

TABLE 5
2002-2003 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
ALL U.S. REGIONS (218 departments)								
Full professor								
12 or more years	92,600	68,052	77,460	109,981	133,596	96,777	26,092	1,044
6-11 years	84,455	66,999	73,636	100,007	116,754	88,628	20,202	430
3-5 years	76,482	61,460	67,353	90,000	106,242	81,302	20,150	258
Less than 3 years	73,350	60,109	67,166	89,350	110,000	80,676	22,835	245
All years	86,000	65,142	72,700	103,300	125,700	90,987	24,691	1,979
Associate professor								
6 or more years	61,092	49,940	54,875	68,027	76,691	62,489	11,178	585
3-5 years	59,300	49,806	53,496	67,070	76,440	61,899	12,070	277
Less than 3 years	58,033	47,428	52,248	64,800	70,793	59,392	10,199	335
All years	60,028	49,228	53,961	66,979	75,223	61,486	11,200	1,197
Assistant professor								
3 or more years	52,000	44,280	47,822	56,628	61,171	52,469	7,024	511
Less than 3 years	50,003	42,000	45,591	54,999	59,028	50,507	7,193	558
All years	51,070	43,000	46,536	55,650	60,168	51,459	7,189	1,070
All ranks	65,500	47,246	53,770	84,840	106,741	72,256	25,312	4,316
NEW ENGLAND (15 departments)								
Full professor								
12 or more years	93,917	72,324	78,480	112,046	135,040	97,817	25,572	45
6-11 years	87,300	65,327	73,510	109,200	127,400	91,525	24,973	27
3-5 years	75,675	58,889	60,774	105,550	110,200	80,854	20,723	10
Less than 3 years	77,896	58,583	72,023	85,925	115,000	80,693	19,596	14
All years	85,200	66,551	73,603	102,771	128,060	91,783	24,794	96
Associate professor								
6 or more years	64,237	54,084	59,398	70,984	81,953	66,269	10,385	40
3-5 years	57,417	50,990	52,395	71,350	91,540	63,392	13,950	12
Less than 3 years	63,000	49,469	54,000	68,425	75,160	62,107	8,749	15
All years	64,000	51,997	57,368	70,200	78,600	64,822	10,757	67
Assistant professor								
3 or more years	55,708	46,120	49,840	59,500	62,623	55,092	6,119	23
Less than 3 years	55,500	44,664	48,401	58,100	62,360	53,617	6,058	25
All years	55,604	45,000	49,398	59,075	62,281	54,324	6,068	48
All ranks	69,098	51,556	58,000	84,862	107,820	74,551	24,169	212
MID ATLANTIC (27 departments)								
Full professor								
12 or more years	99,400	74,897	89,460	118,865	137,062	103,879	23,735	143
6-11 years	90,831	75,392	83,893	106,324	119,030	95,728	17,472	72
3-5 years	86,864	67,593	75,786	93,420	108,752	86,863	15,884	32
Less than 3 years	87,757	70,082	74,250	111,100	123,306	95,263	25,131	31
All years	93,796	73,097	84,510	109,285	131,740	98,849	22,300	278
Associate professor								
6 or more years	67,074	53,770	60,290	76,254	81,015	68,072	11,491	92
3-5 years	64,000	54,964	59,647	75,047	85,490	67,854	12,423	35
Less than 3 years	64,332	54,530	59,536	70,474	72,641	65,040	8,360	37
All years	66,107	54,505	60,008	74,179	80,809	67,341	11,086	164
Assistant professor								
3 or more years	56,628	50,558	53,000	60,811	64,083	56,969	6,067	67
Less than 3 years	56,000	50,000	51,100	60,550	62,069	56,127	6,819	63
All years	56,124	50,000	51,955	60,625	63,835	56,641	6,471	131
All ranks	74,377	53,099	60,175	93,507	114,467	79,837	25,194	579

(continued)

TABLE 5 (continued)
2002-2003 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
EAST NORTH CENTRAL (43 departments)								
Full professor								
12 or more years	95,000	72,371	82,131	114,578	139,242	101,078	27,725	181
6-11 years	80,975	66,785	73,151	99,288	117,316	88,109	20,779	94
3-5 years	77,114	59,808	67,059	96,609	104,765	81,703	18,875	44
Less than 3 years	75,250	59,712	66,240	90,000	98,370	78,337	18,328	63
All years	86,422	66,098	74,000	104,438	128,454	91,905	25,484	382
Associate professor								
6 or more years	60,000	50,850	55,146	66,676	75,242	61,498	9,682	109
3-5 years	59,283	50,617	55,263	67,318	76,830	62,334	11,907	78
Less than 3 years	57,119	49,107	52,860	63,775	77,805	60,478	12,094	80
All years	58,900	49,954	54,522	66,000	75,865	61,436	11,093	267
Assistant professor								
3 or more years	52,055	45,268	47,477	56,126	58,368	52,126	6,870	116
Less than 3 years	50,000	40,596	45,000	54,000	58,000	49,559	6,816	133
All years	50,475	43,002	45,825	55,145	58,000	50,755	6,947	249
All ranks	63,423	46,971	53,014	82,909	106,132	71,168	25,564	907
WEST NORTH CENTRAL (18 departments)								
Full professor								
12 or more years	88,257	62,760	71,287	117,218	134,816	94,231	29,494	85
6-11 years	82,660	66,461	74,385	104,824	123,620	88,954	19,607	31
3-5 years	79,846	60,164	62,993	102,063	116,405	83,432	21,940	22
Less than 3 years	70,081	51,935	65,904	78,288	97,665	72,900	14,559	17
All years	82,319	62,470	70,081	104,065	126,706	89,303	26,174	155
Associate professor								
6 or more years	61,556	53,019	56,460	67,689	78,040	63,978	11,175	45
3-5 years	56,088	48,335	52,181	61,755	74,946	58,133	9,558	15
Less than 3 years	55,000	50,247	51,472	61,375	65,695	56,496	6,828	21
All years	60,000	51,102	54,102	65,084	74,343	60,956	10,401	81
Assistant professor								
3 or more years	52,194	43,534	48,080	56,240	60,035	52,250	6,354	43
Less than 3 years	49,029	42,520	44,104	51,955	57,097	49,212	5,879	58
All years	50,011	42,833	46,075	55,034	57,936	50,506	6,240	101
All ranks	62,672	46,779	52,103	81,273	106,051	70,670	25,668	339
SOUTH ATLANTIC (39 departments)								
Full professor								
12 or more years	86,193	65,456	74,240	102,818	125,778	91,253	25,071	208
6-11 years	83,244	66,951	72,214	96,171	115,911	87,108	19,822	87
3-5 years	76,006	63,915	70,153	85,568	106,996	82,146	21,976	56
Less than 3 years	77,257	60,274	69,324	99,500	132,750	86,157	25,258	48
All years	81,938	65,045	71,889	99,634	121,973	88,457	23,783	401
Associate professor								
6 or more years	60,291	49,300	54,065	67,238	75,131	61,650	11,305	133
3-5 years	61,692	44,262	53,396	67,753	76,959	62,541	13,147	48
Less than 3 years	57,579	49,540	52,896	63,322	69,961	59,270	9,285	74
All years	59,504	49,048	53,635	66,776	74,952	61,127	11,167	255
Assistant professor								
3 or more years	50,000	42,363	46,800	53,385	58,477	50,164	6,738	101
Less than 3 years	49,596	40,000	45,016	53,000	58,000	49,296	6,636	108
All years	49,882	41,221	45,495	53,185	58,000	49,715	6,683	209
All ranks	65,000	46,448	52,408	81,479	102,936	70,455	24,333	885

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TABLE 5 (continued)
2002-2003 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
EAST SOUTH CENTRAL (14 departments)								
Full professor								
12 or more years	80,066	64,210	70,634	89,839	104,445	83,788	21,483	82
6-11 years	76,999	55,747	66,402	100,000	117,980	82,850	23,324	21
3-5 years	76,349	57,352	63,362	97,341	121,500	81,930	21,264	16
Less than 3 years	71,289	57,752	61,843	78,436	126,851	76,885	22,744	14
All years	77,167	61,293	68,072	89,978	114,219	82,690	21,734	133
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	46,749	48,092	55,692	90,000	56,347	14,015	16
Less than 3 years	50,883	46,530	47,547	56,695	63,401	53,071	6,777	22
All years	50,929	46,433	48,092	56,461	69,613	54,496	10,399	64
Assistant professor								
3 or more years	47,300	41,755	42,453	50,116	63,520	48,699	7,112	27
Less than 3 years	47,000	41,100	42,290	51,829	56,113	47,811	7,257	40
All years	47,000	41,800	42,453	50,116	56,608	48,169	7,158	67
All ranks	61,221	44,772	48,563	78,250	94,755	66,609	23,132	269
WEST SOUTH CENTRAL (18 departments)								
Full professor								
12 or more years	86,000	62,866	72,872	102,334	117,866	87,953	20,536	81
6-11 years	81,000	64,749	71,000	89,666	114,727	83,934	18,007	23
3-5 years	71,575	59,403	63,250	94,827	146,846	85,697	31,289	20
Less than 3 years	68,537	58,673	63,248	74,900	104,975	74,480	22,617	17
All years	82,000	60,449	69,500	95,684	115,363	85,353	22,402	141
Associate professor								
6 or more years	59,172	46,560	52,577	62,500	68,492	59,097	12,690	55
3-5 years	58,000	47,873	54,075	64,800	72,878	60,239	11,662	29
Less than 3 years	58,185	47,927	54,698	64,738	66,163	58,122	6,648	18
All years	59,000	47,434	53,065	63,375	68,931	59,250	11,478	102
Assistant professor								
3 or more years	50,759	43,227	46,065	54,785	57,874	50,980	6,691	45
Less than 3 years	48,308	42,330	45,000	50,960	55,660	48,774	6,031	45
All years	49,322	42,473	45,582	52,905	57,106	49,877	6,430	90
All ranks	60,112	45,080	50,891	76,578	98,003	66,810	22,512	347
MOUNTAIN (17 departments)								
Full professor								
12 or more years	92,580	67,697	78,730	100,044	115,204	91,880	18,757	100
6-11 years	78,139	59,845	69,355	90,125	105,229	80,214	16,670	33
3-5 years	68,192	63,026	65,150	81,819	94,140	73,857	11,645	26
Less than 3 years	64,823	60,104	61,603	69,668	83,707	68,089	9,231	20
All years	81,450	63,750	68,736	96,143	109,218	84,453	18,831	179
Associate professor								
6 or more years	58,801	50,678	54,757	63,723	76,091	60,348	8,527	43
3-5 years	54,925	49,644	52,073	62,725	68,344	57,356	6,695	21
Less than 3 years	55,193	45,988	47,044	66,980	78,440	57,873	11,702	33
All years	56,865	48,275	51,673	63,362	71,130	58,858	9,414	97
Assistant professor								
3 or more years	51,272	43,677	46,444	56,000	58,742	51,331	6,005	53
Less than 3 years	47,125	39,529	44,043	52,750	55,720	47,919	5,673	36
All years	50,000	43,085	45,296	54,537	58,000	49,951	6,078	89
All ranks	63,758	46,297	52,252	81,200	98,298	68,908	20,969	371

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TABLE 5 (continued)
2002-2003 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
PACIFIC (14 departments)								
Full professor								
12 or more years	113,600	75,800	92,600	128,400	140,700	111,848	27,107	119
6-11 years	89,300	68,299	75,700	101,175	120,100	90,733	20,360	42
3-5 years	72,416	60,629	65,250	83,625	105,650	75,376	15,859	32
Less than 3 years	71,100	46,495	66,140	86,703	123,881	79,450	30,904	21
All years	96,500	66,140	73,339	120,000	135,449	99,071	28,989	214
Associate professor								
6 or more years	62,086	48,280	55,047	67,400	73,409	61,837	9,218	42
3-5 years	59,500	52,502	54,000	67,400	80,216	61,803	10,285	23
Less than 3 years	60,200	43,730	47,478	65,000	70,675	57,833	10,352	35
All years	60,400	47,267	53,500	67,175	72,590	60,428	9,958	100
Assistant professor								
3 or more years	55,650	48,033	51,842	61,575	67,000	56,617	7,262	36
Less than 3 years	54,000	47,030	51,700	55,125	60,570	54,088	8,511	50
All years	54,600	47,210	51,700	57,300	65,150	55,147	8,065	86
All ranks	68,900	49,113	55,500	100,000	128,300	79,368	30,273	407

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 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.