	101,925	69,410	21,220	12
All years	74,599	57,930	66,766	86,028	113,600	78,966	19,111	116
Associate professor								
6 or more years	56,019	48,177	52,150	63,050	76,855	59,340	10,835	30
3-5 years								9
Less than 3 years	48,663	42,352	44,251	54,100	59,492	49,555	6,912	13
All years	54,116	46,685	49,773	62,434	70,515	57,285	10,518	52
Assistant professor								
3 or more years	47,510	37,230	44,900	50,928	54,034	47,215	5,839	26
Less than 3 years	46,294	40,904	43,999	48,500	55,900	47,132	4,986	18
All years	46,845	38,704	44,224	50,771	54,221	47,181	5,446	44
All ranks	63,848	45,707	51,331	75,654	93,422	66,856	20,451	214
MID ATLANTIC (19 departments)								
Full professor								
12 or more years	89,752	71,494	79,115	109,554	121,253	94,163	22,847	111
6-11 years	87,270	74,142	77,889	95,631	113,288	90,496	15,616	41
3-5 years	76,084	61,065	65,141	84,875	100,000	77,139	14,178	27
Less than 3 years	77,004	57,424	61,402	86,619	101,324	76,631	16,114	51
All years	83,838	62,190	75,113	97,524	118,150	87,624	20,855	230
Associate professor								
6 or more years	60,774	46,800	53,976	64,919	70,731	60,051	10,377	45
3-5 years	55,980	48,516	52,929	62,160	66,132	57,629	7,753	24
Less than 3 years	55,584	47,000	48,262	68,665	74,472	58,611	11,418	35
All years	58,423	46,980	52,929	64,901	72,523	59,007	10,170	104
Assistant professor								
3 or more years	47,569	43,371	45,181	52,015	55,583	49,035	7,076	40
Less than 3 years	48,000	42,831	45,000	50,300	52,806	48,076	4,801	54
All years	47,757	43,365	45,180	51,000	54,861	48,484	5,862	94
All ranks	68,393	46,102	52,467	85,986	105,225	71,849	23,677	432

(continued)

TABLE 10 (continued)
1999-2000 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST NORTH CENTRAL (28 departments)								
Full professor								
12 or more years	84,608	63,657	74,483	100,217	120,075	89,374	24,263	164
6-11 years	76,872	60,901	65,364	94,206	106,610	81,095	18,011	74
3-5 years	74,200	61,990	66,355	84,000	100,460	76,847	14,356	51
Less than 3 years	64,000	53,343	57,861	75,500	89,700	67,616	13,107	35
All years	78,861	59,312	67,925	94,422	111,165	83,161	21,759	324
Associate professor								
6 or more years	53,379	47,463	50,820	59,785	68,753	56,120	9,727	119
3-5 years	53,476	47,331	50,406	65,000	72,598	57,843	10,438	46
Less than 3 years	52,513	45,735	48,959	57,354	60,300	53,466	7,107	72
All years	53,214	46,719	49,904	58,958	68,800	55,648	9,262	237
Assistant professor								
3 or more years	47,840	41,487	44,106	53,000	58,937	49,746	8,262	90
Less than 3 years	44,049	37,500	42,000	48,900	52,000	45,267	7,863	106
All years	45,810	39,780	42,617	50,609	55,620	47,324	8,334	196
All ranks	58,212	43,544	49,001	76,931	95,500	65,034	22,316	765
WEST NORTH CENTRAL (15 departments)								
Full professor								
12 or more years	74,649	55,248	64,231	89,400	110,463	79,587	22,504	85
6-11 years	71,440	53,837	59,748	90,548	99,668	74,391	17,815	27
3-5 years	66,295	59,444	61,400	77,911	102,316	73,048	18,598	14
Less than 3 years	67,192	48,944	59,100	90,448	106,072	73,059	22,431	14
All years	72,838	54,314	61,655	89,076	105,342	77,278	21,291	140
Associate professor								
6 or more years	55,909	44,526	48,637	60,078	65,558	55,386	8,599	33
3-5 years	55,235	48,525	49,633	59,367	63,920	55,285	5,604	27
Less than 3 years	50,174	39,419	45,192	54,818	60,100	49,900	7,781	21
All years	54,042	44,798	48,524	58,468	64,616	53,930	7,790	81
Assistant professor								
3 or more years	44,918	37,500	40,316	48,350	51,500	44,686	4,822	27
Less than 3 years	45,400	38,593	41,890	48,550	49,750	44,848	4,487	52
All years	45,000	37,702	41,254	48,400	50,000	44,793	4,574	79
All ranks	56,146	43,410	47,935	71,682	92,380	62,420	20,914	300
SOUTH ATLANTIC (32 departments)								
Full professor								
12 or more years	81,065	62,910	70,911	94,408	112,899	84,233	19,203	200
6-11 years	76,204	60,573	67,158	88,381	106,436	80,203	17,464	88
3-5 years	72,145	57,963	64,790	83,203	100,145	76,477	18,252	44
Less than 3 years	68,514	56,261	61,245	82,000	107,000	75,137	21,659	55
All years	77,150	60,937	66,843	89,674	108,000	81,142	19,348	387
Associate professor								
6 or more years	55,712	46,309	50,600	60,635	66,745	56,243	8,918	122
3-5 years	55,900	48,527	51,985	60,450	69,841	57,953	8,752	47
Less than 3 years	53,550	46,887	48,478	56,702	64,557	53,619	6,497	49
All years	54,999	47,250	50,597	60,000	67,300	56,022	8,489	218
Assistant professor								
3 or more years	48,866	40,667	43,211	51,743	57,514	48,564	6,828	78
Less than 3 years	45,540	38,500	43,038	47,925	52,938	45,833	6,221	89
All years	46,485	39,673	43,100	50,000	55,100	47,108	6,634	167
All ranks	61,621	44,174	50,300	77,766	94,580	66,329	21,019	782

(continued)

TABLE 10 (continued)
1999-2000 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST SOUTH CENTRAL (10 departments)								
Full professor								
12 or more years	73,165	57,786	68,884	81,519	107,045	78,598	22,543	53
6-11 years	65,545	54,166	59,369	74,260	90,725	67,832	11,972	27
3-5 years								4
Less than 3 years	64,635	47,875	50,883	79,917	98,867	68,190	19,544	12
All years	70,751	52,866	61,379	80,326	93,606	74,011	19,995	96
Associate professor								
6 or more years	48,708	43,780	45,142	58,544	72,944	52,702	10,385	16
3-5 years	50,190	42,770	47,327	57,194	62,340	52,158	7,278	15
Less than 3 years	49,833	44,122	45,693	56,510	60,000	51,122	6,345	15
All years	49,892	43,780	47,141	56,510	63,000	52,009	8,087	46
Assistant professor								
3 or more years	42,688	40,374	41,355	49,500	52,820	45,201	4,844	23
Less than 3 years	40,942	38,700	39,270	44,424	48,750	42,190	4,051	22
All years	42,453	39,024	40,525	47,009	52,007	43,729	4,678	45
All ranks	55,419	41,004	47,260	71,028	83,400	61,134	20,106	189
WEST SOUTH CENTRAL (19 departments)								
Full professor								
12 or more years	73,000	51,979	61,100	85,067	101,935	74,614	17,872	79
6-11 years	72,071	56,725	62,760	82,877	94,458	74,021	14,908	40
3-5 years	62,772	54,296	55,766	69,760	73,930	63,042	7,367	12
Less than 3 years	64,250	54,341	59,012	79,896	85,382	68,115	12,384	14
All years	71,176	54,442	60,035	82,127	95,000	72,865	16,232	145
Associate professor								
6 or more years	49,860	41,400	45,921	57,590	60,315	51,674	9,171	45
3-5 years	50,822	44,700	46,330	55,225	59,300	51,110	6,130	36
Less than 3 years	50,385	45,302	46,750	53,170	59,600	51,702	8,666	34
All years	50,400	43,978	46,350	55,000	60,000	51,506	8,113	115
Assistant professor								
3 or more years	44,060	40,083	42,000	46,115	48,553	44,017	3,716	44
Less than 3 years	43,450	39,000	41,214	46,050	50,460	43,406	4,776	46
All years	43,500	39,945	41,600	46,050	49,183	43,705	4,278	90
All ranks	52,850	41,718	45,340	68,200	84,690	58,101	17,183	354
MOUNTAIN (12 departments)								
Full professor								
12 or more years	78,233	60,851	66,029	91,394	98,607	79,776	15,946	80
6-11 years	80,600	50,229	64,098	86,277	91,086	74,826	15,514	40
3-5 years								7
Less than 3 years	67,681	53,204	56,734	76,056	77,923	66,020	9,712	11
All years	75,439	54,929	64,600	87,609	95,052	76,140	16,096	138
Associate professor								
6 or more years	53,672	46,859	49,754	57,195	62,246	54,120	6,109	34
3-5 years	54,149	47,302	51,575	57,726	70,743	55,923	7,422	32
Less than 3 years	49,850	44,203	47,175	54,335	60,902	51,341	5,863	20
All years	53,274	46,704	49,000	57,175	62,425	54,145	6,731	86
Assistant professor								
3 or more years	46,397	39,821	42,331	49,129	52,988	46,366	5,300	27
Less than 3 years	45,000	40,000	42,024	46,618	48,900	44,814	4,348	37
All years	45,200	39,982	42,315	47,983	52,069	45,469	4,795	64
All ranks	57,054	43,842	47,901	75,000	90,128	62,559	17,903	290

(continued)

TABLE 10 (continued)
1999-2000 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
PACIFIC (15 departments)								
Full professor								
12 or more years	97,700	70,070	87,100	111,100	121,420	97,701	20,531	93
6-11 years	82,235	61,711	71,447	89,608	98,130	82,780	17,672	44
3-5 years	78,750	63,617	68,300	83,700	102,650	79,289	14,742	22
Less than 3 years	65,498	56,988	61,834	73,932	83,700	68,073	9,798	26
All years	87,100	62,721	70,612	100,691	116,000	87,799	20,995	185
Associate professor								
6 or more years	63,500	43,700	56,313	67,456	76,117	61,716	11,536	25
3-5 years	58,300	46,480	49,900	62,000	65,130	57,065	6,883	23
Less than 3 years	56,735	46,944	52,800	61,674	63,500	57,169	8,119	16
All years	59,800	46,560	54,040	64,800	68,480	58,908	9,385	64
Assistant professor								
3 or more years	49,347	43,056	44,700	56,300	61,030	50,542	6,546	31
Less than 3 years	47,650	43,665	45,000	50,600	57,055	48,904	5,533	22
All years	48,000	43,283	44,998	53,500	59,007	49,862	6,144	53
All ranks	67,800	46,416	55,997	89,600	111,100	74,161	24,109	309

Source: 1999-2000 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who hold the doctoral degree, and who are in *psychology* departments that award the doctoral degree; excluded are other types of departments that may be more specialized in nature (e.g., counseling psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N of faculty is less than 10. Salary statistics for Lecturers/Instructors are not provided, given that the Ns are insufficient for analysis, but they are included in the figures for "All ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not. For a description of the states included in each region, see Appendix B.

TABLE 11
1999-2000 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (115 departments)								
Full professor								
12 or more years	79,627	61,084	69,333	94,700	111,401	83,608	20,719	734
6-11 years	75,421	57,930	65,974	87,270	97,645	77,516	16,405	335
3-5 years	69,272	57,078	62,414	80,309	96,897	73,414	16,418	157
Less than 3 years	67,663	54,000	59,675	82,000	90,552	71,499	16,646	177
All years	76,423	57,856	65,565	89,591	105,769	79,485	19,373	1,403
Associate professor								
6 or more years	54,202	44,734	48,889	60,379	66,190	55,271	9,348	368
3-5 years	54,642	47,142	50,096	60,180	69,841	56,359	8,696	205
Less than 3 years	51,385	44,724	47,196	56,100	61,340	52,500	7,476	211
All years	53,503	45,511	48,534	59,379	65,779	54,810	8,822	784
Assistant professor								
3 or more years	46,562	40,425	43,112	50,700	56,000	47,264	5,994	288
Less than 3 years	45,000	39,024	42,006	48,000	51,105	45,426	6,345	348
All years	45,607	40,000	42,329	49,182	53,000	46,258	6,251	636
All ranks	59,793	43,600	48,873	76,817	93,800	64,928	20,774	2,848
NEW ENGLAND (6 departments)								
Full professor								
12 or more years	75,533	65,488	70,178	82,756	98,851	78,533	13,800	46
6-11 years	72,651	63,153	69,374	79,918	86,230	75,350	11,888	24
3-5 years	62,850	56,125	57,750	66,828	76,220	63,569	7,197	13
Less than 3 years								8
All years	72,313	57,462	65,488	79,036	91,544	73,587	14,021	91
Associate professor								
6 or more years	58,720	47,716	51,331	68,929	78,173	60,502	11,961	23
3-5 years								7
Less than 3 years								8
All years	54,976	44,441	48,663	67,007	75,352	58,369	11,922	38
Assistant professor								
3 or more years	47,247	37,230	38,760	50,928	54,034	45,966	6,496	15
Less than 3 years								9
All years	46,294	37,230	40,365	48,667	54,230	45,615	5,867	24
All ranks	66,240	44,441	52,536	75,352	84,263	65,171	16,583	155
MID ATLANTIC (7 departments)								
Full professor								
12 or more years	85,284	71,694	77,889	103,697	117,155	90,935	16,782	46
6-11 years	81,646	73,201	76,000	88,728	96,347	83,104	9,747	21
3-5 years	72,176	61,828	64,975	84,207	100,673	76,303	14,722	13
Less than 3 years	85,770	61,314	75,619	86,619	108,124	82,198	14,037	30
All years	81,737	66,933	75,619	94,014	108,471	85,328	15,383	110
Associate professor								
6 or more years	59,573	48,331	54,026	62,029	64,603	58,288	5,995	17
3-5 years								9
Less than 3 years	55,008	47,817	53,119	57,302	70,063	56,473	7,380	13
All years	57,059	48,331	53,674	61,942	66,801	58,084	7,123	39
Assistant professor								
3 or more years	47,075	43,371	45,123	49,023	51,678	47,131	2,973	21
Less than 3 years	47,880	41,574	45,000	50,004	52,703	48,037	5,044	30
All years	47,134	43,371	45,000	49,311	51,978	47,664	4,300	51
All ranks	69,224	46,595	51,898	84,759	102,913	70,411	20,720	200

(continued)

TABLE 11 (continued)
1999-2000 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST NORTH CENTRAL (21 departments)								
Full professor								
12 or more years	81,300	62,621	73,273	99,326	119,450	87,991	24,801	140
6-11 years	72,335	60,783	64,286	92,704	103,354	79,198	16,704	61
3-5 years	73,613	61,687	64,962	87,238	101,487	76,841	14,926	40
Less than 3 years	64,248	53,257	57,853	75,532	90,126	68,027	13,564	32
All years	77,640	59,018	66,731	94,214	108,186	82,053	21,815	273
Associate professor								
6 or more years	53,108	47,358	49,927	58,944	66,700	55,155	8,990	95
3-5 years	54,767	46,719	49,841	67,079	74,472	58,186	11,271	36
Less than 3 years	52,619	45,536	48,323	57,738	61,140	53,628	7,576	60
All years	53,010	46,072	49,069	59,000	68,518	55,247	9,148	191
Assistant professor								
3 or more years	47,125	41,418	44,100	52,150	56,415	48,349	5,446	63
Less than 3 years	45,000	38,143	42,085	49,693	52,465	46,064	8,474	81
All years	45,950	40,457	42,750	50,465	53,560	47,064	7,370	144
All ranks	58,605	43,799	49,127	76,731	95,614	65,143	22,137	614
WEST NORTH CENTRAL (13 departments)								
Full professor								
12 or more years	74,637	55,138	61,691	91,869	110,528	78,727	22,187	74
6-11 years	75,421	52,411	55,965	94,300	100,117	75,631	19,030	23
3-5 years	66,295	59,444	61,400	77,911	102,316	73,048	18,598	14
Less than 3 years	67,164	45,877	59,100	90,448	115,504	71,838	23,003	11
All years	73,068	54,053	60,616	90,448	105,807	76,871	21,216	122
Associate professor								
6 or more years	55,695	44,040	47,935	59,440	64,708	53,775	6,987	28
3-5 years	55,235	48,722	49,633	60,000	64,064	55,539	5,869	23
Less than 3 years	49,347	39,404	45,029	54,853	60,700	49,851	7,980	20
All years	53,000	44,248	47,946	58,200	63,905	53,241	7,216	71
Assistant professor								
3 or more years	44,910	37,396	40,195	48,581	52,495	44,591	5,193	20
Less than 3 years	44,750	38,186	41,254	48,200	49,500	44,484	4,532	46
All years	44,910	37,702	40,400	48,200	49,600	44,516	4,701	66
All ranks	55,965	41,958	47,600	70,232	94,000	62,148	20,848	259
SOUTH ATLANTIC (24 departments)								
Full professor								
12 or more years	79,819	62,334	69,619	89,415	105,436	81,916	18,120	164
6-11 years	74,732	59,302	66,580	86,743	105,713	79,251	17,751	77
3-5 years	69,000	56,650	63,561	81,984	101,448	75,718	19,668	37
Less than 3 years	67,525	54,000	61,022	79,876	105,420	72,681	19,321	47
All years	75,900	60,060	65,982	87,268	105,000	79,243	18,610	325
Associate professor								
6 or more years	54,900	45,773	49,543	60,566	65,892	55,466	9,146	103
3-5 years	56,217	47,985	52,246	62,025	73,051	58,444	9,201	41
Less than 3 years	53,038	46,887	48,310	57,144	64,557	53,637	6,789	37
All years	54,801	46,732	49,513	60,002	66,040	55,766	8,835	181
Assistant professor								
3 or more years	48,726	41,689	43,112	52,223	59,150	48,892	6,993	64
Less than 3 years	45,031	39,760	43,113	47,760	52,969	45,988	6,320	72
All years	46,466	40,667	43,113	50,000	56,045	47,355	6,779	136
All ranks	61,533	44,000	50,022	76,554	90,012	65,526	20,095	650

(continued)

TABLE 11 (continued)
1999-2000 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST SOUTH CENTRAL (7 departments)								
Full professor								
12 or more years	70,183	52,653	66,366	77,211	80,321	70,675	10,652	34
6-11 years	63,644	54,680	59,369	67,950	75,985	64,482	7,477	22
3-5 years								3
Less than 3 years								7
All years	67,924	52,677	59,453	74,260	80,295	67,751	12,168	66
Associate professor								
6 or more years	48,065	42,143	44,330	50,604	60,210	48,920	6,386	12
3-5 years								9
Less than 3 years	48,141	42,217	45,086	49,950	54,400	48,066	3,951	11
All years	48,126	43,275	45,215	50,617	55,345	48,908	5,078	32
Assistant professor								
3 or more years	42,688	39,924	40,798	47,880	52,007	44,208	4,232	19
Less than 3 years	40,765	38,400	39,024	43,000	44,813	41,459	3,775	18
All years	41,604	39,000	40,000	44,453	51,276	42,871	4,198	37
All ranks	52,603	40,650	44,330	67,811	77,211	56,307	14,552	136
WEST SOUTH CENTRAL (15 departments)								
Full professor								
12 or more years	71,418	51,979	61,100	81,948	95,875	72,851	16,023	67
6-11 years	72,071	56,657	62,283	82,877	94,080	73,329	13,868	36
3-5 years	62,772	54,296	55,766	69,760	73,930	63,042	7,367	12
Less than 3 years	67,188	54,738	59,179	83,724	86,908	69,971	12,401	12
All years	71,096	54,599	60,046	81,789	92,000	71,787	14,661	127
Associate professor								
6 or more years	48,315	40,939	44,368	52,000	59,078	49,733	8,918	34
3-5 years	50,550	44,879	47,138	55,075	59,054	50,939	6,101	33
Less than 3 years	50,000	44,627	46,423	53,146	59,000	50,924	8,326	31
All years	50,008	43,269	45,923	53,146	59,000	50,516	7,817	98
Assistant professor								
3 or more years	44,008	39,982	40,955	45,761	47,122	43,299	3,423	33
Less than 3 years	42,500	38,979	40,675	45,540	49,200	42,868	4,999	37
All years	43,160	39,050	40,833	45,749	47,621	43,071	4,303	70
All ranks	52,000	41,000	45,164	68,477	83,000	57,620	16,522	299
MOUNTAIN (11 departments)								
Full professor								
12 or more years	79,970	61,252	66,258	91,515	98,649	80,203	16,015	75
6-11 years	80,750	49,949	64,098	86,277	90,686	74,451	15,851	36
3-5 years								7
Less than 3 years	67,681	53,204	56,734	76,056	77,923	66,020	9,712	11
All years	75,578	54,763	64,500	87,741	95,052	76,183	16,300	129
Associate professor								
6 or more years	54,109	46,598	49,939	57,742	62,286	54,309	6,103	33
3-5 years	54,149	46,934	53,000	57,945	70,953	56,206	7,521	30
Less than 3 years	50,700	44,028	47,000	54,698	61,198	51,533	5,959	19
All years	53,360	46,540	49,754	57,195	64,090	54,360	6,782	82
Assistant professor								
3 or more years	47,149	39,500	42,315	49,372	53,212	46,474	5,584	24
Less than 3 years	44,000	40,000	42,024	46,500	48,900	44,701	4,445	35
All years	45,200	39,821	42,024	48,000	52,687	45,422	4,972	59
All ranks	57,054	43,821	48,024	75,000	89,910	62,623	17,975	272

(continued)

TABLE 11 (continued)
1999-2000 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
PACIFIC (11 departments)								
Full professor								
12 or more years	98,050	70,700	87,100	111,100	125,200	98,805	20,224	88
6-11 years	87,100	61,800	75,888	94,500	106,500	85,784	18,009	35
3-5 years	78,750	65,400	68,800	89,600	110,300	80,710	15,432	18
Less than 3 years	65,800	60,800	64,000	75,500	90,700	70,319	9,929	19
All years	88,836	64,000	75,082	105,845	119,610	90,538	20,793	160
Associate professor								
6 or more years	65,100	43,400	55,452	68,400	78,392	62,120	11,960	23
3-5 years	58,800	47,709	52,833	62,350	65,100	57,784	6,061	17
Less than 3 years	56,200	47,072	52,800	61,546	62,600	56,453	5,553	12
All years	59,900	47,072	54,158	65,100	68,800	59,395	9,281	52
Assistant professor								
3 or more years	50,700	43,056	45,007	56,400	61,600	51,094	6,401	29
Less than 3 years	47,250	43,538	44,993	50,675	58,379	48,811	5,806	20
All years	48,000	43,506	45,000	53,975	59,700	50,162	6,208	49
All ranks	70,164	47,062	56,988	92,376	111,100	76,521	24,523	263

Source: 1999-2000 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who hold the doctoral degree, and who are in *psychology* departments that award the doctoral degree; excluded are other types of departments that may be more specialized in nature (e.g., counseling psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N of faculty is less than 10. Salary statistics for Lecturers/Instructors are not provided, given that the Ns are insufficient for analysis, but they are included in the figures for "All ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not. For a description of the states included in each region, see Appendix B.

TABLE 12
1999-2000 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (45 departments)								
Full professor								
12 or more years	89,713	66,800	77,963	109,413	123,800	93,861	24,553	192
6-11 years	85,200	64,272	71,685	96,500	114,032	86,880	18,883	73
3-5 years	78,423	61,398	68,550	84,656	99,500	78,562	13,139	40
Less than 3 years	70,012	56,491	59,653	79,398	104,600	73,124	19,559	53
All years	84,300	61,270	71,447	101,000	118,700	87,658	23,032	358
Associate professor								
6 or more years	59,000	49,004	53,305	66,920	72,983	60,019	10,095	101
3-5 years	54,726	46,380	51,400	58,300	64,913	55,289	6,655	54
Less than 3 years	54,050	46,962	49,957	61,316	71,109	56,392	9,695	64
All years	56,315	47,463	51,400	63,000	70,731	57,793	9,439	219
Assistant professor								
3 or more years	48,275	42,000	44,106	52,574	58,078	49,425	8,699	98
Less than 3 years	45,810	37,568	43,354	49,342	52,530	45,966	5,006	98
All years	46,370	40,400	43,818	50,490	55,000	47,695	7,288	196
All ranks	60,774	44,200	50,000	81,965	104,000	68,562	24,506	787
NEW ENGLAND (4 departments) (Insufficient <u>N</u>s of faculty)								
MID ATLANTIC (12 departments)								
Full professor								
12 or more years	92,255	67,000	81,890	117,438	123,600	96,448	26,198	65
6-11 years	94,594	81,459	85,733	109,365	122,643	98,258	17,018	20
3-5 years	77,436	60,505	65,141	84,875	100,566	77,915	14,164	14
Less than 3 years	66,591	56,508	58,188	76,240	83,899	68,678	15,829	21
All years	85,377	59,707	75,000	101,517	121,354	89,728	24,716	120
Associate professor								
6 or more years	60,862	43,900	53,807	69,172	73,089	61,121	12,290	28
3-5 years	56,315	46,400	50,800	62,180	65,933	56,191	6,912	15
Less than 3 years	58,843	44,167	47,099	70,954	77,662	59,875	13,246	22
All years	59,950	46,400	50,946	68,093	73,089	59,561	11,640	65
Assistant professor								
3 or more years	51,500	36,810	45,183	55,118	71,370	51,139	9,474	19
Less than 3 years	48,000	42,790	45,005	51,756	54,636	48,125	4,587	24
All years	48,131	42,370	45,183	52,982	55,817	49,457	7,231	43
All ranks	68,266	45,685	52,940	87,083	114,895	73,088	25,938	232

(continued)

TABLE 12 (continued)
1999-2000 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST NORTH CENTRAL (7 departments)								
Full professor								
12 or more years	93,450	77,971	85,150	110,575	122,490	97,441	19,366	24
6-11 years	91,700	59,770	73,075	109,976	118,474	89,995	21,779	13
3-5 years	74,200	60,180	68,300	84,000	99,000	76,867	12,712	11
Less than 3 years								3
All years	86,964	61,339	73,500	102,000	118,620	89,093	20,661	51
Associate professor								
6 or more years	54,900	50,556	51,950	68,340	74,560	59,937	11,665	24
3-5 years	53,050	51,450	52,000	58,300	71,818	56,607	6,970	10
Less than 3 years	52,330	46,800	49,977	56,775	58,400	52,655	4,158	12
All years	53,950	49,802	51,900	58,800	72,598	57,314	9,647	46
Assistant professor								
3 or more years	49,500	42,600	44,106	58,569	69,039	53,007	12,132	27
Less than 3 years	42,863	37,000	40,000	44,993	48,900	42,683	4,697	25
All years	44,793	37,000	42,425	51,525	60,062	48,043	10,609	52
All ranks	56,270	42,430	47,463	78,150	94,910	64,591	23,100	151
WEST NORTH CENTRAL (2 departments)								
SOUTH ATLANTIC (8 departments)								
Full professor								
12 or more years	95,000	67,600	77,999	104,275	120,900	94,789	20,682	36
6-11 years	84,850	69,653	75,328	101,000	109,711	86,864	14,247	11
3-5 years								7
Less than 3 years								8
All years	88,123	68,174	75,854	104,000	117,164	91,095	20,233	62
Associate professor								
6 or more years	59,450	52,445	56,250	67,300	70,000	60,458	6,195	19
3-5 years								6
Less than 3 years	53,608	46,147	50,369	55,978	62,757	53,566	5,778	12
All years	56,304	50,128	52,665	60,000	67,600	57,272	6,495	37
Assistant professor								
3 or more years	49,527	38,657	46,000	51,000	52,208	47,063	6,014	14
Less than 3 years	45,540	37,304	39,088	49,490	52,530	45,173	5,916	17
All years	47,000	37,383	39,501	50,300	52,421	46,026	5,937	31
All ranks	64,138	44,941	51,052	86,202	105,175	70,286	24,790	132
EAST SOUTH CENTRAL (3 departments) (Insufficient <u>N</u>s of faculty)								
WEST SOUTH CENTRAL (4 departments) (Insufficient <u>N</u>s of faculty)								
MOUNTAIN (1 department) (Insufficient <u>N</u>s of faculty)								
PACIFIC (4 departments) (Insufficient <u>N</u>s of faculty)								

Source: 1999-2000 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who hold the doctoral degree, and who are in *psychology* departments that award the doctoral degree; excluded are other types of departments that may be more specialized in nature (e.g., counseling psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N of faculty is less than 10. Salary statistics for Lecturers/Instructors are not provided, given that the Ns are insufficient for analysis, but they are included in the figures for "All ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not. For a description of the states included in each region, see Appendix B.

FACULTY SALARIES IN U.S. MASTER'S DEPARTMENTS OF PSYCHOLOGY

- Table 13. Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank: 1997-1998 to 1999-2000
- Table 14. Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank: 1997-1998 to 1999-2000
- Table 15. Distribution of 1998-99 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank
- Table 16. 1999-2000 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank
- Table 17. 1999-2000 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Type of Department, Rank, and Years in Rank
- Table 18. 1999-2000 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Region, Rank, and Years in Rank
- Table 19. 1999-2000 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Type of Institution, Rank, and Years in Rank
- Table 20. 1999-2000 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Years Since Doctorate



TABLE 13
Changes in Average Salaries of Full-time Faculty in U.S. Master's
Departments of Psychology by Rank: 1997-1998 to 1999-2000

	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	All ranks
U.S. Master's Departments					
1997-1998 (92 departments)	\$60,128 N=511	\$47,072 N=310	\$38,533 N=298	\$33,332 N=13	\$50,560 N=1,132
1998-1999 (106 departments)	\$61,493 N=591	\$47,546 N=364	\$39,631 N=367	a N=8	\$51,470 N=1,330
1999-2000 (90 departments)	\$64,636 N=494	\$49,283 N=313	\$41,040 N=335	a N=7	53,370 N=1,149
Percent change in monetary salary					
1997-1998 to 1998-1999	+2.3%	+1.0%	+2.8%	a	+1.8%
1998-1999 to 1999-2000	+5.1%	+3.7%	+3.5%	a	+3.7%
Percent change in real terms					
1997-1998 to 1998-1999	+0.7%	-0.6%	+1.2%	a	+0.2%
1998-1999 to 1999-2000	+2.4%	+1.0%	+0.8%	a	+1.0%
All U.S. Departments					
1997-1998 (339 departments)	\$71,741 N=2,804	\$51,012 N=1,672	\$41,890 N=1,359	\$37,458 N=58	\$58,638 N=5,893
1998-1999 (372 departments)	\$73,708 N=3,030	\$52,444 N=1,790	\$43,299 N=1,536	\$38,385 N=63	\$60,155 N=6,419
1999-2000 (334 departments)	\$76,903 N=2,732	\$54,142 N=1,609	\$44,944 N=1,438	\$39,657 N=62	\$62,370 N=5,841
Percent change in monetary salary					
1997-1998 to 1998-1999	+2.7%	+2.8%	+3.4%	+2.5%	+2.6%
1998-1999 to 1999-2000	+4.3%	+3.2%	+3.8%	+3.3%	+3.7%
Percent change in real terms					
1997-1998 to 1998-1999	+1.1%	+1.2%	+1.8%	+0.9%	+1.0%
1998-1999 to 1999-2000	+1.6%	+0.5%	+1.1%	0.6%	+1.0%

Source: 1998-99 and 1999-2000 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 1.6% for the period from September 1997 to September 1998 and 2.7% for the period from September 1998 to September 1999.

^a There was an insufficient N of faculty for analysis.

TABLE 14
Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology
by Rank and Years in Rank: 1997-1998 to 1999-2000

	<u>Full Professor</u>				<u>Associate Professor</u>			<u>Assistant Professor</u>	
	12 or more years	6 - 11 years	3 - 5 years	Less than 3 years	6 or more years	3 - 5 years	Less than 3 years	3 or more years	Less than 3 years
1997-1998 (92 departments)	\$62,767 N=266	\$58,699 N=121	\$57,218 N=62	\$54,501 N=62	\$48,574 N=125	\$46,904 N=79	\$45,402 N=105	\$39,956 N=132	\$37,434 N=165
1998-1999 (106 departments)	\$64,894 N=286	\$60,637 N=137	\$57,876 N=85	\$54,889 N=83	\$49,741 N=134	\$47,276 N=98	\$45,519 N=132	\$40,833 N=168	\$38,616 N=199
1999-2000 (90 departments)	\$68,258 N=255	\$64,030 N=108	\$59,425 N=63	\$56,841 N=68	\$51,765 N=127	\$48,841 N=79	\$46,664 N=107	\$42,140 N=154	\$40,105 N=181
Percentage change in monetary salary									
1997-98 to 1998-99	+3.4%	+3.3%	+1.1%	+0.7%	+2.4%	+0.8%	+0.3%	+2.2%	+3.2%
1998-99 to 1999-2000	+5.2%	+5.6%	+2.7%	+3.6%	+4.1%	+3.3%	+2.5%	+3.2%	+3.9%
Percentage change in real terms									
1997-98 to 1998-99	+1.8%	+1.7%	-0.5%	-0.9%	+0.8%	-0.8%	-1.3%	+0.6%	+1.6%
1998-99 to 1999-2000	+2.5%	+2.9%	0.0%	+0.9%	+1.4%	+0.6%	-0.2%	+0.5%	+1.2%

Source: 1998-99 and 1999-2000 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 1.6% for the period from September 1997 to September 1998 and 2.7% for the period from September 1998 to September 1999.

TABLE 15
Distribution of 1999-2000 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by
Rank and Years in Rank

9-10-month salary	Full Professor						Associate Professor			Assistant Prof.	
	24 years or more	18 - 23 years	12 - 17 years	6 - 11 years	3 - 5 years	Less than 3	6 or more	3 - 5 years	Less than 3	3 or more	Less than 3
\$79,000 or more	7	9	8	10	1		3				
78,000-78,999		1	1								
77,000-77,999	3	2	1	1		1					
76,000-76,999		7	6	2							
75,000-75,999			2	1							
\$74,000-74,999	1	4	6	5	2						
73,000-73,999		1	4	2							
72,000-72,999	1	3	5	4	1						
71,000-71,999	1			1							
70,000-70,999	17	15	14	4	1	1					
\$69,000-69,999	2	4	5	4	3		1				
68,000-68,999	1	7	5	7	1			1			
67,000-67,999		4	1	4	2	3	2				
66,000-66,999	1	4	3	2	2	3	1				
65,000-65,999		3	1	2	1	1			1		
\$64,000-64,999	1	3	3	3	3	4	2				
63,000-63,999	2	2	2	4	5	1	3	1			
62,000-62,999	3	1	10	3	3	1	2			1	
61,000-61,999	2	1	4		3	4	3	4	1		
60,000-60,999	1	4	3	4	2	6		1			
\$59,000-59,999		2	10	5	5	2	1	1		1	
58,000-58,999	2	2	3	4	1	3	2	1	2		
57,000-57,999		1	7	3		2	3	3	1		
56,000-56,999	1		5	7		3	10	5	2		
55,000-55,999		2	6	11	3	1	2	2	1	1	
\$54,000-54,999			1	1	2	6	4	3	5	2	
53,000-53,999			4	2	7	3	5	1			
52,000-52,999			1	3	4	9	8	1	4		
51,000-51,999		1	1	1	4	1	9	3	3	3	
50,000-50,999				1	1	2	6	3	5	1	
\$49,000-49,999		1			3	1	3	2	7	1	1
48,000-48,999				2	2	4	11	4	6	3	4
47,000-47,999			1	2		1	9	1	5	9	7
46,000-46,999		1		1		1	9	4	8	6	3
45,000-45,999							6	9	7	12	5
\$44,000-44,999		1		1	1	2	4	8	15	12	8
43,000-43,999						2	4	8	9	8	20
42,000-42,999							2	4	6	12	8
41,000-41,999							5	1	8	12	17
40,000-40,999							2	3	3	10	16
\$39,000-39,999				1			2	1	2	17	18
38,000-38,999							2	3	3	11	25
37,000-37,999							1	1	2	16	13
36,000-36,999										7	11
35,000-35,999										3	12
\$34,000-34,999										6	3
33,000-33,999									1		7
32,000-32,999											1
Less than 32,000											2

Source: 1999-2000 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

TABLE 16
1999-2000 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology
by Rank and Years in Rank

Rank and Years In Rank	Percentiles					Mean	SD	N
	Median	10%	25%	75%	90%			
Full professor								
24 or more years	70,872	61,000	64,809	72,582	89,681	72,427	11,790	46
18-23 years	69,570	58,847	64,982	74,352	79,758	69,286	9,014	86
12-17 years	65,000	55,807	59,119	72,489	76,128	65,980	8,386	123
6-11 years	63,599	52,676	56,135	70,872	77,300	64,030	9,900	108
3-5 years	59,318	50,140	53,026	64,548	69,372	59,425	7,722	63
Less than 3	56,020	48,185	52,144	61,324	66,084	56,841	7,006	68
All years	64,019	52,485	57,258	70,872	76,128	64,636	10,068	494
Associate professor								
11 or more years	51,576	41,886	46,737	56,040	63,044	52,934	9,895	74
6-10 years	48,583	43,941	46,448	52,728	59,520	50,133	6,390	53
3-5 years	46,948	40,733	43,576	54,768	59,653	48,841	6,914	79
Less than 3	45,722	40,923	43,189	49,884	54,700	46,664	5,471	107
All years	47,715	41,249	44,231	53,236	58,504	49,283	7,584	313
Assistant professor								
3 or more years	41,634	36,957	38,729	45,012	47,605	42,140	4,838	154
Less than 3	39,500	35,140	37,769	43,000	45,421	40,105	3,898	181
All years	40,415	35,992	38,000	43,776	47,000	41,040	4,466	335

Source: 1999-2000 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full time, who hold the doctoral degree, and who are in departments of psychology that award the master's degree (e.g., psychology departments and counseling psychology departments). All salaries are 9-10-month salaries. No statistics are provided where the N of faculty is less than 10.

TABLE 17
1999-2000 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology
by Type of Department, Rank, and Years in Rank

Rank and Years In Rank	Percentiles							
	Median	10%	25%	75%	90%	Mean	SD	N
PSYCHOLOGY (80 departments)								
Full professor								
12 or more years	69,202	56,744	61,196	72,559	77,899	68,061	9,456	244
6-11 years	63,599	52,715	56,135	70,872	77,563	64,106	9,893	104
3-5 years	59,318	49,951	53,027	64,424	69,251	59,129	7,329	60
Less than 3 years	55,167	48,198	52,055	61,120	66,084	56,686	6,928	63
All years	64,000	52,486	56,798	70,872	76,128	64,528	9,962	471
Associate professor								
6 or more years	50,684	42,237	46,480	56,000	61,900	51,690	8,717	122
3-5 years	46,778	40,730	43,576	54,079	57,902	48,488	6,551	74
Less than 3 years	45,472	40,934	43,189	49,594	54,700	46,542	5,421	100
All years	47,601	41,213	44,184	53,041	57,896	49,150	7,532	296
Assistant professor								
3 or more years	41,734	36,972	38,853	45,022	47,604	42,232	4,822	149
Less than 3 years	39,410	35,057	37,698	43,000	45,398	40,014	3,905	172
All years	40,365	35,994	38,000	43,813	46,963	41,043	4,486	321
All ranks	51,000	38,352	42,924	62,464	70,872	53,273	13,042	1,095

OTHER DEPARTMENTS (10 departments) (Insufficient Ns of faculty)

Source: 1999-2000 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty who hold the doctoral degree, and who are in departments that award the master's degree. The category "Other" includes departments of educational psychology, counseling psychology, school psychology, and other units that may be more specialized in nature. All salaries are 9-10-month salaries. No statistics are provided where the N of faculty is less than 10. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not.

TABLE 18
1999-2000 Salaries for Full-time Faculty in U.S. Master's *Psychology* Departments
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (80 departments)								
Full professor								
12 or more years	69,202	56,744	61,196	72,559	77,899	68,061	9,456	244
6-11 years	63,599	52,715	56,135	70,872	77,563	64,106	9,893	104
3-5 years	59,318	49,951	53,027	64,424	69,251	59,129	7,329	60
Less than 3 years	55,167	48,198	52,055	61,120	66,084	56,686	6,928	63
All years	64,000	52,486	56,798	70,872	76,128	64,528	9,962	471
Associate professor								
6 or more years	50,684	42,237	46,480	56,000	61,900	51,690	8,717	122
3-5 years	46,778	40,730	43,576	54,079	57,902	48,488	6,551	74
Less than 3 years	45,472	40,934	43,189	49,594	54,700	46,542	5,421	100
All years	47,601	41,213	44,184	53,041	57,896	49,150	7,532	296
Assistant professor								
3 or more years	41,734	36,972	38,853	45,022	47,604	42,232	4,822	149
Less than 3 years	39,410	35,057	37,698	43,000	45,398	40,014	3,905	172
All years	40,365	35,994	38,000	43,813	46,963	41,043	4,486	321
All ranks	51,000	38,352	42,924	62,464	70,872	53,273	13,042	1,095
NEW ENGLAND (2 departments) (Insufficient <u>N</u>s of faculty)								
MID ATLANTIC (8 departments)								
Full professor								
12 or more years	77,894	56,798	66,236	87,650	97,000	78,274	15,769	18
6-11 years								4
3-5 years								7
Less than 3 years								1
All years	73,815	57,120	64,650	77,899	93,623	74,422	14,125	30
Associate professor								
6 or more years	55,010	47,317	50,652	57,896	61,406	54,325	4,746	14
3-5 years								5
Less than 3 years								8
All years	55,354	47,322	50,652	58,420	61,028	54,911	4,844	27
Assistant professor								
3 or more years	45,786	41,500	43,020	48,046	50,140	46,198	4,353	18
Less than 3 years	41,306	33,000	39,000	43,506	47,540	41,057	4,298	15
All years	43,506	38,700	41,306	47,135	48,442	43,861	4,990	33
All ranks	53,798	40,836	45,446	64,500	77,899	56,703	16,209	92
EAST NORTH CENTRAL (9 departments)								
Full professor								
12 or more years	64,929	57,258	61,727	68,564	70,471	65,541	7,111	28
6-11 years	61,402	55,077	56,369	69,252	79,795	63,645	8,297	10
3-5 years	54,044	50,719	52,621	57,688	61,192	54,986	3,636	12
Less than 3 years								8
All years	61,367	53,030	55,170	66,585	69,720	61,720	7,834	58
Associate professor								
6 or more years	52,950	44,552	48,087	56,454	61,346	52,341	6,132	14
3-5 years								2
Less than 3 years								9
All years	48,087	43,189	44,015	53,764	61,094	49,281	7,529	25
Assistant professor								
3 or more years	40,735	36,500	38,714	42,704	44,295	40,467	2,703	17
Less than 3 years	38,625	32,445	37,166	39,244	40,956	38,068	3,193	25
All years	39,070	35,312	37,962	40,956	43,390	39,039	3,200	42
All ranks	52,648	37,962	40,314	61,236	67,729	51,449	12,132	126

(continued)

TABLE 18 (continued)
1999-2000 Salaries for Full-time Faculty in U.S. Master's *Psychology* Departments
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
WEST NORTH CENTRAL (9 departments)								
Full professor								
12 or more years	63,128	51,404	57,117	68,582	68,967	63,089	8,085	20
6-11 years	58,678	48,168	55,653	64,226	70,608	59,281	7,455	12
3-5 years								4
Less than 3 years								7
All years	57,973	48,366	51,060	64,677	68,582	58,860	8,454	43
Associate professor								
6 or more years	49,791	44,256	46,917	58,793	63,000	53,012	10,620	17
3-5 years								6
Less than 3 years								7
All years	47,359	41,268	44,256	51,617	61,700	49,590	9,039	30
Assistant professor								
3 or more years	40,931	36,912	39,560	43,747	46,248	41,816	4,488	14
Less than 3 years	40,367	36,030	40,000	41,242	43,000	40,100	2,698	18
All years	40,587	36,673	39,670	41,845	45,086	40,851	3,632	32
All ranks	48,203	40,000	41,679	58,037	66,485	50,723	10,645	105
SOUTH ATLANTIC (14 departments)								
Full professor								
12 or more years	62,894	55,738	58,005	70,614	76,143	65,700	9,742	33
6-11 years	59,761	50,776	54,462	67,339	71,821	61,045	8,684	22
3-5 years								9
Less than 3 years								6
All years	59,737	52,003	54,817	68,873	72,483	61,811	9,492	70
Associate professor								
6 or more years	47,608	39,171	43,875	51,050	53,906	48,061	6,822	25
3-5 years	45,341	38,741	39,891	50,194	55,088	45,944	6,131	13
Less than 3 years	45,861	38,341	42,840	48,283	50,188	45,728	4,208	26
All years	46,167	38,814	43,290	49,671	53,257	46,683	5,758	64
Assistant professor								
3 or more years	41,880	37,350	39,070	44,600	47,147	42,199	4,391	36
Less than 3 years	38,605	35,479	37,820	41,349	42,497	39,337	2,788	29
All years	40,500	36,805	38,330	44,000	45,103	40,922	4,000	65
All ranks	47,020	38,341	41,349	56,674	67,439	50,007	11,361	200
EAST SOUTH CENTRAL (8 departments)								
Full professor								
12 or more years	62,892	59,318	60,021	69,030	73,985	65,159	6,264	29
6-11 years	59,318	55,069	56,206	62,988	67,551	60,061	4,412	11
3-5 years								5
Less than 3 years								4
All years	60,456	55,155	59,318	67,294	72,582	62,694	6,397	49
Associate professor								
6 or more years	49,539	41,676	45,944	53,388	85,000	53,619	13,929	18
3-5 years	45,559	43,569	44,434	46,697	48,948	45,822	2,182	16
Less than 3 years	44,160	40,923	43,227	45,219	48,060	44,238	2,350	15
All years	45,772	41,676	44,126	48,885	53,388	48,201	9,467	49
Assistant professor								
3 or more years	37,672	36,191	37,397	42,060	44,538	39,872	4,241	22
Less than 3 years	37,698	35,527	36,108	39,025	42,068	37,953	2,367	13
All years	37,698	35,722	37,312	40,540	43,600	39,159	3,738	35
All ranks	47,760	37,544	41,964	59,513	68,302	51,161	11,912	133

(continued)

TABLE 18 (continued)
1999-2000 Salaries for Full-time Faculty in U.S. Master's *Psychology* Departments
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
WEST SOUTH CENTRAL (10 departments)								
Full professor								
12 or more years	59,018	54,062	55,785	66,491	69,520	60,415	5,527	11
6-11 years	55,683	43,647	51,850	56,407	62,019	54,080	6,171	12
3-5 years								5
Less than 3 years								9
All years	55,730	44,368	51,693	59,078	65,300	55,079	7,002	37
Associate professor								
6 or more years								7
3-5 years								8
Less than 3 years	41,213	37,440	40,616	44,799	46,826	42,028	3,146	11
All years	42,550	37,440	41,028	46,991	50,111	43,529	4,009	26
Assistant professor								
3 or more years	37,645	34,024	36,821	39,091	45,669	38,071	3,426	10
Less than 3 years	36,380	33,180	34,781	39,215	41,418	36,836	2,870	21
All years	36,595	33,720	34,875	39,147	41,418	37,234	3,059	31
All ranks	43,240	35,000	37,700	53,026	59,018	45,859	9,349	95
MOUNTAIN (6 departments) (Insufficient <u>N</u>s of faculty)								
PACIFIC (14 departments)								
Full professor								
12 or more years	70,872	60,875	70,872	74,352	76,129	70,951	7,060	94
6-11 years	70,872	55,499	68,100	76,100	83,635	71,016	9,016	26
3-5 years	66,044	62,304	63,219	68,811	70,079	66,056	2,927	12
Less than 3 years	62,220	56,040	58,740	66,474	70,920	63,041	5,872	17
All years	70,872	58,642	66,084	74,352	76,129	69,666	7,542	149
Associate professor								
6 or more years	56,017	45,795	48,583	56,040	64,510	53,566	6,482	18
3-5 years	56,000	45,662	53,460	58,776	61,703	55,213	5,419	14
Less than 3 years	51,870	45,984	49,011	54,750	56,034	51,848	3,896	16
All years	54,722	45,847	49,011	56,039	60,144	53,474	5,474	48
Assistant professor								
3 or more years	44,450	38,352	41,000	47,604	51,036	45,135	6,195	18
Less than 3 years	43,404	38,000	38,841	46,164	47,609	43,201	3,883	36
All years	43,404	38,117	40,095	47,600	48,836	43,845	4,807	54
All ranks	63,024	43,400	49,884	70,872	76,100	61,014	12,783	251

Source: 1999-2000 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who hold the doctoral degree, and who are in *psychology* departments that award the master's degree; excluded are other types of departments that may be more specialized in nature (e.g., counseling psychology departments). All salaries are 9-10-month salaries. No statistics are provided where the N of faculty is less than 10. Salary statistics for Lecturers/Instructors are not provided, given that the Ns are insufficient for analysis, but they are included in the figures for "All ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not. For a description of the states included in each region, see Appendix B.

TABLE 19
1999-2000 Salaries for Full-time Faculty in U.S. Master's *Psychology* Departments
by Type of Institution, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
PUBLIC INSTITUTIONS (65 departments)								
Full professor								
12 or more years	69,105	56,746	61,236	72,016	76,129	67,468	8,001	218
6-11 years	62,871	52,706	56,046	70,872	77,269	63,781	9,666	93
3-5 years	59,207	49,574	52,614	63,801	69,229	58,555	7,391	52
Less than 3 years	55,584	48,185	52,055	60,800	66,084	56,607	7,013	58
All years	63,730	52,479	56,720	70,872	76,100	64,056	9,182	421
Associate professor								
6 or more years	49,175	41,839	46,350	54,870	61,174	51,196	8,973	103
3-5 years	46,607	40,706	43,330	53,460	58,776	48,312	6,622	67
Less than 3 years	45,295	41,070	43,256	49,594	54,700	46,640	4,962	88
All years	47,379	41,158	44,023	52,514	57,401	48,893	7,450	258
Assistant professor								
3 or more years	41,343	36,972	38,352	44,822	47,550	41,664	4,187	117
Less than 3 years	39,514	35,648	37,840	43,000	45,034	40,158	3,763	144
All years	40,095	36,219	38,000	43,404	46,220	40,833	4,021	261
All ranks	51,036	38,604	43,169	62,464	70,872	53,337	12,620	945
PRIVATE INSTITUTIONS (15 departments)								
Full professor								
12 or more years	69,676	55,805	58,642	83,897	97,000	73,026	16,875	26
6-11 years	69,720	44,455	60,000	75,000	80,507	66,857	11,801	11
3-5 years								8
Less than 3 years								5
All years	65,150	53,628	58,047	73,450	90,701	68,500	14,530	50
Associate professor								
6 or more years	53,906	44,904	51,000	58,420	64,286	54,368	6,753	19
3-5 years								7
Less than 3 years	45,861	35,694	38,734	50,211	58,589	45,824	8,314	12
All years	51,226	41,379	45,341	56,650	63,617	50,897	7,952	38
Assistant professor								
3 or more years	43,404	37,678	40,051	47,000	53,526	44,308	6,305	32
Less than 3 years	38,100	33,000	35,623	42,874	46,141	39,274	4,571	28
All years	41,703	34,072	38,000	44,937	48,557	41,959	6,072	60
All ranks	49,607	36,832	41,905	62,000	72,954	52,871	15,480	150

Source: 1999-2000 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who hold the doctoral degree, and who are in *psychology* departments that award the master's degree; excluded are other types of departments that may be more specialized in nature (e.g., counseling psychology departments). All salaries are 9-10-month salaries. No statistics are provided where the *N* of faculty is less than 10. Salary statistics for Lecturers/Instructors are not provided, given that the *N*s are insufficient for analysis, but they are included in the figures for "All ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not.

TABLE 20
1999-2000 Salaries for Full-time Faculty in U.S. Master's *Psychology* Departments
by Years Since Doctorate

	Percentiles					Mean	SD	N
	Median	10%	25%	75%	90%			
PSYCHOLOGY (77 departments)								
35 years or more	69,725	58,008	63,216	75,931	91,040	70,669	15,699	27
30-34 years	68,888	54,696	60,902	70,872	79,930	67,198	10,569	89
25-29 years	62,853	48,201	56,034	70,872	76,128	62,846	10,606	191
20-24 years	58,000	46,175	52,391	69,095	74,352	59,361	10,883	120
17-19 years	56,736	44,663	52,000	63,801	70,897	57,382	9,906	60
14-16 years	50,443	43,295	46,694	56,155	69,200	53,074	9,665	88
11-13 years	48,974	40,978	44,601	54,768	60,632	50,075	7,301	82
8-10 years	44,450	39,000	42,342	48,720	55,090	45,647	5,850	103
6-7 years	44,154	38,437	41,609	45,862	50,880	44,435	5,041	68
4-5 years	40,500	36,548	38,540	44,254	47,224	41,025	4,300	71
2-3 years	39,025	34,807	37,224	42,731	45,398	39,624	4,180	72
0-1 year	38,339	34,715	37,000	41,979	43,488	39,155	4,497	56

Source: 1999-2000 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who hold the doctoral degree, and who are in *psychology* departments that award the master's degree; excluded are other types of departments that may be more specialized in nature (e.g., counseling psychology departments). All salaries are 9-10-month salaries.

FACULTY SALARIES IN CANADIAN GRADUATE DEPARTMENTS OF PSYCHOLOGY

- Table 21. Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank: 1997-1998 to 1999-2000
- Table 22. Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank and Years in Rank: 1997-1998 to 1999-2000
- Table 23. Distribution of 1999-2000 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank
- Table 24. 1999-2000 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank
- Table 25. 1999-2000 Salaries for Full-time Faculty in Canadian Doctoral Departments by Years Since Doctorate

TABLE 21
Changes in Average Salaries of Full-time Faculty in Canadian
Departments of Psychology by Rank: 1997-1998 to 1999-2000

	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	All ranks
All Canadian Departments					
1997-1998 (14 departments)	\$87,573 N=195	\$69,771 N=144	\$50,740 N=55	a N=3	\$77,168 N=397
1998-1999 (17 departments)	\$87,817 N=234	\$71,606 N=192	\$53,400 N=65	a N=2	\$76,794 N=494
1999-2000 (17 departments)	\$91,258 N=224	\$73,077 N=160	\$55,591 N=82	a N=3	\$78,564 N=469
Percentage change in monetary salary					
1997-1998 to 1998-1999	+0.3%	+2.6%	+5.2%	a	-0.5%
1998-1999 to 1999-2000	+3.9%	+2.1%	+4.1%	a	+2.3%
Percentage change in real terms					
1997-1998 to 1998-1999	-0.4%	+1.9%	+4.5%	a	-0.2%
1998-1999 to 1999-2000	+1.6%	-0.2%	+1.8%	a	0.0%

Source: 1998-1999 and 1999-2000 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology.

Note. All salaries are 11-12-month salaries and are reported in Canadian dollars. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for inflation in Canada as reported by the Bureau of Labor Statistics. These percentage changes were 0.7% for the period from September 1997 to September 1998 and 2.3% for the period from September 1998 to September 1999.

^a There was an insufficient number of faculty for analysis.

TABLE 22
Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology
by Rank and Years in Rank: 1997-1998 to 1999-2000

	Full Professor				Associate Professor			Assistant Professor	
	12 or more years	6 - 11 years	3 - 5 years	Less than 3 years	6 or more years	3 - 5 years	Less than 3 years	3 or more years	Less than 3 years
1997-1998 (14 departments)	\$95,377 N=89	\$84,337 N=49	\$80,070 N=28	\$78,689 N=29	\$74,995 N=95	\$63,903 N=28	\$59,807 N=21	\$52,289 N=32	\$50,845 N=22
1998-1999 (17 departments)	\$94,854 N=108	\$84,372 N=66	\$80,763 N=27	\$77,445 N=33	\$76,204 N=126	\$64,647 N=31	\$61,217 N=35	\$54,354 N=39	\$51,969 N=26
1999-2000 (17 departments)	98,740 N=103	88,364 N=59	84,082 N=29	79,388 N=33	78,902 N=101	64,639 N=28	61,720 N=31	58,498 N=38	53,079 N=44
Percentage change in monetary salary									
1997-98 to 1998-99	-0.5%	+0.0%	+0.9%	-1.6%	+1.6%	+1.2%	+2.4%	+3.9%	+2.2%
1998-99 to 1999-2000	+4.1%	+4.7%	+4.1%	+2.5%	+3.5%	0.0%	+0.8%	+7.6%	+2.1%
Percentage change in real terms									
1997-98 to 1998-99	-1.2%	-0.7%	+0.2%	-2.3%	+0.9%	+0.5%	+1.7%	+3.2%	+1.5%
1998-99 to 1999-2000	+1.8%	+2.4%	+1.8%	+0.2%	+1.0%	-2.3%	-1.5%	+5.3%	-0.2%

Source: 1998-1999 and 1999-2000 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology.

Note. All salaries are 11-12-month salaries in Canadian dollars. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for inflation in Canada as reported by the Bureau of Labor Statistics. These percentage changes were 0.7% for the period from September 1997 to September 1998 and 2.3% for the period from September 1998 to September 1999.

TABLE 23
Distribution of 1999-2000 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by
Rank and Years in Rank

11-12-month salary	Full Professor						Assoc. Professor			Assistant Prof.	
	24 years or more	18 - 23 years	12 - 17 years	6 - 11 years	3 - 5 years	Less than 3	6 or more	3 - 5 years	Less than 3	3 or more	Less than 3
\$110,000 or more	6	3	3	3							
105,000-109,999	4	4	4		1		1				
100,000-104,999	3	8	12	2	3	2	1				
95,000-99,999	2	10	5	3	2		4				
90,000-94,999	1	8	13	7	3	2	12				
85,000-89,999		1	7	19	5	4	7	1			
80,000-84,999	1		4	9	1	9	10				
\$79,000-79,999				1	1		6				
78,000-78,999			1	1			9				
77,000-77,999			1	2	1		6				
76,000-76,999				1	1		3	1			
75,000-75,999					2	1	2	1			
\$74,000-74,999				3	2	3	6	1	1		
73,000-73,999					2		4	1	1		
72,000-72,999				3	1	1	8		2	1	
71,000-71,999					1	2	4				1
70,000-70,999						1	1	1		1	
\$69,000-69,999							1	1	2		
68,000-68,999					1			1		1	
67,000-67,999						1	1			1	
66,000-66,999						4	1	1	2	1	
65,000-65,999								2	2	1	
\$64,000-64,999							3	3	2	2	
63,000-63,999								1	2	2	1
62,000-62,999							1	1	1	1	
61,000-61,999							2		2	5	2
60,000-60,999							2	2	1		2
\$59,000-59,999								1	1	1	2
58,000-58,999							1	2	1	2	2
57,000-57,999									2	1	2
56,000-56,999							1	1		2	2
55,000-55,999									3	3	1
\$54,000-54,999								1		2	3
53,000-53,999									2		7
52,000-52,999										2	
51,000-51,999										1	1
50,000-50,999										3	5
\$49,000-49,999											1
48,000-48,999										2	1
47,000-47,999											2
46,000-46,999										1	2
Less than \$46,000									1		2

Source: 1999-2000 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

TABLE 24
1999-2000 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology
by Rank and Years in Rank

Rank and Years In Rank	Median	Percentiles				Mean	SD	N
		10%	25%	75%	90%			
Full professor								
24 or more years	105,142	90,781	99,871	114,153	125,617	107,250	12,146	17
18-23 years	99,363	90,623	94,965	104,380	107,825	99,706	6,733	34
12-17 years	94,611	82,905	88,351	100,949	106,378	95,253	8,933	50
6-11 years	87,232	74,185	80,372	90,784	97,759	88,061	12,555	54
3-5 years	85,595	72,120	74,000	92,200	101,574	84,527	10,864	27
Less than 3	82,073	66,500	71,590	85,393	91,228	79,893	9,736	30
All years	90,466	74,107	83,180	100,000	106,331	91,558	12,905	212
Associate professor								
11 or more years	79,000	71,979	74,468	90,597	94,883	81,781	9,652	66
6-10 years	74,551	61,096	64,702	78,397	84,359	73,241	8,562	31
3-5 years	64,530	57,661	60,355	70,973	75,649	66,087	7,593	23
Less than 3	62,957	53,966	57,103	66,495	72,598	62,400	6,954	28
All years	73,513	58,552	64,403	79,743	90,784	73,887	11,678	148
Assistant professor								
3 or more years	58,692	50,666	53,185	63,319	67,088	58,520	6,564	36
Less than 3	53,667	46,098	50,000	58,000	61,139	54,137	5,545	39
All years	55,281	48,000	50,998	61,120	64,582	56,241	6,406	75

Source: 1999-2000 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments and educational psychology departments). All salaries are 11-12-month salaries and are reported in Canadian dollars.

TABLE 25
1999-2000 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology
by Years Since Doctorate

Years Since Doctorate	Median	Percentiles				Mean	SD	N
		10%	25%	75%	90%			
CANADIAN DOCTORAL DEPARTMENTS (15 departments)								
35 years or more	105,007	83,752	100,000	112,066	125,617	104,704	12,849	19
30-34 years	94,899	78,397	87,798	101,938	110,752	95,280	13,117	76
25-29 years	90,555	74,682	80,135	99,325	105,620	90,288	10,840	70
20-24 years	82,177	71,498	74,447	88,075	91,485	81,787	8,850	52
17-19 years	82,646	66,500	72,399	89,826	92,632	80,948	10,048	37
14-16 years	75,120	62,123	66,500	83,300	87,366	75,798	9,750	39
11-13 years	66,804	54,661	58,688	72,105	77,036	66,157	10,345	32
8-10 years	62,393	52,017	55,352	67,761	74,117	63,066	10,114	32
6-7 years	60,000	51,816	55,000	61,248	70,662	59,737	6,574	23
4-5 years	57,206	48,000	53,411	61,368	63,455	57,076	5,267	19
2-3 years	53,313	45,500	49,175	54,285	61,000	52,786	5,182	16
0-1 year								8

Source: 1999-2000 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments and educational psychology departments). All salaries are 11-12-month salaries and are reported in Canadian dollars. No statistics are reported where the N of faculty is less than 10.



OTHER SALARIES AND BENEFITS FOR SPECIFIC FACULTY POSITIONS
IN U.S. AND CANADIAN GRADUATE DEPARTMENTS OF PSYCHOLOGY

- Table 26. 1999-2000 Starting Salaries and Expected 2000-2001 Starting Salaries for Faculty in U.S. and Canadian Graduate Departments of Psychology
- Table 27. 1999-2000 Salaries and Benefits for Department Chairs in U.S. and Canadian Graduate Departments of Psychology
- Table 28. Salary Raises and Decreases for Faculty in U.S. Graduate Departments of Psychology, by Geographic Region
- Table 29. Determinants of Salary Raises for Faculty in U.S. Graduate Departments of Psychology, by Geographic Region
- Table 30. 1999-2000 Salaries for Full-time Faculty in U.S. Doctoral and Master's Departments of Psychology by Gender, Rank, and Years in Rank
- Table 31. 9-10-Month Salaries and Benefits for Selected Administrative Positions in U.S. Doctoral Departments of Psychology: 1999-2000
- Table 32. Average Fees Paid Adjunct Faculty Per Course Taught in U.S. Graduate Departments of Psychology: 1999-2000



TABLE 26
1999-2000 Starting Salaries and Expected 2000-2001 Starting Salaries for Faculty in U.S. and Canadian Departments of Psychology

	U.S. Departments ^a					Canadian	
	Public	Doctoral Private	All	Public	Master's Private	All	Doctoral Depts ^b
Average starting salary in 1999-2000 for a new faculty member who was a new doctorate recipient:							
Median	\$43,500	\$43,000	\$43,250	\$38,000	*	\$38,000	*
25%	\$39,875	\$37,000	\$39,375	\$36,000	*	\$35,200	*
75%	\$47,000	\$45,000	\$46,875	\$42,000	*	\$42,000	*
Mean	\$42,979	\$41,792	\$42,723	\$38,939	*	\$38,661	*
S.D.	4,639	5,130	4,744	4,092	*	4,150	*
N	69	19	88	31	7	38	5
Comparison with 1998-99 starting salaries:							
Mean in 1998-1999:	\$41,987	\$42,744	\$42,176	\$36,820	*	\$36,925	*
Mean in 1999-2000:	\$43,736	\$43,171	\$43,545	\$38,700	*	\$38,341	*
Percentage change in monetary salary:	+4.2%	+1.0%	+3.2%	+5.1%	*	+3.8%	*
Percentage change in real terms:	+1.5%	-1.7%	+0.5%	+2.4%	*	+1.1%	*
Expected salary offered to a new doctorate recipient in 2000-2001:							
Median	\$43,000	\$43,000	\$43,000	\$38,000	\$38,000	\$38,000	\$48,500
25%	\$40,000	\$38,000	\$40,000	\$36,000	\$33,500	\$36,000	\$45,352
75%	\$46,000	\$46,000	\$46,000	\$41,000	\$41,000	\$41,000	\$50,000
Mean	\$43,156	\$42,658	\$43,009	\$38,602	\$36,973	\$38,242	\$48,137
S.D.	4,068	5,423	4,505	3,515	4,875	3,884	4,493
N	157	66	223	67	19	86	14
Expected salary offered to a new faculty with 2 years postdoctoral experience in 2000-2001:							
Median	\$45,000	\$45,000	\$45,000	\$39,500	\$39,000	\$39,000	\$51,000
25%	\$42,000	\$41,000	\$42,000	\$37,000	\$34,000	\$36,713	\$48,000
75%	\$48,000	\$49,500	\$48,000	\$42,000	\$41,000	\$42,000	\$55,000
Mean	\$45,245	\$45,102	\$45,202	\$39,747	\$38,137	\$39,449	\$51,313
S.D.	4,367	5,969	4,896	3,709	4,685	3,926	4,936
N	151	66	217	66	15	81	14

Source: 1998-99 and 1999-2000 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology.

Note. The Ns refer to the number of departments that provided the information. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. For the period of September 1998 to September 1999, the percentage change was 2.7% for the United States.

^aReported are 9-10-month salaries.

^bReported are 11-12-month salaries in Canadian dollars.

*There was an insufficient number of respondents for analysis.

TABLE 27
1999-2000 Salaries and Benefits for Department Chairs
in U.S. and Canadian Graduate Departments of Psychology

	U.S. Departments ^a					Canadian	
	Public	Doctoral Private	All	Public	Master's Private	All	Doctoral Depts ^b
Salary of the department chair							
Median	\$76,563	\$75,750	\$76,050	\$63,382	\$60,175	\$62,084	\$93,284
25%	\$67,141	\$65,330	\$65,659	\$55,726	\$44,623	\$53,257	\$82,978
75%	\$89,980	\$85,749	\$89,846	\$69,089	\$68,444	\$68,843	\$104,538
Mean	\$80,301	\$78,095	\$79,619	\$62,796	\$56,536	\$61,373	\$93,807
S.D.	20,163	22,097	20,758	10,295	12,954	11,190	12,589
N	163	73	236	68	20	88	12
Comparison with 1998-99 chair salaries:							
Mean in 1998-1999	\$76,198	\$73,475	\$75,326	\$60,828	\$53,820	\$58,826	\$87,310
Mean in 1999-2000	\$80,301	\$78,095	\$79,619	\$62,796	\$56,536	\$61,373	\$93,807
Percentage change in monetary salary:	+5.4%	+6.3%	+5.7%	+3.2%	+5.0%	+4.3%	+7.4%
Percentage change in real terms:	+2.7%	+3.6%	+3.0%	+0.5%	+2.3%	+1.6%	+5.1%
Benefits received by the department chair:							
Assistant chair position (%)	43	31	39	22	20	22	36
Tenure-track assistant chair (%)	90	61	83	100	50	94	100
Extra secretarial support (%)	60	58	59	44	40	43	75
Extra grad assistants (%)	27	22	25	15	15	15	8
Summer salary (%)	75	59	70	69	65	68	na
Other stipend (%)	46	38	43	40	45	41	92
Reduced teaching load (%)	89	85	88	96	80	92	92
Other (%)	5	8	6	3	0	2	17

Source: 1998-99 and 1999-2000 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology.

Note. The Ns refer to the number of departments that provided the information. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. For the period of September 1997 to September 1998, the percentage change was 2.7% for the United States and 2.3% for Canada.

^aReported are 9-10-month salaries.

^bReported are 11-12-month salaries in Canadian dollars.

^cIncluded are those departments that provided information on the salaries for department chairs. Percentages exceed 100%, given that individuals may receive multiple types of benefits.

TABLE 28
Salary Raises and Decreases for Faculty in U.S. Graduate Departments of Psychology: 1999-2000

	New England %	Middle Atlantic %	East North Central %	West North Central %	South Atlantic %	East South Central %	West South Central %	Mountain %	Pacific %
Doctoral departments									
Public									
Raises for all	71	100	100	100	90	79	78	86	67
Raises for some	14	0	0	0	7	21	22	14	20
No change	14	0	0	0	3	0	0	0	13
Private									
Raises for all	100	82	100	100	87	25	100	100	64
Raises for some	0	6	0	0	13	75	0	0	36
No change	0	12	0	0	0	0	0	0	0
Master's departments									
Public									
Raises for all	100	67	100	100	100	88	100	67	79
Raises for some	0	33	0	0	0	0	0	33	14
No change	0	0	0	0	0	13	0	0	7
Private									
Raises for all	100	100	100	100	100	0	100	0	100

Note. Information on salary increases and reductions pertains to those that were effective in 1999-2000. Percentages are column percentages and may not sum to 100% due to rounding.

TABLE 29
Determinants of Salary Raises for Faculty in U.S. Graduate Departments of Psychology: 1999-2000

	New England %	Middle Atlantic %	East North Central %	West North Central %	South Atlantic %	East South Central %	West South Central %	Mountain %	Pacific %
Doctoral departments									
Public									
Promotion	57	27	50	41	57	43	39	71	67
Other merit inc	57	60	80	68	90	86	83	93	60
Standard adjustmt	57	27	47	41	30	36	17	57	60
Union	100	100	100	100	100	0	0	100	0
Other raise	100	100	100	100	100	100	100	100	100
Private									
Promotion	25	12	45	33	47	50	25	0	57
Other merit inc	75	76	91	67	67	50	75	100	14
Standard adjustmt	75	35	55	33	60	50	25	0	57
Union	0	100	0	0	0	0	0	0	100
Other raise	100	100	100	100	100	0	0	0	100
Master's departments									
Public									
Promotion	0	17	50	50	45	75	33	67	57
Other merit inc	0	33	83	70	64	50	89	83	57
Standard adjustmt	0	50	67	50	36	50	56	67	57
Union	100	100	100	100	100	0	0	0	100
Other raise	0	0	100	100	100	100	100	100	100
Private									
Promotion	50	60	25	100	50	0	0	0	0
Other merit inc	50	60	50	100	75	0	0	0	33
Standard adjustmt	75	100	75	0	100	0	100	0	100
Other raise	100	0	100	0	0	0	0	0	100

Note. Information on salary increases pertains to those that were effective in 1999-2000. Percentages are column percentages and do not sum to 100% given that raises were often determined by multiple factors.

TABLE 30
1999-2000 Salaries for Full-time Faculty in U.S. Doctoral and Master's Departments of Psychology
by Gender, Rank, and Years in Rank

	Full Professor				Associate Professor			Assistant Professor	
	12 or more years	6 - 11 years	3 - 5 years	Less than 3 years	6 or more years	3 - 5 years	Less than 3 years	3 or more years	Less than 3 years
Doctoral departments									
MEN									
Median	80,450	74,345	70,089	64,594	54,974	54,488	52,000	47,125	45,000
Q1	69,166	64,930	62,500	58,243	49,755	50,400	47,231	44,300	42,024
Q3	95,900	86,600	80,883	77,178	61,274	59,472	56,600	52,000	48,000
Mean	84,253	76,625	73,397	69,893	56,190	55,684	53,089	48,364	45,340
SD	21,378	15,852	15,740	17,641	9,676	8,307	8,334	6,456	5,499
N	959	362	187	205	392	186	193	223	297
WOMEN									
Median	83,715	79,034	67,880	68,198	55,455	55,297	51,000	46,220	44,250
Q1	70,991	66,752	60,318	59,100	50,265	49,949	46,883	42,701	40,400
Q3	97,508	91,022	79,793	80,000	61,677	61,360	56,102	49,913	47,980
Mean	87,247	80,669	71,623	71,168	56,995	56,470	52,592	46,974	44,447
SD	22,204	18,295	15,139	15,971	9,676	8,719	8,516	6,441	6,364
N	151	159	88	119	194	151	179	284	299
Master's departments									
MEN									
Median	68,880	61,731	55,000	55,466	50,393	45,896	46,436	42,669	39,420
Q1	61,000	55,771	52,871	51,145	46,448	43,600	43,250	38,682	37,698
Q3	72,489	68,873	62,222	60,613	55,123	50,562	50,869	45,568	43,000
Mean	67,983	62,975	57,646	56,243	51,124	47,843	47,134	42,541	40,247
SD	9,635	10,245	6,581	6,508	8,012	6,615	5,626	5,040	4,011
N	215	78	37	40	81	38	44	81	75
WOMEN									
Median	70,872	70,062	64,050	57,211	51,576	48,636	45,133	41,000	40,000
Q1	62,231	59,318	54,425	52,163	46,584	43,509	43,108	38,817	37,769
Q3	75,888	74,180	67,611	63,555	56,034	55,411	48,944	43,832	43,000
Mean	69,739	66,773	61,914	57,697	52,893	49,766	46,335	41,694	39,961
SD	9,197	8,494	8,786	7,702	9,758	7,135	5,381	4,597	3,825
N	40	30	25	28	46	41	63	73	105

Source: 1999-2000 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Salaries for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis.

TABLE 31
**9-10-Month Salaries and Benefits for Selected Administrative Positions in U.S. Doctoral
Departments of Psychology: 1999-2000**

	Graduate Training	Undergrad Training	Clinical Training	Associate Chair
Full professor				
Median	\$72,972	\$77,322	\$75,286	\$75,096
25%	\$62,238	\$63,776	\$66,227	\$67,380
75%	\$89,591	\$85,600	\$84,647	\$82,976
Mean	\$76,489	\$75,210	\$76,844	\$78,077
SD	17,788	15,132	16,254	18,415
N	47	26	70	20
Benefits^a				
Extra secretarial Support	49%	54%	59%	20%
Extra graduate Assistants	23%	19%	13%	10%
Summer salary	30%	38%	40%	65%
Other stipend	13%	19%	20%	45%
Reduced teaching load	81%	73%	81%	70%
Other benefit	6%	4%	7%	0%
Associate professor				
Median	\$52,936	\$56,298	\$54,355	\$62,550
25%	\$49,014	\$51,191	\$49,450	\$53,400
75%	\$61,922	\$60,950	\$63,117	\$68,611
Mean	\$56,620	\$57,730	\$56,785	\$61,646
SD	10,687	10,821	9,742	9,755
N	26	23	38	10
Benefits^a				
Extra secretarial Support	46%	39%	50%	40%
Extra graduate assistants19%	13%	29%	10%	
Summer salary	19%	35%	26%	30%
Other stipend	8%	13%	29%	10%
Reduced teaching Load	50%	43%	74%	80%
Other benefit	4%	4%	5%	0%

Note. 1999-2000 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

^aPercentages exceed 100%, given that individuals may receive multiple types of benefits.

TABLE 32
Average Fees Paid Adjunct Faculty Per Course Taught
In U.S. Graduate Departments of Psychology: 1999-2000

	Amount faculty paid per course							
	Median	10%	25%	75%	90%	Mean	S.D.	<u>N</u>
Doctoral departments								
Public	\$3,000	\$2,000	\$2,500	\$4,150	\$5,850	\$3,573	1,582	164
Private	\$2,775	\$2,000	\$2,300	\$3,906	\$5,000	\$3,187	1,343	72
Psychology	\$3,175	\$2,000	\$2,525	\$4,835	\$5,983	\$3,716	1,582	156
Educational/ Counseling, School	\$3,000	\$2,000	\$2,500	\$3,500	\$4,570	\$3,168	1,341	50
Human Development								3
Professional School	\$2,100	\$1,776	\$2,000	\$2,500	\$2,910	\$2,222	412	25
Other								2
All	\$3,000	\$2,000	\$2,500	\$4,000	\$5,430	\$3,455	1,521	236
Master's departments								
Public	\$2,100	\$1,400	\$1,800	\$3,000	\$4,000	\$2,506	1,182	69
Private	\$2,500	\$1,517	\$1,735	\$3,050	\$4,740	\$2,690	1,167	21
Psychology	\$2,100	\$1,460	\$1,800	\$3,000	\$4,000	\$2,482	994	81
Educational/ Counseling, School								7
Human Development								1
Other								1
All	\$2,125	\$1,500	\$1,800	\$3,000	\$4,000	\$2,549	1,175	90

Source: 1999-2000 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. The Ns refer to the number of departments that provided the information. No statistics are reported where the N is less than 10.

APPENDIX A

Table A. Response Rates for Selected Subgroups: 1999-2000 Survey of Graduate Departments of Psychology

TABLE A
Response Rates for Selected Subgroups:
1999-2000 Survey of Faculty Salaries in Graduate Departments of Psychology

	U.S. Departments						Canadian Depts.	
	Public (N=238) %	Doctoral Private (N=151) %	Total (N=389) %	Public (N=152) %	Master's Private (N=67) %	Total (N=219) %	Doctoral (N=28) %	Master's (N=5) %
Total	71	52	64	47	34	43	54	40
New England	78	38	50	14	36	28	Na	Na
Mid Atlantic	50	47	48	33	28	31	Na	Na
East North Central	68	48	61	30	57	37	Na	Na
West North Central	96	60	89	67	33	61	Na	Na
South Atlantic	79	71	77	44	50	45	Na	Na
East South Central	67	80	69	67	0	62	Na	Na
West South Central	70	57	68	47	20	42	Na	Na
Mountain	79	40	71	67	0	67	Na	Na
Pacific	65	50	57	56	29	46	Na	Na
Psychology	81	58	73	52	41	49	56	40
Educational/Counseling/ School Psychology	61	35	56	22	24	23	50	Na
Human Development	18	67	29	100	0	100	na	Na
Professional	100	50	54	0	0	0	Na	na
Other	54	33	45	20	0	13	0	Na

Note. These response rates are for those departments providing sufficient salary information to be included in the analyses for any of the tables within this report. The category "Educational/Counseling/School Psychology" includes departments of educational psychology, counseling psychology, school psychology, and other similar units. The "Other" category is a heterogeneous group of departments, including programs in industrial-organizational psychology and rehabilitation.

Na=Not applicable.

APPENDIX B

STATES COMPRISING GEOGRAPHIC REGIONS IN THE UNITED STATES

APPENDIX B

States Comprising Geographic Regions in the United States

New England:	Connecticut Maine Massachusetts New Hampshire Rhode Island Vermont
Middle Atlantic:	New Jersey New York Pennsylvania
East North Central:	Illinois Indiana Michigan Ohio Wisconsin
West North Central:	Iowa Kansas Minnesota Missouri Nebraska North Dakota South Dakota
South Atlantic:	Delaware District of Columbia Florida Georgia Maryland North Carolina South Carolina Virginia West Virginia
East South Central:	Alabama Kentucky Mississippi Tennessee
West South Central:	Arkansas Louisiana Oklahoma Texas

Mountain: Arizona
Colorado
Idaho
Montana
Nevada
New Mexico
Utah
Wyoming

Pacific: Alaska
California
Hawaii
Oregon
Washington

