2001 - 2002 Faculty Salaries

in Graduate Departments of Psychology

2001-2002 FACULTY SALARIES IN GRADUATE DEPARTMENTS OF PSYCHOLOGY

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2001-2002 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, 2001, the Survey of Faculty Salaries in Graduate Departments of Psychology was mailed to 638 U.S. and Canadian graduate departments of psychology. Eligible departments were drawn from the current edition of *Graduate Study in Psychology* (APA, 2000) 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 were sent a final reminder by electronic mail in late December.

Of the 638 departments and professional schools surveyed, 301 provided at least some usable information, for an overall response rate of 47.2%. Data presented in this report are based on 5,666 Faculty who hold doctorates, who are employed full time, and for whom the relevant data were available. Included in this total are 4,281 faculty in 214 U.S. doctoral departments, 868 faculty in 70 U.S. master's departments, and 517 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 (54.3%) than for master's departments (32.9%). Departments in the U.S. overall were less likely to have completed the survey than Canadian departments (46.8% versus 54.8%). 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 were only two 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 national statistical agency of Canada, Canada Statistics). 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 (2000). Graduate Study in Psychology, 2000. 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 1999-2000 to 2001-2002 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: 1999-2000 to 2001-2002

	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	All ranks
U.S. Doctoral Departments					
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
2000-2001 (247 departments)	$84,173 N=2,190	$57,681 N=1,315	$47,999 N=1,155	$43,061 N=46	$67,533 N=4,781
2001-2002 (214 departments)	$87,621 N=1,926	$60,004 N=1,177	$49,957 N=1,059	$42,537 N=52	$69,807 N=4,281
Percent change in monetary salary					
1999-2000 to 2000-2001	+5.7%	+4.3%	+4.1%	+5.7%	+4.6%
2000-2001 to 2001-2002	+4.1%	+4.0%	+4.1%	-1.2%	+3.4%
Percent change in real terms					
1999-2000 to 2000-2001	+2.2%	+0.8%	+0.6%	+2.2%	+1.1%
2000-2001 to 2001-2002	+1.5%	+1.4%	+1.5%	-3.8%	+0.8%
All U.S. Departments					
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
2000-2001 (344 departments)	$81,054 N=2,676	$56,255 N=1,652	$46,792 N=1,467	$41,914 N=53	$65,088 N=5,959
2001-2002 (284 departments)	$84,945 N=2,268	$58,822 N=1,445	$49,042 N=1,291	$40,462 N=73	$67,694 N=5,149
Percent change in monetary salary					
1999-2000 to 2000-2001	+5.4%	+3.9%	+4.1%	+5.7%	+4.4%
2000-2001 to 2001-2002	+4.8%	+4.6%	+4.8%	-3.5%	+4.0%
Percent change in real terms					
1999-2000 to 2000-2001	+1.9%	+0.4%	+0.6%	+2.2%	+0.9%
2000-2001 to 2001-2002	+2.2%	+2.0%	+2.2%	-6.1%	+1.4%

Source: 2000-2001 and 2001-2002 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 3.5% for the period from September 1999 to September 2000 and 2.6% for the period from September 2000 to September 2001.

TABLE 2
Changes in Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank: 1999-2000 to 2001-2002

	Full Professor				Associate Professor			Assistant Professor		Lecturer/Instr.	
	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
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
2000-2001 (243 departments)	$89,907 N=1,110	$81,455 N=533	$76,704 N=254	$73,869 N=293	$59,151 N=605	$57,727 N=321	$55,353 N=388	$49,335 N=517	$46,918 N=636	$43,468 N=22	$42,688 N=24
2001-2002 (214 departments)	$93,814 N=987	$83,708 N=454	$80,050 N=213	$77,603 N=272	$61,275 N=570	$59,162 N=300	$58,466 N=307	$51,097 N=464	$49,022 N=592	$44,749 N=24	$40,641 N=28
Percentage change in monetary salary											
1999-2000 to 2000-01	+6.2%	+4.4%	+5.1%	+4.7%	+4.8%	+3.0%	+4.7%	+3.7%	+4.5%	+6.3%	+5.2%
2000-2001 to 2001-02	+4.3%	+2.8%	+4.4%	+5.1%	+3.6%	+2.5%	+5.6%	+3.6%	+4.5%	+2.9%	-4.8%
Percentage change in real terms											
1999-2000 to 2000-01	+2.7%	+0.9%	+1.6%	+1.2%	+1.3%	-0.5%	+1.2%	+0.2%	+1.0%	+2.8%	+1.7%
2000-2001 to 2001-02	+1.7%	+0.2%	+1.8%	+2.5%	+1.0%	-0.1%	+3.0%	+1.0%	+1.9%	+0.3%	-7.4%

Source: 2000-2001 and 2001-2002 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 3.5% for the period from September 1999 to September 2000 and 2.6% for the period from September 2000 to September 2001.

TABLE 3
Distribution of 2001-2002 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank

	Full professor						Associate professor			Assistant prof.	
9-10-month salary	24 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
$130,000 or more	26	34	31	9	3	10					
125,000-129,999	13	11	10	3		3	1				
120,000-124,999	8	3	11	9	5						
115,000-119,999	10	8	14	9	2	2					
110,000-114,999	16	5	10	11	4	3					
105,000-109,999	9	16	23	23	4	1	1	1			
100,000-104,999	15	27	29	20	9	12	2				
95,000-99,999	14	17	38	18	14	7	3	1			
90,000-94,999	21	28	39	40	12	10	4	4	2		
85,000-89,999	31	23	44	36	17	23	14	1	4		
80,000-84,999	26	27	38	52	19	14	6	9	5	1	1
$79,000-79,999	4	6	5	8	4	7	6		2		
78,000-78,999	3	5	5	17	4	4	3	1	1		
77,000-77,999	4	7	4	6	4	7	7	2			1
76,000-76,999	6	4	6	9	8	6	2	2		1	
75,000-75,999	4	8	7	24	7	10	5	3	3		
$74,000-74,999	3	4	10	9	2	5	11	2	1		1
73,000-73,999	1	7	12	11	4	6	7	4	1		
72,000-72,999	2	6	4	13	4	13	9	7	4	1	2
71,000-71,999	2	3	4	11	7	6	15	2	3		
70,000-70,999	3	6	5	7	8	5	11	5	4	3	
$69,000-69,999	2	9	10	11	2	13	9	5	9	1	1
68,000-68,999	8	7	5	13	4	8	10	2	4		
67,000-67,999	6	3	10	14	13	9	18	3	5	1	1
66,000-66,999	2	6	4	12	4	12	9	1	9	2	
65,000-65,999	1	6	4	8	3	8	23	6	10	2	4
$64,000-64,999	2	1	2	4	4	10	19	7	9	2	
63,000-63,999	3	2	4	6	7	3	19	10	5	6	
62,000-62,999	2	5	3	4	8	5	21	10	10	3	2
61,000-61,999		1	3	7	3	5	24	13	13	9	4
60,000-60,999	3	1	4	7	6	9	16	15	9	7	10
$59,000-59,999	1	1	6	6	5	12	23	12	12	6	2
58,000-58,999	3	4	1	4	3	6	28	8	16	19	16
57,000-57,999	1	4	1	3	3	5	17	19	8	16	16
56,000-56,999		1	1	2	3	5	27	18	16	18	18
55,000-55,999		1		1		2	19	17	16	17	16
$54,000-54,999	1		2		1		26	14	25	27	28
53,000-53,999		2		2		1	33	16	15	33	31
52,000-52,999			1	3		1	16	14	15	19	35
51,000-51,999		1		1		1	21	13	10	21	34
50,000-50,999	1		2	1			15	9	10	39	40
$49,000-49,999	1	1			1	1	21	10	9	39	36
48,000-48,999		1	1		1	1	11	7	12	27	30
47,000-47,999	1					1	4	7	9	29	30
46,000-46,999		1			1		5	8	8	15	39
45,000-45,999							7	2	7	24	31
$44,000-44,999	1						10	2	2	19	33
43,000-43,999	1						6	1	2	19	35
42,000-42,999							2	4	1	14	24
41,000-41,999							1	2		9	15
40,000-40,999									1	3	22
$39,000-39,999							1			5	5
38,000-38,999							1			1	11
37,000-37,999							1			1	9
36,000-36,999										2	4
35,000-35,999								1			2
$34,000-34,999										1	3
Less than 34,000										2	

Source: 2001-2002 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

TABLE 4
2001-2002 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 10%	25%	75%	90%	Mean	SD	N
Full professor								
24 or more years	90,500	67,335	77,988	112,064	133,853	96,036	26,293	261
18-23 years	88,611	65,809	73,860	104,847	131,300	92,766	25,509	313
12-17 years	89,862	67,356	75,619	103,968	124,912	93,205	24,238	413
6-11 years	80,050	63,797	70,678	92,996	108,278	83,708	18,221	454
3-5 years	76,239	60,794	66,807	89,880	102,866	80,050	18,686	213
Less than 3	72,305	59,310	64,799	85,742	100,006	77,603	20,373	272
All years	83,408	62,848	70,606	99,447	119,063	87,621	23,331	1,926
Associate professor								
11 or more years	59,821	48,174	53,343	68,007	75,208	61,138	11,433	302
6-10 years	59,426	50,339	53,976	65,856	74,613	61,430	10,758	268
3-5 years	57,204	48,147	52,770	63,179	73,351	59,162	10,216	300
Less than 3	56,594	47,975	52,509	63,922	69,920	58,466	9,132	307
All years	58,192	48,786	53,093	65,194	73,193	60,004	10,467	1,177
Assistant professor								
3 or more years	50,525	43,491	47,000	54,951	58,939	51,097	6,785	464
Less than 3	49,000	41,042	44,481	53,000	57,000	49,022	6,463	592
Not specified								3
All years	49,862	42,090	45,400	54,000	58,000	49,957	6,691	1,059
Lecturer/Instructor								
3 or more years	42,472	36,955	40,245	46,662	59,800	44,749	7,337	24
Less than 3	40,000	34,040	36,810	45,419	51,860	40,641	7,031	28
All years	41,887	35,300	37,425	46,112	52,991	42,537	7,398	52

Source: 2001-2002 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
2001-2002 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 (214 departments)								
Full professor								
12 or more years	**89,723**	**66,698**	**75,582**	**106,051**	**128,414**	**93,814**	**25,209**	**987**
6-11 years	**80,050**	**63,797**	**70,678**	**92,996**	**108,278**	**83,708**	**18,221**	**454**
3-5 years	**76,239**	**60,794**	**66,807**	**89,880**	**102,866**	**80,050**	**18,686**	**213**
Less than 3 years	**72,305**	**59,310**	**64,799**	**85,742**	**100,006**	**77,603**	**20,373**	**272**
All years	**83,408**	**62,848**	**70,606**	**99,447**	**119,063**	**87,621**	**23,331**	**1926**
Associate professor								
6 or more years	**59,597**	**49,491**	**53,784**	**67,013**	**74,728**	**61,275**	**11,112**	**570**
3-5 years	**57,204**	**48,147**	**52,770**	**63,179**	**73,351**	**59,162**	**10,216**	**300**
Less than 3 years	**56,594**	**47,975**	**52,509**	**63,922**	**69,920**	**58,466**	**9,132**	**307**
All years	**58,192**	**48,786**	**53,093**	**65,194**	**73,193**	**60,004**	**10,467**	**1177**
Assistant professor								
3 or more years	**50,525**	**43,491**	**47,000**	**54,951**	**58,939**	**51,097**	**6,785**	**464**
Less than 3 years	**49,000**	**41,042**	**44,481**	**53,000**	**57,000**	**49,022**	**6,463**	**592**
All years	**49,862**	**42,090**	**45,400**	**54,000**	**58,000**	**49,957**	**6,691**	**1059**
All ranks	**63,304**	**46,310**	**52,609**	**82,000**	**102,000**	**69,886**	**23,903**	**4214**
NEW ENGLAND (15 departments)								
Full professor								
12 or more years	**86,788**	**70,670**	**75,644**	**112,400**	**137,320**	**95,918**	**26,086**	**41**
6-11 years	**77,505**	**66,595**	**69,883**	**89,968**	**117,210**	**84,622**	**21,760**	**22**
3-5 years	**75,750**	**57,273**	**61,197**	**87,406**	**145,050**	**81,494**	**29,773**	**12**
Less than 3 years								**9**
All years	**83,397**	**65,066**	**70,212**	**101,750**	**131,613**	**89,923**	**26,250**	**84**
Associate professor								
6 or more years	**63,888**	**52,378**	**56,942**	**72,929**	**87,040**	**66,434**	**12,172**	**32**
3-5 years	**59,000**	**49,265**	**49,437**	**65,306**	**73,837**	**59,901**	**11,414**	**23**
Less than 3 years	**59,100**	**43,134**	**51,211**	**66,425**	**69,604**	**58,470**	**9,157**	**13**
All years	**61,375**	**49,269**	**54,781**	**69,225**	**79,057**	**62,701**	**11,797**	**68**
Assistant professor								
3 or more years	**53,800**	**47,160**	**50,000**	**59,381**	**61,460**	**54,385**	**5,696**	**23**
Less than 3 years	**54,700**	**42,354**	**49,038**	**58,125**	**64,550**	**54,065**	**8,224**	**30**
All years	**54,000**	**45,000**	**49,715**	**58,500**	**61,460**	**54,204**	**7,174**	**53**
All ranks	**65,000**	**49,269**	**56,390**	**82,347**	**102,000**	**71,512**	**24,166**	**206**
MID ATLANTIC (32 departments)								
Full professor								
12 or more years	**97,080**	**73,103**	**86,410**	**117,677**	**133,916**	**101,264**	**23,032**	**160**
6-11 years	**88,704**	**72,329**	**80,603**	**103,150**	**114,304**	**92,481**	**17,473**	**73**
3-5 years	**82,419**	**67,159**	**73,343**	**86,883**	**95,577**	**81,160**	**11,147**	**30**
Less than 3 years	**85,000**	**69,880**	**74,513**	**88,521**	**111,259**	**84,741**	**14,969**	**45**
All years	**89,879**	**71,509**	**81,550**	**105,524**	**127,267**	**94,810**	**21,125**	**308**
Associate professor								
6 or more years	**65,681**	**51,500**	**58,143**	**72,278**	**79,202**	**66,192**	**11,725**	**101**
3-5 years	**60,608**	**53,012**	**57,043**	**77,055**	**88,919**	**67,653**	**13,661**	**31**
Less than 3 years	**61,200**	**52,380**	**54,885**	**66,119**	**73,800**	**61,779**	**8,531**	**53**
All years	**63,783**	**52,194**	**57,049**	**71,818**	**79,274**	**65,172**	**11,430**	**185**
Assistant professor								
3 or more years	**53,059**	**47,394**	**49,559**	**58,605**	**61,243**	**54,201**	**6,690**	**69**
Less than 3 years	**53,142**	**46,983**	**49,455**	**56,395**	**58,769**	**53,265**	**5,371**	**76**
All years	**53,072**	**47,243**	**49,518**	**57,528**	**60,661**	**53,803**	**6,045**	**147**
All ranks	**72,000**	**50,997**	**57,200**	**89,963**	**108,933**	**76,728**	**24,055**	**642**

(continued

TABLE 5 (continued)
2001-2002 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 (39 departments)								
Full professor								
12 or more years	**93,876**	**69,488**	**80,167**	**110,516**	**132,844**	**97,961**	**26,469**	**191**
6-11 years	**79,308**	**66,684**	**72,000**	**97,172**	**107,812**	**85,221**	**18,345**	**99**
3-5 years	**73,887**	**59,561**	**64,739**	**94,488**	**109,353**	**79,429**	**18,423**	**40**
Less than 3 years	**71,000**	**57,545**	**63,830**	**85,000**	**99,918**	**75,455**	**16,533**	**59**
All years	**84,640**	**64,266**	**71,568**	**101,780**	**122,169**	**89,400**	**24,154**	**389**
Associate professor								
6 or more years	**58,176**	**49,421**	**53,720**	**65,339**	**72,766**	**59,652**	**10,083**	**118**
3-5 years	**57,464**	**50,235**	**53,359**	**63,852**	**75,251**	**60,090**	**9,648**	**68**
Less than 3 years	**56,594**	**48,820**	**51,983**	**64,000**	**79,072**	**59,757**	**10,924**	**71**
All years	**57,364**	**49,072**	**53,328**	**64,677**	**74,323**	**59,797**	**10,173**	**257**
Assistant professor								
3 or more years	**51,015**	**43,680**	**46,905**	**54,490**	**56,697**	**50,877**	**5,748**	**108**
Less than 3 years	**49,000**	**41,349**	**44,690**	**52,700**	**55,449**	**48,844**	**6,080**	**123**
All years	**50,292**	**42,944**	**45,815**	**53,988**	**56,156**	**49,795**	**6,001**	**231**
All ranks	**62,500**	**46,899**	**52,776**	**81,800**	**103,152**	**70,167**	**24,579**	**881**
WEST NORTH CENTRAL (19 departments)								
Full professor								
12 or more years	**78,315**	**59,710**	**66,933**	**96,303**	**112,511**	**82,390**	**23,498**	**77**
6-11 years	**80,000**	**61,613**	**70,496**	**90,742**	**120,270**	**82,807**	**19,080**	**33**
3-5 years	**87,746**	**63,124**	**76,875**	**101,302**	**112,010**	**87,342**	**16,032**	**11**
Less than 3 years	**65,312**	**48,898**	**58,132**	**73,779**	**81,425**	**66,262**	**12,519**	**22**
All years	**76,330**	**58,850**	**65,586**	**90,526**	**111,347**	**80,386**	**21,378**	**143**
Associate professor								
6 or more years	**59,829**	**49,816**	**53,828**	**65,319**	**73,864**	**61,213**	**9,923**	**47**
3-5 years	**53,244**	**46,164**	**51,104**	**61,036**	**63,288**	**55,045**	**6,782**	**24**
Less than 3 years	**55,546**	**45,623**	**49,918**	**57,739**	**67,875**	**55,225**	**7,402**	**14**
All years	**57,000**	**49,401**	**52,716**	**63,288**	**71,432**	**58,485**	**9,182**	**85**
Assistant professor								
3 or more years	**49,826**	**42,892**	**48,080**	**54,518**	**56,286**	**50,680**	**5,215**	**35**
Less than 3 years	**47,967**	**40,727**	**43,000**	**51,000**	**52,957**	**47,265**	**4,515**	**56**
All years	**49,216**	**42,000**	**44,474**	**52,194**	**54,576**	**48,578**	**5,052**	**91**
All ranks	**59,723**	**44,888**	**50,536**	**75,262**	**93,509**	**65,149**	**20,777**	**323**
SOUTH ATLANTIC (37 departments)								
Full professor								
12 or more years	**85,072**	**64,906**	**73,390**	**102,218**	**125,428**	**90,608**	**24,984**	**185**
6-11 years	**79,509**	**65,563**	**72,208**	**95,863**	**110,087**	**83,908**	**17,195**	**90**
3-5 years	**75,949**	**64,247**	**70,031**	**87,725**	**109,217**	**81,837**	**20,625**	**55**
Less than 3 years	**75,900**	**64,122**	**69,870**	**97,500**	**135,859**	**86,885**	**27,891**	**48**
All years	**81,490**	**64,573**	**71,314**	**99,005**	**119,646**	**87,264**	**23,342**	**378**
Associate professor								
6 or more years	**59,724**	**49,000**	**54,779**	**66,958**	**74,795**	**61,122**	**11,124**	**119**
3-5 years	**57,450**	**44,031**	**51,499**	**63,624**	**70,153**	**58,072**	**9,359**	**52**
Less than 3 years	**57,325**	**52,523**	**54,413**	**65,769**	**69,687**	**60,362**	**9,270**	**50**
All years	**58,600**	**49,098**	**53,998**	**65,593**	**72,700**	**60,233**	**10,361**	**221**
Assistant professor								
3 or more years	**49,447**	**43,913**	**46,000**	**53,416**	**58,768**	**50,429**	**6,261**	**95**
Less than 3 years	**48,046**	**40,000**	**43,108**	**52,938**	**57,373**	**48,464**	**7,441**	**112**
All years	**48,829**	**41,330**	**45,000**	**53,030**	**58,346**	**49,385**	**6,967**	**208**
All ranks	**64,371**	**45,631**	**52,482**	**80,887**	**100,654**	**69,682**	**23,973**	**820**

(continued)

TABLE 5 (continued)
2001-2002 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 (13 departments)								
Full professor								
12 or more years	78,973	65,378	69,808	89,442	105,301	83,263	22,270	61
6-11 years	66,483	57,931	63,603	72,954	94,480	71,614	17,801	27
3-5 years	62,187	52,914	59,081	82,024	116,927	72,252	21,852	13
Less than 3 years	72,736	56,491	59,363	88,125	113,931	77,081	20,437	17
All years	72,962	58,877	65,269	85,267	106,088	78,494	21,406	118
Associate professor								
6 or more years	50,168	44,603	47,412	53,996	70,075	52,777	9,517	22
3-5 years	47,975	45,610	46,079	51,276	63,520	50,429	6,199	15
Less than 3 years	51,008	45,377	46,845	55,371	68,100	52,968	7,326	22
All years	50,140	45,057	46,726	54,325	65,000	52,251	7,916	59
Assistant professor								
3 or more years	43,556	39,002	40,920	47,735	57,510	45,074	5,870	20
Less than 3 years	44,841	40,000	42,000	50,671	55,000	46,244	5,771	37
All years	44,772	40,000	41,387	50,000	55,000	45,833	5,781	57
All ranks	58,285	42,969	47,330	73,169	89,820	63,536	21,923	238
WEST SOUTH CENTRAL (20 departments)								
Full professor								
12 or more years	82,858	62,594	73,562	96,839	107,512	84,381	16,652	80
6-11 years	77,000	59,607	65,750	86,285	97,498	77,120	14,324	38
3-5 years	72,188	53,768	62,123	93,323	102,374	76,392	17,726	16
Less than 3 years	68,537	58,325	65,000	79,287	89,214	71,348	10,254	19
All years	79,300	59,425	67,561	90,425	102,936	80,123	16,137	153
Associate professor								
6 or more years	57,000	46,451	51,558	62,317	65,116	57,901	12,157	52
3-5 years	56,038	51,071	54,625	60,206	66,469	57,276	6,861	41
Less than 3 years	56,000	50,313	53,086	59,226	62,651	56,306	4,749	27
All years	56,069	49,121	53,140	60,707	64,491	57,329	9,191	120
Assistant professor								
3 or more years	48,000	42,428	44,977	53,285	56,100	47,930	8,416	49
Less than 3 years	46,782	42,435	43,867	50,000	52,000	47,135	4,098	66
All years	47,583	42,435	44,224	50,835	55,000	47,474	6,289	115
All ranks	57,530	44,000	49,796	73,360	89,996	62,695	18,533	400
MOUNTAIN (18 departments)								
Full professor								
12 or more years	88,743	66,039	74,258	97,379	109,847	88,760	20,733	100
6-11 years	75,422	60,111	67,974	90,229	96,224	77,522	14,147	38
3-5 years	70,833	58,148	63,454	79,053	99,074	73,179	13,723	17
Less than 3 years	64,097	60,086	61,254	69,654	80,500	66,658	6,919	29
All years	78,061	61,014	67,155	92,247	103,118	81,516	19,241	184
Associate professor								
6 or more years	56,054	50,210	52,588	61,210	64,683	57,416	6,812	44
3-5 years	56,808	48,970	53,442	59,408	65,309	56,662	5,370	24
Less than 3 years	52,324	45,405	47,505	59,071	68,803	54,404	8,282	33
All years	55,666	47,741	51,114	60,509	65,646	56,253	7,092	101
Assistant professor								
3 or more years	49,736	42,273	45,560	53,716	57,079	49,905	5,599	40
Less than 3 years	46,082	39,762	43,043	49,293	53,223	46,219	4,726	57
All years	47,453	41,161	43,870	50,842	55,733	47,739	5,393	97
All ranks	60,943	44,994	50,216	77,320	94,559	65,962	20,609	388

(continued)

TABLE 5 (continued)
2001-2002 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
PACIFIC (21 departments)								
Full professor								
12 or more years	**109,100**	**69,847**	**91,569**	**127,800**	**137,230**	**108,017**	**28,045**	**92**
6-11 years	**86,550**	**57,829**	**66,961**	**99,900**	**111,050**	**84,106**	**18,543**	**34**
3-5 years	**82,900**	**60,000**	**67,408**	**99,900**	**109,200**	**83,863**	**17,502**	**19**
Less than 3 years	**67,600**	**59,517**	**66,503**	**78,075**	**106,300**	**76,430**	**25,707**	**24**
All years	**92,600**	**62,188**	**72,450**	**115,050**	**132,800**	**96,005**	**28,212**	**169**
Associate professor								
6 or more years	**65,000**	**49,420**	**57,988**	**69,216**	**75,078**	**63,656**	**9,108**	**35**
3-5 years	**61,130**	**47,133**	**53,050**	**69,725**	**82,887**	**62,822**	**12,699**	**22**
Less than 3 years	**59,600**	**47,345**	**53,268**	**64,950**	**67,600**	**58,320**	**7,170**	**24**
All years	**61,350**	**48,384**	**53,705**	**67,100**	**74,730**	**61,849**	**9,889**	**81**
Assistant professor								
3 or more years	**57,000**	**48,482**	**51,755**	**61,950**	**63,140**	**56,514**	**6,958**	**25**
Less than 3 years	**52,100**	**40,909**	**48,232**	**55,000**	**60,000**	**51,765**	**7,011**	**35**
All years	**53,800**	**45,654**	**49,650**	**58,775**	**62,950**	**53,743**	**7,321**	**60**
All ranks	**67,500**	**49,740**	**57,320**	**95,425**	**122,870**	**78,212**	**28,930**	**316**

Source: 2001-2002 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
2001-2002 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 (148 departments)								
Full professor								
12 or more years	87,702	65,521	74,315	103,092	126,911	91,688	24,438	764
6-11 years	79,308	63,387	70,146	92,600	106,317	82,878	17,491	367
3-5 years	76,302	60,432	65,960	88,724	100,593	78,696	16,866	165
Less than 3 years	72,084	59,001	64,434	84,487	100,000	76,782	19,488	208
All years	81,937	62,371	69,877	97,031	116,288	86,052	22,304	1504
Associate professor								
6 or more years	59,130	49,000	53,302	66,643	73,379	60,596	10,876	439
3-5 years	56,809	48,692	52,764	62,437	72,385	58,357	8,768	223
Less than 3 years	55,600	47,833	52,403	62,348	69,542	57,993	8,953	217
All years	57,753	48,768	52,811	64,898	72,200	59,385	9,982	879
Assistant professor								
3 or more years	50,247	43,016	46,281	54,363	58,160	50,603	6,700	351
Less than 3 years	48,000	41,106	44,000	52,000	55,961	48,360	6,042	457
All years	49,396	42,000	45,000	53,279	57,000	49,334	6,430	808
All years	63,012	46,000	52,000	80,927	100,100	69,091	23,141	3229
NEW ENGLAND (5 departments)								
Full professor								
12 or more years	82,774	69,851	74,986	91,993	104,255	84,707	11,448	17
6-11 years	70,790	62,758	69,551	78,530	94,557	74,636	10,920	14
3-5 years								7
Less than 3 years								2
All years	74,986	60,101	68,970	83,609	97,964	77,268	12,892	40
Associate professor								
6 or more years	64,650	51,953	55,063	72,203	91,156	66,466	13,262	19
3-5 years	56,340	49,265	49,269	61,684	70,800	56,756	7,505	11
Less than 3 years								2
All years	59,365	49,265	52,211	70,149	81,244	61,925	12,505	32
Assistant professor								
3 or more years	52,500	46,280	47,500	58,904	65,221	53,425	6,228	11
Less than 3 years								9
All years	50,750	42,354	45,250	57,003	65,951	52,137	8,719	20
All ranks	65,015	47,430	53,842	76,673	87,702	66,468	15,622	92
MID ATLANTIC (18 departments)								
Full professor								
12 or more years	95,969	76,083	86,410	116,331	130,588	100,353	21,581	92
6-11 years	86,619	73,754	79,909	93,282	106,349	89,306	13,580	50
3-5 years	83,842	74,051	79,853	89,212	103,624	84,751	9,308	20
Less than 3 years	86,810	72,046	78,336	90,452	112,833	86,644	13,369	30
All years	87,664	73,788	82,026	102,926	119,841	93,709	18,642	192
Associate professor								
6 or more years	67,994	55,469	62,333	72,278	78,444	67,640	9,377	61
3-5 years	60,608	54,745	58,543	74,724	80,800	66,395	10,343	17
Less than 3 years	61,418	53,200	55,436	66,052	71,611	61,548	7,009	31
All years	65,789	54,531	58,730	71,818	75,805	65,713	9,246	109
Assistant professor								
3 or more years	52,956	47,912	50,006	57,509	60,522	53,771	5,584	44
Less than 3 years	52,971	46,994	49,546	56,250	58,766	52,871	4,878	48
All years	52,971	47,494	49,895	57,057	59,433	53,301	5,218	92
All ranks	72,904	51,103	57,546	88,262	106,172	76,331	22,473	395

(continued)

TABLE 6 (continued)
2001-2002 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 (28 departments)								
Full professor								
12 or more years	**92,085**	**68,895**	**79,313**	**110,476**	**133,969**	**97,580**	**27,472**	**157**
6-11 years	**81,284**	**66,394**	**72,843**	**101,760**	**112,422**	**86,681**	**19,348**	**83**
3-5 years	**74,474**	**62,275**	**66,644**	**93,975**	**113,412**	**80,063**	**18,269**	**33**
Less than 3 years	**71,605**	**58,153**	**64,220**	**85,479**	**99,531**	**75,833**	**16,631**	**50**
All years	**84,571**	**64,188**	**71,473**	**102,300**	**122,188**	**89,623**	**24,662**	**323**
Associate professor								
6 or more years	**56,758**	**48,842**	**53,355**	**65,679**	**71,773**	**58,904**	**9,337**	**91**
3-5 years	**57,715**	**50,431**	**54,210**	**67,873**	**76,269**	**60,807**	**9,181**	**51**
Less than 3 years	**55,059**	**49,127**	**52,580**	**64,731**	**80,000**	**59,824**	**10,943**	**52**
All years	**56,784**	**49,506**	**53,336**	**65,339**	**74,131**	**59,651**	**9,734**	**194**
Assistant professor								
3 or more years	**51,305**	**43,501**	**46,577**	**54,573**	**56,765**	**51,117**	**6,103**	**81**
Less than 3 years	**49,000**	**41,399**	**44,845**	**52,797**	**55,681**	**48,896**	**6,242**	**105**
All years	**50,525**	**42,496**	**45,711**	**53,900**	**56,146**	**49,863**	**6,263**	**186**
All ranks	**63,808**	**46,966**	**52,782**	**81,991**	**105,045**	**70,708**	**25,098**	**706**
WEST NORTH CENTRAL (17 departments)								
Full professor								
12 or more years	**76,914**	**59,666**	**64,132**	**94,258**	**109,714**	**79,940**	**19,103**	**70**
6-11 years	**80,646**	**61,317**	**71,704**	**91,469**	**120,405**	**84,063**	**19,489**	**30**
3-5 years								**9**
Less than 3 years	**65,312**	**48,898**	**58,132**	**73,779**	**81,425**	**66,262**	**12,519**	**22**
All years	**75,601**	**58,583**	**64,197**	**90,474**	**105,995**	**78,903**	**18,805**	**131**
Associate professor								
6 or more years	**59,705**	**49,657**	**53,320**	**65,003**	**72,436**	**60,216**	**9,063**	**42**
3-5 years	**53,106**	**44,183**	**50,043**	**60,560**	**63,459**	**54,707**	**7,243**	**19**
Less than 3 years	**54,356**	**44,500**	**49,632**	**58,407**	**70,725**	**54,978**	**8,013**	**12**
All years	**56,796**	**48,765**	**52,087**	**62,336**	**69,919**	**57,921**	**8,772**	**73**
Assistant professor								
3 or more years	**49,392**	**42,736**	**47,538**	**53,560**	**56,071**	**49,860**	**4,499**	**31**
Less than 3 years	**46,496**	**40,552**	**42,991**	**51,000**	**52,169**	**46,735**	**4,457**	**50**
All years	**48,583**	**41,432**	**43,560**	**51,406**	**54,326**	**47,931**	**4,700**	**81**
All ranks	**59,601**	**44,183**	**50,001**	**75,000**	**93,000**	**64,370**	**19,408**	**289**
SOUTH ATLANTIC (27 departments)								
Full professor								
12 or more years	**82,498**	**63,190**	**72,220**	**99,106**	**125,649**	**88,546**	**25,219**	**152**
6-11 years	**79,000**	**66,224**	**72,191**	**94,701**	**108,519**	**83,031**	**16,886**	**75**
3-5 years	**75,949**	**62,545**	**70,013**	**84,457**	**92,495**	**78,868**	**17,631**	**39**
Less than 3 years	**76,000**	**61,879**	**65,843**	**96,000**	**133,024**	**84,224**	**25,589**	**37**
All years	**79,755**	**63,668**	**70,876**	**94,940**	**115,465**	**85,408**	**22,740**	**303**
Associate professor								
6 or more years	**59,567**	**48,564**	**53,200**	**66,242**	**77,206**	**61,036**	**11,786**	**102**
3-5 years	**58,600**	**43,856**	**51,523**	**63,228**	**70,249**	**58,213**	**9,472**	**41**
Less than 3 years	**56,592**	**52,538**	**54,295**	**65,837**	**69,666**	**60,360**	**9,481**	**41**
All years	**58,640**	**49,245**	**53,263**	**65,499**	**73,846**	**60,256**	**10,826**	**184**
Assistant professor								
3 or more years	**49,452**	**43,902**	**46,000**	**53,145**	**58,210**	**50,208**	**6,039**	**78**
Less than 3 years	**48,000**	**40,581**	**43,729**	**51,133**	**57,042**	**48,114**	**7,054**	**78**
All years	**48,606**	**41,899**	**45,000**	**52,856**	**57,336**	**49,161**	**6,629**	**156**
All ranks	**64,155**	**45,678**	**52,180**	**79,768**	**98,974**	**69,082**	**23,089**	**652**

(continued)

TABLE 6 (continued)
2001-2002 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 (11 departments)								
Full professor								
12 or more years	75,582	58,670	68,072	80,994	87,566	74,404	10,261	45
6-11 years	66,276	56,860	63,530	70,550	81,674	69,439	16,506	25
3-5 years	60,826	51,307	58,907	69,936	112,178	68,025	19,215	11
Less than 3 years	71,280	56,474	58,806	74,925	122,832	74,087	22,272	13
All years	69,554	57,461	63,281	78,655	87,301	72,293	15,191	94
Associate professor								
6 or more years	49,838	44,579	46,488	51,480	55,419	49,491	3,532	19
3-5 years	47,078	45,305	46,076	49,410	50,994	47,627	1,952	12
Less than 3 years	50,502	45,057	46,726	53,026	58,030	50,584	4,274	19
All years	49,298	45,008	46,453	51,342	54,468	49,459	3,669	50
Assistant professor								
3 or more years	42,453	38,830	40,388	45,737	48,304	43,081	3,432	17
Less than 3 years	44,075	40,000	41,000	46,752	52,304	44,824	5,124	31
All years	43,575	39,902	40,831	46,141	50,227	44,206	4,634	48
All ranks	54,208	42,000	46,172	68,887	80,427	58,975	17,194	194
WEST SOUTH CENTRAL (17 departments)								
Full professor								
12 or more years	83,223	60,511	72,823	97,403	108,173	84,277	17,189	74
6-11 years	74,795	59,498	65,000	86,100	95,710	76,245	14,160	35
3-5 years	67,549	53,015	61,798	94,030	102,542	76,363	18,348	15
Less than 3 years	69,037	59,058	65,508	82,344	90,028	72,579	10,215	16
All years	79,294	59,317	67,537	91,113	102,984	80,084	16,445	140
Associate professor								
6 or more years	55,607	45,774	51,122	61,338	65,367	57,459	12,948	45
3-5 years	56,019	51,255	54,688	60,103	67,477	57,427	6,856	38
Less than 3 years	55,532	51,037	53,190	59,188	61,872	56,191	4,128	24
All years	55,900	49,967	53,086	60,038	64,109	57,163	9,485	107
Assistant professor								
3 or more years	48,000	40,767	44,761	53,645	56,020	47,556	9,111	37
Less than 3 years	46,782	42,435	43,744	50,000	52,000	47,197	4,200	61
All years	47,669	42,371	43,989	50,925	55,000	47,333	6,461	98
All ranks	57,559	43,982	50,000	73,414	91,200	63,000	18,811	355
MOUNTAIN (15 departments)								
Full professor								
12 or more years	89,169	66,492	74,264	97,379	111,070	89,230	21,015	92
6-11 years	76,711	59,589	68,607	90,331	96,330	78,004	14,381	36
3-5 years	70,833	58,148	63,454	79,053	99,074	73,179	13,723	17
Less than 3 years	64,037	60,070	61,011	69,241	77,725	66,009	6,298	26
All years	78,139	60,981	67,262	92,264	102,725	81,740	19,520	171
Associate professor								
6 or more years	56,447	49,971	53,439	61,217	65,366	57,747	6,992	39
3-5 years	57,088	48,808	53,425	59,530	65,390	56,780	5,459	23
Less than 3 years	51,739	45,110	47,286	58,991	67,773	53,436	7,981	25
All years	55,843	47,606	50,752	60,865	65,436	56,253	7,099	87
Assistant professor								
3 or more years	49,849	42,205	44,943	53,808	57,035	49,701	5,758	35
Less than 3 years	46,091	39,477	43,064	49,729	53,557	46,309	4,829	54
All years	47,400	41,003	43,674	50,970	55,666	47,643	5,443	89
All ranks	60,970	44,905	50,235	77,883	94,652	66,271	20,975	353

(continued)

TABLE 6 (continued)
2001-2002 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
PACIFIC (10 departments)								
Full professor								
12 or more years	**109,100**	**74,820**	**92,300**	**128,300**	**136,960**	**110,904**	**24,828**	**65**
6-11 years	**92,600**	**61,700**	**84,900**	**102,400**	**113,600**	**92,080**	**16,996**	**19**
3-5 years	**86,450**	**59,750**	**66,856**	**99,950**	**110,250**	**85,386**	**17,778**	**14**
Less than 3 years	**72,450**	**67,290**	**67,775**	**85,900**	**162,705**	**86,427**	**33,267**	**12**
All years	**99,900**	**67,730**	**83,800**	**121,100**	**134,090**	**101,735**	**26,182**	**110**
Associate professor								
6 or more years	**65,400**	**48,220**	**55,594**	**67,300**	**73,725**	**62,843**	**8,612**	**21**
3-5 years	**61,400**	**53,260**	**55,000**	**63,500**	**71,540**	**61,227**	**6,003**	**11**
Less than 3 years	**60,600**	**58,620**	**59,700**	**66,700**	**68,920**	**62,837**	**3,809**	**11**
All years	**63,500**	**51,220**	**59,200**	**67,100**	**70,480**	**62,428**	**6,918**	**43**
Assistant professor								
3 or more years	**57,000**	**49,440**	**52,200**	**61,950**	**65,000**	**57,300**	**6,173**	**17**
Less than 3 years	**52,100**	**47,827**	**51,850**	**54,500**	**59,240**	**53,076**	**3,348**	**21**
All years	**53,850**	**49,520**	**51,925**	**57,475**	**62,110**	**54,966**	**5,203**	**38**
All ranks	**72,200**	**52,040**	**59,800**	**102,950**	**127,800**	**83,232**	**29,456**	**193**

Source: 2001-2002 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
2001-2002 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 (66 departments)								
Full professor								
12 or more years	**96,800**	**71,095**	**81,811**	**116,900**	**137,034**	**101,098**	**26,477**	**223**
6-11 years	**83,861**	**65,200**	**72,000**	**99,000**	**114,090**	**87,212**	**20,774**	**87**
3-5 years	**76,100**	**62,174**	**67,700**	**98,375**	**113,713**	**84,705**	**23,533**	**48**
Less than 3 years	**74,254**	**59,392**	**66,501**	**87,750**	**102,750**	**80,274**	**22,980**	**64**
All years	**88,000**	**65,857**	**74,068**	**106,894**	**129,637**	**93,213**	**25,938**	**422**
Associate professor								
6 or more years	**61,600**	**51,960**	**55,300**	**69,000**	**82,400**	**63,551**	**11,628**	**131**
3-5 years	**57,600**	**47,059**	**52,892**	**66,288**	**82,699**	**61,494**	**13,365**	**77**
Less than 3 years	**59,050**	**48,035**	**52,828**	**65,813**	**70,970**	**59,604**	**9,507**	**90**
All years	**59,911**	**48,797**	**53,981**	**66,628**	**78,979**	**61,828**	**11,611**	**298**
Assistant professor								
3 or more years	**51,080**	**44,558**	**47,733**	**57,380**	**61,905**	**52,634**	**6,846**	**113**
Less than 3 years	**52,000**	**40,300**	**46,500**	**56,000**	**58,880**	**51,263**	**7,310**	**135**
All years	**52,000**	**43,212**	**47,400**	**56,900**	**61,187**	**51,963**	**7,122**	**251**
All ranks	**64,164**	**47,594**	**54,000**	**86,050**	**108,611**	**72,492**	**26,087**	**985**
NEW ENGLAND (10 departments)								
Full professor								
12 or more years	**96,550**	**71,500**	**76,256**	**127,245**	**149,700**	**103,858**	**30,555**	**24**
6-11 years								**8**
3-5 years								**5**
Less than 3 years								**7**
All years	**91,285**	**66,400**	**78,025**	**122,925**	**153,233**	**101,428**	**29,915**	**44**
Associate professor								
6 or more years	**62,475**	**53,991**	**58,900**	**74,336**	**86,820**	**66,386**	**10,904**	**13**
3-5 years	**61,375**	**45,651**	**51,528**	**69,850**	**89,230**	**62,783**	**13,798**	**12**
Less than 3 years	**63,000**	**43,436**	**56,500**	**67,100**	**69,905**	**60,516**	**8,406**	**11**
All years	**62,463**	**50,160**	**56,697**	**69,225**	**78,500**	**63,391**	**11,263**	**36**
Assistant professor								
3 or more years	**56,945**	**47,900**	**50,135**	**60,538**	**61,470**	**55,265**	**5,279**	**12**
Less than 3 years	**56,500**	**49,556**	**51,000**	**58,500**	**64,100**	**55,567**	**6,275**	**21**
All years	**56,600**	**49,662**	**50,270**	**59,340**	**61,460**	**55,457**	**5,849**	**33**
All ranks	**65,000**	**50,000**	**56,875**	**87,632**	**121,950**	**75,583**	**28,732**	**114**
MID ATLANTIC (14 departments)								
Full professor								
12 or more years	**99,471**	**69,708**	**86,495**	**121,752**	**137,006**	**102,496**	**24,972**	**68**
6-11 years	**103,000**	**68,775**	**83,861**	**109,606**	**128,920**	**99,382**	**22,711**	**23**
3-5 years	**69,768**	**60,227**	**66,033**	**85,732**	**93,543**	**73,979**	**11,468**	**10**
Less than 3 years	**76,520**	**58,574**	**70,000**	**87,000**	**111,610**	**80,936**	**17,629**	**15**
All years	**93,073**	**67,453**	**78,176**	**109,248**	**132,060**	**96,633**	**24,672**	**116**
Associate professor								
6 or more years	**62,545**	**46,841**	**53,203**	**73,334**	**84,420**	**63,983**	**14,454**	**40**
3-5 years	**64,845**	**50,350**	**55,821**	**81,243**	**98,250**	**69,180**	**17,160**	**14**
Less than 3 years	**60,980**	**51,388**	**52,828**	**67,550**	**81,093**	**62,104**	**10,482**	**22**
All years	**61,968**	**49,046**	**53,203**	**74,076**	**84,718**	**64,396**	**14,012**	**76**
Assistant professor								
3 or more years	**53,062**	**43,266**	**47,937**	**61,222**	**68,200**	**54,959**	**8,367**	**25**
Less than 3 years	**54,250**	**45,733**	**49,311**	**57,573**	**59,420**	**53,940**	**6,162**	**28**
All years	**54,500**	**44,732**	**49,248**	**58,709**	**65,192**	**54,642**	**7,194**	**55**
All ranks	**70,000**	**49,500**	**56,436**	**93,150**	**115,580**	**77,364**	**26,424**	**247**

(continued)

TABLE 7 (continued)
2001-2002 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
EAST NORTH CENTRAL (11 departments)								
Full professor								
12 or more years	**97,000**	**72,391**	**84,475**	**117,155**	**130,750**	**99,721**	**21,498**	**34**
6-11 years	**75,050**	**67,337**	**69,930**	**85,627**	**93,300**	**77,648**	**8,912**	**16**
3-5 years								**7**
Less than 3 years								**9**
All years	**86,249**	**65,510**	**71,996**	**99,250**	**122,780**	**88,305**	**21,634**	**66**
Associate professor								
6 or more years	**58,700**	**52,585**	**53,988**	**64,262**	**87,190**	**62,172**	**12,132**	**27**
3-5 years	**56,072**	**44,773**	**53,000**	**62,550**	**70,860**	**57,938**	**10,947**	**17**
Less than 3 years	**61,000**	**44,925**	**48,850**	**64,000**	**74,632**	**59,571**	**11,169**	**19**
All years	**58,700**	**47,292**	**53,300**	**63,000**	**80,322**	**60,245**	**11,493**	**63**
Assistant professor								
3 or more years	**49,468**	**43,660**	**47,000**	**54,233**	**56,560**	**50,159**	**4,544**	**27**
Less than 3 years	**48,790**	**40,350**	**43,875**	**52,925**	**55,270**	**48,540**	**5,177**	**18**
All years	**49,368**	**43,120**	**46,397**	**54,007**	**56,312**	**49,512**	**4,817**	**45**
All ranks	**59,887**	**46,480**	**52,700**	**80,000**	**98,400**	**67,986**	**22,296**	**175**
WEST NORTH CENTRAL (3 departments) (Insufficient Ns of faculty)								
SOUTH ATLANTIC (10 departments)								
Full professor								
12 or more years	**102,500**	**71,863**	**81,840**	**112,412**	**124,942**	**100,107**	**21,786**	**33**
6-11 years	**87,995**	**60,045**	**78,526**	**99,000**	**116,677**	**88,295**	**18,649**	**15**
3-5 years	**76,390**	**65,463**	**71,066**	**105,742**	**131,730**	**89,072**	**25,791**	**16**
Less than 3 years	**75,800**	**70,041**	**72,316**	**126,250**	**163,400**	**95,837**	**34,417**	**11**
All years	**90,000**	**68,461**	**75,168**	**110,326**	**123,700**	**94,764**	**24,379**	**75**
Associate professor								
6 or more years	**60,750**	**55,139**	**56,605**	**67,025**	**71,750**	**61,643**	**5,939**	**17**
3-5 years	**57,400**	**43,305**	**48,765**	**67,000**	**71,877**	**57,546**	**9,353**	**11**
Less than 3 years								**9**
All years	**58,274**	**48,563**	**56,011**	**66,500**	**71,700**	**60,116**	**7,759**	**37**
Assistant professor								
3 or more years	**49,295**	**43,330**	**45,873**	**58,130**	**64,288**	**51,444**	**7,312**	**17**
Less than 3 years	**49,725**	**36,934**	**41,500**	**54,625**	**61,367**	**49,266**	**8,316**	**34**
All years	**49,648**	**38,512**	**44,975**	**54,875**	**61,460**	**50,060**	**7,926**	**52**
All ranks	**65,409**	**44,719**	**52,938**	**87,218**	**111,505**	**72,011**	**27,081**	**168**
EAST SOUTH CENTRAL (2 departments) (Insufficient Ns of faculty)								
WEST SOUTH CENTRAL (3 departments) (Insufficient Ns of faculty)								
MOUNTAIN (3 departments) (Insufficient Ns of faculty)								

(continued)

TABLE 7 (continued)
2001-2002 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 (11 departments)								
Full professor								
12 or more years	**96,083**	**61,896**	**73,971**	**122,253**	**147,040**	**101,065**	**34,124**	**27**
6-11 years	**75,191**	**56,836**	**59,900**	**75,191**	**100,660**	**74,005**	**15,604**	**15**
3-5 years								**5**
Less than 3 years	**66,503**	**59,284**	**59,802**	**67,113**	**82,032**	**66,433**	**7,551**	**12**
All years	**75,191**	**59,750**	**64,618**	**96,083**	**125,000**	**85,322**	**28,962**	**59**
Associate professor								
6 or more years	**62,084**	**51,713**	**57,548**	**74,730**	**79,400**	**64,876**	**10,009**	**14**
3-5 years	**60,859**	**46,666**	**47,800**	**82,624**	**91,000**	**64,417**	**17,234**	**11**
Less than 3 years	**54,288**	**45,476**	**48,435**	**59,202**	**67,066**	**54,498**	**7,204**	**13**
All years	**58,761**	**46,825**	**50,943**	**69,555**	**82,662**	**61,193**	**12,501**	**38**
Assistant professor								
3 or more years								**8**
Less than 3 years	**48,528**	**37,146**	**41,826**	**57,875**	**67,250**	**49,798**	**10,216**	**14**
All years	**50,817**	**37,224**	**45,020**	**59,056**	**63,000**	**51,632**	**9,773**	**22**
All ranks	**63,000**	**46,452**	**53,909**	**75,600**	**106,730**	**70,335**	**26,325**	**123**

Source: 2001-2002 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
2001-2002 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 (149 departments)								
Full professor								
12 or more years	**91,360**	**67,678**	**77,179**	**108,519**	**131,981**	**95,746**	**25,924**	**840**
6-11 years	**81,345**	**65,073**	**71,956**	**94,850**	**110,010**	**85,148**	**18,635**	**358**
3-5 years	**78,008**	**60,750**	**67,845**	**92,495**	**104,214**	**81,203**	**18,522**	**162**
Less than 3 years	**72,736**	**58,990**	**65,413**	**86,619**	**102,100**	**78,642**	**21,450**	**215**
All years	**85,000**	**63,834**	**72,218**	**101,700**	**123,128**	**89,506**	**24,144**	**1,575**
Associate professor								
6 or more years	**59,866**	**49,545**	**53,845**	**67,100**	**74,604**	**61,504**	**11,274**	**456**
3-5 years	**57,287**	**49,115**	**52,888**	**63,220**	**73,044**	**59,423**	**10,175**	**236**
Less than 3 years	**57,360**	**48,852**	**52,834**	**65,000**	**70,880**	**59,453**	**9,469**	**223**
All years	**58,679**	**49,269**	**53,327**	**65,685**	**73,518**	**60,467**	**10,618**	**915**
Assistant professor								
3 or more years	**50,510**	**43,934**	**47,283**	**55,240**	**58,992**	**51,369**	**6,424**	**361**
Less than 3 years	**49,403**	**41,392**	**45,000**	**53,500**	**57,000**	**49,457**	**6,335**	**475**
All years	**50,000**	**42,435**	**46,000**	**54,080**	**58,201**	**50,311**	**6,449**	**839**
All ranks	**64,430**	**46,999**	**53,000**	**84,458**	**104,665**	**71,321**	**24,911**	**3,366**
EDUCATIONAL/COUNSELING/SCHOOL PSYCHOLOGY (46 departments)								
Full professor								
12 or more years	**81,000**	**63,549**	**68,785**	**94,970**	**102,550**	**82,045**	**15,312**	**109**
6-11 years	**75,523**	**62,179**	**67,900**	**84,227**	**100,271**	**77,952**	**13,475**	**67**
3-5 years	**67,331**	**60,291**	**62,943**	**81,254**	**92,990**	**72,428**	**14,655**	**32**
Less than 3 years	**71,000**	**59,767**	**63,047**	**80,562**	**87,000**	**72,682**	**11,180**	**41**
All years	**75,262**	**61,883**	**66,769**	**87,179**	**100,000**	**78,166**	**14,604**	**249**
Associate professor								
6 or more years	**61,225**	**49,842**	**54,294**	**69,470**	**77,760**	**62,487**	**10,693**	**77**
3-5 years	**59,000**	**48,855**	**53,474**	**65,857**	**74,363**	**60,553**	**10,453**	**41**
Less than 3 years	**55,491**	**45,185**	**50,284**	**61,230**	**65,750**	**55,961**	**7,103**	**49**
All years	**58,519**	**48,809**	**53,000**	**65,365**	**74,626**	**60,097**	**10,051**	**167**
Assistant professor								
3 or more years	**50,137**	**42,964**	**45,090**	**53,714**	**56,824**	**50,098**	**6,367**	**80**
Less than 3 years	**45,013**	**41,258**	**43,000**	**50,049**	**53,841**	**47,084**	**6,149**	**90**
All years	**48,841**	**42,121**	**43,691**	**51,500**	**55,440**	**48,502**	**6,414**	**170**
All ranks	**60,970**	**43,960**	**50,250**	**74,273**	**88,646**	**63,941**	**17,144**	**600**

(continued)

TABLE 8 (continued)
2001-2002 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 Ns of faculty)								
PROFESSIONAL SCHOOL (14 departments)								
Full professor								
12 or more years	**69,913**	**56,441**	**61,125**	**82,510**	**86,585**	**72,563**	**14,902**	**20**
6-11 years	**66,539**	**51,891**	**59,524**	**84,908**	**115,794**	**73,792**	**19,450**	**18**
3-5 years	**72,454**	**60,359**	**65,585**	**89,555**	**135,178**	**81,333**	**26,707**	**14**
Less than 3 years								**9**
All years	**69,346**	**58,574**	**61,483**	**82,943**	**96,815**	**74,115**	**19,024**	**61**
Associate professor								
6 or more years	**53,048**	**44,255**	**47,974**	**58,696**	**65,110**	**54,468**	**8,582**	**28**
3-5 years	**51,016**	**42,205**	**46,205**	**54,755**	**71,509**	**52,601**	**9,950**	**17**
Less than 3 years	**54,885**	**43,568**	**48,201**	**59,219**	**69,334**	**54,873**	**8,911**	**26**
All years	**53,000**	**43,886**	**47,435**	**58,499**	**67,386**	**54,169**	**8,956**	**71**
Assistant professor								
3 or more years	**50,534**	**37,853**	**41,700**	**56,900**	**59,027**	**49,849**	**7,781**	**10**
Less than 3 years	**44,737**	**37,104**	**38,323**	**52,540**	**60,507**	**46,467**	**8,726**	**21**
All years	**45,995**	**37,221**	**38,847**	**56,187**	**58,979**	**47,558**	**8,456**	**31**
All ranks	**57,157**	**43,177**	**48,597**	**67,390**	**82,241**	**60,232**	**17,403**	**164**
OTHER DEPARTMENTS (1 department) (Insufficient Ns of faculty)								

Source: 2001-2002 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
2001-2002 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 (149 departments)								
35 years or more	86,515	58,101	72,033	102,200	127,800	89,447	26,948	316
30-34 years	80,700	54,667	67,572	96,800	121,889	84,814	26,291	415
25-29 years	81,938	58,719	68,293	100,900	124,031	86,321	25,656	459
20-24 years	76,553	54,121	64,356	94,695	114,159	81,621	24,283	418
17-19 years	67,549	52,547	58,052	81,300	99,688	71,648	19,033	243
14-16 years	64,770	50,636	56,135	79,334	94,941	69,770	19,697	265
11-13 years	58,876	48,174	53,200	67,316	78,521	61,718	12,307	271
8-10 years	54,898	45,779	49,817	61,116	68,964	56,214	10,049	301
6-7 years	52,175	45,582	48,575	56,660	60,000	53,074	6,898	196
4-5 years	49,620	43,500	46,736	53,717	58,450	50,665	6,285	190
2-3 years	48,000	40,266	43,946	52,986	56,440	48,331	6,286	181
0-1 year	46,641	39,774	42,585	52,000	55,000	47,121	6,640	124
EDUCATIONAL/COUNSELING/SCHOOL (46 departments)								
35 years or more	74,600	58,842	61,400	95,500	106,004	79,084	20,336	47
30-34 years	73,326	56,193	66,304	85,814	96,902	75,469	14,904	64
25-29 years	75,664	50,485	64,309	85,100	96,350	74,925	16,412	67
20-24 years	70,692	55,900	62,754	85,297	98,368	74,326	15,784	79
17-19 years	65,337	49,051	58,528	74,865	87,700	68,341	15,810	49
14-16 years	61,338	43,496	51,048	72,309	79,212	61,697	13,145	48
11-13 years	61,895	49,833	54,942	67,895	73,408	61,592	9,455	45
8-10 years	53,858	45,186	48,804	58,656	64,156	54,192	7,242	52
6-7 years	51,252	43,314	46,504	54,910	60,378	51,567	6,622	40
4-5 years	48,814	41,443	43,834	50,999	53,969	47,451	5,326	41
2-3 years	46,142	41,105	42,827	50,903	54,000	46,712	4,893	34
0-1 year	44,000	41,662	43,000	49,440	49,819	45,303	3,324	33
HUMAN DEVELOPMENT (4 departments)								
PROFESSIONAL SCHOOL (14 departments)								
35 years or more	66,339	36,821	43,602	82,241	92,811	66,225	22,024	17
30-34 years	63,403	44,502	52,566	78,849	96,246	67,246	18,888	16
25-29 years	61,020	47,006	52,726	73,935	116,288	70,369	27,904	22
20-24 years	57,020	44,717	49,703	64,266	72,962	57,609	10,125	32
17-19 years	65,345	42,403	45,775	80,000	85,741	64,245	16,174	11
14-16 years	54,288	40,540	52,055	63,700	72,925	56,709	13,724	19
11-13 years								8
8-10 years	54,001	41,842	45,503	58,031	67,166	53,414	9,874	18
6-7 years	44,629	34,397	38,007	51,880	63,514	46,426	10,339	16
4-5 years	45,900	31,493	38,144	48,825	58,660	44,488	8,552	14
2-3 years								4
0-1 year								2
OTHER DEPARTMENTS (1 department) (Insufficient Ns of faculty)								

Source: 2001-2002 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
2001-2002 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 (149 departments)								
Full professor								
12 or more years	**91,360**	**67,678**	**77,179**	**108,519**	**131,981**	**95,746**	**25,924**	**840**
6-11 years	**81,345**	**65,073**	**71,956**	**94,850**	**110,010**	**85,148**	**18,635**	**358**
3-5 years	**78,008**	**60,750**	**67,845**	**92,495**	**104,214**	**81,203**	**18,522**	**162**
Less than 3 years	**72,736**	**58,990**	**65,413**	**86,619**	**102,100**	**78,642**	**21,450**	**215**
All years	**85,000**	**63,834**	**72,218**	**101,700**	**123,128**	**89,506**	**24,144**	**1575**
Associate professor								
6 or more years	**59,866**	**49,545**	**53,845**	**67,100**	**74,604**	**61,504**	**11,274**	**456**
3-5 years	**57,287**	**49,115**	**52,888**	**63,220**	**73,044**	**59,423**	**10,175**	**236**
Less than 3 years	**57,360**	**48,852**	**52,834**	**65,000**	**70,880**	**59,453**	**9,469**	**223**
All years	**58,679**	**49,269**	**53,327**	**65,685**	**73,518**	**60,467**	**10,618**	**915**
Assistant professor								
3 or more years	**50,510**	**43,934**	**47,283**	**55,240**	**58,992**	**51,369**	**6,424**	**361**
Less than 3 years	**49,403**	**41,392**	**45,000**	**53,500**	**57,000**	**49,457**	**6,335**	**475**
All years	**50,000**	**42,435**	**46,000**	**54,080**	**58,201**	**50,311**	**6,449**	**839**
All ranks	**64,430**	**46,999**	**53,000**	**84,458**	**104,665**	**71,321**	**24,911**	**3366**
NEW ENGLAND (10 departments)								
Full professor								
12 or more years	**84,448**	**70,187**	**75,500**	**119,900**	**143,580**	**97,031**	**28,457**	**31**
6-11 years	**72,771**	**63,853**	**69,711**	**83,483**	**123,990**	**81,059**	**22,994**	**16**
3-5 years	**66,258**	**56,897**	**60,262**	**88,848**	**158,350**	**80,373**	**32,787**	**10**
Less than 3 years								**6**
All years	**81,400**	**62,096**	**69,681**	**98,564**	**136,740**	**88,465**	**27,909**	**63**
Associate professor								
6 or more years	**64,275**	**52,366**	**56,406**	**70,860**	**87,628**	**65,616**	**12,217**	**23**
3-5 years	**54,700**	**49,265**	**49,269**	**61,492**	**68,906**	**56,097**	**7,120**	**13**
Less than 3 years								**8**
All years	**59,590**	**49,267**	**54,120**	**65,280**	**75,693**	**61,324**	**10,994**	**44**
Assistant professor								
3 or more years	**50,540**	**46,600**	**47,500**	**59,381**	**63,572**	**53,466**	**6,383**	**15**
Less than 3 years	**53,667**	**43,412**	**48,214**	**57,275**	**61,750**	**53,245**	**7,724**	**24**
All years	**52,248**	**45,000**	**47,802**	**57,500**	**61,500**	**53,330**	**7,150**	**39**
All ranks	**63,500**	**49,262**	**54,700**	**78,100**	**102,000**	**70,700**	**25,076**	**147**
MID ATLANTIC (21 departments)								
Full professor								
12 or more years	**97,913**	**76,240**	**86,619**	**121,338**	**136,434**	**103,017**	**23,306**	**140**
6-11 years	**92,616**	**72,443**	**84,121**	**105,976**	**118,393**	**95,911**	**17,910**	**57**
3-5 years	**82,419**	**67,453**	**74,736**	**87,344**	**98,367**	**81,950**	**10,924**	**26**
Less than 3 years	**86,411**	**70,426**	**76,520**	**99,036**	**114,242**	**87,678**	**16,201**	**31**
All years	**92,640**	**72,949**	**84,019**	**108,091**	**129,950**	**97,394**	**21,597**	**254**
Associate professor								
6 or more years	**67,483**	**53,974**	**62,458**	**73,281**	**81,915**	**68,328**	**11,133**	**75**
3-5 years	**70,874**	**56,212**	**58,489**	**78,139**	**90,250**	**70,401**	**13,445**	**24**
Less than 3 years	**62,143**	**52,651**	**55,277**	**66,660**	**79,017**	**62,990**	**8,802**	**38**
All years	**65,792**	**53,655**	**59,598**	**72,624**	**80,500**	**67,210**	**11,249**	**137**
Assistant professor								
3 or more years	**53,480**	**47,497**	**50,367**	**58,648**	**61,120**	**54,434**	**6,178**	**44**
Less than 3 years	**53,852**	**47,000**	**49,875**	**56,595**	**58,807**	**53,621**	**4,706**	**58**
All years	**53,950**	**47,497**	**50,000**	**57,813**	**60,273**	**54,097**	**5,404**	**104**
All ranks	**75,413**	**52,567**	**58,869**	**93,882**	**114,809**	**79,944**	**24,939**	**495**

(continued)

TABLE 10 (continued)
2001-2002 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 (27 departments)								
Full professor								
12 or more years	**95,200**	**70,779**	**80,900**	**113,584**	**135,520**	**99,888**	**27,064**	**167**
6-11 years	**80,273**	**68,041**	**72,865**	**97,045**	**114,356**	**86,070**	**19,058**	**80**
3-5 years	**74,000**	**59,033**	**64,087**	**94,213**	**108,940**	**78,640**	**18,138**	**30**
Less than 3 years	**71,489**	**57,380**	**63,498**	**87,693**	**99,993**	**76,298**	**17,558**	**50**
All years	**85,954**	**64,662**	**72,930**	**102,855**	**126,047**	**90,951**	**25,104**	**327**
Associate professor								
6 or more years	**56,646**	**49,126**	**53,640**	**64,250**	**73,484**	**59,404**	**10,330**	**104**
3-5 years	**58,112**	**52,434**	**54,576**	**64,893**	**75,687**	**60,994**	**9,200**	**55**
Less than 3 years	**56,777**	**48,850**	**52,110**	**68,597**	**80,000**	**60,655**	**11,373**	**60**
All years	**57,200**	**49,506**	**53,600**	**64,460**	**75,105**	**60,146**	**10,339**	**219**
Assistant professor								
3 or more years	**51,377**	**43,640**	**47,164**	**54,729**	**56,789**	**51,162**	**6,060**	**86**
Less than 3 years	**49,490**	**40,200**	**45,100**	**53,000**	**55,771**	**49,163**	**6,303**	**103**
All years	**50,751**	**42,409**	**46,075**	**54,042**	**56,500**	**50,073**	**6,257**	**189**
All ranks	**62,640**	**47,142**	**53,300**	**83,510**	**105,277**	**71,106**	**25,453**	**739**
WEST NORTH CENTRAL (13 departments)								
Full professor								
12 or more years	**73,228**	**55,395**	**63,420**	**92,273**	**105,631**	**80,477**	**25,354**	**53**
6-11 years	**79,360**	**61,514**	**71,704**	**86,326**	**118,106**	**82,069**	**18,434**	**22**
3-5 years								**7**
Less than 3 years	**60,317**	**48,245**	**55,947**	**72,179**	**83,313**	**63,692**	**13,274**	**16**
All years	**73,256**	**55,761**	**62,607**	**89,630**	**105,800**	**78,554**	**22,695**	**98**
Associate professor								
6 or more years	**58,879**	**49,721**	**53,320**	**64,802**	**69,659**	**59,536**	**9,014**	**34**
3-5 years	**53,106**	**44,183**	**50,043**	**61,194**	**63,459**	**54,766**	**7,298**	**19**
Less than 3 years	**56,060**	**43,939**	**49,489**	**58,876**	**72,150**	**55,586**	**8,377**	**11**
All years	**56,746**	**48,288**	**51,987**	**61,536**	**68,130**	**57,441**	**8,605**	**64**
Assistant professor								
3 or more years	**49,392**	**43,412**	**48,080**	**53,760**	**56,749**	**50,536**	**5,272**	**27**
Less than 3 years	**47,967**	**40,492**	**42,995**	**51,233**	**53,000**	**47,329**	**4,637**	**48**
All years	**48,933**	**41,716**	**44,474**	**51,657**	**54,140**	**48,483**	**5,082**	**75**
All ranks	**57,000**	**44,474**	**49,826**	**70,845**	**90,345**	**63,120**	**20,430**	**239**
SOUTH ATLANTIC (29 departments)								
Full professor								
12 or more years	**87,753**	**67,344**	**75,027**	**104,435**	**127,584**	**93,026**	**25,075**	**161**
6-11 years	**80,992**	**66,955**	**73,366**	**96,280**	**110,049**	**85,255**	**16,738**	**74**
3-5 years	**77,600**	**65,391**	**70,876**	**87,725**	**104,871**	**81,657**	**18,363**	**43**
Less than 3 years	**76,688**	**63,307**	**67,268**	**94,750**	**140,286**	**87,585**	**29,411**	**42**
All years	**82,232**	**66,306**	**72,763**	**100,075**	**122,630**	**88,987**	**23,537**	**320**
Associate professor								
6 or more years	**60,162**	**50,275**	**55,575**	**67,071**	**77,080**	**62,127**	**11,130**	**106**
3-5 years	**57,887**	**47,863**	**51,722**	**63,624**	**70,683**	**58,445**	**9,178**	**48**
Less than 3 years	**58,039**	**53,074**	**54,580**	**65,981**	**69,646**	**61,097**	**8,873**	**42**
All years	**59,657**	**50,704**	**54,600**	**65,950**	**73,073**	**61,005**	**10,289**	**196**
Assistant professor								
3 or more years	**49,939**	**44,473**	**46,601**	**54,020**	**58,973**	**51,244**	**6,406**	**76**
Less than 3 years	**48,645**	**40,000**	**44,960**	**53,000**	**57,168**	**48,847**	**7,285**	**95**
All years	**49,000**	**41,946**	**45,913**	**53,400**	**58,775**	**49,933**	**6,976**	**172**
All ranks	**65,357**	**46,253**	**53,000**	**81,882**	**102,991**	**70,792**	**24,342**	**700**

(continued)

TABLE 10 (continued)
2001-2002 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	80,427	63,793	70,848	90,254	109,792	84,442	22,839	56
6-11 years	66,644	56,325	63,642	72,951	98,800	71,962	18,665	24
3-5 years								9
Less than 3 years	72,736	56,491	59,363	88,125	113,931	77,081	20,437	17
All years	75,313	58,345	66,113	86,927	107,656	79,733	22,153	106
Associate professor								
6 or more years	49,989	44,587	46,796	54,945	71,525	52,950	9,987	20
3-5 years	48,058	45,323	46,219	56,019	63,910	51,105	6,742	12
Less than 3 years	51,296	46,269	49,088	58,030	69,000	53,673	7,478	19
All years	50,140	45,217	46,885	55,419	65,800	52,785	8,308	51
Assistant professor								
3 or more years	43,556	39,002	40,920	47,735	57,510	45,074	5,870	20
Less than 3 years	44,989	40,000	42,375	51,563	55,750	46,805	5,607	34
All years	44,811	40,000	41,592	50,029	55,750	46,164	5,713	54
All ranks	58,030	42,875	47,720	75,338	90,883	64,189	22,633	215
WEST SOUTH CENTRAL (14 departments)								
Full professor								
12 or more years	82,770	60,148	73,500	97,398	110,882	84,790	17,413	63
6-11 years	80,250	59,643	68,657	87,185	104,000	79,882	14,182	29
3-5 years	72,188	50,756	59,527	94,184	103,045	76,454	19,556	12
Less than 3 years	69,037	58,095	65,508	82,344	90,028	72,244	10,616	16
All years	80,125	58,796	68,063	91,746	103,512	81,097	16,588	120
Associate professor								
6 or more years	55,554	45,792	51,073	61,401	65,050	57,446	13,723	36
3-5 years	55,677	47,882	53,495	59,250	63,950	55,944	6,563	30
Less than 3 years	55,002	47,962	51,262	58,793	63,140	55,237	5,075	16
All years	55,507	47,868	51,469	59,420	63,950	56,465	10,119	82
Assistant professor								
3 or more years	48,000	43,576	45,063	52,976	56,892	49,169	5,162	40
Less than 3 years	46,782	41,682	44,224	50,000	54,040	47,429	4,340	47
All years	47,768	42,435	44,997	50,463	55,796	48,229	4,787	87
All ranks	57,380	44,981	49,400	76,671	93,170	63,709	19,168	295
MOUNTAIN (12 departments)								
Full professor								
12 or more years	89,451	65,895	74,258	98,887	111,732	89,545	21,516	88
6-11 years	78,139	56,836	67,000	91,246	96,950	78,573	15,721	27
3-5 years	78,262	49,257	72,056	91,704	100,672	79,061	15,376	10
Less than 3 years	67,288	60,246	62,099	72,377	80,538	67,922	6,619	18
All years	80,875	61,011	69,000	94,536	106,706	84,018	20,206	143
Associate professor								
6 or more years	56,447	50,954	53,439	61,187	63,735	57,378	5,598	35
3-5 years	57,144	49,618	53,170	59,898	64,983	56,823	4,929	18
Less than 3 years	52,826	46,336	47,420	59,580	70,228	54,985	8,197	16
All years	56,447	48,347	52,263	60,891	64,000	56,679	6,123	69
Assistant professor								
3 or more years	49,849	42,609	46,715	54,404	58,458	50,372	5,535	33
Less than 3 years	46,493	40,699	44,375	51,280	54,509	47,215	4,783	38
All years	47,895	41,413	45,200	52,428	56,000	48,682	5,349	71
All ranks	61,202	46,275	51,995	80,941	97,083	68,205	21,897	286

(continued)

TABLE 10 (continued)
2001-2002 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
PACIFIC (13 departments)								
Full professor								
12 or more years	**112,600**	**77,380**	**93,600**	**128,300**	**137,500**	**112,612**	**26,374**	**81**
6-11 years	**91,608**	**61,700**	**75,191**	**100,000**	**113,500**	**88,072**	**17,104**	**29**
3-5 years	**95,522**	**68,651**	**78,100**	**100,100**	**110,040**	**89,861**	**14,467**	**15**
Less than 3 years	**71,100**	**66,503**	**66,503**	**81,100**	**125,101**	**80,210**	**27,725**	**19**
All years	**97,600**	**67,500**	**78,125**	**117,950**	**134,100**	**101,025**	**27,284**	**144**
Associate professor								
6 or more years	**66,503**	**49,180**	**60,859**	**69,216**	**76,020**	**64,738**	**8,909**	**23**
3-5 years	**63,200**	**47,564**	**53,350**	**70,550**	**85,000**	**64,119**	**12,732**	**17**
Less than 3 years	**60,600**	**50,300**	**59,600**	**66,850**	**68,920**	**61,870**	**6,347**	**13**
All years	**64,000**	**49,180**	**59,600**	**67,800**	**76,020**	**63,836**	**9,701**	**53**
Assistant professor								
3 or more years	**57,700**	**49,620**	**53,183**	**62,750**	**63,190**	**57,881**	**5,967**	**20**
Less than 3 years	**53,305**	**47,271**	**51,775**	**56,150**	**60,250**	**54,059**	**5,302**	**28**
All years	**54,150**	**48,743**	**52,000**	**59,750**	**63,010**	**55,651**	**5,845**	**48**
All ranks	**75,095**	**52,000**	**60,150**	**100,725**	**127,800**	**83,250**	**29,972**	**250**

Source: 2001-2002 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
2001-2002 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 (105 departments)								
Full professor								
12 or more years	**89,336**	**67,058**	**75,582**	**105,060**	**128,320**	**93,422**	**25,195**	**647**
6-11 years	**80,756**	**63,352**	**71,057**	**93,143**	**108,035**	**83,987**	**18,006**	**296**
3-5 years	**78,100**	**59,694**	**67,815**	**89,940**	**100,747**	**80,012**	**17,012**	**132**
Less than 3 years	**72,131**	**58,593**	**64,400**	**85,000**	**101,360**	**77,636**	**21,002**	**167**
All years	**83,485**	**62,843**	**71,043**	**99,739**	**118,934**	**87,626**	**23,180**	**1,242**
Associate professor								
6 or more years	**59,190**	**49,000**	**53,331**	**67,117**	**74,003**	**60,766**	**11,107**	**365**
3-5 years	**56,695**	**48,325**	**52,188**	**62,918**	**72,324**	**58,379**	**9,021**	**185**
Less than 3 years	**55,905**	**48,846**	**52,500**	**64,783**	**70,126**	**58,827**	**9,361**	**167**
All years	**57,837**	**48,864**	**52,822**	**65,387**	**72,619**	**59,698**	**10,254**	**717**
Assistant professor								
3 or more years	**50,394**	**43,493**	**47,262**	**55,000**	**58,772**	**51,184**	**6,487**	**270**
Less than 3 years	**48,500**	**41,139**	**44,940**	**52,579**	**56,000**	**48,848**	**6,200**	**370**
All years	**49,504**	**42,000**	**45,637**	**53,786**	**57,392**	**49,833**	**6,422**	**640**
All ranks	**64,035**	**46,640**	**52,599**	**82,638**	**102,536**	**70,337**	**24,011**	**2,624**
NEW ENGLAND (4 departments)								
MID ATLANTIC (12 departments)								
Full professor								
12 or more years	**96,129**	**78,928**	**86,410**	**117,970**	**133,931**	**101,738**	**21,521**	**82**
6-11 years	**89,826**	**77,270**	**83,819**	**101,371**	**111,910**	**92,125**	**14,006**	**38**
3-5 years	**83,411**	**73,945**	**79,162**	**90,146**	**104,500**	**84,773**	**9,563**	**19**
Less than 3 years	**86,619**	**72,290**	**79,277**	**102,035**	**114,379**	**88,956**	**15,315**	**20**
All years	**90,146**	**76,080**	**84,092**	**104,994**	**124,524**	**95,806**	**19,081**	**159**
Associate professor								
6 or more years	**68,353**	**57,456**	**63,598**	**72,508**	**78,191**	**68,571**	**9,263**	**52**
3-5 years	**70,458**	**56,877**	**59,912**	**76,430**	**85,400**	**69,370**	**9,984**	**13**
Less than 3 years	**62,345**	**53,300**	**55,436**	**66,086**	**69,491**	**61,912**	**6,791**	**22**
All years	**66,186**	**55,255**	**61,200**	**71,818**	**77,344**	**67,007**	**9,221**	**87**
Assistant professor								
3 or more years	**54,006**	**49,289**	**51,185**	**58,345**	**60,571**	**55,253**	**5,775**	**29**
Less than 3 years	**53,457**	**46,994**	**49,800**	**56,450**	**58,982**	**53,445**	**4,671**	**38**
All years	**54,000**	**47,376**	**50,157**	**57,397**	**60,015**	**54,227**	**5,215**	**67**
All ranks	**75,413**	**52,971**	**59,753**	**91,264**	**109,934**	**78,901**	**23,008**	**313**

(continued)

TABLE 11 (continued)
2001-2002 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 (18 departments)								
Full professor								
12 or more years	93,000	70,189	80,238	113,292	141,898	99,931	28,382	133
6-11 years	81,511	68,111	72,948	103,061	119,681	88,176	20,348	64
3-5 years	74,000	60,456	66,362	91,319	109,698	79,004	17,529	24
Less than 3 years	72,822	58,306	64,090	88,415	99,984	76,944	17,858	41
All years	85,764	64,488	72,983	105,010	129,090	91,545	25,882	262
Associate professor								
6 or more years	56,420	48,279	53,318	64,338	72,139	58,433	9,517	77
3-5 years	58,112	50,936	54,393	68,611	76,269	61,081	9,072	41
Less than 3 years	55,059	49,127	52,370	70,016	81,026	60,745	11,736	42
All years	56,487	49,505	53,384	65,547	75,065	59,719	10,054	160
Assistant professor								
3 or more years	53,171	43,427	48,247	55,297	57,200	51,788	6,578	61
Less than 3 years	49,490	39,790	45,405	53,000	55,994	49,255	6,469	87
All years	50,996	41,950	46,037	54,080	56,786	50,299	6,611	148
All ranks	63,922	47,057	53,309	83,655	107,073	71,743	26,247	573
WEST NORTH CENTRAL (12 departments)								
Full professor								
12 or more years	69,538	53,038	62,640	89,587	104,148	76,271	18,482	47
6-11 years	80,000	61,415	71,418	87,726	118,887	82,229	18,874	21
3-5 years								6
Less than 3 years	60,317	48,245	55,947	72,179	83,313	63,692	13,274	16
All years	72,104	55,638	62,212	84,781	103,768	75,839	18,484	90
Associate professor								
6 or more years	58,551	49,626	53,160	61,556	67,815	57,914	6,734	31
3-5 years	53,025	44,113	49,961	57,896	64,457	54,382	7,309	18
Less than 3 years								9
All years	54,863	47,995	50,971	61,258	67,521	56,418	7,399	58
Assistant professor								
3 or more years	48,933	43,035	47,538	50,269	56,319	49,406	4,207	23
Less than 3 years	46,496	40,303	42,971	51,000	52,459	46,707	4,590	42
All years	48,290	41,266	43,560	51,000	53,215	47,662	4,612	65
All ranks	56,796	43,840	49,499	69,202	86,790	61,725	17,890	215
SOUTH ATLANTIC (21 departments)								
Full professor								
12 or more years	85,054	66,743	74,540	100,412	129,143	91,260	25,443	131
6-11 years	79,472	66,621	72,436	96,068	110,010	84,379	16,954	68
3-5 years	76,400	63,882	70,266	85,802	94,074	79,613	17,795	37
Less than 3 years	75,455	59,838	65,287	90,742	134,073	83,878	26,760	33
All years	80,700	65,160	71,614	96,428	120,000	87,013	23,092	269
Associate professor								
6 or more years	60,000	49,516	54,870	67,390	78,830	62,142	11,845	90
3-5 years	58,600	43,856	51,523	63,228	70,249	58,213	9,472	41
Less than 3 years	58,078	52,798	54,560	66,118	70,385	61,367	9,289	37
All years	59,657	50,427	54,028	65,833	74,870	61,012	10,840	168
Assistant professor								
3 or more years	50,096	44,523	47,254	53,400	58,733	51,128	6,154	60
Less than 3 years	48,500	40,516	45,000	52,000	57,735	48,798	7,265	67
All years	49,000	42,968	46,000	53,000	58,396	49,899	6,837	127
All ranks	65,495	47,073	53,000	81,024	100,109	70,507	23,544	573

(continued)

TABLE 11 (continued)
2001-2002 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 (8 departments)								
Full professor								
12 or more years	**76,003**	**57,433**	**68,327**	**81,434**	**88,831**	**74,949**	**10,634**	**40**
6-11 years	**66,380**	**55,255**	**63,567**	**69,354**	**81,218**	**69,522**	**17,372**	**22**
3-5 years								**7**
Less than 3 years	**71,280**	**56,474**	**58,806**	**74,925**	**122,832**	**74,087**	**22,272**	**13**
All years	**70,334**	**56,757**	**63,567**	**79,766**	**88,773**	**72,988**	**15,974**	**82**
Associate professor								
6 or more years	**49,452**	**44,463**	**46,418**	**51,281**	**55,725**	**49,308**	**3,698**	**17**
3-5 years								**9**
Less than 3 years	**50,611**	**45,889**	**47,436**	**52,890**	**58,762**	**50,974**	**4,179**	**16**
All years	**49,298**	**45,001**	**46,601**	**51,474**	**55,139**	**49,576**	**3,761**	**42**
Assistant professor								
3 or more years	**42,453**	**38,830**	**40,388**	**45,737**	**48,304**	**43,081**	**3,432**	**17**
Less than 3 years	**44,531**	**40,000**	**42,000**	**46,938**	**53,171**	**45,353**	**5,008**	**28**
All years	**44,075**	**40,000**	**41,178**	**46,470**	**50,560**	**44,494**	**4,573**	**45**
All ranks	**53,649**	**42,000**	**46,188**	**69,742**	**81,110**	**59,183**	**17,767**	**171**
WEST SOUTH CENTRAL (11 departments)								
Full professor								
12 or more years	**82,945**	**58,530**	**71,496**	**98,699**	**113,400**	**84,698**	**18,161**	**57**
6-11 years	**80,125**	**59,458**	**67,063**	**87,012**	**98,205**	**79,023**	**14,158**	**26**
3-5 years	**67,549**	**50,002**	**58,770**	**94,235**	**103,213**	**76,420**	**20,510**	**11**
Less than 3 years	**69,536**	**60,540**	**67,500**	**83,797**	**90,842**	**73,967**	**10,452**	**13**
All years	**80,000**	**58,755**	**67,750**	**92,616**	**103,975**	**81,164**	**17,032**	**107**
Associate professor								
6 or more years	**53,302**	**45,670**	**50,693**	**58,264**	**65,000**	**56,650**	**15,119**	**29**
3-5 years	**55,603**	**50,321**	**53,500**	**59,000**	**64,617**	**56,008**	**6,552**	**27**
Less than 3 years	**55,000**	**49,080**	**51,342**	**58,512**	**60,454**	**54,778**	**3,873**	**13**
All years	**55,000**	**47,866**	**51,328**	**58,264**	**63,757**	**56,046**	**10,661**	**69**
Assistant professor								
3 or more years	**47,952**	**43,376**	**45,098**	**54,224**	**56,290**	**49,207**	**4,900**	**28**
Less than 3 years	**47,183**	**41,256**	**44,168**	**50,116**	**54,640**	**47,553**	**4,500**	**42**
All years	**47,836**	**42,429**	**44,859**	**50,597**	**55,671**	**48,215**	**4,700**	**70**
All ranks	**57,440**	**44,997**	**50,000**	**78,030**	**94,215**	**64,325**	**19,626**	**250**
MOUNTAIN (11 departments)								
Full professor								
12 or more years	**90,233**	**66,476**	**74,264**	**98,887**	**113,369**	**90,164**	**21,882**	**80**
6-11 years	**78,239**	**56,373**	**67,869**	**91,509**	**97,075**	**79,018**	**15,858**	**26**
3-5 years	**78,262**	**49,257**	**72,056**	**91,704**	**100,672**	**79,061**	**15,376**	**10**
Less than 3 years	**67,288**	**60,246**	**62,099**	**72,377**	**80,538**	**67,922**	**6,619**	**18**
All years	**81,209**	**60,969**	**69,000**	**94,541**	**106,046**	**84,185**	**20,439**	**134**
Associate professor								
6 or more years	**56,490**	**50,701**	**53,886**	**61,119**	**63,253**	**57,516**	**5,594**	**32**
3-5 years	**57,144**	**49,618**	**53,170**	**59,898**	**64,983**	**56,823**	**4,929**	**18**
Less than 3 years	**53,327**	**46,251**	**47,336**	**59,726**	**70,567**	**55,255**	**8,410**	**15**
All years	**56,528**	**48,272**	**52,815**	**60,891**	**64,361**	**56,803**	**6,156**	**65**
Assistant professor								
3 or more years	**49,849**	**42,348**	**45,640**	**54,404**	**57,000**	**50,181**	**5,643**	**29**
Less than 3 years	**46,485**	**40,616**	**44,250**	**51,520**	**54,517**	**47,234**	**4,848**	**37**
All years	**47,762**	**41,141**	**44,927**	**52,442**	**56,000**	**48,529**	**5,377**	**66**
All ranks	**61,202**	**46,074**	**52,201**	**81,376**	**97,028**	**68,286**	**22,085**	**268**

(continued)

TABLE 11 (continued)
2001-2002 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
PACIFIC (8 departments)								
Full professor								
12 or more years	**113,100**	**85,622**	**94,700**	**128,300**	**137,140**	**112,266**	**23,980**	**63**
6-11 years	**92,600**	**61,700**	**84,900**	**102,400**	**113,600**	**92,080**	**16,996**	**19**
3-5 years	**96,000**	**69,546**	**78,100**	**100,100**	**110,880**	**91,883**	**13,866**	**11**
Less than 3 years	**72,700**	**67,260**	**67,700**	**87,500**	**168,077**	**88,102**	**34,355**	**11**
All years	**100,000**	**70,450**	**88,275**	**122,600**	**134,950**	**103,867**	**25,309**	**104**
Associate professor								
6 or more years	**66,250**	**48,640**	**56,791**	**67,854**	**74,551**	**63,442**	**8,485**	**18**
3-5 years								**9**
Less than 3 years	**60,600**	**58,620**	**59,700**	**66,700**	**68,920**	**62,837**	**3,809**	**11**
All years	**63,750**	**52,870**	**59,650**	**67,125**	**71,300**	**62,960**	**6,757**	**38**
Assistant professor								
3 or more years	**57,000**	**49,360**	**51,600**	**61,975**	**65,900**	**57,525**	**6,303**	**16**
Less than 3 years	**52,100**	**47,827**	**51,850**	**54,500**	**59,240**	**53,076**	**3,348**	**21**
All years	**53,900**	**49,440**	**51,850**	**57,950**	**62,220**	**55,000**	**5,270**	**37**
All ranks	**75,700**	**52,020**	**60,000**	**106,650**	**128,200**	**84,693**	**29,804**	**181**

Source: 2001-2002 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
2001-2002 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 (44 departments)								
Full professor								
12 or more years	**99,003**	**72,880**	**83,775**	**121,560**	**137,860**	**103,533**	**26,866**	**193**
6-11 years	**89,172**	**68,929**	**75,191**	**104,000**	**113,667**	**90,696**	**20,653**	**62**
3-5 years	**77,213**	**62,376**	**67,900**	**99,968**	**114,857**	**86,439**	**23,715**	**30**
Less than 3 years	**75,633**	**59,913**	**66,503**	**90,000**	**105,775**	**82,144**	**22,823**	**48**
All years	**92,100**	**67,322**	**75,700**	**110,042**	**132,120**	**96,520**	**26,318**	**333**
Associate professor								
6 or more years	**61,950**	**53,172**	**56,786**	**67,050**	**83,440**	**64,463**	**11,517**	**91**
3-5 years	**58,400**	**50,896**	**56,000**	**65,575**	**84,278**	**63,213**	**12,979**	**51**
Less than 3 years	**61,430**	**48,708**	**54,361**	**67,250**	**74,742**	**61,318**	**9,628**	**56**
All years	**61,360**	**52,293**	**56,068**	**67,000**	**82,062**	**63,252**	**11,444**	**198**
Assistant professor								
3 or more years	**50,550**	**44,805**	**47,469**	**56,980**	**61,234**	**51,918**	**6,236**	**91**
Less than 3 years	**52,555**	**43,000**	**47,930**	**55,400**	**58,500**	**51,606**	**6,368**	**105**
All years	**51,900**	**43,700**	**47,820**	**56,000**	**59,000**	**51,847**	**6,309**	**199**
All ranks	**65,688**	**48,016**	**54,468**	**90,500**	**113,549**	**74,801**	**27,600**	**742**
NEW ENGLAND (6 departments) (Insufficient Ns of faculty)								
MID ATLANTIC (9 departments)								
Full professor								
12 or more years	**102,135**	**71,502**	**88,270**	**128,025**	**137,119**	**104,826**	**25,706**	**58**
6-11 years	**104,000**	**70,250**	**92,616**	**113,738**	**130,000**	**103,484**	**22,448**	**19**
3-5 years								**7**
Less than 3 years	**85,000**	**62,000**	**74,347**	**93,150**	**123,219**	**85,356**	**18,238**	**11**
All years	**97,760**	**67,917**	**83,800**	**117,900**	**133,494**	**100,053**	**25,139**	**95**
Associate professor								
6 or more years	**64,042**	**50,956**	**57,493**	**75,523**	**98,000**	**67,778**	**14,748**	**23**
3-5 years	**71,289**	**53,667**	**57,043**	**84,597**	**102,900**	**71,619**	**17,122**	**11**
Less than 3 years	**62,143**	**52,108**	**53,363**	**73,925**	**82,960**	**64,473**	**11,067**	**16**
All years	**63,688**	**52,682**	**57,161**	**75,897**	**89,970**	**67,565**	**14,206**	**50**
Assistant professor								
3 or more years	**52,000**	**43,716**	**47,820**	**58,709**	**62,938**	**52,852**	**6,817**	**15**
Less than 3 years	**54,675**	**47,984**	**49,625**	**57,573**	**58,777**	**53,957**	**4,875**	**20**
All years	**53,500**	**47,180**	**49,374**	**58,543**	**61,394**	**53,862**	**5,798**	**37**
All ranks	**75,250**	**52,123**	**58,388**	**100,142**	**127,370**	**81,737**	**27,927**	**182**
EAST NORTH CENTRAL (9 departments)								
Full professor								
12 or more years	**97,000**	**72,391**	**84,475**	**117,155**	**130,750**	**99,721**	**21,498**	**34**
6-11 years	**75,050**	**67,337**	**69,930**	**85,627**	**93,300**	**77,648**	**8,912**	**16**
3-5 years								**6**
Less than 3 years								**9**
All years	**87,199**	**65,180**	**72,264**	**99,500**	**123,240**	**88,556**	**21,706**	**65**
Associate professor								
6 or more years	**58,700**	**52,585**	**53,988**	**64,262**	**87,190**	**62,172**	**12,132**	**27**
3-5 years	**58,334**	**53,000**	**55,130**	**63,250**	**78,788**	**60,739**	**9,913**	**14**
Less than 3 years	**61,400**	**46,970**	**49,863**	**65,391**	**75,879**	**60,447**	**10,801**	**18**
All years	**59,000**	**50,200**	**53,900**	**64,000**	**84,116**	**61,306**	**11,084**	**59**
Assistant professor								
3 or more years	**49,368**	**43,620**	**46,900**	**54,007**	**55,780**	**49,634**	**4,297**	**25**
Less than 3 years	**49,200**	**40,050**	**43,425**	**53,375**	**55,610**	**48,665**	**5,469**	**16**
All years	**49,368**	**43,040**	**45,850**	**53,794**	**55,260**	**49,256**	**4,746**	**41**
All ranks	**61,823**	**47,138**	**53,250**	**82,529**	**99,300**	**68,908**	**22,434**	**166**

(continued)

TABLE 12 (continued)
2001-2002 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
WEST NORTH CENTRAL (1 department) (Insufficient Ns of faculty)								
SOUTH ATLANTIC (8 departments)								
Full professor								
12 or more years	**103,316**	**71,394**	**81,908**	**111,931**	**126,413**	**100,738**	**22,171**	**30**
6-11 years								**6**
3-5 years								**6**
Less than 3 years								**9**
All years	**99,000**	**72,760**	**81,389**	**111,450**	**126,772**	**99,401**	**23,340**	**51**
Associate professor								
6 or more years	**61,075**	**55,715**	**56,722**	**67,038**	**71,875**	**62,047**	**5,888**	**16**
3-5 years								**7**
Less than 3 years								**5**
All years	**59,105**	**54,921**	**56,663**	**66,750**	**71,600**	**60,959**	**6,146**	**28**
Assistant professor								
3 or more years	**49,648**	**42,790**	**45,832**	**58,445**	**64,432**	**51,681**	**7,484**	**16**
Less than 3 years	**49,725**	**37,020**	**42,250**	**54,375**	**57,460**	**48,962**	**7,464**	**28**
All years	**50,000**	**39,605**	**45,740**	**54,500**	**60,040**	**50,030**	**7,435**	**45**
All ranks	**62,600**	**45,461**	**52,500**	**90,000**	**111,560**	**72,078**	**27,728**	**127**
EAST SOUTH CENTRAL (3 departments) (Insufficient Ns of faculty)								
WEST SOUTH CENTRAL (4 departments) (Insufficient Ns of faculty)								
MOUNTAIN (1 department) (Insufficient Ns of faculty)								
PACIFIC (5 departments) (Insufficient Ns of faculty)								

Source: 2001-2002 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: 1999-2000 to 2001-2002

Table 14. Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank: 1999-2000 to 2001-2002

Table 15. Distribution of 2001-2002 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank

Table 16. 2001-2002 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank

Table 17. 2001-2002 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Type of Department, Rank, and Years in Rank

Table 18. 2001-2002 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Region, Rank, and Years in Rank

Table 19. 2001-2002 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Type of Institution, Rank, and Years in Rank

Table 20. 2001-2002 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: 1999-2000 to 2001-2002

	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	All ranks
U.S. Master's Departments					
1999-2000 (90 departments)	$64,636 N=494	$49,283 N=313	$41,040 N=335	a N=7	53,370 N=1,149
2000-2001 (97 departments)	$67,000 N=486	$50,693 N=337	$42,325 N=312	a N=7	$55,168 N=1,178
2001-2002 (10x departments)	$69,879 N=342	$53,632 N=268	$44,864 N=232	$35,324 N=21	$57,276 N=868
Percent change in monetary salary					
1999-2000 to 2000-2001	+3.7%	+2.9%	+3.1%	a	+3.4%
2000-2001 to 2001-2002	+4.3%	+5.8%	+6.0%	a	+3.8%
Percent change in real terms					
1999-2000 to 2000-2001	+0.2%	-0.6%	-0.4%	a	-0.1%
2000-2001 to 2001-2002	+1.7%	+3.2%	+3.4%	a	+1.2%
All U.S. Departments					
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
2000-2001 (344 departments)	$81,054 N=2,676	$56,255 N=1,652	$46,792 N=1,467	$41,914 N=53	$65,088 N=5,959
2001-2002 (3xx departments)	$84,945 N=2,268	$58,822 N=1,445	$49,042 N=1,291	$40,462 N=73	$67,694 N=5,149
Percent change in monetary salary					
1999-2000 to 2000-2001	+5.4%	+3.9%	+4.1%	+5.7%	+4.4%
2000-2001 to 2001-2002	+4.8%	+4.6%	+4.8%	-3.5%	+4.0%
Percent change in real terms					
1999-2000 to 2000-2001	+1.9%	+0.4%	+0.6%	+2.2%	+0.9%
2000-2001 to 2001-2002	+2.2%	+2.0%	+2.2%	-6.1%	+1.4%

Source: 2000-2001 and 2001-2002 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 3.5% for the period from September 1999 to September 2000 and 2.6% for the period from September 2000 to September 2001.

[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: 1999-2000 to 2001-2002

	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
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
2000-2001 (95 departments)	$71,134 N=249	$65,854 N=106	$60,792 N=48	$59,653 N=83	$52,947 N=126	$50,067 N=90	$48,810 N=121	$43,235 N=140	$41,583 N=172
2001-2002 (10x departments)	$73,683 N=158	$68,438 N=73	$63,754 N=34	$66,143 N=77	$56,059 N=93	$54,087 N=71	$51,152 N=104	$46,057 N=93	$44,065 N=139
Percentage change in monetary salary									
1999-2000 to 2000-01	+4.2%	+2.8%	+2.3%	+4.9%	+2.3%	+2.5%	+4.6%	+2.6%	+3.7%
2000-2001 to 2001-02	+3.6%	+3.9%	+4.9%	+10.9%	+5.9%	+8.0%	+4.8%	+6.5%	+6.0%
Percentage change in real terms									
1999-2000 to 2000-01	+0.7%	-0.7%	-1.2%	+1.4%	-1.2%	-1.0%	+1.1%	-0.9%	+0.2%
2000-2001 to 2001-02	+1.0%	+1.3%	+2.3%	+8.3%	+3.3%	+5.4%	+2.2%	+3.9%	+3.4%

Source: 2000-2001 and 2001-2002 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 3.5% for the period from September 1999 to September 2000 and 2.6% for the period from September 2000 to September 2001.

Table 15
Distribution of 2001-2002 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank

	Full professor						Associate professor			Assistant prof.	
9-10-month salary	24 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
$95,000 or more	4	1	1	2		2					
90,000-94,999	1	3	1	1		1					
85,000-89,999	3	3	3	2			1				
80,000-84,999	2	9	7	9		6					
$79,000-79,999	1	3	2			3					
78,000-78,999	1	2	4	1	1						
77,000-77,999	1	2	1	2	1	1					
76,000-76,999	3	2	6	3	2	8					
75,000-75,999	1	1	4	1			1		1		
$74,000-74,999	1	4	2	2	2	1					
73,000-73,999		1	1	3		2	2	1			
72,000-72,999			2	1	2	1					
71,000-71,999	1	2	2	2	1	2	1	1			
70,000-70,999			3	2	1		1				
$69,000-69,999	2	3	9	1		1	2				
68,000-68,999		4	2	3	1	5	1				1
67,000-67,999	1	2	2	1		4	1	4	1		
66,000-66,999	1	1	3	4		1	3		1		
65,000-65,999		2	2	3	2		4		1		
$64,000-64,999		2	4		1			1			
63,000-63,999				1	2	3	3	3	1		
62,000-62,999			2	2	2	3	2	2	1		
61,000-61,999		1		2		3	1	5	1		
60,000-60,999			3	3	1	2	5	3	1		
$59,000-59,999		1	3	1	4	3	3		5		
58,000-58,999		2	3	3	2	1	4	1	2	1	
57,000-57,999			3	5	2	2	2	2	2		
56,000-56,999				3	2	2	3	2	3	2	
55,000-55,999		1	1	2	2	4	4	3	3	2	
$54,000-54,999		1	1	4		2	5	1	3	1	2
53,000-53,999			3			4	3	6	5	3	1
52,000-52,999			1	1	2	1	3	2	3	3	4
51,000-51,999						3	11	6	11	3	4
50,000-50,999					1		5	3	12	5	7
$49,000-49,999				2		2	6	4	11	5	3
48,000-48,999		1		1		1	4	5	7	6	11
47,000-47,999							2	5	7	4	6
46,000-46,999							0	2	4	7	11
45,000-45,999						1	4	4	3	5	7
$44,000-44,999						1	3	2	3	9	9
43,000-43,999								1	4	11	10
42,000-42,999							2		5	8	15
41,000-41,999							1	1	1	4	11
40,000-40,999						1		1	1	6	12
$39,000-39,999									1	7	3
38,000-38,999										1	8
37,000-37,999											6
36,000-36,999											4
35,000-35,999											2
Less than 35,000											2

Source: 2001-2002 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

TABLE 16
2001-2002 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank

Rank and Years In Rank	Median	Percentiles 10%	25%	75%	90%	Mean	SD	N
Full professor								
24 or more years	78,540	68,452	74,892	86,409	108,677	83,479	15,300	23
18-23 years	74,668	59,202	67,738	80,982	86,514	74,429	11,211	54
12-17 years	69,668	57,480	63,511	76,865	83,569	70,405	9,817	81
6-11 years	66,879	54,758	58,012	76,666	83,635	68,438	11,963	73
3-5 years	62,274	53,895	57,444	71,487	76,710	63,754	8,038	34
Less than 3	63,672	51,392	55,727	76,469	82,214	66,143	12,989	77
All years	69,106	54,899	59,946	77,119	84,528	69,879	12,429	342
Associate professor								
11 or more years	54,534	44,841	49,945	61,045	67,503	56,164	8,812	55
6-10 years	52,011	48,067	50,000	61,081	69,705	55,906	8,079	38
3-5 years	52,728	45,339	48,359	60,600	64,191	54,087	7,571	71
Less than 3	50,292	43,227	47,456	54,248	59,574	51,152	6,181	104
All years	51,738	44,986	48,485	58,212	65,010	53,632	7,683	268
Assistant professor								
3 or more years	45,279	40,084	42,561	49,379	53,215	46,057	4,722	93
Less than 3	43,802	37,624	40,500	47,088	50,400	44,065	5,077	139
All years	44,131	38,859	41,200	48,238	51,600	44,864	5,024	232
Lecturer/Instructor								
3 or more years								7
Less than 3	34,475	29,850	32,000	37,086	42,387	35,166	3,931	14
All years	34,950	29,700	32,000	38,771	42,455	35,324	4,938	21

Source: 2001-2002 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
2001-2002 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	Median	Percentiles 10%	25%	75%	90%	Mean	SD	N
PSYCHOLOGY (61 departments)								
Full professor								
12 or more years	**74,056**	**58,594**	**66,422**	**79,212**	**85,680**	**73,643**	**12,140**	**147**
6-11 years	**66,843**	**54,686**	**57,933**	**76,683**	**84,559**	**68,361**	**12,216**	**68**
3-5 years	**62,343**	**55,308**	**57,500**	**72,000**	**76,721**	**64,128**	**8,000**	**31**
Less than 3 years	**63,671**	**51,252**	**55,657**	**76,448**	**81,029**	**65,313**	**11,856**	**72**
All years	**69,155**	**54,790**	**59,709**	**76,986**	**84,258**	**69,700**	**12,327**	**318**
Associate professor								
6 or more years	**54,088**	**45,638**	**49,986**	**60,774**	**67,936**	**55,827**	**8,558**	**86**
3-5 years	**52,910**	**45,228**	**48,270**	**61,022**	**65,870**	**54,138**	**7,779**	**64**
Less than 3 years	**50,356**	**43,309**	**47,645**	**54,469**	**59,712**	**51,450**	**6,358**	**90**
All years	**51,765**	**44,877**	**48,485**	**58,409**	**65,090**	**53,735**	**7,787**	**240**
Assistant professor								
3 or more years	**44,731**	**40,060**	**42,391**	**49,500**	**53,293**	**46,054**	**4,774**	**91**
Less than 3 years	**43,802**	**37,565**	**40,500**	**47,320**	**50,515**	**44,124**	**5,171**	**131**
All years	**44,131**	**38,786**	**41,200**	**48,292**	**51,705**	**44,915**	**5,091**	**222**
All ranks	**53,820**	**41,380**	**46,544**	**67,277**	**77,040**	**57,206**	**14,322**	**799**

OTHER DEPARTMENTS (9 departments) (Insufficient Ns of faculty)

Source: 2001-2002 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
2001-2002 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 (61 departments)								
Full professor								
12 or more years	**73,921**	**58,726**	**66,393**	**79,646**	**86,041**	**73,683**	**12,006**	**158**
6-11 years	**66,879**	**54,758**	**58,012**	**76,666**	**83,635**	**68,438**	**11,963**	**73**
3-5 years	**62,274**	**53,895**	**57,444**	**71,487**	**76,710**	**63,754**	**8,038**	**34**
Less than 3 years	**63,672**	**51,392**	**55,727**	**76,469**	**82,214**	**66,143**	**12,989**	**77**
All years	**69,106**	**54,899**	**59,946**	**77,119**	**84,528**	**69,879**	**12,429**	**342**
Associate professor								
6 or more years	**54,505**	**45,742**	**50,000**	**60,901**	**68,180**	**56,059**	**8,476**	**93**
3-5 years	**52,728**	**45,339**	**48,359**	**60,600**	**64,191**	**54,087**	**7,571**	**71**
Less than 3 years	**50,292**	**43,227**	**47,456**	**54,248**	**59,574**	**51,152**	**6,181**	**104**
All years	**51,738**	**44,986**	**48,485**	**58,212**	**65,010**	**53,632**	**7,683**	**268**
Assistant professor								
3 or more years	**45,279**	**40,084**	**42,561**	**49,379**	**53,215**	**46,057**	**4,722**	**93**
Less than 3 years	**43,802**	**37,624**	**40,500**	**47,088**	**50,400**	**44,065**	**5,077**	**139**
All years	**44,131**	**38,859**	**41,200**	**48,238**	**51,600**	**44,864**	**5,024**	**232**
All years	**53,927**	**41,485**	**46,620**	**67,277**	**77,145**	**57,268**	**14,390**	**863**
NEW ENGLAND (3 departments) (Insufficient Ns of faculty)								
MID ATLANTIC (6 departments)								
EAST NORTH CENTRAL (7 departments)								
Full professor								
12 or more years	**71,427**	**59,927**	**68,312**	**76,766**	**87,837**	**73,445**	**11,329**	**25**
6-11 years								**9**
3-5 years								**2**
Less than 3 years								**6**
All years	**68,204**	**57,777**	**60,916**	**75,123**	**77,018**	**68,833**	**10,654**	**42**
Associate professor								
6 or more years	**56,883**	**44,722**	**50,390**	**64,363**	**71,438**	**57,358**	**9,039**	**12**
3-5 years								**4**
Less than 3 years	**49,533**	**42,000**	**47,791**	**50,706**	**54,628**	**49,094**	**3,786**	**13**
All years	**51,120**	**44,603**	**48,571**	**57,501**	**65,133**	**53,189**	**7,532**	**29**
Assistant professor								
3 or more years	**44,006**	**42,334**	**43,527**	**45,365**	**47,007**	**44,362**	**1,461**	**14**
Less than 3 years	**43,820**	**36,000**	**41,900**	**46,850**	**47,453**	**43,499**	**3,711**	**18**
All years	**43,824**	**39,570**	**42,407**	**46,227**	**47,224**	**43,876**	**2,939**	**32**
All ranks	**53,280**	**42,200**	**44,974**	**66,646**	**75,178**	**56,272**	**13,589**	**105**

(continued)

TABLE 18 (continued)
2001-2002 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 (7 departments)								
Full professor								
12 or more years	**68,652**	**60,004**	**65,021**	**76,083**	**77,966**	**69,180**	**6,453**	**22**
6-11 years								**8**
3-5 years								**4**
Less than 3 years	**54,708**	**44,237**	**48,556**	**56,074**	**59,489**	**52,846**	**5,115**	**10**
All years	**60,332**	**51,916**	**54,661**	**68,930**	**76,083**	**62,160**	**9,119**	**44**
Associate professor								
6 or more years								**8**
3-5 years								**5**
Less than 3 years	**46,032**	**41,758**	**43,479**	**47,916**	**51,153**	**46,102**	**2,988**	**12**
All years	**48,105**	**42,931**	**45,264**	**50,808**	**53,598**	**48,393**	**4,603**	**25**
Assistant professor								
3 or more years								**7**
Less than 3 years	**42,000**	**38,234**	**41,120**	**44,132**	**46,271**	**42,437**	**3,032**	**22**
All years	**42,090**	**38,780**	**41,080**	**45,845**	**48,515**	**43,198**	**3,992**	**29**
All ranks	**49,865**	**41,160**	**44,131**	**59,487**	**69,207**	**52,539**	**11,363**	**100**
SOUTH ATLANTIC (10 departments)								
Full professor								
12 or more years	**74,097**	**59,797**	**67,542**	**81,981**	**97,142**	**76,343**	**13,352**	**17**
6-11 years	**61,526**	**49,520**	**55,602**	**68,303**	**90,679**	**64,207**	**12,668**	**11**
3-5 years								**6**
Less than 3 years								**4**
All years	**66,936**	**55,170**	**57,369**	**75,700**	**91,593**	**68,689**	**13,610**	**38**
Associate professor								
6 or more years	**53,056**	**44,577**	**49,114**	**60,960**	**75,318**	**56,051**	**11,196**	**21**
3-5 years	**50,000**	**45,245**	**46,772**	**54,433**	**57,287**	**50,739**	**4,671**	**17**
Less than 3 years	**49,550**	**42,989**	**44,008**	**53,051**	**61,148**	**49,899**	**6,301**	**23**
All years	**50,745**	**44,002**	**47,020**	**55,124**	**63,414**	**52,251**	**8,366**	**61**
Assistant professor								
3 or more years	**44,651**	**39,585**	**41,429**	**48,630**	**51,953**	**45,296**	**4,514**	**26**
Less than 3 years	**40,641**	**34,948**	**38,325**	**42,778**	**48,272**	**40,960**	**4,103**	**20**
All years	**42,560**	**37,920**	**39,912**	**47,761**	**50,425**	**43,411**	**4,812**	**46**
All ranks	**49,893**	**40,000**	**43,961**	**57,871**	**73,377**	**53,432**	**13,305**	**149**

(continued)

TABLE 18 (continued)
2001-2002 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
EAST SOUTH CENTRAL (6 departments)								
WEST SOUTH CENTRAL (7 departments) (Insufficient Ns of faculty)								
MOUNTAIN (6 departments) (Insufficient Ns of faculty)								
PACIFIC (9 departments)								
Full professor								
12 or more years	77,500	67,034	70,626	81,000	86,000	76,931	9,336	39
6-11 years	77,426	65,514	76,200	81,574	101,394	80,176	10,903	12
3-5 years								6
Less than 3 years	76,764	61,067	69,700	81,684	84,883	75,141	11,979	31
All years	76,764	63,580	71,478	80,982	85,194	76,548	10,317	88
Associate professor								
6 or more years	60,104	51,401	55,960	65,887	68,682	60,205	5,896	14
3-5 years	63,008	52,320	60,542	65,085	70,542	62,545	5,512	14
Less than 3 years	55,000	49,135	50,254	59,200	61,702	55,319	5,095	17
All years	59,500	50,257	53,563	63,300	67,498	59,087	6,195	45
Assistant professor								
3 or more years								9
Less than 3 years	46,296	39,000	42,948	50,400	52,200	46,643	5,646	39
All years	47,000	39,900	43,052	50,533	52,860	47,286	5,595	48
All ranks	63,586	44,733	50,903	76,764	82,126	64,285	15,160	182

Source: 2001-2002 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
2001-2002 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 (48 departments)								
Full professor								
12 or more years	**74,056**	**58,539**	**66,597**	**78,926**	**84,993**	**72,819**	**10,437**	**133**
6-11 years	**66,468**	**54,638**	**57,862**	**76,863**	**82,233**	**67,830**	**12,172**	**62**
3-5 years	**62,343**	**55,189**	**57,656**	**71,658**	**76,728**	**63,974**	**7,937**	**29**
Less than 3 years	**63,672**	**51,280**	**55,727**	**76,617**	**82,225**	**66,393**	**13,201**	**73**
All years	**69,148**	**54,678**	**59,517**	**76,914**	**83,687**	**69,334**	**11,762**	**297**
Associate professor								
6 or more years	**53,181**	**45,616**	**49,751**	**60,613**	**68,099**	**55,428**	**8,628**	**64**
3-5 years	**53,315**	**45,138**	**48,683**	**61,209**	**67,126**	**54,817**	**7,781**	**60**
Less than 3 years	**50,420**	**45,038**	**48,127**	**54,158**	**59,480**	**51,640**	**5,871**	**81**
All years	**51,750**	**45,279**	**48,741**	**58,218**	**65,053**	**53,752**	**7,550**	**205**
Assistant professor								
3 or more years	**44,579**	**39,927**	**42,334**	**48,374**	**52,170**	**45,455**	**4,353**	**74**
Less than 3 years	**43,831**	**37,476**	**41,120**	**47,316**	**50,590**	**44,218**	**5,188**	**118**
All years	**44,078**	**38,786**	**41,290**	**48,015**	**51,158**	**44,694**	**4,909**	**192**
All ranks	**53,997**	**41,762**	**46,620**	**67,701**	**77,299**	**57,356**	**14,133**	**712**
PRIVATE INSTITUTIONS (13 departments)								
Full professor								
12 or more years	**69,930**	**60,684**	**64,475**	**88,451**	**106,784**	**78,280**	**17,820**	**25**
6-11 years	**71,705**	**56,400**	**65,308**	**73,620**	**92,439**	**71,865**	**10,557**	**11**
3-5 years								**5**
Less than 3 years								**4**
All years	**69,000**	**57,945**	**63,598**	**82,060**	**93,754**	**73,471**	**15,853**	**45**
Associate professor								
6 or more years	**56,033**	**48,753**	**50,500**	**62,552**	**71,845**	**57,451**	**8,102**	**29**
3-5 years	**49,000**	**45,417**	**46,544**	**53,689**	**59,556**	**50,102**	**4,836**	**11**
Less than 3 years	**48,000**	**40,800**	**43,000**	**55,000**	**60,578**	**49,434**	**7,040**	**23**
All years	**51,725**	**43,400**	**47,040**	**58,260**	**64,557**	**53,241**	**8,150**	**63**
Assistant professor								
3 or more years	**48,000**	**41,000**	**43,491**	**53,650**	**55,360**	**48,402**	**5,462**	**19**
Less than 3 years	**41,200**	**38,192**	**39,132**	**47,160**	**49,456**	**43,211**	**4,415**	**21**
All years	**45,311**	**39,000**	**40,312**	**49,588**	**54,577**	**45,677**	**5,537**	**40**
All ranks	**53,676**	**40,266**	**46,544**	**64,501**	**75,462**	**56,853**	**15,588**	**151**

Source: 2001-2002 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.

TABLE 20
2001-2002 Salaries for Full-time Faculty in U.S. Master's *Psychology* Departments by Years Since Doctorate

		Percentiles						
	Median	10%	25%	75%	90%	Mean	SD	N
PSYCHOLOGY (61 departments)								
35 years or more	68,827	44,483	52,659	76,739	85,177	68,223	18,480	42
30-34 years	69,758	52,785	60,000	77,175	85,083	69,843	12,001	91
25-29 years	67,057	51,763	58,010	75,673	81,496	66,895	12,773	94
20-24 years	60,623	45,772	53,555	69,480	83,033	63,322	13,705	73
17-19 years	56,950	46,840	51,073	66,789	77,980	59,195	11,628	65
14-16 years	55,739	46,552	49,973	63,534	69,970	57,402	10,562	70
11-13 years	51,415	42,520	45,340	57,284	64,133	52,389	8,672	72
8-10 years	49,315	42,000	44,764	53,897	61,950	50,347	8,048	84
6-7 years	48,020	40,897	43,903	51,020	55,416	47,695	5,979	53
4-5 years	44,280	39,500	41,819	48,137	51,574	44,904	4,135	49
2-3 years	42,125	38,000	40,082	46,983	50,245	43,371	4,746	55
0-1 year	40,000	34,813	36,811	43,812	50,400	40,864	5,251	32

Source: 2001-2002 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: 1999-2000 to 2001-2002

Table 22. Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank and Years in Rank: 1999-2000 to 2001-2002

Table 23. Distribution of 2001-2002 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

Table 24. 2001-2002 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

Table 25. 2001-2002 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: 1998-1999 to 2000-2001

	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	All ranks
All Canadian Departments					
1999-2000 (17 departments)	**$91,258 N=224**	**$73,077 N=160**	**$55,591 N=82**	**a N=3**	**$78,564 N=469**
2000-2001 (18 departments)	**$92,201 N=262**	**$74,913 N=180**	**$57,452 N=85**	**a N=2**	**$80,520 N=530**
2001-2002 (17 departments)	**$95,026 N=256**	**$77,674 N=165**	**$60,375 N=88**	**a N=8**	**$83,008 N=517**
Percentage change in monetary salary					
1999-2000 to 2000-2001	**+1.0%**	**+2.5%**	**+3.3%**	**a**	**+2.5%**
2000-2001 to 2001-2002	**+3.1%**	**+3.7%**	**+5.1%**	**a**	**+3.1%**
Percentage change in real terms					
1999-2000 to 2000-2001	**-1.7%**	**-0.2%**	**+0.6%**	**a**	**-0.2%**
2000-2001 to 2001-2002	**+0.5%**	**+1.1%**	**+2.5%**	**a**	**+0.5%**

Source: 2000-2001 and 2001-2002 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 2.7% for the period from September 1999 to September 2000 and 2.6% for the period from September 2000 to September 2001.

[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: 1999-2000 to 2001-2002

	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
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
2000-2001 (18 departments)	$98,505 N=120	$90,598 N=67	$86,518 N=40	$80,151 N=35	$80,637 N=105	$68,722 N=32	$65,504 N=42	$60,371 N=30	$55,860 N=55
2001-2002 (17 departments)	$102,064 N=112	$93,496 N=67	$89,085 N=40	$82,911 N=37	$83,851 N=86	$73,441 N=32	$69,397 N=46	$63,541 N=28	$58,897 N=60
Percentage change in monetary salary									
1999-2000 to 2000-01	-0.2%	+2.5%	+2.9%	+1.0%	+2.2%	+6.3%	+6.1%	+3.2%	+5.2%
2000-2001 to 2001-02	+3.6%	+3.2%	+3.0%	+3.4%	+4.0%	+6.9%	+5.9%	+5.3%	+5.4%
Percentage change in real terms									
1999-2000 to 2000-01	-2.9%	-0.2%	+0.2%	-1.7%	-0.5%	+3.6%	+3.4%	+0.5%	+2.5%
2000-2001 to 2001-02	+1.0%	+0.6%	+0.4%	+0.8%	+1.4%	+4.3%	+3.3%	+2.7%	+2.8%

Source: 2000-2001 and 2001-2002 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 2.7% for the period from September 1999 to September 2000 and 2.6% for the period from September 2000 to September 2001.

TABLE 23

Distribution of 2001-2002 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

	Full professor						Associate professor			Assistant prof.	
11-12-month Salary	24 or more	18-23 years	12-17 years	6-11 years	3-5 years	Less than 3	6 or or more	3-5 years	Less than 3	3 or more	Less than 3
$120,000 or more	2	3	3	1		1					
115,000-119,999	2	4	1								
110,000-114,999	3	2	1	1			1				
105,000-109,999	3	7	5	4	3		3				
100,000-104,999		14	9	5	1		3				
95,000-99,999		3	9	12	6	3	5	1			
90,000-94,999		7	13	13	5	6	9				
85,000-89,999		6	8	17	8	3	4		1		
80,000-84,999			1	9	7	8	33	7	5		
$79,000-79,999					2	3	1	1			
78,000-78,999					1		3	3	1	2	
77,000-77,999						2	2				
76,000-76,999					1	2	5		2		1
75,000-75,999							3	1	1		
$74,000-74,999						1			2		3
73,000-73,999		1			2		2				
72,000-72,999						2		3	3		
71,000-71,999						2		1	1	1	1
70,000-70,999							1	2	3	2	1
$69,000-69,999			1				1	1	3	1	
68,000-68,999							2	2	2		
67,000-67,999							2	2	3	1	1
66,000-66,999						1		2	2	2	1
65,000-65,999				1				1	3		2
$64,000-64,999							1	1	1	2	2
63,000-63,999									2	2	1
62,000-62,999								1	3	1	7
61,000-61,999							1		3	1	2
60,000-60,999									1	3	1
$59,000-59,999									2	1	3
58,000-58,999									1	1	3
57,000-57,999										1	6
56,000-56,999										2	
55,000-55,999								1			2
$54,000-54,999										1	3
53,000-53,999											2
52,000-52,999										1	2
51,000-51,999											2
50,000-50,999											1
$49,000-49,999											
48,000-48,999											3
Less than 48,000											1

Source: 2001-2002 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

TABLE 24
2001-2002 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

Rank and Years In Rank	Median	Percentiles 10%	25%	75%	90%	Mean	SD	N
Full professor								
24 or more years	113,536	105,601	107,645	119,982	137,298	115,942	10,168	10
18-23 years	102,305	89,131	91,557	106,733	119,694	102,936	13,476	47
12-17 years	97,570	86,721	91,557	103,615	113,363	98,192	10,779	51
6-11 years	91,941	82,236	86,508	97,883	104,333	92,938	10,131	63
3-5 years	88,805	77,555	81,699	95,588	103,975	89,378	9,210	36
Less than 3	82,068	71,934	77,104	91,431	96,468	84,132	10,839	34
All years	93,481	80,199	87,238	102,409	111,518	95,180	13,163	241
Associate professor								
11 or more years	82,712	76,362	80,223	91,320	103,518	85,922	9,986	62
6-10 years	77,077	65,156	71,038	82,252	93,703	77,933	9,428	20
3-5 years	72,407	64,772	67,818	80,475	83,004	73,834	8,526	30
Less than 3	68,983	60,648	63,237	74,756	82,175	69,643	7,405	45
Not specified								1
All years	78,361	63,406	68,905	83,219	93,888	77,832	11,309	158
Assistant professor								
3 or more years	63,125	55,200	58,756	68,405	74,028	63,794	6,775	25
Less than 3	59,068	50,290	54,669	63,900	71,587	59,673	7,243	51
All years	60,899	52,142	56,194	64,943	71,512	61,028	7,312	76

Source: 2001-2002 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
2001-2002 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Years Since Doctorate

Years Since Doctorate	Median	Percentiles 10%	25%	75%	90%	Mean	SD	N
CANADIAN DOCTORAL DEPARTMENTS (15 departments)								
35 years or more	105,431	84,764	99,433	113,536	124,560	105,094	13,586	33
30-34 years	100,864	82,328	91,557	107,503	117,091	99,909	13,276	63
25-29 years	91,227	78,396	83,324	97,599	105,329	91,461	12,219	72
20-24 years	89,131	79,055	84,199	94,071	98,875	88,865	8,341	75
17-19 years	83,284	69,898	79,718	92,039	101,401	85,962	13,325	43
14-16 years	79,186	71,062	75,886	84,000	93,889	79,912	10,255	39
11-13 years	77,444	66,205	70,477	81,698	83,571	76,465	9,185	26
8-10 years	67,905	60,250	64,265	73,581	83,194	70,398	11,524	49
6-7 years	64,283	57,333	59,492	68,625	72,370	64,769	5,938	30
4-5 years	60,971	50,711	56,387	63,060	71,407	61,008	8,166	25
2-3 years	54,669	50,134	53,365	60,826	63,744	56,544	4,831	15
0-1 year	58,000	46,322	51,662	62,500	64,031	56,962	6,252	11

Source: 2001-2002 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. 2001-2002 Starting Salaries and Expected 2002-2003 Starting Salaries for Faculty in U.S. and Canadian Graduate Departments of Psychology

Table 27. 2001-2002 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. 2001-2002 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: 2001-2002

Table 32. Average Fees Paid Adjunct Faculty Per Course Taught in U.S. Graduate Departments of Psychology: 2001-2002

TABLE 26
2001-2002 Starting Salaries and Expected 2002-2003 Starting Salaries for Faculty in U.S. and Canadian Departments of Psychology

	U.S. Departments[a]						Canadian
	Doctoral			Master's			Doctoral
	Public	Private	All	Public	Private	All	Depts.[b]
Average starting salary in 2001-2002 for a new faculty member who was a new doctorate recipient:							
Median	$45,000	$52,750	$45,000	$42,000		$41,000	
25%	$42,000	$45,750	$43,000	$38,175		$38,000	
75%	$48,002	$56,000	$50,000	$46,000		$44,500	
Mean	$45,050	$51,298	$46,201	$42,480		$41,732	
S.D.	4,680	8,826	6,104	5,344		4,989	
N	62	14	76	20	6	26	7
Comparison with 2000-2001 starting salaries:							
Mean in 2000-2001:	$44,239	$46,375	$44,828	$38,848	*	$38,434	*
Mean in 2001-2002:	$45,050	$51,298	$46,201	$42,480		$41,732	
Percentage change in monetary salary:	+1.8%	+10.6%	+3.1%	+9.3%	*	+8.6%	*
Percentage change in real terms:	-0.8%	+8.0%	+0.5%	+6.7%	*	+6.0%	*
Expected salary offered to a new Doctorate recipient in 2002-2003:							
Median	$46,000	$45,500	$46,000	$42,000	$40,000	$40,000	$55,000
25%	$43,000	$42,174	$43,000	$38,250	$37,500	$38,000	$47,808
75%	$50,000	$52,000	$50,000	$43,144	$40,250	$42,372	$60,000
Mean	$46,454	$46,670	$46,511	$41,414	$39,278	$40,932	$54,793
S.D.	4,723	6,400	5,205	4,718	3,102	4,474	7,134
N	132	48	180	48	14	62	15
Expected salary offered to a new faculty with 2 years postdoctoral experience in 2002-03:							
Median	$48,000	$48,862	$48,000	$43,000	$42,000	$42,162	$58,000
25%	$45,000	$45,606	$45,000	$38,400	$40,000	$39,800	$50,833
75%	$52,750	$55,000	$53,500	$45,283	$44,500	$45,000	$65,000
Mean	$48,954	$49,762	$49,180	$42,739	$42,062	$42,595	$58,218
S.D.	4,783	6,792	5,411	4,808	3,426	4,531	7,423
N	129	50	179	48	13	61	15

Source: 2000-2001 and 2001-2002 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 2000 to September 2001, the percentage change was 2.6% for the United States.

[a]Reported are 9-10-month salaries.

[b]Reported are 11-12-month salaries in Canadian dollars.

***There was an insufficient number of respondents for analysis.**

TABLE 27
2001-2002 Salaries and Benefits for Department Chairs in U.S. and Canadian Graduate Departments of Psychology

	U.S. Departments[a]						Canadian
	Doctoral			Master's			Doctoral
	Public	Private	All	Public	Private	All	Depts[b]
Salary of the department chair							
Median	$83,848	$84,254	$83,907	$64,769	$65,473	$64,769	$96,785
10%	$62,550	$57,463	$60,488	$50,467	$44,638	$49,172	$72,462
25%	$69,931	$65,265	$69,344	$58,297	$52,060	$58,097	$80,881
75%	$97,671	$98,450	$97,913	$72,447	$78,976	$74,090	$109,216
90%	$117,324	$130,981	$120,360	$82,962	$90,421	$84,472	$130,979
Mean	$87,082	$86,855	$87,014	$65,839	$66,279	$65,940	$96,266
S.D.	22,027	28,591	24,084	11,690	16,153	12,717	18,786
N	145	61	206	54	16	70	12
Comparison with 2000-2001 chair salaries:							
Mean in 2000-2001	$83,563	$80,579	$82,539	$64,649	$54,660	$62,152	$95,148
Mean in 2001-2002	$87,082	$86,855	$87,014	$65,839	$66,279	$65,940	$96,266
Percentage change in monetary salary:	+4.2%	+7.8%	+5.4%	+1.8%	+21.3%	+6.1%	+1.2%
Percentage change in real terms:	+1.6%	+5.2%	+2.8%	-0.8%	+18.7%	+3.5%	-1.4%
Benefits received by the department chair:[c]							
Assistant chair position (%)	47	34	43	19	19	19	58
Tenure-track (%)	91	85	89	100	100	100	100
Extra secretarial support (%)	61	54	59	52	19	44	75
Extra graduate assistants (%)	28	31	29	13	13	13	17
Summer salary (%)	79	46	69	76	38	67	na
Other stipend (%)	41	54	45	37	50	40	92
Reduced teaching load (%)	89	89	89	96	88	94	83
Other (%)	6	5	6	2	0	1	17

Source: 2000-2001 and 2001-2002 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 2000 to September 2001, the percentage change was 2.6% for the United States and 2.6% for Canada.

[a]Reported are 9-10-month salaries.

[b]Reported are 11-12-month salaries in Canadian dollars.

[c]Included 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: 2001-2002

	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	100	79	85	94	73	36	94	86	88
Raises for some	0	7	11	6	15	18	6	7	13
No change	0	14	4	0	12	45	0	7	0
Private									
Raises for all	100	93	63	100	80	50	67	100	73
Raises for some	0	0	25	0	20	50	33	0	27
No change	0	7	13	0	0	0	0	0	0
Master's departments									
Public									
Raises for all	100	75	100	75	100	50	100	67	100
Raises for some	0	25	0	25	0	17	0	17	0
No change	0	0	0	0	0	33	0	17	0
Private									
Raises for all	67	100	100	0	100	0	0	0	67
No change	33	0	0	0	0	0	0	0	33

Note. Information on salary increases and reductions pertains to those that were effective in 2001-2002. 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: 2001-2002

	New England %	Middle Atlantic %	East North Central %	West North Central %	South Atlantic %	East South Central %	West South Central %	Mountain %	Pacific %
Doctoral departments									
Public									
Promotion	60	57	63	41	42	36	50	71	75
Other merit inc	60	79	70	88	73	36	88	86	100
Standard adjustmt	80	29	56	29	42	18	31	36	63
Union	80	50	19	6	4	0	0	7	0
Other raise	40	7	19	29	15	0	6	29	25
Private									
Promotion	44	36	13	50	20	50	33	33	27
Other merit inc	78	79	63	50	80	100	100	67	45
Standard adjustmt	67	36	38	50	40	50	33	33	73
Union	0	14	0	0	0	0	0	0	9
Other raise	33	14	25	0	50	0	0	0	0
Master's departments									
Public									
Promotion	100	25	60	63	29	0	38	33	56
Other merit inc	0	50	80	63	57	33	75	83	67
Standard adjustmt	0	25	100	25	57	67	63	50	56
Union	100	75	40	63	0	0	0	0	78
Other raise	0	0	20	0	29	0	25	17	0
Private									
Promotion	33	60	50	0	0	0	0	0	0
Other merit inc	33	60	100	0	67	0	0	0	33
Standard adjustmt	33	100	100	0	100	0	0	0	67

Note. Information on salary increases pertains to those that were effective in 2001-2002. Percentages are column percentages and do not sum to 100% given that raises were often determined by multiple factors.

TABLE 30
2001-2002 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	88,537	79,294	76,075	72,001	59,190	57,500	58,552	51,000	50,000
Q1	75,000	69,845	66,394	64,363	53,522	52,894	52,658	47,714	45,371
Q3	104,650	92,790	89,820	85,938	66,958	63,158	64,634	55,976	53,703
Mean	92,827	83,162	79,539	77,880	61,071	59,835	59,499	51,953	49,912
SD	24,998	18,358	18,571	22,292	11,249	10,697	9,696	6,280	6,139
N	822	317	134	184	347	157	162	209	283
WOMEN									
Median	96,521	82,186	77,748	73,311	60,055	57,199	55,064	50,085	47,932
Q1	82,774	72,054	67,306	65,978	53,997	52,884	51,995	45,953	43,519
Q3	110,436	93,000	91,200	85,989	67,403	63,459	62,139	54,300	52,408
Mean	100,027	85,167	81,258	77,000	61,669	58,892	57,310	50,396	48,293
SD	25,322	17,825	18,844	15,809	10,880	9,370	8,341	7,108	6,586
N	159	136	78	87	222	139	145	255	307
Master's departments									
MEN									
Median	72,713	66,413	58,873	68,040	54,522	53,808	49,942	46,862	42,841
Q1	65,091	58,012	55,636	57,752	50,199	48,999	47,774	43,067	40,000
Q3	78,771	74,043	72,600	76,764	62,402	61,210	54,382	50,863	46,468
Mean	73,057	67,221	62,284	69,017	56,666	54,706	51,089	47,108	43,429
SD	12,240	11,683	8,806	13,469	8,867	7,557	5,970	4,980	5,206
N	143	49	18	45	61	34	52	41	74
WOMEN									
Median	76,761	72,580	63,606	61,634	53,056	50,800	50,583	44,624	44,131
Q1	66,265	59,132	59,341	53,477	48,666	46,582	47,117	42,334	40,986
Q3	84,246	79,599	70,658	69,494	58,932	57,855	53,790	48,000	48,515
Mean	75,327	70,426	64,755	62,101	54,597	52,410	51,215	45,228	44,493
SD	9,745	12,382	7,278	11,281	7,754	8,014	6,442	4,380	5,086
N	21	25	17	32	33	41	52	52	67

Source: 2001-2002 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: 2001-2002

	Graduate Training	Undergrad Training	Clinical Training	Associate Chair
Full professor				
Median	$86,180	$77,575	$81,000	$82,780
Q1	$69,807	$67,550	$66,974	$74,546
Q3	$99,617	$90,702	$95,085	$86,409
Mean	$87,903	$78,601	$82,675	$82,955
SD	19,895	16,075	19,163	11,794
N	32	23	49	19
Benefits[a]				
Extra secretarial support	59%	48%	57%	21%
Extra graduate Assistants	13%	9%	12%	0%
Summer salary	34%	22%	43%	47%
Other stipend	19%	26%	12%	26%
Reduced teaching Load	69%	70%	84%	74%
Other benefit	0%	0%	6%	5%
Associate professor				
Median	$57,399	$59,915	$61,594	$59,269
Q1	$52,842	$54,361	$50,677	$51,564
Q3	$65,983	$67,542	$69,390	$64,969
Mean	$61,567	$60,650	$60,542	$58,848
SD	11,368	7,978	11,000	9,094
N	22	24	34	10
Benefits[a]				
Extra secretarial Support	55%	42%	35%	40%
Extra graduate Assistants	18%	13%	21%	20%
Summer salary	14%	25%	26%	40%
Other stipend	9%	8%	32%	40%
Reduced teaching Load	77%	71%	76%	80%
Other benefit	0%	4%	6%	0%

Note. 2001-2002 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

[a]Percentages 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: 2001-2002

	Amount faculty paid per course							
	Median	10%	25%	75%	90%	Mean	S.D.	N
Doctoral departments								
Public	3,500	2,145	2,800	4,850	5,787	3,889	1,617	142
Private	3,000	2,100	2,600	4,500	6,900	3,807	1,916	59
Psychology	3,700	2,262	2,800	5,000	6,204	4,094	1,801	141
Educational, Counseling, School	3,000	2,040	2,500	4,000	5,360	3,473	1,447	43
Human Development								3
Professional School	2,800	1,880	2,250	3,000	3,030	2,633	430	13
Other								1
All	3,500	2,120	2,734	4,775	6,000	3,865	1,705	201
Master's departments								
Public	2,300	1,500	1,900	3,250	4,440	3,148	3,662	55
Private	2,500	1,720	2,025	2,789	5,190	2,713	1,128	12
Psychology	2,288	1,500	1,938	3,175	4,310	2,622	1,116	58
Educational, Counseling, School								6
Human Development								1
Other								2
All	2,400	1,532	2,000	3,150	4,420	3,070	3,349	67

Source: 2001-2002 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: 2001-2002 Survey of Graduate Departments of Psychology

TABLE A
Response Rates for Selected Subgroups:
2001-2002 Survey of Faculty Salaries in Graduate Departments of Psychology

	U.S. Departments						Canadian Depts.	
	Doctoral			Master's				
	Public (N=238) %	Private (N=156) %	Total (N=394) %	Public (N=147) %	Private (N=66) %	Total (N=213) %	Doctoral (N=26) %	Master's (N=5) %
Total	62	42	54	37	26	33	58	40
New England	63	53	56	14	27	22	Na	Na
Mid Atlantic	62	40	50	24	26	25	Na	Na
East North Central	65	44	57	26	29	27	Na	Na
West North Central	71	29	61	62	0	50	Na	Na
South Atlantic	67	45	59	29	57	35	Na	Na
East South Central	55	40	52	50	0	46	Na	Na
West South Central	59	38	54	38	0	31	Na	Na
Mountain	71	60	69	86	0	86	Na	Na
Pacific	40	37	38	33	23	30	Na	Na
Psychology	70	54	65	40	28	37	65	40
Educational/Counseling/ School Psychology	56	31	51	12	25	18	0	Na
Human Development	30	33	31	100	0	100	Na	Na
Professional	25	27	27	0	0	0	Na	na
Other	25	38	30	33	0	22	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