

TABLE 11
2002-2003 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
ALL U.S. REGIONS (108 departments)								
Full professor								
12 or more years	92,085	67,568	76,919	108,661	133,585	95,858	25,757	687
6-11 years	84,455	66,873	74,130	98,639	115,288	88,104	19,284	284
3-5 years	77,368	60,823	67,500	93,000	103,850	81,720	19,844	155
Less than 3 years	72,030	60,094	66,131	90,000	110,000	80,013	22,669	151
All years	86,078	64,651	72,533	102,602	125,619	90,564	24,213	1,278
Associate professor								
6 or more years	60,320	49,342	53,912	68,271	76,856	61,972	11,680	373
3-5 years	57,789	49,661	52,815	66,701	74,923	60,593	10,770	172
Less than 3 years	59,121	48,462	53,002	65,276	72,277	60,423	10,800	204
All years	59,601	49,222	53,227	67,245	75,540	61,234	11,250	749
Assistant professor								
3 or more years	52,000	44,798	48,040	56,629	60,546	52,498	7,021	301
Less than 3 years	50,000	42,000	45,279	54,439	58,512	50,022	7,188	356
All years	50,400	42,559	46,524	55,299	59,638	51,156	7,213	657
All ranks	65,806	47,286	53,452	85,300	106,620	72,291	25,183	2,724
NEW ENGLAND (5 departments) (Insufficient <u>N</u> s of faculty)								
MID ATLANTIC (9 departments)								
Full professor								
12 or more years	97,054	83,009	89,460	109,872	132,086	101,644	18,413	64
6-11 years	91,787	81,566	85,300	99,000	116,026	94,419	12,851	39
3-5 years	87,278	73,599	82,563	91,572	105,799	87,925	9,697	13
Less than 3 years	96,055	69,431	85,032	111,100	120,262	96,070	17,296	11
All years	93,507	81,260	87,757	105,392	125,290	97,538	16,532	127
Associate professor								
6 or more years	72,561	55,641	65,928	77,529	80,345	70,907	9,412	44
3-5 years	74,017	61,507	64,303	76,975	81,969	71,749	7,210	12
Less than 3 years	67,708	57,478	61,305	70,474	72,054	66,718	6,894	19
All years	70,474	57,995	64,332	76,392	79,187	69,980	8,632	75
Assistant professor								
3 or more years	57,960	51,029	54,726	60,925	65,388	58,441	5,946	29
Less than 3 years	58,078	50,000	51,588	61,125	62,092	56,737	7,123	30
All years	57,960	50,690	53,580	61,038	63,733	57,574	6,571	59
All ranks	77,529	55,119	62,024	93,507	109,406	80,121	21,687	264

(continued)

TABLE 11 (continued)
2002-2003 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
EAST NORTH CENTRAL (18 departments)								
Full professor								
12 or more years	96,375	72,214	82,345	117,418	140,177	103,454	29,916	124
6-11 years	83,683	67,351	73,781	104,894	118,586	89,119	20,138	64
3-5 years	77,240	61,812	67,086	97,099	103,020	82,420	18,747	29
Less than 3 years	73,350	56,800	66,013	87,773	105,253	78,573	21,271	37
All years	87,903	66,591	74,239	107,405	134,690	93,816	27,191	254
Associate professor								
6 or more years	58,574	49,429	54,880	67,558	75,618	61,076	10,285	68
3-5 years	57,573	50,919	54,848	66,966	81,798	62,338	11,635	46
Less than 3 years	56,906	49,967	53,451	66,501	82,273	62,558	14,416	46
All years	57,726	50,720	54,517	66,754	79,922	61,865	11,924	160
Assistant professor								
3 or more years	53,090	45,108	47,702	56,696	60,094	52,853	7,713	69
Less than 3 years	50,000	38,792	45,000	55,087	60,400	49,882	7,568	87
All years	50,740	43,002	45,889	56,021	60,028	51,196	7,751	156
All ranks	65,174	47,191	53,970	85,304	109,725	72,971	27,291	574
WEST NORTH CENTRAL (11 departments)								
Full professor								
12 or more years	82,052	62,258	68,708	119,077	135,000	92,390	30,567	50
6-11 years	81,706	63,854	73,188	108,088	123,620	89,290	20,865	21
3-5 years	77,279	56,071	61,875	104,414	124,138	82,719	25,301	14
Less than 3 years	70,000	51,742	59,969	72,376	102,638	69,367	15,536	11
All years	80,800	61,041	67,664	105,641	130,095	87,663	27,227	96
Associate professor								
6 or more years	60,751	51,796	55,263	65,534	70,220	61,836	9,743	32
3-5 years	54,963	47,480	52,142	60,569	78,718	57,710	10,248	13
Less than 3 years	54,000	46,835	51,112	63,915	72,321	57,346	8,620	12
All years	59,130	50,521	52,797	64,393	68,892	59,950	9,710	57
Assistant professor								
3 or more years	51,003	42,934	48,172	55,420	60,727	51,486	5,341	28
Less than 3 years	48,800	42,248	45,000	51,000	58,043	49,011	6,041	43
All years	49,739	42,621	46,481	52,000	58,066	49,987	5,863	71
All ranks	61,475	46,494	51,211	75,456	106,094	68,401	25,272	226
SOUTH ATLANTIC (24 departments)								
Full professor								
12 or more years	86,200	66,616	75,100	102,077	127,281	91,561	24,973	159
6-11 years	80,729	66,901	72,203	95,033	115,190	86,150	20,093	65
3-5 years	77,387	62,562	68,198	87,216	99,889	81,090	20,586	40
Less than 3 years	75,523	59,892	67,568	98,351	132,750	84,820	26,033	38
All years	81,829	64,873	71,917	98,887	122,839	88,253	23,815	303
Associate professor								
6 or more years	60,918	49,827	54,000	67,487	77,206	62,136	11,920	102
3-5 years	62,323	48,671	53,396	67,512	74,599	62,350	12,008	40
Less than 3 years	58,679	50,000	53,463	63,344	69,200	59,550	9,665	49
All years	60,407	50,000	53,822	66,776	74,984	61,518	11,405	191
Assistant professor								
3 or more years	50,104	43,815	48,075	53,100	56,558	50,665	6,222	66
Less than 3 years	49,000	40,000	45,582	52,000	57,800	48,626	5,839	71
All years	49,800	42,270	46,613	52,551	57,200	49,608	6,091	137
All ranks	65,700	47,000	52,935	81,829	102,420	71,104	24,355	647

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TABLE 11 (continued)
2002-2003 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
EAST SOUTH CENTRAL (9 departments)								
Full professor								
12 or more years	79,097	61,576	68,193	85,266	93,889	77,632	11,952	55
6-11 years	74,346	53,258	66,603	91,250	123,678	79,627	23,160	14
3-5 years	72,435	56,585	58,874	95,780	122,312	77,443	22,326	10
Less than 3 years	71,289	57,251	62,318	79,545	130,912	78,053	24,285	12
All years	75,287	59,568	66,804	85,266	95,877	77,974	16,901	91
Associate professor								
6 or more years	50,275	45,109	47,849	52,849	58,191	51,339	6,266	22
3-5 years	49,833	45,500	47,975	52,902	53,022	49,847	2,728	11
Less than 3 years	50,785	46,276	47,547	56,695	62,003	52,306	5,550	18
All years	50,354	46,353	47,975	53,007	58,442	51,358	5,411	51
Assistant professor								
3 or more years	46,486	40,898	42,000	48,656	50,104	45,708	3,693	20
Less than 3 years	46,000	41,200	42,000	49,675	53,537	46,970	7,113	31
All years	46,000	41,200	42,000	48,780	52,547	46,475	5,994	51
All ranks	55,200	43,186	47,700	74,572	89,149	62,109	19,407	196
WEST SOUTH CENTRAL (10 departments)								
Full professor								
12 or more years	83,000	60,089	70,014	102,562	118,680	86,997	22,389	57
6-11 years	83,332	61,543	74,000	91,416	113,772	84,629	15,761	16
3-5 years	71,500	58,545	61,295	96,929	143,768	84,935	31,762	14
Less than 3 years	69,019	57,580	62,127	75,754	92,043	70,452	11,392	10
All years	82,000	59,730	68,074	97,677	116,012	84,603	22,456	97
Associate professor								
6 or more years	54,787	45,670	49,777	60,660	68,000	57,200	16,234	29
3-5 years	56,671	47,311	51,470	61,375	69,019	56,695	8,414	20
Less than 3 years	58,464	43,913	51,614	65,000	66,163	57,765	7,951	12
All years	56,408	46,083	50,544	61,000	67,633	57,146	12,535	61
Assistant professor								
3 or more years	50,568	43,517	46,321	53,060	57,000	50,293	4,593	23
Less than 3 years	47,604	40,900	44,106	51,750	55,165	48,030	5,043	28
All years	49,438	42,429	45,000	52,641	56,818	49,051	4,930	51
All ranks	59,786	44,826	50,891	80,000	100,992	67,198	23,228	215
MOUNTAIN (11 departments)								
Full professor								
12 or more years	93,422	67,697	79,473	102,664	119,525	93,276	19,511	80
6-11 years	78,530	56,517	70,252	96,371	108,025	82,261	18,620	24
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	63,763	71,412	97,246	112,006	87,081	19,402	135
Associate professor								
6 or more years	59,477	51,241	55,281	62,667	76,745	60,328	8,020	31
3-5 years	58,113	49,695	52,294	63,716	68,588	58,289	6,694	14
Less than 3 years	58,937	46,322	52,080	69,803	80,000	61,228	11,949	24
All years	58,801	49,610	53,383	65,271	76,100	60,227	9,294	69
Assistant professor								
3 or more years	51,700	45,327	48,138	57,039	58,922	52,600	6,447	33
Less than 3 years	48,500	39,000	44,880	54,625	57,200	49,115	6,022	23
All years	50,067	43,402	46,658	55,900	58,883	51,169	6,456	56
All ranks	66,468	48,074	54,625	88,000	101,753	71,895	21,892	263

(continued)

TABLE 11 (continued)
2002-2003 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
PACIFIC (11 departments)								
Full professor								
12 or more years	118,100	84,580	94,908	128,400	139,180	113,363	24,115	83
6-11 years	100,400	77,420	85,300	109,100	121,554	99,065	19,206	27
3-5 years	76,900	67,466	72,700	90,000	109,500	81,850	14,363	15
Less than 3 years	72,600	67,500	67,650	109,875	173,449	91,522	36,203	10
All years	100,400	72,620	87,500	125,101	137,580	105,384	25,707	135
Associate professor								
6 or more years	64,500	47,518	53,200	67,400	73,094	61,466	9,817	23
3-5 years	60,600	53,354	56,439	67,400	72,680	62,146	6,668	11
Less than 3 years	61,987	53,320	60,200	70,000	71,084	63,027	6,718	20
All years	63,500	49,300	58,282	67,775	71,850	62,183	8,066	54
Assistant professor								
3 or more years	57,300	50,948	54,600	62,200	67,900	58,464	5,860	24
Less than 3 years	54,250	47,650	51,700	54,925	56,288	54,320	8,220	34
All years	54,600	48,720	52,000	57,300	63,650	56,035	7,564	58
All ranks	72,700	52,030	57,300	105,575	128,400	83,933	30,500	250

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.