

Table 11
Starting Salaries for Full-time Employment Positions: 2003 Doctorate Recipients in Psychology

Position type	Employment setting	Median	Mean	SD	N
Assistant professor*	All settings*	45,000	46,621	9,382	142
	University settings*	47,000	47,878	8,818	100
	Psychology department*	45,000	46,763	8,676	66
	Education department*	50,000	49,601	8,185	18
	Other academic department*	48,000	48,583	6,532	12
	Four-year college settings*	41,000	40,124	6,943	25
	Psychology department*	40,045	38,755	6,959	20
Adjunct/visiting faculty	All settings*	37,818	38,172	6,541	18
Lecturer/instructor	All settings*	42,545	40,399	8,867	13
Other faculty position	All settings*	39,682	43,347	14,260	16
Research	All settings	57,000	55,683	14,347	63
	University settings	50,500	49,571	10,188	14
	Business, government, and other settings	60,000	60,057	16,071	35
	Private research organization or lab	60,000	63,800	17,106	10
Research administration	All settings	58,000	57,300	8,564	10
Direct human services: Clinical psychology	All settings	50,000	50,893	13,030	267
	University/college counseling center*	38,000	39,006	6,613	15
	Elementary/secondary school*	50,000	49,914	12,669	17
	Individual private practice	50,000	51,273	20,244	11
	Group practice	45,000	47,929	20,144	14
	Public general hospital	52,000	52,692	6,701	13
	Private general hospital	49,000	47,429	12,786	14
	Public psychiatric hospital	54,000	55,244	7,460	15
	CMHC	45,000	46,139	8,887	48
	Criminal justice system	55,000	54,700	7,175	20
Direct human services: Counseling psychology	All settings	44,000	46,417	10,689	49
	University/college counseling center*	36,000	35,628	4,054	23
Direct human services: School psychology	All settings	55,000	58,496	17,970	52
	Elementary-Secondary School*	47,000	48,129	11,251	29
Administration of human services	All settings	54,000	54,842	12,803	38
	Business, government, and other settings	55,000	56,250	9,216	12

(continued)

Table 11 (continued)
Starting Salaries for Full-time Employment Positions: 2003 Doctorate Recipients in Psychology

Position type	Employment setting	Median	Mean	SD	N
Applied psychology	All settings	71,000	76,333	27,964	40
	Business, government and other settings	74,500	79,206	29,228	34
	Consulting firm	75,000	75,600	14,312	15
	Business-industry	72,500	74,500	17,051	10
Other type of position	All settings	55,000	63,906	31,420	20
	Business, government and other settings	60,000	68,600	34,940	15

Source: 2003 Doctorate Employment Survey, APA Research Office.

Note. Salaries are those at the time of the survey (spring, 2004) and are presented for only those settings reported by 10 or more individuals. Figures for "All settings" include settings reported by fewer than 10.

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