TABLE 10
2002-2003 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 (153 departments)								
Full professor								
12 or more years	93,970	68,936	79,539	113,575	136,000	98,623	26,816	880
6-11 years	85,300	67,034	74,896	102,880	118,000	89,928	20,872	344
3-5 years	78,600	61,679	68,737	93,642	109,869	83,094	20,366	205
Less than 3 years	74,001	60,063	67,464	93,749	117,158	82,347	24,197	197
All years	88,505	65,610	73,898	105,697	128,400	92,868	25,471	1,627
Associate professor								
6 or more years	61,155	49,960	54,849	68,812	77,450	62,819	11,633	475
3-5 years	59,500	50,608	53,657	67,270	76,988	62,318	12,215	221
Less than 3 years	59,479	48,596	52,941	65,850	72,700	60,532	10,600	249
All years	60,291	49,836	54,000	67,672	76,402	62,099	11,539	945
Assistant professor								
3 or more years	52,270	45,254	48,450	57,013	61,787	53,082	7,044	393
Less than 3 years	50,371	42,000	45,928	55,000	59,331	50,750	7,340	456
All years	51,452	42,994	47,000	56,000	60,533	51,847	7,308	850
All ranks	66,647	47,912	54,286	87,638	109,731	73,694	26,329	3,478
NEW ENGLAND (11 departments)								
Full professor								
12 or more years	94,825	71,864	77,630	121,500	142,240	99,267	27,311	37
6-11 years	75,435	64,656	69,920	100,000	137,000	88,363	27,659	19
3-5 years	75,675	58,889	60,774	105,550	110,200	80,854	20,723	10
Less than 3 years	75,050	55,505	69,608	80,398	89,500	74,385	10,245	10
All years	82,191	64,492	72,585	101,500	128,860	90,844	26,301	76
Associate professor								
6 or more years	64,388	53,976	58,095	70,984	87,701	66,441	11,217	32
3-5 years	57,140	50,989	50,993	66,550	72,250	58,920	7,830	10
Less than 3 years	57,621	48,805	51,686	65,175	69,750	58,406	7,392	10
All years	63,085	50,993	55,120	69,875	73,965	63,449	10,562	52
Assistant professor								
3 or more years	52,309	45,652	48,376	59,441	62,296	54,113	6,517	17
Less than 3 years	52,500	44,412	47,352	58,000	58,760	52,574	5,647	22
All years	52,309	45,000	47,802	58,200	60,300	53,245	6,009	39
All ranks	66,843	49,984	56,525	82,254	104,620	73,352	24,953	168
MID ATLANTIC (19 departments)								
Full professor								
12 or more years	100,012	81,504	89,845	124,160	137,714	105,995	24,003	124
6-11 years	93,507	75,805	85,075	108,338	121,501	98,134	18,406	56
3-5 years	86,728	66,508	75,150	93,572	109,648	86,849	16,617	29
Less than 3 years	96,528	69,486	73,963	119,049	131,800	98,557	26,165	26
All years	96,628	74,384	85,700	111,287	134,083	100,936	23,007	235
Associate professor								
6 or more years	69,463	56,485	63,926	77,529	82,080	70,338	10,984	67
3-5 years	66,809	55,034	60,377	77,726	87,868	70,628	13,038	26
Less than 3 years	67,442	56,869	60,335	70,527	80,508	67,002	8,499	24
All years	68,218	56,617	62,305	76,115	82,965	69,718	11,025	117
Assistant professor								
3 or more years	57,854	50,899	52,971	61,613	65,018	57,709	6,197	48
Less than 3 years	56,192	50,000	51,311	60,747	65,657	56,723	7,336	46
All years	56,925	50,000	52,000	61,111	65,141	57,330	6,798	95
All ranks	77,529	54,953	62,100	98,284	120,422	83,165	26,128	451

(continued)

TABLE 10 (continued)
2002-2003 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	97,600	73,315	82,897	117,690	140,036	103,051	28,410	155
6-11 years	81,301	67,162	74,100	100,797	119,171	89,059	21,230	79
3-5 years	77,240	59,273	67,031	96,660	104,212	81,888	18,687	35
Less than 3 years	75,412	57,519	66,126	93,305	104,113	79,212	19,973	50
All years	88,224	66,684	74,700	106,530	133,959	93,527	26,392	319
Associate professor								
6 or more years	59,962	50,870	55,320	67,860	75,706	61,587	10,077	91
3-5 years	59,316	51,215	55,568	67,375	83,994	63,406	12,609	60
Less than 3 years	56,906	49,317	53,043	64,772	81,260	61,574	13,133	62
All years	59,000	50,890	54,906	66,719	78,317	62,096	11,733	213
Assistant professor								
3 or more years	52,640	45,151	47,919	56,325	58,596	52,479	7,079	93
Less than 3 years	50,000	39,936	45,279	54,473	58,947	49,940	7,150	104
All years	50,900	43,002	45,951	55,683	58,454	51,139	7,211	197
All ranks	64,333	47,392	53,901	84,413	108,207	72,542	26,618	738
WEST NORTH CENTRAL (13 departments)								
Full professor								
12 or more years	83,079	62,700	70,760	118,780	137,970	94,794	31,971	62
6-11 years	81,706	64,293	72,249	105,854	122,715	88,261	20,245	23
3-5 years	79,742	58,183	62,336	105,008	122,379	84,075	24,611	17
Less than 3 years	70,225	51,774	61,026	72,985	105,374	71,468	16,505	12
All years	81,024	61,947	69,695	105,214	130,494	89,422	28,257	114
Associate professor								
6 or more years	61,503	52,577	56,397	67,237	79,485	63,707	11,500	40
3-5 years	55,526	47,908	52,162	61,085	76,832	57,874	9,865	14
Less than 3 years	53,017	49,160	51,161	62,516	67,857	56,496	7,550	17
All years	59,601	50,724	53,106	64,765	74,134	60,830	10,762	71
Assistant professor								
3 or more years	51,657	42,806	48,448	56,386	61,013	52,448	6,618	35
Less than 3 years	49,029	42,598	45,542	52,000	57,875	49,539	6,019	50
All years	50,011	42,715	46,531	55,135	58,331	50,737	6,398	85
All ranks	61,571	46,820	51,748	80,113	105,992	69,494	26,075	272
SOUTH ATLANTIC (31 departments)								
Full professor								
12 or more years	89,240	67,302	75,698	103,495	128,162	93,270	25,321	183
6-11 years	82,600	67,013	72,565	98,176	115,875	87,644	20,075	71
3-5 years	76,063	62,993	70,612	87,350	104,664	81,942	20,516	47
Less than 3 years	78,584	60,208	68,327	101,500	133,750	86,920	26,209	44
All years	83,186	65,951	73,262	101,758	124,543	89,835	24,094	346
Associate professor								
6 or more years	61,080	49,980	54,617	67,846	75,684	62,358	11,410	118
3-5 years	61,692	49,614	54,068	67,512	73,314	62,185	11,549	44
Less than 3 years	59,492	49,908	53,549	65,025	70,200	60,215	9,602	58
All years	60,747	50,001	54,130	67,000	74,913	61,758	10,982	220
Assistant professor								
3 or more years	50,104	43,938	48,175	53,401	58,799	50,840	6,200	78
Less than 3 years	49,300	39,790	44,877	53,000	57,200	48,858	6,353	97
All years	49,882	41,388	46,500	53,000	57,400	49,742	6,345	175
All ranks	65,693	47,000	52,909	81,937	103,868	71,347	24,849	760

(continued)

TABLE 10 (continued)
2002-2003 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 (11 departments)								
Full professor								
12 or more years	81,382	62,237	70,105	91,651	110,084	85,237	22,782	70
6-11 years	77,028	53,492	66,902	105,500	122,671	85,628	24,927	17
3-5 years	77,834	57,096	60,433	99,216	122,500	83,170	22,531	14
Less than 3 years	71,627	57,501	63,414	79,172	128,882	78,026	23,251	13
All years	79,679	60,892	68,132	93,736	117,950	84,219	22,939	114
Associate professor								
6 or more years	51,041	45,817	48,273	57,976	74,663	54,564	10,586	26
3-5 years	51,430	46,250	48,050	56,401	90,000	56,775	14,949	14
Less than 3 years	50,850	46,378	47,666	58,469	64,100	53,379	7,140	19
All years	50,942	46,378	48,075	57,856	72,700	54,707	10,763	59
Assistant professor								
3 or more years	47,241	41,510	42,227	51,345	64,065	48,781	7,396	25
Less than 3 years	47,000	41,700	42,375	52,545	56,849	48,238	7,373	36
All years	47,000	42,000	42,227	52,506	58,056	48,461	7,325	61
All ranks	60,000	44,625	48,450	79,838	95,515	66,903	24,034	239
WEST SOUTH CENTRAL (13 departments)								
Full professor								
12 or more years	85,000	60,991	71,000	103,183	119,395	88,548	22,225	63
6-11 years	83,332	62,580	78,000	93,338	117,893	87,166	19,039	18
3-5 years	76,413	58,871	63,251	100,316	158,716	88,800	33,903	16
Less than 3 years	69,500	57,794	63,000	87,016	142,096	78,090	27,541	11
All years	83,086	59,979	69,500	101,580	118,502	87,290	24,204	108
Associate professor								
6 or more years	57,500	45,827	50,197	62,250	69,308	58,238	14,659	38
3-5 years	57,000	47,498	52,037	62,592	72,025	59,116	12,532	23
Less than 3 years	58,464	43,913	51,614	65,000	66,163	57,765	7,951	12
All years	57,000	47,102	51,086	63,150	68,887	58,437	12,973	73
Assistant professor								
3 or more years	51,174	44,790	47,679	56,965	61,052	52,303	6,602	32
Less than 3 years	49,219	41,587	44,806	52,275	56,884	49,392	6,775	34
All years	50,043	42,435	46,261	53,658	57,781	50,804	6,800	66
All ranks	60,278	45,740	51,028	80,170	103,159	68,379	24,272	253
MOUNTAIN (12 departments)								
Full professor								
12 or more years	93,650	67,458	79,597	103,895	116,566	93,395	19,289	87
6-11 years	78,338	57,112	70,632	95,497	107,786	81,840	18,349	25
3-5 years	80,814	64,868	71,412	88,488	98,905	80,224	11,627	15
Less than 3 years	67,612	60,211	62,409	75,937	86,828	69,767	9,575	16
All years	86,812	63,823	71,731	98,160	112,260	87,350	19,318	143
Associate professor								
6 or more years	59,139	51,260	55,514	62,931	75,765	60,302	7,858	34
3-5 years	57,978	49,712	52,324	63,000	68,543	58,033	6,527	15
Less than 3 years	58,937	46,322	52,080	69,803	80,000	61,228	11,949	24
All years	58,733	49,678	53,466	65,271	75,312	60,140	9,139	73
Assistant professor								
3 or more years	51,730	45,615	48,676	56,892	58,909	52,518	6,171	36
Less than 3 years	48,616	39,000	44,960	54,581	57,000	49,099	5,890	24
All years	50,670	44,050	46,963	55,450	58,794	51,150	6,242	60
All ranks	66,560	48,500	54,587	88,000	102,825	71,977	21,933	279

(continued)

TABLE 10 (continued)
2002-2003 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 (16 departments)								
Full professor								
12 or more years	118,100	83,436	95,892	131,400	144,300	114,981	26,502	99
6-11 years	95,195	72,464	78,600	106,800	121,020	94,493	19,497	36
3-5 years	72,924	64,650	71,914	87,656	110,700	80,539	15,401	22
Less than 3 years	72,500	55,442	67,500	104,800	146,589	85,582	33,530	15
All years	100,400	70,190	78,600	123,418	137,790	103,723	28,122	172
Associate professor								
6 or more years	64,000	48,100	53,838	67,620	74,356	62,321	9,932	29
3-5 years	63,500	53,292	56,439	72,600	84,016	64,732	9,997	15
Less than 3 years	61,508	47,458	59,700	70,100	71,966	62,309	8,471	23
All years	63,500	48,580	56,439	68,900	73,031	62,856	9,381	67
Assistant professor								
3 or more years	57,300	51,195	54,600	62,900	67,000	58,810	5,912	29
Less than 3 years	54,300	48,000	51,700	55,500	62,640	55,156	8,308	43
All years	54,600	49,370	52,342	59,724	65,710	56,628	7,607	72
All ranks	72,550	51,970	57,300	103,625	128,400	83,161	31,091	318

Source: 2002-2003 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.