

2010-2011 Faculty Salaries in Graduate Departments of Psychology

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2010-2011 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 in Psychology effort. This was accomplished by modifying the Graduate Study instrument.

Method

In early October, 2010, chairs of U.S. and Canadian graduate departments of psychology were contacted. Department chairs were sent an email invitation with instructions for completing the on-line survey. Additionally, hard-copy questionnaires were mailed to chairs who had completed a paper survey or had not responded in the previous year (2009-2010). Three email reminders were sent to non-respondents at two week intervals, and after the initial email invitations, hard copies were sent to all those who still had not responded by the end of November. An additional reminder was sent to non-respondents in both December and January.

Eligible departments were drawn from the current edition of *Graduate Study in Psychology* (APA, 2010) and prior editions, 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.

Of the 666 departments and professional schools surveyed, 361 provided at least some usable information, for an overall response rate of 54.2%. Data presented in this report are based on 6,939 faculty who hold doctorates, who are employed full time, and for whom the relevant data were available. Included in this total are 5,558 faculty in 251 U.S. doctoral departments, 995 faculty in 72 U.S. master's departments, and 386 faculty in 13 Canadian departments. Twenty-five departments responded to other portions of the survey but did not provide information on the salaries of individual faculty.

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 (62%) than for master's departments (39%). Departments in the U.S. overall were more likely to have completed the survey than Canadian departments (55% versus 47%). 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. Only one master's-level departments in Canada participated in the survey this year.

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, a comparison of salaries paid to men and women of equivalent years in rank, and average amounts paid to adjunct or other part-time faculty who are compensated on a per-course basis. A new table added this year presents data on steps taken by departments over the past two years as a result of budget constraints.

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, Statistics Canada). 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 (2010). Graduate Study in Psychology, 2011. 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 2008-2009 to 2010-2011 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 and Statistics Canada. 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.

TABLE 1
Changes in Average Salaries of Full-time Faculty in U.S. Doctoral
Departments of Psychology by Rank: 2008-2009 to 2010-2011

	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	All ranks
U.S. Doctoral Departments					
2008-2009 (207 departments)	\$110,593 N=1,880	\$74,898 N=1,283	\$63,040 N=1,225	\$48,628 N=83	\$85,310 N=4,658
2009-2010 (238 departments)	\$112,108 N=2,105	\$73,843 N=1,469	\$63,439 N=1,372	\$51,753 N=118	\$85,807 N=5,227
2010-2011 (251 departments)	\$114,246 N=2,204	\$75,366 N=1,555	\$64,509 N=1,393	\$52,481 N=165	\$87,298 N=5,540
Percent change in monetary salary					
2008-2009 to 2009-2010	+1.4%	-1.4%	+0.6%	+6.4%	+0.6%
2009-2010 to 2010-2011	+1.9%	+2.1%	+1.7%	+1.4%	+1.7%
Percent change in real terms					
2008-2009 to 2009-2010	+2.7%	-0.1%	+1.9%	+7.7%	+1.9%
2009-2010 to 2010-2011	+0.8%	+1.0%	+0.6%	+0.3%	+0.6%
All U.S. Departments					
2008-2009 (260 departments)	\$107,313 N=2,135	\$73,719 N=1,471	\$61,816 N=1,456	\$47,676 N=93	\$82,884 N=5,400
2009-2010 (308 departments)	\$108,209 N=2,455	\$72,627 N=1,759	\$61,869 N=1,676	\$50,420 N=140	\$83,009 N=6,231
2010-2011 (323 departments)	\$110,466 N=2,534	\$74,023 N=1,837	\$62,859 N=1,685	\$51,507 N=199	\$84,470 N=6,532
Percent change in monetary salary					
2008-2009 to 2009-2010	+0.8%	-1.5%	+0.1%	+5.8%	+0.2%
2009-2010 to 2010-2011	+2.1%	+1.9%	+1.6%	+2.2%	+1.8%
Percent change in real terms					
2008-2009 to 2009-2010	+2.1%	-0.2%	+1.4%	+7.1%	+1.5%
2009-2010 to 2010-2011	+1.0%	+0.8%	+0.5%	+1.1%	+0.7%

Source: 2009-2010 and 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies 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 -1.3% for the period from September 2008 to September 2009 and +1.1% for the period from September 2009 to September 2010.

TABLE 2
Changes in Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology
by Rank and Years in Rank: 2008-2009 to 2010-2011

	Full Professor				Associate Professor			Assistant Prof.	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
2008-2009 (207 departments)	120,845 N=920	105,772 N=449	97,544 N=228	93,653 N=255	75,778 N=565	75,952 N=306	72,655 N=396	64,257 N=583	61,808 N=622	50,291 N=43	45,046 N=31
2009-2010 (238 departments)	122,740 N=1,054	107,077 N=491	96,393 N=272	96,846 N=275	75,273 N=618	74,749 N=393	71,154 N=455	64,620 N=696	62,194 N=671	51,655 N=67	47,849 N=44
2010-2011 (251 departments)	124,588 N=1,075	107,862 N=466	102,276 N=298	97,616 N=280	76,461 N=626	75,760 N=396	73,795 N=492	65,102 N=727	63,654 N=619	53,199 N=92	51,225 N=67
Percentage change in monetary salary											
2008-09 to 2009-10	+1.6%	+1.2%	-1.2%	+3.4%	-0.7%	-1.6%	-2.1%	+0.6%	+0.6%	+2.7%	+6.2%
2009-10 to 2010-11	+1.5%	+0.7%	+6.1%	+0.8%	+1.6%	+1.4%	+3.7%	+0.7%	+2.3%	+3.0%	+7.1%
Percentage change in real terms											
2008-09 to 2009-10	+2.9%	+2.5%	+0.1%	+4.7%	+0.6%	-0.3%	-0.8%	+1.9%	+1.9%	+4.0%	+7.5%
2009-10 to 2010-11	+0.4%	-0.4%	+5.0%	-0.3%	+0.5%	+0.3%	+2.6%	-0.4%	+1.2%	+1.9%	+6.0%

Source: 2009-2010 and 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies 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 -1.3% for the period from September 2008 to September 2009 and +1.1 for the period from September 2009 to September 2010.

TABLE 3
Distribution of 2010-2011 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank

9-10-month salary	Full professor						Associate professor			Assistant professor	
	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
\$230K or more	7	3	2	3	1	1					
210,000-229,999	10		3			1					
190,000-209,999	15	14	5	3	1	3					
185,000-189,999	8	4	5	2		1					
180,000-184,999	2	5	2	3							
\$175,000-179,999	12	8	4	6		2					
170,000-174,999	22	7	5	7	2	1					
165,000-169,999	10	12	8	6	3	1					
160,000-164,999	9	6	8	4	4	3					
155,000-159,999	11	9	10	3	7	1	1	1			
\$150,000-154,999	7	11	9	7	2	4	2				
145,000-149,999	11	9	12	14	3	2	1		1		
140,000-144,999	14	11	18	6	8	2					
135,000-139,999	14	14	9	13	10	1		1			
130,000-134,999	17	11	8	16	10	8		1			
\$125,000-129,999	13	13	14	21	5	6		1	1		
120,000-124,999	19	13	19	16	19	9	2	4	2		
115,000-119,999	24	22	20	20	8	12	2	1	1	1	
110,000-114,999	16	18	25	31	19	12	3	4		2	
105,000-109,999	24	26	29	24	13	16	11	9	5	1	
\$100,000-104,999	16	22	30	35	24	19	19	7	11	1	
95,000-99,999	13	21	33	40	17	21	18	10	11	3	2
90,000-94,999	20	12	24	37	13	25	42	14	25	6	4
85,000-89,999	11	19	22	43	24	24	47	32	34	16	10
80,000-84,999	19	12	24	42	42	27	75	39	46	27	17
\$79,000-79,999	3	2	6	8	8	7	15	7	9	11	7
78,000-78,999		2	6	3	3	3	14	11	11	9	19
77,000-77,999	2	2	4	11	4	7	17	14	11	12	5
76,000-76,999	2	2	1	3	6	3	17	14	20	14	12
75,000-75,999	3	1	2	5	5	5	23	15	12	11	19
\$74,000-74,999		3	3	1	4	2	19	9	12	20	14
73,000-73,999		1	3		4	6	14	8	15	22	9
72,000-72,999	1		2	5	3	5	15	11	21	18	13
71,000-71,999		3	1	2	4	3	26	15	28	20	10
70,000-70,999	1	2		4	1	2	23	12	20	27	43
\$69,000-69,999	2		1	2	3	4	18	11	22	27	21

9-10-month salary	Full professor						Associate professor			Assistant professor	
	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
68,000-68,999	2		3	2	4	1	20	12	13	29	15
67,000-67,999	1	1	1	1			14	9	17	20	16
66,000-66,999		1	1	4	4	4	12	19	9	27	19
65,000-65,999		1		3	3	5	13	15	13	24	27
\$64,000-64,999			1	1		3	18	8	10	27	17
63,000-63,999	1			2		5	18	11	14	24	27
62,000-62,999		1		2	2	1	19	10	9	28	27
61,000-61,999	1		1		2	3	21	6	10	33	24
60,000-60,999	1			1		1	13	8	13	27	35
\$59,000-59,999						1	7	9	8	31	12
58,000-58,999			1		1	1	8	14	9	34	27
57,000-57,999							10	7	8	20	17
56,000-56,999						1	5	2	13	17	9
55,000-55,999							8	4	2	20	18
\$54,000-54,999			2				3	2	2	12	11
53,000-53,999				1		2			7	22	13
52,000-52,999				1			2	1	1	11	12
51,000-51,999						2	5	2	6	14	17
50,000-50,999				1			1	2	4	15	17
\$49,000-49,999							3	1		8	7
48,000-48,999									1	7	9
47,000-47,999				1	1		1	1	1	5	6
46,000-46,999							1	1		7	4
45,000-45,999					1			1	2	7	11
\$44,000-44,999										1	2
43,000-43,999						1			1	2	1
42,000-42,999										1	3
41,000-41,999										1	
40,000-40,999									1	2	5
\$39,000-39,999										1	1
38,000-38,999											1
Less than 38K										2	4

Source: 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

TABLE 4
2010-2011 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank

		Median	10%	25%	75%	90%	Mean	SD	N
Full professor	24 or more years	124,994	84,474	101,418	160,776	186,800	133,365	42,858	364
	18-23 years	116,901	84,317	98,886	148,991	176,310	125,073	36,027	324
	12-17 years	107,667	79,964	92,384	137,520	162,440	115,927	32,948	387
	6-11 years	100,878	77,484	86,721	123,523	148,285	107,862	30,451	466
	3-5 years	96,113	72,992	81,180	120,000	141,004	102,276	29,133	298
	Less than 3	92,147	66,554	78,738	110,000	132,701	97,616	29,317	280
	Not specified	113,767	76,051	91,695	138,774	164,037	115,260	36,979	86
	All years	106,935	77,215	88,130	133,323	165,580	114,249	35,995	2,205
Associate professor	11 or more years	74,100	59,692	65,518	83,480	92,425	75,430	13,973	341
	6-10 years	75,117	61,713	66,787	84,866	98,443	77,696	15,212	285
	3-5 years	73,361	59,148	65,470	83,424	94,982	75,760	15,183	396
	Less than 3	72,000	57,882	65,000	80,219	91,569	73,795	13,407	492
	Not specified	73,620	59,279	69,712	79,259	86,427	73,661	14,447	41
	All years	73,346	59,419	65,550	82,948	93,400	75,366	14,410	1,555
Assistant professor	3 or more years	64,424	51,969	58,137	71,552	78,460	65,102	10,808	727
	Less than 3	63,125	50,000	57,000	70,045	77,300	63,654	10,464	619
	Not specified	68,970	58,400	63,069	72,000	75,240	66,618	8,711	47
	All years	64,000	51,008	58,000	70,962	77,805	64,509	10,616	1,393
Lecturer/ Instructor	3 or more years	50,158	40,147	44,088	59,884	74,153	53,199	13,173	92
	Less than 3	49,331	42,787	44,000	57,375	64,528	51,225	9,194	67
	Not specified								6
	All years	50,000	40,724	44,106	58,109	65,767	52,481	11,552	165

Source: 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies 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 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.

TABLE 5
2010-2011 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 (251 departments)	Full professor	12 or more years	116,078	82,550	97,723	148,027	175,236	124,588	38,138	1,075
		6-11 years	100,878	77,484	86,721	123,523	148,285	107,862	30,451	466
		3-5 years	96,113	72,992	81,180	120,000	141,004	102,276	29,133	298
		Less than 3 years	92,147	66,554	78,738	110,000	132,701	97,616	29,317	280
		All years	106,918	77,214	88,120	133,324	165,600	114,246	36,003	2,204
	Associate professor	6 or more years	74,714	60,549	66,096	84,366	94,526	76,461	14,582	626
		3-5 years	73,361	59,148	65,470	83,424	94,982	75,760	15,183	396
		Less than 3 years	72,000	57,882	65,000	80,219	91,569	73,795	13,407	492
		All years	73,346	59,419	65,550	82,948	93,400	75,366	14,410	1,555
	Assistant professor	3 or more years	64,424	51,969	58,137	71,552	78,460	65,102	10,808	727
		Less than 3 years	63,125	50,000	57,000	70,045	77,300	63,654	10,464	619
		All years	64,000	51,008	58,000	70,962	77,805	64,509	10,616	1,393
	All ranks	All years	78,000	57,000	65,162	101,388	135,033	87,928	33,875	5,317
New England (12 departments)	Full professor	12 or more years	121,773	86,378	106,155	158,543	177,496	131,991	35,534	42
		6-11 years	107,700	51,644	77,959	130,308	175,511	107,784	39,861	24
		3-5 years	98,742	46,469	74,251	112,958	145,676	95,569	32,449	14
		Less than 3 years								7
		All years	112,940	74,438	95,180	136,345	172,270	117,598	37,444	89
	Associate professor	6 or more years	81,953	65,357	72,638	91,801	97,515	83,287	16,453	38
		3-5 years	84,621	55,507	76,423	93,057	117,676	85,536	18,622	13
		Less than 3 years	84,945	53,047	71,951	99,117	104,616	83,189	17,845	15
		All years	81,775	66,173	72,785	91,575	102,778	82,977	16,565	71
	Assistant professor	3 or more years	70,755	51,680	52,930	78,487	85,053	67,957	13,770	27
		Less than 3 years	70,000	52,000	63,360	78,000	87,750	68,837	11,241	19
		All years	69,343	51,912	55,110	77,236	84,100	68,154	11,919	52
	All ranks	All years	83,181	52,993	70,176	106,973	137,699	91,706	33,922	228
Mid Atlantic (30 departments)	Full professor	12 or more years	132,544	100,902	114,092	160,787	189,600	138,512	38,744	149
		6-11 years	121,200	91,698	101,820	145,404	179,771	129,552	37,269	43
		3-5 years	112,610	77,500	98,254	122,905	147,190	111,388	25,235	29
		Less than 3 years	108,687	85,000	96,162	122,081	175,000	117,407	32,829	29
		All years	122,834	92,580	107,101	147,510	174,811	130,565	37,827	276
	Associate professor	6 or more years	83,932	61,693	72,277	91,854	99,974	82,227	14,507	76
		3-5 years	84,429	59,413	77,424	96,534	104,761	86,445	18,207	42
		Less than 3 years	81,141	59,546	73,012	87,600	96,220	80,080	16,310	45
		All years	82,895	59,608	73,356	90,520	100,664	82,269	16,135	168
	Assistant professor	3 or more years	73,259	50,536	67,374	79,000	86,633	72,086	12,701	70
		Less than 3 years	70,000	46,141	58,279	77,975	84,156	68,150	13,719	52
		All years	71,721	48,403	62,542	78,024	84,676	70,269	13,059	130
	All ranks	All years	90,460	57,561	73,790	121,386	151,034	100,385	39,945	601

TABLE 5 (continued)
2010-2011 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 (47 departments)	Full professor	12 or more years	114,570	85,867	99,342	151,880	181,253	125,877	39,168	217
		6-11 years	97,458	80,004	87,894	120,007	146,321	106,144	28,816	111
		3-5 years	90,418	74,268	79,833	113,052	140,158	99,368	26,280	60
		Less than 3 years	86,003	71,988	78,662	100,000	130,005	95,411	31,717	63
		All years	102,647	78,800	87,766	126,982	168,062	112,981	36,239	459
	Associate professor	6 or more years	74,911	61,191	64,611	83,553	100,000	76,616	15,352	127
		3-5 years	69,931	59,248	64,541	79,059	92,798	74,172	15,844	102
		Less than 3 years	70,556	56,727	63,027	79,287	92,976	72,991	14,077	121
		All years	71,295	58,904	64,264	80,641	96,045	74,782	15,236	360
	Assistant professor	3 or more years	66,324	51,129	58,608	71,532	77,490	65,439	10,440	160
		Less than 3 years	62,500	49,832	55,000	69,886	76,500	62,795	10,363	154
		All years	64,246	50,598	57,888	70,719	76,500	64,285	10,383	322
	All ranks	All years	76,900	57,260	65,255	98,974	127,920	86,588	33,208	1,159
West North Central (19 departments)	Full professor	12 or more years	111,378	82,320	91,806	156,485	170,709	123,674	36,107	72
		6-11 years	100,000	81,376	89,565	114,140	143,017	105,150	22,116	37
		3-5 years	99,895	78,476	84,728	120,203	156,072	112,457	48,229	22
		Less than 3 years	91,000	64,761	74,000	101,917	111,448	89,739	15,145	19
		All years	102,474	80,670	89,760	135,841	164,964	114,493	37,174	160
	Associate professor	6 or more years	68,089	61,336	63,486	79,443	89,236	71,775	10,146	39
		3-5 years	73,424	62,780	65,447	82,100	89,146	73,785	9,957	35
		Less than 3 years	70,003	59,642	63,507	79,250	86,290	72,019	10,872	38
		All years	70,805	60,726	64,018	79,632	87,672	72,239	10,869	114
	Assistant professor	3 or more years	61,574	53,515	58,135	65,064	66,780	61,725	8,027	49
		Less than 3 years	61,723	55,027	57,445	67,925	70,000	62,710	7,706	40
		All years	61,200	53,596	58,000	65,083	70,000	61,671	8,367	95
	All ranks	All years	79,000	58,350	63,676	99,949	139,683	87,526	34,762	373
South Atlantic (49 departments)	Full professor	12 or more years	116,099	82,380	95,505	149,066	172,334	123,784	38,932	244
		6-11 years	105,149	72,519	86,518	130,741	150,515	111,032	31,085	100
		3-5 years	98,418	68,703	79,939	120,094	133,647	100,088	25,192	78
		Less than 3 years	94,755	69,334	77,389	112,277	133,939	99,338	28,402	58
		All years	107,598	75,226	87,304	133,816	162,667	114,323	35,703	480
	Associate professor	6 or more years	74,806	60,175	66,197	83,767	93,803	75,861	13,146	154
		3-5 years	74,302	57,919	64,465	82,954	93,979	74,732	14,611	80
		Less than 3 years	74,734	60,354	67,504	80,148	91,984	75,151	11,888	112
		All years	74,806	58,926	66,140	82,600	92,953	75,370	13,085	346
	Assistant professor	Less than 3 years	66,782	52,100	58,518	72,583	78,000	65,481	10,080	140
		All years	64,518	52,000	57,576	71,165	77,766	64,279	10,131	312
	All ranks	All years	76,775	55,424	64,830	99,989	133,825	86,792	33,613	1,199

TABLE 5 (continued)
2010-2011 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 (14 departments)	Full professor	12 or more years	94,026	70,326	83,624	113,356	139,079	101,289	29,102	63
		6-11 years	81,172	64,967	71,781	95,768	118,545	87,244	21,644	18
		3-5 years	85,847	71,075	83,400	105,063	144,643	95,151	24,870	18
		Less than 3 years	95,924	63,064	69,830	108,560	152,800	95,206	28,379	18
		All years	90,525	68,148	80,732	109,082	136,300	97,248	27,490	117
	Associate professor	6 or more years	65,256	53,382	60,957	71,284	77,238	65,384	8,190	33
		3-5 years	66,242	51,620	60,819	77,935	90,600	69,299	14,478	29
		Less than 3 years	63,932	50,564	59,766	69,975	80,000	65,305	10,347	25
		All years	64,500	51,542	60,200	71,284	80,000	66,666	11,251	87
	Assistant professor	3 or more years	57,699	48,069	54,628	61,068	65,761	57,550	6,149	40
		Less than 3 years	58,250	44,935	51,668	61,901	67,600	57,441	7,930	36
		All years	58,000	45,325	53,586	61,401	66,200	57,401	7,007	77
	All ranks	All years	69,000	51,542	59,597	87,728	109,328	76,227	26,105	287
West South Central (23 departments)	Full professor	12 or more years	107,050	79,036	91,000	129,954	166,413	114,574	35,604	87
		6-11 years	94,161	80,079	86,681	114,713	141,514	103,035	26,815	44
		3-5 years	110,876	77,812	81,062	127,608	161,136	109,742	28,781	24
		Less than 3 years	95,640	72,617	81,441	118,850	165,058	104,839	29,647	17
		All years	102,551	79,384	88,000	124,750	159,624	110,112	32,077	175
	Associate professor	6 or more years	71,222	58,800	64,277	79,534	85,732	73,439	13,900	69
		3-5 years	72,364	61,122	66,288	80,474	88,449	75,890	14,371	40
		Less than 3 years	71,896	60,156	61,828	80,000	88,245	72,451	11,103	34
		All years	72,000	60,289	65,400	80,000	87,327	74,101	13,145	151
	Assistant professor	3 or more years	62,075	52,416	58,770	67,360	73,638	63,132	7,782	99
		Less than 3 years	62,000	50,000	53,306	70,000	74,000	62,127	9,583	69
		All years	62,038	51,242	57,090	69,000	74,000	62,840	8,576	170
	All ranks	All years	73,000	55,860	62,532	91,038	122,615	81,949	29,510	512
Mountain (20 departments)	Full professor	12 or more years	110,000	79,414	92,821	131,575	155,174	115,118	29,775	69
		6-11 years	89,657	76,504	79,915	119,851	137,434	100,180	26,490	38
		3-5 years	86,497	71,884	75,138	122,280	140,600	97,450	31,170	27
		Less than 3 years	80,000	51,349	56,686	90,333	117,653	80,252	29,351	24
		All years	97,288	71,968	80,014	124,441	145,056	103,210	31,421	158
	Associate professor	6 or more years	72,205	60,152	66,787	81,318	99,000	75,425	12,810	41
		3-5 years	72,494	58,687	62,302	75,794	87,431	71,797	10,042	24
		Less than 3 years	68,037	51,169	56,401	72,667	79,237	66,529	11,739	39
		All years	71,051	56,832	62,302	76,880	87,511	71,252	12,350	104
	Assistant professor	3 or more years	68,161	50,273	60,831	73,000	80,000	67,830	12,993	59
		Less than 3 years	63,500	47,002	51,000	66,083	74,700	60,947	9,592	42
		All years	65,000	50,082	56,021	69,841	75,826	64,968	12,135	101
	All ranks	All years	75,000	55,000	65,000	93,674	125,214	83,173	28,656	366

TABLE 5 (continued)
2010-2011 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 (37 departments)	Full professor	12 or more years	127,808	83,717	98,699	152,350	182,120	129,053	38,148	132
		6-11 years	102,557	73,178	89,527	115,900	147,260	106,263	26,056	51
		3-5 years	93,250	74,377	83,407	127,075	147,890	103,435	26,950	26
		Less than 3 years	91,548	65,714	80,154	101,600	128,318	93,864	23,117	45
		All years	107,550	75,753	87,943	140,150	165,180	114,791	34,992	290
	Associate professor	6 or more years	76,489	62,600	68,794	89,279	95,700	80,025	17,463	49
		3-5 years	75,406	62,794	67,000	80,700	94,716	76,241	10,585	31
		Less than 3 years	72,900	63,338	69,000	82,000	91,260	75,868	11,829	63
		All years	75,000	63,449	68,584	83,240	92,876	76,926	13,868	154
	Assistant professor	3 or more years	69,200	58,507	61,360	74,200	81,000	68,855	10,096	51
		Less than 3 years	64,000	51,981	59,884	69,614	77,768	64,020	10,050	67
		All years	66,000	55,312	60,484	72,168	78,350	66,454	9,868	134
	All ranks	All years	82,100	62,129	69,318	107,575	143,790	92,789	33,971	592

Source: 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies 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
2010-2011 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 (165 departments)	Full professor	12 or more years	115,010	82,442	97,140	144,903	174,035	123,340	37,294	838
		6-11 years	99,443	77,699	86,428	120,367	147,487	106,569	29,187	367
		3-5 years	96,968	75,029	82,006	120,345	141,203	103,985	29,148	236
		Less than 3 years	94,694	71,280	80,000	112,100	133,000	99,577	28,190	209
		All years	106,563	78,501	88,723	131,915	164,000	113,991	34,992	1,678
	Associate professor	6 or more years	73,060	59,969	64,146	82,301	94,221	75,184	14,711	460
		3-5 years	74,332	60,022	66,052	83,944	94,365	75,642	13,520	289
		Less than 3 years	72,452	58,745	65,686	80,000	90,931	73,798	12,284	361
		All years	73,000	59,573	65,340	82,000	92,608	74,887	13,697	1,135
	Assistant professor	3 or more years	64,424	52,115	58,020	71,000	77,074	64,819	10,494	539
		Less than 3 years	64,000	50,000	58,000	70,310	77,464	64,003	10,171	435
		All years	64,015	51,025	58,000	71,000	76,975	64,481	10,356	997
	All ranks	All years	78,707	57,394	65,602	101,971	134,460	88,260	33,591	3,924
New England (3 departments)	Full professor	12 or more years	123,723	84,681	106,155	152,472	185,544	131,393	36,207	26
		6-11 years								8
		3-5 years								9
		Less than 3 years								5
		All years	114,640	83,092	97,332	133,386	169,965	120,579	32,980	48
	Associate professor	6 or more years	79,748	69,068	73,464	88,881	99,335	81,038	9,755	10
		3-5 years								8
		Less than 3 years	83,360	48,737	73,108	100,357	104,677	82,943	18,253	12
		All years	82,832	69,068	76,440	89,764	103,094	83,101	12,968	30
	Assistant professor	3 or more years	72,516	51,874	55,744	75,923	79,531	68,048	10,433	13
		Less than 3 years	73,000	51,903	69,757	78,000	86,775	72,682	9,787	10
		All years	72,516	51,874	68,005	78,000	79,531	70,063	10,201	23
	All ranks	All years	87,875	68,898	75,409	112,742	136,574	96,492	32,364	108
Mid Atlantic (12 departments)	Full professor	12 or more years	130,178	103,681	115,153	158,736	196,229	141,007	41,287	82
		6-11 years	120,780	96,242	110,513	144,997	178,622	130,656	35,519	21
		3-5 years	115,114	99,165	103,158	137,404	157,401	119,968	20,519	14
		Less than 3 years	108,560	85,846	97,315	121,059	147,639	112,391	22,226	20
		All years	121,984	99,148	109,375	145,494	175,200	133,093	37,808	137
	Associate professor	6 or more years	85,250	69,274	80,126	92,901	100,541	85,506	13,029	40
		3-5 years	84,024	74,195	79,039	96,647	102,135	86,530	12,710	25
		Less than 3 years	81,722	73,063	76,434	87,014	93,127	81,861	7,803	25
		All years	83,790	72,806	78,485	91,728	99,683	84,778	11,741	90
	Assistant professor	3 or more years	73,259	65,837	70,047	78,768	85,355	73,961	9,769	36
		Less than 3 years	77,258	50,189	64,808	80,256	88,210	72,320	12,589	20
		All years	74,079	56,280	69,571	79,601	85,355	73,375	10,776	56
	All ranks	All years	94,365	62,891	77,100	119,095	147,436	101,869	40,045	303

TABLE 6 (continued)
2010-2011 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 (35 departments)	Full professor	12 or more years	114,782	82,673	98,755	152,341	180,833	125,961	39,812	181
		6-11 years	95,022	79,609	86,745	111,617	149,146	104,024	28,625	94
		3-5 years	91,682	76,177	81,056	115,346	142,309	100,979	26,776	52
		Less than 3 years	86,145	70,120	78,167	109,335	138,272	98,980	36,397	45
		All years	102,540	78,967	87,202	130,349	167,974	113,342	36,843	380
	Associate professor	6 or more years	71,226	59,084	63,904	81,941	100,000	75,732	16,514	97
		3-5 years	69,123	59,607	64,290	83,069	97,337	74,854	15,491	70
		Less than 3 years	70,884	56,727	63,375	79,287	92,976	72,984	13,397	81
		All years	70,799	58,752	64,015	80,837	99,556	74,772	15,419	258
	Assistant professor	3 or more years	66,111	50,024	58,198	71,000	76,090	64,727	10,182	105
		Less than 3 years	63,125	48,466	56,435	70,000	75,600	62,774	10,318	107
		All years	65,004	49,694	58,145	70,310	75,205	63,964	10,159	220
	All ranks	All years	78,800	58,510	66,469	101,335	135,000	88,625	34,517	867
West North Central (17 departments)	Full professor	12 or more years	111,378	82,320	91,806	156,485	170,709	123,674	36,107	72
		6-11 years	100,000	81,376	89,565	114,140	143,017	105,150	22,116	37
		3-5 years	99,895	78,476	84,728	120,203	156,072	112,457	48,229	22
		Less than 3 years	91,500	70,281	83,337	102,098	112,328	92,156	14,021	17
		All years	102,774	81,252	90,430	136,455	165,012	115,067	37,051	158
	Associate professor	6 or more years	69,864	61,391	63,493	80,240	89,247	72,199	10,382	36
		3-5 years	76,480	63,426	66,140	84,850	90,578	75,797	10,288	27
		Less than 3 years	71,413	59,710	66,108	79,600	87,452	73,354	10,703	34
		All years	71,721	61,336	65,056	81,317	88,903	73,298	11,147	99
	Assistant professor	3 or more years	61,574	53,401	58,140	64,772	66,589	61,399	8,005	43
		Less than 3 years	62,750	55,190	58,063	68,525	71,000	63,562	7,522	36
		All years	61,574	53,596	58,135	65,064	70,000	61,815	8,402	85
	All ranks	All years	81,007	59,187	64,667	101,379	142,673	89,741	35,429	342
South Atlantic (35 departments)	Full professor	12 or more years	112,300	78,963	93,528	142,995	168,698	119,552	34,161	181
		6-11 years	102,106	73,086	86,041	132,475	157,216	109,959	31,903	82
		3-5 years	100,289	68,863	81,134	120,283	130,731	100,242	24,373	60
		Less than 3 years	94,510	73,673	77,657	114,555	133,825	100,392	28,536	49
		All years	105,738	75,255	85,113	130,663	159,111	111,799	32,513	372
	Associate professor	6 or more years	72,640	58,075	63,502	81,300	91,979	73,872	12,859	119
		3-5 years	71,565	57,488	65,539	79,790	90,692	73,681	13,047	55
		Less than 3 years	73,623	59,778	66,622	78,074	90,104	73,462	10,397	86
		All years	72,660	58,855	65,687	80,000	90,955	73,696	12,097	260
	Assistant professor	3 or more years	62,286	52,630	57,123	70,000	77,688	63,333	10,252	133
		Less than 3 years	66,500	52,008	59,000	72,000	76,000	65,275	9,571	102
		All years	64,499	52,753	58,000	70,914	76,394	64,176	9,988	235
	All ranks	All years	76,000	55,017	64,252	98,593	130,920	85,234	31,722	921

TABLE 6 (continued)
2010-2011 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 (13 departments)	Full professor	12 or more years	92,282	69,526	83,616	109,278	120,691	99,359	28,984	59
		6-11 years	81,172	64,789	71,312	93,151	113,824	83,731	15,886	16
		3-5 years	87,192	69,986	84,065	105,688	150,128	96,601	26,077	16
		Less than 3 years	94,738	62,880	68,384	109,773	153,600	95,094	29,249	17
		All years	89,634	67,536	78,763	108,476	120,283	95,964	27,257	108
	Associate professor	6 or more years	63,513	52,307	60,630	71,144	75,444	64,624	7,854	31
		3-5 years	66,242	51,540	60,200	77,338	89,182	68,044	12,594	27
		Less than 3 years	63,932	50,564	59,766	69,975	80,000	65,305	10,347	25
		All years	64,451	51,387	60,064	71,144	80,000	65,942	10,316	83
	Assistant professor	3 or more years	57,700	48,000	55,000	61,190	66,000	57,654	6,194	39
		Less than 3 years	58,000	44,749	50,500	61,801	68,200	57,117	8,166	33
		All years	57,886	45,322	53,491	61,401	66,600	57,306	7,121	73
	All ranks	All years	68,289	51,232	59,538	86,617	108,734	75,319	25,401	269
West South Central (19 departments)	Full professor	12 or more years	106,976	79,123	90,499	128,609	171,035	113,506	36,280	78
		6-11 years	95,522	79,673	86,526	113,553	154,684	103,367	27,797	39
		3-5 years	111,751	79,710	83,698	126,790	155,423	110,377	26,343	21
		Less than 3 years	94,094	72,487	79,750	113,000	146,000	99,716	26,554	15
		All years	101,210	79,535	87,360	123,151	155,870	109,298	32,152	156
	Associate professor	6 or more years	70,846	58,183	63,882	80,291	85,741	73,016	14,486	58
		3-5 years	72,471	63,251	67,964	79,000	87,993	75,660	12,328	35
		Less than 3 years	71,896	60,108	61,683	79,428	87,663	72,164	10,998	32
		All years	71,986	60,302	64,731	80,000	86,674	73,799	12,775	133
	Assistant professor	3 or more years	62,275	52,230	58,673	67,139	73,638	63,101	7,864	85
		Less than 3 years	62,001	50,000	54,106	70,041	74,600	62,395	9,676	63
		All years	62,388	51,225	57,090	69,000	74,000	62,937	8,679	150
	All ranks	All years	72,874	55,507	62,896	91,013	119,213	81,662	29,302	454
Mountain (16 departments)	Full professor	12 or more years	108,400	79,501	92,821	131,575	154,168	114,610	29,420	61
		6-11 years	87,322	76,478	79,213	120,023	138,274	99,990	26,829	37
		3-5 years	81,984	71,547	75,138	123,300	147,800	99,092	33,284	23
		Less than 3 years	83,380	62,825	74,712	105,660	135,310	91,099	28,208	17
		All years	98,037	76,486	80,865	125,047	145,304	105,207	30,278	138
	Associate professor	6 or more years	72,205	60,061	66,746	82,218	100,000	75,527	13,110	39
		3-5 years	72,187	58,669	62,112	75,900	88,417	71,687	10,252	23
		Less than 3 years	68,546	55,839	59,187	72,488	77,822	67,649	10,032	32
		All years	71,051	58,018	63,501	77,105	90,193	71,905	11,848	94
	Assistant professor	3 or more years	68,206	50,268	59,982	73,086	82,959	67,833	13,340	56
		Less than 3 years	62,208	46,500	51,000	66,250	75,000	61,110	9,995	34
		All years	65,000	50,099	56,532	71,664	76,623	65,293	12,560	90
	All ranks	All years	75,438	57,276	65,696	94,000	125,491	84,141	28,474	324

TABLE 6 (continued)
2010-2011 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 (15 departments)	Full professor	12 or more years	134,750	94,621	111,537	156,975	183,380	136,032	33,728	98
		6-11 years	103,300	81,114	96,364	116,682	147,120	110,144	24,706	33
		3-5 years	107,600	83,339	88,000	137,400	150,900	111,644	26,160	19
		Less than 3 years	98,350	72,950	85,194	114,850	136,197	101,038	22,693	24
		All years	116,897	85,409	99,748	146,266	171,094	124,216	33,167	181
	Associate professor	6 or more years	77,145	62,420	69,225	85,633	104,070	81,141	20,421	30
		3-5 years	78,002	67,000	74,332	88,900	97,500	80,901	10,295	19
		Less than 3 years	80,000	70,068	72,775	85,250	95,700	81,449	11,863	34
		All years	78,301	66,812	73,200	85,000	96,010	80,874	14,719	88
	Assistant professor	3 or more years	72,400	62,900	68,100	76,353	82,400	73,101	8,704	29
		Less than 3 years	69,700	61,058	63,750	77,403	81,530	70,382	7,350	30
		All years	70,835	61,578	65,500	76,450	81,440	71,678	7,887	65
	All ranks	All years	92,305	67,821	75,600	124,400	155,020	102,432	34,993	336

Source: 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies 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
2010-2011 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 (86 departments)	Full professor	12 or more years	121,672	83,205	99,619	159,296	181,796	129,001	40,760	237
		6-11 years	110,700	74,363	89,527	128,600	154,762	112,654	34,478	99
		3-5 years	88,219	66,065	76,091	110,596	141,790	95,769	28,372	62
		Less than 3 years	86,352	60,198	70,348	100,000	137,620	91,843	31,923	71
		All years	108,200	71,014	86,352	138,323	171,207	115,059	39,080	526
	Associate professor	6 or more years	77,440	63,630	71,104	89,279	95,562	80,002	13,647	166
		3-5 years	71,612	58,315	63,115	81,342	106,227	76,080	19,032	107
		Less than 3 years	71,431	56,427	64,008	82,566	92,560	73,787	16,155	131
		All years	73,758	58,977	66,872	85,338	94,549	76,660	16,128	420
	Assistant professor	3 or more years	64,466	51,070	58,539	73,094	80,187	65,911	11,652	188
		Less than 3 years	61,668	49,906	54,855	69,923	77,515	62,829	11,113	184
		All years	63,525	50,724	56,803	70,746	78,930	64,582	11,258	396
	All ranks	All years	76,179	55,000	63,629	99,824	137,237	86,994	34,660	1,393
New England (9 departments)	Full professor	12 or more years	121,773	87,000	104,262	168,873	181,805	132,962	35,562	16
		6-11 years	102,538	49,742	59,418	124,582	180,589	100,666	43,885	16
		3-5 years								5
		Less than 3 years								2
		All years	109,203	51,131	79,646	141,517	173,914	114,108	42,229	41
	Associate professor	6 or more years	84,111	63,606	71,779	92,667	98,140	84,090	18,349	28
		3-5 years								5
		Less than 3 years								3
		All years	81,603	63,049	71,165	92,604	105,022	82,887	18,928	41
	Assistant professor	3 or more years	64,453	50,455	52,338	83,389	92,293	67,872	16,695	14
		Less than 3 years								9
		All years	65,815	52,000	53,000	74,036	86,971	66,640	13,101	29
	All ranks	All years	77,423	50,903	63,811	104,660	140,263	87,398	34,838	120
Mid Atlantic (18 departments)	Full professor	12 or more years	133,443	88,293	111,630	164,941	179,199	135,459	35,453	67
		6-11 years	123,232	82,686	96,255	156,199	186,495	128,498	39,674	22
		3-5 years	101,210	62,967	81,200	121,809	145,872	103,379	27,208	15
		Less than 3 years								9
		All years	123,470	81,200	100,902	150,942	174,730	128,073	37,816	139
	Associate professor	6 or more years	78,992	56,996	64,625	90,443	96,960	78,583	15,358	36
		3-5 years	84,632	57,205	64,257	98,512	131,400	86,319	24,639	17
		Less than 3 years	74,500	47,874	67,234	89,357	102,513	77,855	23,016	20
		All years	77,647	54,920	66,232	90,205	103,350	79,375	19,734	78
	Assistant professor	3 or more years	73,969	46,694	58,071	79,000	87,614	70,101	15,106	34
		Less than 3 years	69,631	45,900	57,566	73,958	82,909	65,543	13,938	32
		All years	70,000	45,954	58,320	77,632	84,659	67,918	14,172	74
	All ranks	All years	88,308	56,378	69,923	123,281	163,041	98,876	39,854	298

TABLE 7 (continued)
2010-2011 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 (12 departments)	Full professor	12 or more years	106,901	93,510	101,301	150,000	189,940	125,459	36,280	36
		6-11 years	110,700	91,307	96,733	127,217	158,160	117,866	27,817	17
		3-5 years								8
		Less than 3 years	85,430	72,676	79,033	91,562	101,732	86,489	11,047	18
		All years	103,409	77,600	88,845	120,660	169,400	111,243	33,347	79
	Associate professor	6 or more years	76,450	65,410	73,526	84,993	91,187	79,474	10,495	30
		3-5 years	70,928	57,966	66,442	74,698	84,033	72,681	16,745	32
		Less than 3 years	68,712	56,580	62,223	79,578	95,535	73,005	15,542	40
		All years	72,257	59,512	66,796	80,264	90,460	74,806	14,837	102
	Assistant professor	3 or more years	67,285	53,988	59,700	73,112	79,099	66,800	10,880	55
		Less than 3 years	60,747	51,743	54,233	68,952	77,040	62,844	10,576	47
		All years	62,592	52,039	56,596	72,236	77,639	64,977	10,870	102
	All ranks	All years	73,075	54,915	62,069	88,877	115,281	80,540	28,171	292
West North Central (2 departments)	Insufficient Ns of faculty									
South Atlantic (14 departments)	Full professor	12 or more years	123,688	83,153	100,000	165,000	204,388	135,942	48,478	63
		6-11 years	119,548	70,187	98,341	128,900	149,015	115,923	27,329	18
		3-5 years	96,414	68,127	74,670	115,594	145,150	99,577	28,507	18
		Less than 3 years								9
		All years	115,362	74,133	92,165	146,155	181,436	123,016	44,077	108
	Associate professor	6 or more years	81,945	67,262	74,015	91,214	99,020	82,627	11,953	35
		3-5 years	77,553	57,776	58,662	85,036	106,670	77,043	17,653	25
		Less than 3 years	78,711	61,017	72,831	86,010	100,608	80,739	14,753	26
		All years	79,309	58,787	71,454	87,706	98,915	80,433	14,647	86
	Assistant professor	3 or more years	64,033	50,134	53,656	69,200	76,222	63,188	9,670	39
		Less than 3 years	67,876	51,800	55,413	76,730	81,372	66,036	11,456	38
		All years	64,724	50,158	55,275	72,770	80,036	64,593	10,616	77
	All ranks	All years	79,735	57,499	66,556	106,988	145,707	91,954	38,853	278
East South Central (1 department)	Insufficient Ns of faculty									
West South Central (4 departments)	Insufficient Ns of faculty									
Mountain (4 departments)	Insufficient Ns of faculty									

TABLE 7 (continued)
2010-2011 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 (22 departments)	Full professor	12 or more years	87,040	71,551	82,811	141,675	180,550	108,935	43,262	34
		6-11 years	93,843	63,290	77,984	113,833	148,586	99,146	27,657	18
		3-5 years								7
		Less than 3 years	84,097	64,295	71,384	94,092	102,640	85,666	21,239	21
		All years	91,539	66,258	79,712	116,684	144,000	99,141	32,357	109
	Associate professor	6 or more years	75,600	66,198	68,472	89,279	93,252	78,262	11,664	19
		3-5 years	67,110	61,132	64,934	74,345	79,248	68,864	5,937	12
		Less than 3 years	70,000	58,282	64,008	71,623	82,500	69,325	7,862	29
		All years	70,507	61,824	65,788	75,725	89,279	71,662	10,651	66
	Assistant professor	3 or more years	61,842	53,914	58,665	65,494	76,877	63,259	9,163	22
		Less than 3 years	60,000	48,262	54,024	65,500	69,073	58,861	8,976	37
		All years	62,323	51,043	58,537	67,500	70,230	61,533	9,014	69
	All ranks	All years	71,247	57,289	63,069	88,997	119,201	80,132	27,974	256

Source: 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies 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

2010-2011 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 (166 departments)	Full professor	12 or more years	120,842	84,720	100,073	152,160	178,337	128,722	38,788	881
		6-11 years	102,793	79,207	89,000	127,067	154,710	111,049	31,215	375
		3-5 years	101,213	75,179	83,436	122,418	142,743	105,365	26,804	235
		Less than 3 years	97,446	73,967	83,355	114,850	135,875	103,457	29,458	208
		All years	110,191	79,835	91,695	138,875	169,892	118,242	36,299	1,757
	Associate professor	6 or more years	75,159	60,549	66,623	84,822	95,988	77,063	15,335	476
		3-5 years	75,637	59,555	66,624	85,133	97,237	77,670	15,866	283
		Less than 3 years	73,922	60,421	67,259	83,000	94,000	75,822	13,605	374
		All years	74,911	60,344	66,844	84,344	95,275	76,712	14,936	1,161
	Assistant professor	3 or more years	66,063	52,356	59,500	73,039	79,844	66,448	11,163	547
		Less than 3 years	66,000	50,643	60,000	72,000	78,000	65,533	10,523	453
		All years	66,091	51,953	59,620	72,719	78,767	66,087	10,787	1032
	All ranks	All years	80,002	58,202	67,097	106,308	142,000	91,018	35,347	4,090
Educational/Counseling/School (35 departments)	Full professor	12 or more years	99,429	78,563	86,061	114,885	128,830	102,112	20,638	111
		6-11 years	90,956	73,413	80,716	110,583	121,798	94,262	17,692	53
		3-5 years	80,350	70,709	75,887	98,009	109,648	86,603	15,402	27
		Less than 3 years	80,000	64,720	68,380	92,160	117,330	84,096	20,685	27
		All years	92,129	71,608	80,022	110,193	123,211	96,051	20,471	218
	Associate professor	6 or more years	74,181	58,598	64,798	83,146	92,953	74,916	11,643	74
		3-5 years	69,118	58,594	62,810	77,334	85,783	71,412	12,772	52
		Less than 3 years	67,767	55,260	58,473	73,021	80,000	67,134	9,928	42
		All years	70,199	57,373	63,208	79,317	88,308	71,886	11,962	168
	Assistant professor	3 or more years	59,501	51,219	55,000	63,000	68,730	60,352	8,133	95
		Less than 3 years	58,000	48,000	51,125	60,814	67,000	57,468	7,501	68
		All years	58,710	50,115	53,325	62,500	68,372	59,149	7,980	163
	All ranks	All years	71,962	54,920	60,037	89,887	110,509	77,399	21,879	555
Human Development (9 departments)	Full professor	12 or more years	134,111	92,048	101,353	167,141	188,386	134,747	35,273	28
		6-11 years	113,868	80,162	81,554	137,379	167,816	112,733	30,878	11
		3-5 years								8
		Less than 3 years								4
		All years	121,186	83,772	100,045	152,108	172,469	129,506	43,559	64
	Associate professor	6 or more years	76,764	62,930	69,697	83,465	88,890	76,154	8,860	20
		3-5 years								8
		Less than 3 years								7
		All years	76,805	63,129	71,214	84,618	90,739	77,475	11,872	45
	Assistant professor	3 or more years	67,320	45,844	65,505	68,753	71,084	64,493	8,243	12
		Less than 3 years								9
		All years	65,500	53,500	59,250	68,312	71,424	63,013	9,171	29
	All ranks	All years	82,533	59,550	67,493	114,011	157,180	96,023	42,577	146

TABLE 8 (continued)

2010-2011 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
Professional School (35 departments)	Full professor	12 or more years	87,832	73,463	83,031	110,082	135,331	98,563	29,334	55
		6-11 years	84,309	51,986	75,105	102,709	121,874	88,088	25,854	26
		3-5 years	80,273	60,924	71,201	88,040	103,958	80,302	16,186	28
		Less than 3 years	73,211	53,557	63,380	83,823	93,462	75,210	19,977	40
		All years	84,483	59,277	73,620	103,409	128,351	89,809	26,954	163
	Associate professor	6 or more years	71,166	59,610	64,348	84,544	92,466	73,584	12,872	55
		3-5 years	67,088	58,234	62,294	73,424	82,551	68,363	9,554	52
		Less than 3 years	65,208	52,649	57,770	71,935	82,540	66,102	10,823	63
		All years	68,372	56,622	60,920	74,391	86,096	69,385	11,548	173
	Assistant professor	3 or more years	60,533	50,184	54,431	69,226	73,634	61,376	8,930	71
		Less than 3 years	57,380	48,675	52,237	63,905	69,961	58,369	9,544	80
		All years	58,716	49,465	53,425	66,329	72,239	60,240	9,389	158
	All ranks	All years	68,587	52,834	58,810	81,418	99,939	72,985	21,364	505

Other departments

(7 departments) Insufficient Ns of faculty

Source: 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies 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
2010-2011 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 (166 departments)	35 years or more	104,356	65,124	78,008	138,249	170,390	111,226	41,067	740
	30-34 years	113,560	73,285	91,867	149,324	177,127	122,958	44,590	370
	25-29 years	98,275	64,685	79,068	120,750	155,037	103,883	34,198	415
	20-24 years	90,141	65,007	75,817	116,312	144,795	99,265	33,919	434
	17-19 years	85,302	61,581	72,634	101,684	126,216	89,750	25,407	308
	14-16 years	80,000	60,583	70,501	96,443	111,164	84,268	21,732	331
	11-13 years	74,000	56,650	64,215	85,434	103,573	77,007	19,594	374
	8-10 years	70,947	57,320	64,500	79,217	88,577	72,789	14,874	403
	6-7 years	66,917	51,893	60,000	74,230	81,460	67,313	12,223	279
	4-5 years	64,724	48,431	57,700	71,552	77,420	64,064	10,898	243
	2-3 years	62,000	45,980	55,000	70,000	75,600	61,736	10,657	207
	0-1 year	60,000	43,265	50,000	65,600	72,700	58,511	10,668	92
	All years	80,000	57,698	66,754	105,887	142,000	90,604	35,412	4,196
Educational/ Counseling/ School (35 departments)	35 years or more	85,491	60,000	70,000	110,186	120,533	89,734	24,172	79
	30-34 years	93,086	70,698	81,305	108,228	122,136	94,593	20,103	52
	25-29 years	83,800	66,508	75,224	101,689	116,961	89,923	22,600	55
	20-24 years	88,888	57,834	71,227	106,098	122,245	88,698	22,647	52
	17-19 years	77,924	58,460	67,775	89,724	99,764	79,282	17,982	40
	14-16 years	75,121	57,920	62,909	83,943	93,889	75,520	15,763	45
	11-13 years	68,029	57,028	62,981	78,800	89,663	71,919	15,779	58
	8-10 years	62,443	52,175	57,501	71,025	80,000	65,099	12,149	56
	6-7 years	62,500	54,520	56,240	68,833	79,491	63,897	8,913	27
	4-5 years	58,575	49,958	52,771	62,524	74,899	59,596	9,268	42
	2-3 years	57,560	50,156	51,500	63,000	70,200	58,352	7,727	38
	0-1 year	58,070	45,904	51,539	60,750	62,986	56,335	6,490	24
	All years	71,610	54,151	60,000	89,453	110,189	77,025	21,834	568
Human Development (9 departments)	35 years or more	101,936	58,500	72,920	150,367	172,389	110,687	51,210	46
	30-34 years	100,179	65,489	87,247	137,379	281,507	126,784	68,740	11
	25-29 years	98,031	73,492	80,364	132,269	155,281	105,345	29,978	21
	20-24 years	93,129	53,342	71,128	120,294	151,968	97,131	32,727	12
	17-19 years								9
	14-16 years	82,338	46,180	65,945	92,605	113,133	80,597	20,304	12
	11-13 years	84,024	54,098	70,292	88,939	106,113	79,730	15,657	11
	8-10 years								6
	6-7 years								4
	4-5 years								9
	2-3 years								6
	All years	83,065	59,700	67,514	113,868	157,139	95,975	42,435	147

(continued)

TABLE 9 (continued)
2010-2011 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
Professional	35 years or more	71,623	53,224	61,349	86,352	113,548	78,148	26,149	175
School (35 departments)	30-34 years	80,706	58,668	67,778	99,366	128,351	85,665	25,507	53
	25-29 years	72,951	51,594	62,235	87,402	100,971	75,235	18,916	52
	20-24 years	70,532	51,861	63,500	82,884	100,254	74,667	20,341	55
	17-19 years	69,024	55,975	61,746	80,537	92,710	72,454	15,065	36
	14-16 years	71,166	55,711	59,882	84,680	93,446	73,841	16,388	37
	11-13 years	69,366	57,579	60,850	74,708	85,693	69,344	12,875	49
	8-10 years	62,522	49,738	53,396	71,299	80,697	64,108	12,332	48
	6-7 years	62,278	51,153	54,704	69,886	73,242	63,080	8,927	37
	4-5 years	57,515	47,970	53,121	66,132	70,489	59,108	9,135	32
	2-3 years	56,877	49,275	53,391	61,785	72,607	58,621	7,577	22
	0-1 year	55,624	52,000	52,226	58,269	65,800	56,357	4,933	13
	All years	69,024	52,393	58,662	82,055	98,831	72,739	21,035	609

Other
departments

(6 departments) Insufficient Ns of faculty

Source: 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies 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
2010-2011 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 (166 departments)	Full professor	12 or more years	120,842	84,720	100,073	152,160	178,337	128,722	38,788	881
		6-11 years	102,793	79,207	89,000	127,067	154,710	111,049	31,215	375
		3-5 years	101,213	75,179	83,436	122,418	142,743	105,365	26,804	235
		Less than 3 years	97,446	73,967	83,355	114,850	135,875	103,457	29,458	208
		All years	110,191	79,835	91,695	138,875	169,892	118,242	36,299	1,757
	Associate professor	6 or more years	75,159	60,549	66,623	84,822	95,988	77,063	15,335	476
		3-5 years	75,637	59,555	66,624	85,133	97,237	77,670	15,866	283
		Less than 3 years	73,922	60,421	67,259	83,000	94,000	75,822	13,605	374
		All years	74,911	60,344	66,844	84,344	95,275	76,712	14,936	1,161
	Assistant professor	3 or more years	66,063	52,356	59,500	73,039	79,844	66,448	11,163	547
		Less than 3 years	66,000	50,643	60,000	72,000	78,000	65,533	10,523	453
		All years	66,091	51,953	59,620	72,719	78,767	66,087	10,787	1,032
	All ranks	All years	80,002	58,202	67,097	106,308	142,000	91,018	35,347	4,090
New England (6 departments)	Full professor	12 or more years	133,514	87,472	115,141	168,569	182,869	138,150	35,359	35
		6-11 years	125,716	95,828	101,434	132,779	195,750	128,843	33,055	11
		3-5 years	98,742	74,251	74,967	114,014	168,595	103,196	29,889	10
		Less than 3 years								6
		All years	117,343	84,279	100,701	151,026	176,752	127,447	34,965	64
	Associate professor	6 or more years	84,111	69,552	77,002	94,585	104,624	88,037	17,595	22
		3-5 years	87,209	77,221	83,303	99,834	122,040	91,977	14,237	10
		Less than 3 years	83,360	48,737	73,108	100,357	104,677	82,943	18,253	12
		All years	83,888	70,386	76,249	93,371	104,738	86,094	16,690	49
	Assistant professor	3 or more years	74,554	51,874	65,257	80,232	88,035	72,766	12,357	18
		Less than 3 years	70,747	58,016	66,585	78,000	88,452	72,164	9,715	15
		All years	70,755	54,476	65,815	78,000	86,971	71,628	10,390	39
	All ranks	All years	86,971	66,123	74,251	113,533	151,634	97,619	34,904	163
Mid Atlantic (19 departments)	Full professor	12 or more years	134,821	100,579	114,166	163,000	189,620	139,918	39,609	127
		6-11 years	127,914	95,876	110,513	150,515	185,482	134,670	37,278	37
		3-5 years	115,495	67,498	101,747	139,737	148,260	116,066	27,289	20
		Less than 3 years	115,614	95,650	101,324	131,946	199,300	124,655	33,651	20
		All years	126,976	95,963	108,670	150,419	178,721	133,733	38,393	230
	Associate professor	6 or more years	85,632	71,980	79,089	92,093	102,420	85,726	12,676	48
		3-5 years	84,632	70,047	79,117	96,872	104,880	87,991	18,060	31
		Less than 3 years	81,972	69,304	75,608	88,750	98,186	82,687	16,602	33
		All years	84,225	70,350	76,625	91,545	101,192	84,692	15,678	117
	Assistant professor	3 or more years	76,255	65,836	71,661	79,841	86,947	76,244	9,735	47
		Less than 3 years	69,661	45,900	57,660	77,975	82,162	67,656	14,067	40
		All years	73,259	51,136	66,414	78,989	84,477	71,945	12,447	95
	All ranks	All years	95,304	58,522	76,680	127,136	163,708	104,340	41,564	467

TABLE 10 (continued)

2010-2011 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 (31 departments)	Full professor	12 or more years	117,544	89,385	100,595	160,484	187,365	130,891	40,712	175
		6-11 years	101,335	80,788	89,306	123,946	154,698	109,325	30,100	91
		3-5 years	95,366	77,812	82,461	129,425	149,677	104,915	27,473	44
		Less than 3 years	87,982	77,235	81,666	109,060	130,670	99,706	32,892	47
		All years	106,606	81,083	90,193	135,015	172,020	117,657	37,668	365
	Associate professor	6 or more years	74,911	60,685	64,052	83,553	102,000	76,829	16,529	99
		3-5 years	71,277	60,290	65,968	82,758	105,188	76,206	17,598	71
		Less than 3 years	72,488	62,645	69,030	85,000	101,208	77,108	14,194	84
		All years	72,698	61,160	66,014	83,890	101,208	76,847	16,164	264
	Assistant professor	3 or more years	68,250	51,081	59,826	72,236	81,330	66,705	10,862	114
		Less than 3 years	65,500	49,612	60,548	71,086	78,000	64,986	10,777	105
		All years	67,445	51,653	60,502	72,000	78,000	66,021	10,672	227
	All ranks	All years	79,572	60,000	67,966	103,223	140,548	90,498	35,472	874
West North Central (11 departments)	Full professor	12 or more years	138,272	82,016	89,970	163,000	176,073	129,518	38,965	44
		6-11 years	99,367	80,542	85,277	112,211	148,553	104,236	23,483	28
		3-5 years	96,700	77,509	84,297	112,132	122,425	98,715	15,519	17
		Less than 3 years	96,373	68,176	83,157	103,259	113,648	93,550	15,060	14
		All years	101,200	80,685	88,746	139,844	164,856	112,672	32,822	103
	Associate professor	6 or more years	67,221	60,827	62,734	78,916	87,070	70,632	10,326	24
		3-5 years	77,739	59,160	66,140	86,029	90,629	77,474	10,698	19
		Less than 3 years	70,443	59,733	65,452	80,200	90,511	73,528	11,439	27
		All years	71,532	60,420	64,943	82,195	88,833	73,606	11,041	70
	Assistant professor	3 or more years	61,873	53,332	58,215	64,840	67,171	61,604	8,343	38
		Less than 3 years	63,000	55,400	58,250	70,000	74,393	64,387	8,180	27
		All years	62,420	53,596	58,245	65,845	70,274	62,760	8,327	65
	All ranks	All years	79,516	59,147	64,639	99,101	142,612	87,551	31,908	238
South Atlantic (38 departments)	Full professor	12 or more years	117,193	82,533	97,101	150,166	175,552	125,657	39,397	212
		6-11 years	113,044	76,058	88,800	135,095	160,000	113,515	31,354	89
		3-5 years	102,849	68,856	81,462	120,670	133,773	101,894	25,228	70
		Less than 3 years	100,907	73,841	79,333	113,832	134,855	102,879	28,185	50
		All years	110,000	76,727	90,569	136,798	165,360	116,434	35,844	421
	Associate professor	6 or more years	74,806	59,464	67,030	84,886	94,900	76,140	13,595	127
		3-5 years	75,000	57,964	65,715	82,602	96,666	75,096	14,184	65
		Less than 3 years	75,851	63,325	69,316	82,125	92,875	76,226	11,881	98
		All years	75,070	60,000	67,046	83,000	94,017	75,935	13,142	290
	Assistant professor	3 or more years	64,518	51,377	57,863	70,434	79,141	64,310	10,484	140
		Less than 3 years	68,350	51,792	60,000	74,000	78,398	66,451	10,161	124
		All years	65,600	51,792	58,922	72,000	78,624	65,316	10,369	264
	All ranks	All years	78,000	55,596	65,795	102,901	136,882	88,262	34,427	1,033

TABLE 10 (continued)

2010-2011 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	101,908	69,408	79,831	114,587	147,539	103,184	32,174	44
		6-11 years	79,640	64,611	69,867	95,768	114,174	84,005	17,045	14
		3-5 years	88,681	75,430	84,259	106,000	152,870	98,266	26,097	15
		Less than 3 years	97,493	62,511	65,491	112,200	155,200	97,404	30,382	15
		All years	93,495	66,232	76,357	109,241	142,308	98,309	29,296	88
	Associate professor	6 or more years	63,513	51,190	61,283	71,283	76,492	64,894	8,106	27
		3-5 years	65,371	51,341	58,203	80,346	90,068	68,451	13,896	22
		Less than 3 years	62,877	50,480	59,671	69,646	80,000	64,597	10,842	20
		All years	63,513	51,221	60,011	71,634	80,000	65,942	10,982	69
	Assistant professor	3 or more years	57,742	46,124	53,609	61,068	65,282	57,201	6,393	32
		Less than 3 years	58,000	44,500	51,312	62,000	69,000	57,306	8,482	29
		All years	57,943	45,320	53,233	61,702	66,700	57,134	7,392	62
	All ranks	All years	67,053	50,827	58,722	88,611	109,205	75,820	27,058	224
West South Central (17 departments)	Full professor	12 or more years	109,952	80,879	93,996	139,093	175,954	119,984	38,199	65
		6-11 years	95,522	80,853	86,836	110,106	164,050	104,101	28,782	33
		3-5 years	114,936	81,396	91,600	134,217	163,635	117,935	26,780	19
		Less than 3 years	103,803	72,552	80,596	120,775	165,676	105,511	30,485	16
		All years	106,100	80,346	90,071	128,899	165,111	114,009	34,129	133
	Associate professor	6 or more years	72,044	59,331	66,539	81,183	86,307	74,696	14,876	54
		3-5 years	74,565	63,301	67,964	85,058	111,008	78,623	16,072	27
		Less than 3 years	71,896	60,082	61,683	79,428	89,325	72,640	11,778	28
		All years	72,256	60,343	65,387	81,366	88,540	75,140	14,499	109
	Assistant professor	3 or more years	62,533	52,184	59,243	69,337	75,013	63,744	8,544	74
		Less than 3 years	64,000	50,767	54,952	71,550	75,000	64,401	9,547	50
		All years	63,278	51,427	57,405	70,031	75,000	64,009	8,929	124
	All ranks	All years	74,460	56,303	63,316	95,400	128,344	84,357	31,666	379
Mountain (15 departments)	Full professor	12 or more years	110,467	82,739	98,005	133,307	162,712	117,859	28,971	64
		6-11 years	96,504	76,711	81,935	125,392	142,478	103,768	27,350	32
		3-5 years	88,382	72,926	80,091	132,075	153,200	103,059	33,953	20
		Less than 3 years	88,330	67,202	81,800	109,385	155,155	97,708	28,600	13
		All years	105,011	77,706	85,505	128,626	150,145	110,038	30,092	129
	Associate professor	6 or more years	72,205	60,152	66,787	81,318	99,000	75,425	12,810	41
		3-5 years	72,800	58,855	68,516	80,000	92,362	73,378	10,046	19
		Less than 3 years	69,543	56,261	61,670	73,142	84,670	69,488	10,027	32
		All years	71,586	59,031	65,985	78,984	91,060	72,937	11,548	92
	Assistant professor	3 or more years	68,640	50,653	63,503	73,586	85,918	69,092	12,943	53
		Less than 3 years	65,000	48,606	60,000	67,000	75,000	64,112	8,597	31
		All years	66,589	50,653	61,669	72,452	77,350	67,254	11,726	84
	All ranks	All years	76,938	60,018	67,000	100,009	130,772	86,847	29,212	307

TABLE 10 (continued)

2010-2011 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 (19 departments)	Full professor	12 or more years	136,781	91,225	108,400	159,900	184,940	136,288	35,315	115
		6-11 years	103,235	73,084	96,232	117,249	147,330	108,529	26,325	40
		3-5 years	101,450	83,348	85,932	135,775	150,470	110,234	26,232	20
		Less than 3 years	99,900	77,780	86,075	115,000	146,115	103,270	24,183	27
		All years	115,100	83,385	95,889	144,420	172,350	121,690	35,111	224
	Associate professor	6 or more years	78,250	62,500	70,800	90,100	102,700	81,795	19,540	34
		3-5 years	78,002	73,200	75,406	88,900	97,500	81,380	9,813	19
		Less than 3 years	78,950	62,970	70,891	85,000	94,400	78,790	13,145	40
		All years	77,800	63,086	71,750	85,000	95,860	79,444	15,442	101
	Assistant professor	3 or more years	73,500	63,520	69,000	78,900	84,970	74,050	8,921	31
		Less than 3 years	69,700	59,343	64,000	76,950	80,990	69,575	8,382	32
		All years	70,324	61,173	65,000	76,575	81,620	71,322	8,686	72
	All ranks	All years	91,000	64,779	74,622	122,118	155,160	100,986	36,048	405

Source: 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies 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
2010-2011 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 (125 departments)	Full professor	12 or more years	117,098	83,275	98,766	149,182	175,600	125,862	37,858	709
		6-11 years	100,878	78,669	87,871	125,702	153,358	108,669	30,213	312
		3-5 years	100,000	75,479	83,339	122,400	141,103	104,462	26,191	207
		Less than 3 years	97,446	73,622	82,579	114,175	133,471	102,320	28,554	176
		All years	108,381	79,560	90,381	135,000	165,732	115,949	35,064	1,419
	Associate professor	6 or more years	73,430	59,893	64,198	82,537	95,112	75,520	15,341	382
		3-5 years	75,580	60,022	66,242	85,000	96,050	76,676	14,065	239
		Less than 3 years	73,042	60,127	66,943	81,667	92,350	74,941	12,365	312
		All years	74,000	60,057	65,939	83,000	94,410	75,660	14,102	948
	Assistant professor	3 or more years	65,688	51,985	59,250	72,562	78,480	65,873	10,833	441
		Less than 3 years	65,470	50,607	60,000	72,000	78,000	65,229	10,165	360
		All years	65,780	51,816	59,500	72,150	78,000	65,649	10,486	816
	All ranks	All years	79,712	58,080	66,846	103,922	137,807	89,729	34,149	3,291
New England (3 departments)	Full professor	12 or more years	123,723	84,681	106,155	152,472	185,544	131,393	36,207	26
		6-11 years								8
		3-5 years								9
		Less than 3 years								5
		All years	114,640	83,092	97,332	133,386	169,965	120,579	32,980	48
	Associate professor	6 or more years	79,748	69,068	73,464	88,881	99,335	81,038	9,755	10
		3-5 years								8
		Less than 3 years	83,360	48,737	73,108	100,357	104,677	82,943	18,253	12
		All years	82,832	69,068	76,440	89,764	103,094	83,101	12,968	30
	Assistant professor	3 or more years	72,516	51,874	55,744	75,923	79,531	68,048	10,433	13
		Less than 3 years	73,000	51,903	69,757	78,000	86,775	72,682	9,787	10
		All years	72,516	51,874	68,005	78,000	79,531	70,063	10,201	23
	All ranks	All years	87,875	68,898	75,409	112,742	136,574	96,492	32,364	108
Mid Atlantic (8 departments)	Full professor	12 or more years	130,755	102,358	113,804	152,192	196,402	140,366	42,182	70
		6-11 years	123,880	95,911	110,307	145,201	181,237	131,495	36,227	20
		3-5 years	116,537	100,929	107,476	140,904	163,528	123,928	21,209	11
		Less than 3 years	115,111	96,289	100,322	121,726	159,402	117,420	21,615	15
		All years	123,037	100,322	110,073	146,612	175,300	134,310	38,100	116
	Associate professor	6 or more years	85,615	76,090	80,879	93,491	101,608	87,065	12,792	30
		3-5 years	89,369	76,260	79,154	98,242	103,326	87,609	13,260	21
		Less than 3 years	81,972	73,935	76,866	88,200	94,168	82,879	7,015	23
		All years	84,831	76,066	79,172	93,456	100,270	85,918	11,501	74
	Assistant professor	3 or more years	74,286	69,795	71,626	79,292	85,355	76,010	7,095	26
		Less than 3 years	76,590	49,670	62,630	79,710	82,969	70,974	12,475	18
		All years	74,522	60,166	70,475	79,389	83,773	73,950	9,852	44
	All ranks	All years	95,413	58,859	77,887	120,893	148,190	102,698	40,826	254

TABLE 11 (continued)
2010-2011 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 (22 departments)	Full professor	12 or more years	117,153	86,764	100,500	158,941	186,422	130,396	41,489	147
		6-11 years	98,652	79,873	87,894	115,085	156,290	107,095	30,322	75
		3-5 years	92,900	76,869	82,121	133,160	153,683	104,355	28,320	41
		Less than 3 years	88,361	76,146	80,972	119,875	141,986	104,763	38,394	32
		All years	107,000	79,992	89,012	135,326	171,230	117,555	38,472	303
	Associate professor	6 or more years	71,226	59,128	63,299	82,000	102,000	75,987	17,499	79
		3-5 years	69,218	60,575	64,763	84,225	107,254	75,973	16,181	56
		Less than 3 years	72,182	60,462	69,726	80,888	100,400	75,913	13,080	64
		All years	71,444	60,685	64,603	82,853	100,800	76,123	15,905	209
	Assistant professor	3 or more years	68,743	50,403	60,700	72,505	81,180	66,859	10,325	80
		Less than 3 years	65,254	47,625	60,840	70,310	77,000	64,324	10,472	84
		All years	67,687	48,813	61,001	71,463	77,820	65,761	10,252	172
	All ranks	All years	79,943	60,575	68,043	104,521	143,098	91,261	36,206	693
West North Central (11 departments)	Full professor	12 or more years	138,272	82,016	89,970	163,000	176,073	129,518	38,965	44
		6-11 years	99,367	80,542	85,277	112,211	148,553	104,236	23,483	28
		3-5 years	96,700	77,509	84,297	112,132	122,425	98,715	15,519	17
		Less than 3 years	96,373	68,176	83,157	103,259	113,648	93,550	15,060	14
		All years	101,200	80,685	88,746	139,844	164,856	112,672	32,822	103
	Associate professor	6 or more years	67,221	60,827	62,734	78,916	87,070	70,632	10,326	24
		3-5 years	77,739	59,160	66,140	86,029	90,629	77,474	10,698	19
		Less than 3 years	70,443	59,733	65,452	80,200	90,511	73,528	11,439	27
		All years	71,532	60,420	64,943	82,195	88,833	73,606	11,041	70
	Assistant professor	3 or more years	61,873	53,332	58,215	64,840	67,171	61,604	8,343	38
		Less than 3 years	63,000	55,400	58,250	70,000	74,393	64,387	8,180	27
		All years	62,420	53,596	58,245	65,845	70,274	62,760	8,327	65
	All ranks	All years	79,516	59,147	64,639	99,101	142,612	87,551	31,908	238
South Atlantic (29 departments)	Full professor	12 or more years	112,279	82,400	93,978	142,389	167,363	119,548	33,497	166
		6-11 years	102,793	76,869	88,246	134,600	163,768	112,056	31,961	75
		3-5 years	100,289	68,810	80,765	120,094	131,062	100,016	24,381	58
		Less than 3 years	97,334	72,064	78,724	115,277	134,397	102,029	29,117	44
		All years	106,225	75,935	87,976	130,970	159,010	112,360	32,136	343
	Associate professor	6 or more years	72,152	57,978	63,627	81,730	92,191	73,931	13,342	100
		3-5 years	71,687	56,955	65,901	80,370	91,214	74,002	13,268	52
		Less than 3 years	74,447	62,386	67,228	78,429	90,507	74,226	10,383	78
		All years	72,901	58,886	65,922	80,382	91,697	74,047	12,346	230
	Assistant professor	3 or more years	64,045	51,550	57,942	71,729	78,988	64,257	10,715	112
		Less than 3 years	67,855	50,475	60,000	72,000	76,000	65,893	9,769	92
		All years	65,000	51,446	59,000	72,000	77,147	64,995	10,306	204
	All ranks	All years	76,500	55,168	65,000	99,960	132,127	86,153	31,904	828

TABLE 11 (continued)
2010-2011 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 (10 departments)	Full professor	12 or more years	101,908	69,408	79,831	114,587	147,539	103,184	32,174	44
		6-11 years	79,640	64,611	69,867	95,768	114,174	84,005	17,045	14
		3-5 years	88,681	75,430	84,259	106,000	152,870	98,266	26,097	15
		Less than 3 years	97,493	62,511	65,491	112,200	155,200	97,404	30,382	15
		All years	93,495	66,232	76,357	109,241	142,308	98,309	29,296	88
	Associate professor	6 or more years	63,513	51,190	61,283	71,283	76,492	64,894	8,106	27
		3-5 years	65,371	51,341	58,203	80,346	90,068	68,451	13,896	22
		Less than 3 years	62,877	50,480	59,671	69,646	80,000	64,597	10,842	20
		All years	63,513	51,221	60,011	71,634	80,000	65,942	10,982	69
	Assistant professor	3 or more years	57,742	46,124	53,609	61,068	65,282	57,201	6,393	32
		Less than 3 years	58,000	44,500	51,312	62,000	69,000	57,306	8,482	29
		All years	57,943	45,320	53,233	61,702	66,700	57,134	7,392	62
	All ranks	All years	67,053	50,827	58,722	88,611	109,205	75,820	27,058	224
West South Central (14 departments)	Full professor	12 or more years	108,870	79,676	92,186	133,600	178,764	118,636	39,669	57
		6-11 years	95,522	80,851	86,097	107,002	170,294	103,917	30,165	29
		3-5 years	113,968	81,211	90,700	129,874	159,245	115,396	25,093	18
		Less than 3 years	91,145	72,423	78,230	113,500	150,000	100,118	27,509	14
		All years	102,999	79,730	88,067	128,365	170,029	112,327	34,681	118
	Associate professor	6 or more years	71,045	58,566	64,049	81,933	86,307	74,370	15,710	44
		3-5 years	73,518	63,226	68,325	84,231	98,650	77,238	14,062	24
		Less than 3 years	71,896	59,695	61,545	78,283	89,801	72,301	11,713	26
		All years	72,000	60,069	64,030	81,737	87,689	74,530	14,255	94
	Assistant professor	3 or more years	63,105	51,558	57,610	68,919	75,009	63,649	8,873	61
		Less than 3 years	64,000	50,680	54,633	72,250	75,000	64,439	9,826	46
		All years	64,000	51,225	56,800	70,389	75,000	63,989	9,258	107
	All ranks	All years	74,000	54,846	63,240	94,585	124,466	83,807	31,540	331
Mountain (14 departments)	Full professor	12 or more years	110,000	79,945	97,724	133,036	158,839	116,651	29,321	57
		6-11 years	93,565	76,651	81,513	127,067	143,319	103,658	27,795	31
		3-5 years	88,476	72,680	80,019	135,000	155,000	103,836	34,700	19
		Less than 3 years	88,330	67,202	81,800	109,385	155,155	97,708	28,600	13
		All years	102,377	77,633	84,302	129,405	149,934	109,213	30,291	120
	Associate professor	6 or more years	72,205	60,061	66,746	82,218	100,000	75,527	13,110	39
		3-5 years	72,800	58,855	68,516	80,000	92,362	73,378	10,046	19
		Less than 3 years	69,054	56,201	60,761	72,476	78,300	68,439	9,771	29
		All years	71,395	58,832	65,688	78,346	92,690	72,695	11,747	87
	Assistant professor	3 or more years	68,640	50,653	63,013	74,057	87,891	69,171	13,192	51
		Less than 3 years	65,000	47,006	60,000	67,000	75,600	63,812	9,190	27
		All years	66,767	50,615	61,312	73,029	78,200	67,316	12,170	78
	All ranks	all years	76,700	59,993	67,000	100,000	130,772	86,370	29,079	287

TABLE 11 (continued)
2010-2011 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 (14 departments)	Full professor	12 or more years	134,750	94,621	111,537	156,975	183,380	136,032	33,728	98
		6-11 years	105,050	80,119	97,354	117,074	147,190	110,649	24,928	32
		3-5 years	107,600	83,339	88,000	137,400	150,900	111,644	26,160	19
		Less than 3 years	98,350	72,950	85,194	114,850	136,197	101,038	22,693	24
		All years	116,898	85,325	99,925	146,433	171,247	124,384	33,183	180
	Associate professor	6 or more years	77,800	62,400	70,300	87,022	105,000	81,560	20,651	29
		3-5 years	79,251	72,090	75,137	89,170	97,870	81,673	10,011	18
		Less than 3 years	80,000	69,914	72,650	85,500	95,960	81,523	12,039	33
		All years	78,600	66,488	73,246	85,500	96,340	81,199	14,842	85
	Assistant professor	3 or more years	72,950	65,690	69,050	76,526	82,721	73,640	8,355	28
		Less than 3 years	70,002	61,462	65,000	77,710	81,800	71,313	7,142	27
		All years	72,200	62,920	66,616	76,800	81,680	72,378	7,612	61
	All ranks	All years	93,250	69,180	75,900	125,916	156,198	103,245	34,980	328

Source: 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies 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

2010-2011 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 (41 departments)								
Full professor								
12 or more years	137,206	96,126	108,425	169,294	189,910	140,509	40,433	172
6-11 years	120,660	82,910	97,915	138,700	172,300	122,833	33,604	63
3-5 years	109,113	66,846	90,278	136,500	160,364	112,040	30,662	28
Less than 3 years	97,750	81,841	87,366	120,351	162,706	109,712	33,825	32
All years	121,386	83,426	98,849	150,971	179,111	127,869	39,717	338
Associate professor								
6 or more years	80,350	69,487	73,605	90,825	101,563	83,331	13,689	94
3-5 years	77,390	58,435	69,460	88,639	123,098	83,064	22,816	44
Less than 3 years	77,288	63,340	67,833	89,016	102,926	80,258	18,117	62
All years	77,583	64,008	71,305	89,144	104,025	81,394	17,472	213
Assistant professor								
3 or more years	67,990	53,830	60,111	77,523	83,391	68,838	12,212	106
Less than 3 years	66,994	51,112	58,677	74,500	80,823	66,707	11,795	93
All years	67,253	52,798	60,000	76,294	81,372	67,743	11,732	216
All ranks								
All years	83,436	58,621	69,000	116,265	158,692	96,326	39,486	799
New England (3 departments)								
Insufficient Ns of faculty								
Mid Atlantic (11 departments)								
Full professor								
12 or more years	137,052	88,293	113,439	169,645	181,843	139,368	36,567	57
6-11 years	130,383	93,140	106,667	170,024	200,000	138,406	39,252	17
3-5 years								9
Less than 3 years								5
All years	133,384	82,731	106,398	163,792	181,977	133,145	38,848	114
Associate professor								
6 or more years	86,332	67,975	72,516	90,780	104,699	83,495	12,516	18
3-5 years	84,429	51,197	73,824	98,983	136,300	88,794	26,372	10
Less than 3 years	79,375	45,290	62,489	94,429	142,494	82,246	29,316	10
All years	81,342	56,993	72,000	90,143	105,367	82,581	21,018	43
Assistant professor								
3 or more years	78,000	58,656	71,163	79,848	89,090	76,533	12,446	21
Less than 3 years	66,668	45,900	54,630	72,998	87,809	64,942	14,979	22
All years	70,382	46,063	61,050	78,030	86,744	70,216	14,185	51
All ranks								
All years	94,928	58,477	73,170	136,423	171,912	106,298	42,440	213

(continued)

TABLE 12 (continued)

2010-2011 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
East North Central (9 departments)								
Full professor								
12 or more years	118,342	95,820	102,775	168,863	195,026	133,487	36,944	28
6-11 years	115,675	94,612	98,961	127,475	163,765	119,778	27,551	16
3-5 years								3
Less than 3 years	86,873	76,926	82,607	94,800	106,930	88,920	10,364	15
All years	106,154	85,212	95,401	126,958	177,105	118,154	33,745	62
Associate professor								
6 or more years	76,450	63,835	73,586	86,486	101,522	80,154	11,722	20
3-5 years	72,312	57,428	68,854	77,227	113,360	77,075	22,780	15
Less than 3 years	73,693	64,499	67,966	91,072	114,067	80,934	17,104	20
All years	74,551	63,780	69,905	85,600	102,440	79,598	16,981	55
Assistant professor								
3 or more years	64,620	51,688	58,617	72,236	81,330	66,343	12,191	34
Less than 3 years	66,000	52,348	60,000	76,500	82,589	67,635	11,816	21
All years	65,440	53,136	59,700	74,600	81,304	66,836	11,955	55
All ranks								
All years	76,900	56,942	67,070	101,248	123,657	87,575	32,438	181
West North Central (0 departments)								
South Atlantic (9 departments)								
Full professor								
12 or more years	139,150	92,586	110,814	176,835	226,600	147,704	50,288	46
6-11 years	120,950	68,706	114,765	141,582	159,453	121,334	27,604	14
3-5 years	107,873	67,632	96,331	136,500	155,050	110,970	28,348	12
Less than 3 years								6
All years	122,710	82,459	105,406	159,019	191,790	134,351	44,968	78
Associate professor								
6 or more years	82,900	70,647	75,048	93,300	100,720	84,323	11,381	27
3-5 years	79,614	57,946	60,327	92,907	107,114	79,470	17,290	13
Less than 3 years	80,036	71,043	75,539	91,155	108,572	84,026	14,259	20
All years	80,036	67,856	75,012	92,459	104,465	83,172	13,683	60
Assistant professor								
3 or more years	65,375	50,101	56,642	69,575	80,267	64,521	9,684	28
Less than 3 years	70,974	52,600	57,768	78,000	81,372	68,054	11,224	32
All years	67,458	52,000	57,635	74,000	80,963	66,405	10,595	60
All ranks								
All years	81,392	58,023	69,175	114,191	156,807	96,783	42,171	205
East South Central (0 departments)								
West South Central (3 departments)								
Insufficient Ns of faculty								
Mountain (1 department)								
Insufficient Ns of faculty								
Pacific (5 departments)								
Insufficient Ns of faculty								

Source: 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies 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 13
Changes in Average Salaries of Full-time Faculty in U.S. Master's
Departments of Psychology by Rank: 2008-2009 to 2010-2011

	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	All ranks
U.S. Master's Departments					
2008-2009 (53 departments)	\$83,135 N=255	\$65,679 N=188	\$55,325 N=231	\$39,778 N=10	\$67,655 N=742
2009-2010 (70 departments)	\$84,755 N=350	\$66,466 N=290	\$54,786 N=304	\$43,270 N=22	\$68,439 N=1,004
2010-2011 (72 departments)	\$85,222 N=330	\$66,618 N=282	\$54,986 N=292	\$46,779 N=34	\$68,677 N=992
Percent change in monetary salary					
2008-2009 to 2009-2010	+1.9%	+1.2%	-1.0%	+8.8%	+1.2%
2009-2010 to 2010-2011	+0.6%	+0.2%	+0.4%	+8.1%	+0.3%
Percent change in real terms					
2008-2009 to 2009-2010	+3.2%	+2.5%	+0.3%	+10.1%	+2.5%
2009-2010 to 2010-2011	-0.5%	-0.9%	-0.7%	+7.0%	-0.9%
All U.S. Departments					
2008-2009 (260 departments)	\$107,313 N=2,135	\$73,719 N=1,471	\$61,816 N=1,456	\$47,676 N=93	\$82,884 N=5,400
2009-2010 (308 departments)	\$108,209 N=2,455	\$72,627 N=1,759	\$61,869 N=1,676	\$50,420 N=140	\$83,009 N=6,231
2010-2011 (323 departments)	\$110,466 N=2,534	\$74,023 N=1,837	\$62,859 N=1,685	\$51,507 N=199	\$84,470 N=6,532
Percent change in monetary salary					
2008-2009 to 2009-2010	+0.8%	-1.5%	+0.1%	+5.8%	+0.2%
2009-2010 to 2010-2011	+2.1%	+1.9%	+1.6%	+2.2%	+1.8%
Percent change in real terms					
2008-2009 to 2009-2010	+2.1%	-0.2%	+1.4%	+7.1%	+1.5%
2009-2010 to 2010-2011	+1.0%	+0.8%	+0.5%	+1.1%	+0.7%

Source: 2009-2010 and 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies 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 -1.3% for the period from September 2008 to September 2009 and +1.1% for the period from September 2009 to September 2010.

TABLE 14
Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology
by Rank and Years in Rank: 2008-2009 to 2010-2011

	Full Professor				Associate Professor			Assistant Prof.	
	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
2008-2009 (53 departments)	\$88,131 N=116	\$83,086 N=47	\$77,391 N=51	\$78,298 N=36	\$68,937 N=75	\$63,955 N=56	\$62,187 N=56	\$55,951 N=100	\$54,985 N=129
2009-2010 (70 departments)	\$89,891 N=143	\$83,697 N=94	\$80,980 N=50	\$77,551 N=59	\$71,159 N=115	\$64,394 N=78	\$62,005 N=88	\$56,616 N=149	\$53,161 N=148
2010-2011 (72 departments)	\$91,033 N=134	\$83,376 N=77	\$80,030 N=49	\$76,307 N=56	\$69,740 N=103	\$67,184 N=78	\$60,352 N=80	\$55,992 N=162	\$53,522 N=121
Percentage change in monetary salary									
2008-09 to 2009-10	+2.0%	+0.7%	+4.6%	-1.0%	+3.2%	+0.7%	-0.3%	+1.2%	-3.3%
2009-10 to 2010-11	+1.3%	-0.4%	-1.2%	-1.6%	-2.0%	+4.3%	-2.7%	-1.1%	+0.7%
Percentage change in real terms									
2008-09 to 2009-10	+3.3%	+2.0%	+5.9%	+0.3%	+4.5%	+2.0%	+1.0%	+2.5%	-2.0%
2009-10 to 2010-11	+0.2%	-1.5%	-2.3%	-2.7%	-3.1%	+3.2%	-3.8%	-2.2%	-0.4%

Source: 2009-2010 and 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies 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 -1.3% for the period from September 2008 to September 2009 and +1.1 for the period from September 2009 to September 2010.

TABLE 15
Distribution of 2010-2011 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank

9-10-month salary	Full professor					Associate professor			Assistant professor		
	24 or more years	18-23 years	12-17 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
\$125K or higher	1	3		1	1						
120,000-124,999		2		1	1				1		
115,000-119,999	1	2		2	1						
110,000-114,999	4		1			1					
105,000-109,999		4	2	1	1		1				
\$100,000-104,999	1	2	4	4	1	2	1	2			
95,000-99,999	7	6	6	1	1						
90,000-94,999	5	8	5	13	3	3		1			
85,000-89,999	2	7	3	8	2	4	6	1			
80,000-84,999	6	6	13	14	5	6	14	3	1		
\$79,000-79,999		1	1		2	2		1			
78,000-78,999			1	7	2	2	4				
77,000-77,999		2	3	2	2	4		1	1	1	
76,000-76,999	2		1	1	2	1	1	2	1	1	
75,000-75,999	1	1	1	2	3	1	2				
\$74,000-74,999			3	1	1		6	1	1		
73,000-73,999			1	1		5	4	2			
72,000-72,999		1	1	1	4	4	3	2	3	2	
71,000-71,999	1	2	2	2	3	2	1	5			
70,000-70,999	3		1	2	1	2	2	3	1		
\$69,000-69,999				1	2	2	2	3	1	2	
68,000-68,999			1	1	3	1	8	4	4	2	
67,000-67,999				1	2	1	6	5	3	2	
66,000-66,999		1	1	1	2	4	1	3	4	1	1
65,000-65,999				1	3	5	1	2	2	4	1
\$64,000-64,999				2		1	4	8	1	4	2
63,000-63,999							1	2	4	4	
62,000-62,999					1	1	4	3	2	5	4
61,000-61,999		1		1			1	5	5	7	2
60,000-60,999				2			6	5	6	5	1
\$59,000-59,999							5	3	5	4	7
58,000-58,999				1		1	6	1	2	10	6
57,000-57,999						1	2		4	11	6
56,000-56,999							2	2	2	7	7
55,000-55,999				1			5	3	4	11	11
\$54,000-54,999									3	10	6
53,000-53,999				1				2		14	8

	Full professor						Associate professor			Assistant professor	
	24 or more years	18-23 years	12-17 years	6-11 years	3-5 years	Less than 3 years	6 or more	3-5 years	Less than 3	3 or more years	Less than 3 years
9-10-month salary											
52,000-52,999							2	3	2	3	11
51,000-51,999							2		3	14	11
50,000-50,999									5	14	8
\$49,000-49,999									1	5	9
48,000-48,999									1	8	9
47,000-47,999									4	4	4
46,000-46,999										2	4
45,000-45,999										2	2
\$44,000-44,999									1	1	1
Less than \$44K									2	2	

Source: 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

TABLE 16
2010-2011 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank

		Median	10%	25%	75%	90%	Mean	SD	N
Full professor	24 or more years	90,920	71,079	82,192	98,801	114,704	94,376	24,869	34
	18-23 years	92,084	72,791	82,075	100,718	121,120	94,522	20,310	49
	12-17 years	81,832	71,922	77,500	95,772	102,250	85,451	11,156	51
	6-11 years	81,551	64,362	74,211	92,151	101,429	83,376	15,336	77
	3-5 years	75,700	66,040	69,507	83,850	104,802	80,030	15,507	49
	Less than 3	73,900	65,337	68,016	81,892	91,075	76,307	11,016	56
	Not specified	90,821	75,147	84,885	101,798	115,761	93,591	13,569	14
	All years	81,962	67,229	73,828	93,075	104,784	85,222	17,349	330
Associate professor	11 or more years	68,587	57,813	59,912	80,388	85,161	70,726	12,193	52
	6-10 years	68,553	55,638	61,884	75,540	81,953	68,735	9,648	51
	3-5 years	66,022	55,594	60,988	71,424	79,323	67,184	9,726	78
	Less than 3	60,319	48,598	54,062	66,388	71,863	60,352	11,421	80
	Not specified	74,009	60,190	64,415	79,562	84,884	73,066	8,521	21
	All years	65,187	53,862	59,512	73,053	81,920	66,618	11,385	282
Assistant professor	3 or more years	55,009	48,411	51,362	59,546	64,658	55,992	6,511	162
	Less than 3	53,000	48,000	50,000	56,750	59,510	53,522	4,732	121
	Not specified	55,000							9
	All years	54,309	48,185	50,852	58,276	62,839	54,986	5,908	292
Lecturer/ Instructor	3 or more years	46,000	33,333	38,030	52,666	60,682	46,413	9,312	15
	Less than 3	42,000	37,690	39,425	45,000	51,448	43,101	4,913	15
	Not specified								4
	All years	44,684	37,205	39,408	52,831	60,853	46,779	9,303	34

Source: 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies 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 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

2010-2011 Salaries for Full-time Faculty in U.S. Master's Departments by Type of Department, Rank, and Years in Rank

			Median	10%	25%	75%	90%	Mean	SD	N
Psychology (59 departments)	Full professor	12 or more years	90,048	72,202	79,505	98,216	112,010	91,612	19,813	122
		6-11 years	82,224	64,645	74,468	92,440	102,983	84,149	15,601	70
		3-5 years	75,534	66,548	69,688	83,850	94,756	79,577	14,786	41
		Less than 3 years	73,900	65,290	68,081	81,862	91,133	76,367	11,129	53
		All years	82,149	67,909	73,872	93,321	105,084	85,504	17,726	295
	Associate professor	6 or more years	67,655	56,836	60,009	75,672	83,968	69,047	10,878	93
		3-5 years	65,210	55,594	60,317	71,068	77,762	66,404	8,856	68
		Less than 3 years	60,525	49,002	54,750	66,657	71,453	60,667	11,570	73
		All years	64,805	54,031	59,312	71,918	81,173	66,054	11,113	248
	Assistant professor	3 or more years	55,385	48,443	51,450	59,383	64,316	56,118	6,508	143
		Less than 3 years	52,842	47,500	49,600	56,750	59,208	53,287	4,780	109
		All years	54,286	48,111	50,658	58,198	62,266	54,898	5,899	260
	All ranks	All years	65,373	50,136	55,616	79,117	92,369	69,012	18,414	822
Educational/Counseling/School (12 departments)	Full professor	12 or more years								7
		6-11 years								6
		3-5 years								7
		Less than 3 years								2
		All years	80,000	64,562	69,993	91,612	104,698	82,193	14,714	27
	Associate professor	6 or more years	75,000	56,356	70,390	86,330	87,900	76,192	10,500	10
		3-5 years	69,000	54,757	64,334	78,250	100,000	72,490	13,773	10
		Less than 3 years								6
		All years	72,000	53,129	62,217	78,500	87,600	71,149	12,583	33
	Assistant professor	3 or more years	55,000	46,095	48,389	64,500	65,445	56,084	7,650	13
		Less than 3 years								9
		All years	55,000	47,268	53,000	63,500	65,445	56,817	6,664	23
	All ranks	All years	67,250	50,600	55,000	78,415	91,400	69,243	15,682	92

Other

departments (1 department)
Insufficient Ns of faculty

Source: 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies 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. "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 18
2010-2011 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 (59 departments)	Full professor	12 or more years	90,048	72,202	79,505	98,216	112,010	91,612	19,813	122
		6-11 years	82,224	64,645	74,468	92,440	102,983	84,149	15,601	70
		3-5 years	75,534	66,548	69,688	83,850	94,756	79,577	14,786	41
		Less than 3 years	73,900	65,290	68,081	81,862	91,133	76,367	11,129	53
		All years	82,149	67,909	73,872	93,321	105,084	85,504	17,726	295
	Associate professor	6 or more years	67,655	56,836	60,009	75,672	83,968	69,047	10,878	93
		3-5 years	65,210	55,594	60,317	71,068	77,762	66,404	8,856	68
		Less than 3 years	60,525	49,002	54,750	66,657	71,453	60,667	11,570	73
		All years	64,805	54,031	59,312	71,918	81,173	66,054	11,113	248
	Assistant professor	3 or more years	55,385	48,443	51,450	59,383	64,316	56,118	6,508	143
		Less than 3 years	52,842	47,500	49,600	56,750	59,208	53,287	4,780	109
		All years	54,286	48,111	50,658	58,198	62,266	54,898	5,899	260
	All ranks	All years	65,373	50,136	55,616	79,117	92,369	69,012	18,414	822
New England (2 departments)			Insufficient Ns of faculty							
Mid Atlantic (5 departments)			Insufficient Ns of faculty							
East North Central (5 departments)	Full professor	12 or more years								9
		6-11 years								4
		3-5 years								2
		Less than 3 years								4
		All years	77,803	70,298	71,533	89,831	95,917	79,832	9,519	19
	Associate professor	6 or more years	68,574	60,965	67,500	72,319	95,129	71,561	11,681	13
		3-5 years								5
		Less than 3 years	58,479	30,015	51,934	63,667	66,886	55,637	11,877	12
		All years	64,686	50,802	58,640	68,664	73,802	63,848	12,970	30
	Assistant professor	3 or more years	51,459	41,816	50,124	53,530	57,393	51,309	4,519	19
		Less than 3 years	50,634	44,801	49,500	52,842	54,569	50,566	2,935	11
		All years	51,095	44,401	50,094	53,131	54,946	51,037	3,972	30
	All ranks	All years	59,990	49,500	51,532	71,186	82,125	62,452	14,906	80

TABLE 18 (continued)
2010-2011 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 (6 departments)	Full professor	12 or more years	79,648	69,981	74,506	91,225	112,341	84,680	14,099	13
		6-11 years								4
		3-5 years								8
		Less than 3 years								3
		All years	75,666	66,667	69,693	90,199	114,489	83,423	18,721	32
	Associate professor	6 or more years								7
		3-5 years								8
		Less than 3 years	56,405	48,598	50,092	59,216	59,809	55,223	4,274	10
		All years	58,885	50,148	55,133	63,235	81,425	60,803	9,871	28
	Assistant professor	3 or more years								2
		Less than 3 years								9
		All years	49,958	46,824	47,750	56,500	58,000	51,351	4,323	13
	All ranks	All years	64,095	48,325	55,133	75,773	90,859	67,861	19,634	76
South Atlantic (10 departments)	Full professor	12 or more years	90,941	76,049	87,238	111,949	170,923	103,445	34,369	21
		6-11 years	82,311	73,715	80,385	86,697	121,669	87,995	15,585	12
		3-5 years	78,938	71,143	74,678	83,832	102,711	80,996	9,518	10
		Less than 3 years	78,989	60,966	72,815	90,408	102,795	80,700	13,378	12
		All years	83,887	71,953	78,501	93,493	115,141	91,030	25,355	55
	Associate professor	6 or more years	66,915	56,489	60,876	76,034	90,570	69,511	11,937	14
		3-5 years								8
		Less than 3 years								8
		All years	65,410	57,802	62,986	73,120	84,310	69,475	11,368	30
	Assistant professor	3 or more years	56,551	50,901	51,881	64,063	72,668	58,561	8,035	30
		Less than 3 years	55,000	48,190	52,000	56,000	58,500	53,970	3,543	25
		All years	55,000	49,280	52,000	58,134	64,677	56,420	6,701	56
	All ranks	All years	65,930	51,855	55,966	81,800	98,437	72,248	23,228	143

TABLE 18 (continued)
2010-2011 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 (9 departments)	Full professor	12 or more years	81,551	70,629	73,520	82,877	90,875	80,067	7,171	19
		6-11 years	78,723	61,208	70,263	85,056	93,589	77,990	10,246	16
		3-5 years								9
		Less than 3 years								9
		All years	75,482	65,306	68,380	82,051	88,587	76,141	9,479	54
	Associate professor	6 or more years	59,611	52,306	56,358	60,915	64,516	58,944	3,698	16
		3-5 years								5
		Less than 3 years	54,128	48,080	50,906	60,115	61,463	54,449	4,683	11
		All years	59,019	51,088	54,500	60,915	64,531	58,623	6,551	35
	Assistant professor	3 or more years	49,886	46,898	48,281	53,484	55,401	51,041	4,800	22
		Less than 3 years	51,528	47,200	50,000	51,780	53,042	50,788	1,910	11
		All years	50,621	47,300	48,400	53,052	55,315	51,216	4,060	35
	All ranks	All years	60,900	48,381	51,780	72,767	82,877	63,579	13,586	127
West South Central (10 departments)	Full professor	12 or more years	86,513	70,837	75,840	93,471	103,354	86,052	11,032	11
		6-11 years								9
		Less than 3 years	69,688	62,837	65,888	73,900	78,130	70,276	4,854	10
		All years	73,385	59,084	68,829	84,342	93,350	75,512	12,232	30
	Associate professor	6 or more years	64,095	52,777	58,535	73,157	82,448	65,549	9,411	11
		3-5 years								9
		Less than 3 years								5
		All years	60,357	47,541	54,484	68,613	73,456	61,028	9,304	26
	Assistant professor	3 or more years	52,226	47,582	50,894	58,728	64,481	54,331	5,646	13
		Less than 3 years	51,000	46,000	48,400	53,532	56,200	50,900	3,443	27
		All years	51,000	46,674	49,300	54,000	58,910	52,015	4,512	40
	All ranks	All years	58,501	47,547	51,000	69,515	81,906	61,636	13,319	97
Mountain (2 departments)	Insufficient Ns of faculty									

TABLE 18 (continued)
2010-2011 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
Pacific (10 departments)	Full professor	12 or more years	95,845	75,901	81,976	98,932	106,204	92,374	13,025	36
		6-11 years	92,280	77,475	81,165	94,077	106,672	90,019	10,608	14
		3-5 years	89,332	71,894	76,124	91,572	119,087	87,610	14,521	10
		Less than 3 years	78,372	65,905	70,242	86,481	90,260	78,427	8,498	12
		All years	89,332	73,684	78,714	96,279	101,837	88,930	12,934	72
	Associate professor	6 or more years								9
		3-5 years	68,232	60,121	61,017	71,424	75,238	67,528	5,470	23
		Less than 3 years	68,127	59,970	60,893	70,632	75,383	66,451	5,738	15
		All years	68,232	60,121	61,379	71,670	76,791	67,833	6,659	47
	Assistant professor	3 or more years	58,523	54,605	56,652	61,329	64,377	58,840	4,448	41
		Less than 3 years	58,415	55,000	57,789	59,190	60,559	58,498	2,085	17
		All years	58,415	54,665	56,666	60,567	62,872	58,740	3,889	58
	All ranks	All years	68,772	56,671	59,506	84,647	96,279	72,982	16,308	181

Source: 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Note. Included in this table are 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 list of the states included in each region, see Appendix B.

TABLE 19
2010-2011 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 (49 departments)	Full professor	12 or more years	87,238	71,964	77,996	96,234	105,550	88,328	13,051	112
		6-11 years	81,461	64,247	73,490	91,153	96,114	81,790	12,653	62
		3-5 years	75,395	66,465	69,354	83,655	92,290	78,947	14,405	40
		Less than 3 years	73,872	65,109	67,191	79,579	87,318	74,742	9,917	48
		All years	81,370	67,240	72,857	91,312	100,811	83,232	13,793	271
	Associate professor	6 or more years	65,127	55,733	59,576	74,141	81,657	66,794	9,299	76
		3-5 years	64,876	55,486	60,122	71,068	77,282	66,054	8,823	64
		Less than 3 years	60,029	49,903	54,875	66,285	71,590	60,873	10,983	62
		All years	63,832	53,837	59,049	70,579	77,742	65,249	10,135	216
	Assistant professor	3 or more years	54,878	48,398	51,231	58,983	63,034	55,431	5,919	126
		Less than 3 years	52,921	47,473	49,869	56,625	59,176	53,299	4,714	98
		All years	54,000	48,001	50,519	58,000	61,968	54,522	5,446	231
	All ranks	All years	64,805	50,124	55,560	78,192	91,047	67,969	16,407	737
Private (10 departments)	Full professor	12 or more years	114,479	98,242	99,766	150,355	209,996	128,396	39,232	10
		6-11 years								8
		3-5 years								1
		Less than 3 years								5
		All years	103,871	81,007	92,650	117,267	161,052	111,167	32,168	24
	Associate professor	6 or more years	78,707	66,240	70,175	83,231	101,594	79,117	11,965	17
		3-5 years								4
		Less than 3 years	64,273	28,344	52,000	67,461	78,054	59,509	15,040	11
		All years	69,344	53,472	65,554	81,012	86,271	71,487	15,385	32
	Assistant professor	3 or more years	58,115	50,818	54,879	67,645	76,599	61,209	8,424	17
		Less than 3 years	52,000	45,080	49,500	58,500	61,907	53,173	5,589	11
		All years	55,539	49,500	51,420	62,005	72,631	57,893	8,237	29
	All ranks	All years	69,664	50,796	57,868	89,610	113,480	78,053	29,383	85

Source: 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty who hold the doctoral degree, and who are in *psychology* departments that grant 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
2010-2011 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Type of
Department and Years Since Doctorate

		Median	10%	25%	75%	90%	Mean	SD	N
Psychology (59 departments)	35 years or more	73,392	50,529	60,000	89,195	102,431	75,711	19,626	183
	30-34 years	85,551	67,324	72,731	96,681	117,584	86,901	18,602	46
	25-29 years	81,551	61,250	73,520	94,284	104,795	85,847	24,904	67
	20-24 years	76,838	56,333	67,117	86,504	95,820	76,914	14,846	82
	17-19 years	69,052	55,325	61,147	78,734	92,060	70,532	12,687	60
	14-16 years	67,180	53,003	59,829	77,292	84,715	69,117	15,865	72
	11-13 years	65,552	51,114	59,342	71,710	79,170	65,825	11,338	67
	8-10 years	59,623	50,876	56,022	67,549	74,156	61,670	8,928	78
	6-7 years	55,385	47,404	51,425	60,014	65,941	55,635	7,438	61
	4-5 years	54,500	47,500	50,513	58,531	62,007	53,919	6,745	71
	2-3 years	53,000	48,000	49,800	58,224	59,655	53,994	5,455	45
	0-1 year	51,528	46,000	48,255	54,750	56,000	51,003	4,217	36
	All years	65,373	50,004	55,536	79,196	92,404	68,926	18,473	868
Educational/ Counseling/ School (12 departments)	35 years or more	86,475	54,036	63,905	95,064	103,595	81,893	17,434	10
	30-34 years								5
	25-29 years								4
	20-24 years	68,559	43,360	57,600	87,056	98,167	70,155	19,089	15
	17-19 years	77,748	47,863	52,691	80,000	86,177	70,271	14,156	11
	14-16 years	66,532	40,900	53,375	74,525	86,732	65,350	15,071	12
	11-13 years	67,500	48,503	59,250	80,500	97,229	69,676	16,059	13
	8-10 years	71,370	53,862	62,750	74,781	79,229	68,846	8,593	12
	6-7 years								7
	4-5 years								2
	2-3 years								3
	0-1 year								6
	All years	66,110	48,219	55,000	78,415	91,515	68,417	16,296	100

Other departments
(1 department) Insufficient Ns of faculty

Source: 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies 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. "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.

TABLE 21
Changes in Average Salaries of Full-time Faculty in Canadian
Departments of Psychology by Rank: 2008-2009 to 2010-2011

	Full	Associate Professor	Assistant Professor	Lecturer/ Professor	All ranks Instructor
All Canadian Departments					
2008-2009 (11 departments)	\$127,680 N=155	\$97,345 N=126	\$76,850 N=69	a N=2	\$106,135 N=357
2009-2010 (9 departments)	\$133,851 N=113	\$103,432 N=92	\$81,987 N=59	a N=4	\$110,810 N=272
2010-2011 (13 departments)	\$140,856 N=149	\$106,624 N=132	\$84,986 N=87	\$78,475 N=17	\$113,735 N=386
Percentage change in monetary salary					
2008-2009 to 2009-2010	+4.8%	+6.3%	+6.7%	a	+4.4%
2009-2010 to 2010-2011	+5.2%	+3.1%	+3.7%	a	+2.6%
Percentage change in real terms					
2008-2009 to 2009-2010	+5.7%	+7.2%	+7.6%	a	+5.3%
2009-2010 to 2010-2011	+3.3%	+1.2%	+1.8%	a	+0.7%

Source: 2009-2010 and 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies 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 -0.9% for the period from September 2008 and September 2009 and +1.9 for the period from September 2009 to September 2010.

^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: 2008-2009 to 2010-2011

	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
2008-2009 (11 departments)	\$134,079 N=82	\$124,799 N=44	\$116,125 N=13	\$112,195 N=16	\$101,714 N=67	\$93,859 N=26	\$91,220 N=33	\$78,701 N=38	\$74,580 N=31
2009-2010 (9 departments)	\$140,139 N=55	\$132,852 N=34	* N=8	\$119,489 N=16	\$108,704 N=46	\$100,162 N=18	\$96,872 N=28	\$84,193 N=32	\$79,373 N=27
2010-2011 (13 departments)	150,162 N=74	136,006 N=39	128,612 N=18	125,347 N=18	112,151 N=49	106,322 N=39	100,736 N=44	87,546 N=46	82,115 N=41
Percentage change in monetary salary									
2008-2009 to 2009-10	+4.5%	+6.5%	*	+6.5%	+6.9%	+6.7%	+6.2%	+7.0%	+6.4%
2009-2010 to 2010-11	+7.2%	+2.4%	*	+4.9%	+3.2%	+6.2%	+4.0%	+4.0%	+3.5%
Percentage change in real terms									
2008-2009 to 2009-10	+5.4%	+7.4%	*	+7.4%	+7.8%	+7.6%	+7.1%	+7.9%	+7.3%
2009-2010 to 2010-11	+5.3%	+0.5%	*	+3.0%	+1.3%	+4.3%	+2.1%	+2.1%	+1.6%

Source: 2009-2010 and 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies 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 - 0.9% for the period from September 2008 to September 2009 and +1.9% for the period from September 2009 to September 2010.

* Insufficient number of faculty for analysis.

TABLE 23
Distribution of 2010-2011 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by
Rank and Years in Rank

11-12-month salary	Full professor						Associate professor			Assistant prof	
	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
\$185,000 or more	3			1							
180,000-184,999		1									
175,000-179,999	2										
170,000-174,999	1	3	1								
165,000-169,999	1	1	1								
160,000-164,999	1		2	1	2		1				
155,000-159,999	2	5	8	4							
\$150,000-154,999	1	1	3	2	1	1					
145,000-149,999	1		3	5			1				
140,000-144,999	5	2	2	5	1	3	1				
135,000-139,999		4	2	2	1	1	2				
130,000-134,999	1	1	3	4	3	2	4	1			
\$125,000-129,999	1		3	3	3	2	1	1	2		
120,000-124,999		3	1	1	1	1	4	2	1		
115,000-119,999	1			3	1	3	4	5			
110,000-114,999		1		1	2	3	6	8	5	3	
105,000-109,999		1		3	1	1	8	6	6	2	1
\$100,000-104,999						1	5	5	9	1	1
95,000-99,999					1		4	3	8	3	2
90,000-94,999							4	4	4	8	8
85,000-89,999							2	2	4	9	3
80,000-84,999							1	1	1	8	8
\$79,000-79,999							1	1	1		
78,000-78,999											2
77,000-77,999										2	2
76,000-76,999										2	
75,000-75,999										1	2
\$74,000-74,999										1	1
73,000-73,999											3
72,000-72,999										1	3
71,000-71,999											1
70,000-70,999										1	1
67,000-67,999										2	
Less than 67K											3

Source: 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

TABLE 24
2010-2011 Salaries of Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

		Median	10%	25%	75%	90%	Mean	SD	N
Full professor	24 or more years	155,937	128,564	144,028	175,403	215,374	159,937	27,114	20
	18-23 years	141,889	115,167	132,051	158,339	173,343	146,229	20,483	23
	12-17 years	150,616	128,210	135,380	157,802	162,414	147,758	13,335	29
	6-11 years	140,265	109,743	125,659	147,214	157,964	138,121	19,546	35
	3-5 years	129,940	103,759	115,308	140,469	161,306	129,795	17,988	17
	Less than 3	124,491	107,520	113,887	136,694	144,786	125,347	14,064	18
	All years	141,750	114,607	127,750	156,920	166,073	141,859	21,563	142
Associate professor	11 or more years	110,641	85,605	104,797	130,867	143,401	115,190	19,573	27
	6-10 years	107,492	92,018	95,968	120,435	123,564	108,422	13,974	22
	3-5 years	106,496	86,834	96,969	114,132	122,721	106,322	12,549	39
	Less than 3	100,500	86,453	94,890	108,280	113,453	101,582	10,987	41
	All years	106,310	88,000	97,238	113,465	128,690	107,030	14,777	129
Assistant professor	3 or more years	88,078	73,536	80,753	94,259	105,368	87,730	11,335	44
	Less than 3	81,150	71,072	73,033	90,928	97,793	82,115	10,746	41
	All years	83,160	71,797	76,230	92,626	100,139	85,021	11,346	85
Lecturer/ Instructor	3 or more years	82,376	59,096	71,322	90,251	95,695	80,357	12,763	10
	Less than 3								6
	All years	80,704	59,096	64,464	88,992	97,924	78,598	13,480	16

Source: 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies 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 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.

TABLE 25
2010-2011 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology
by Years Since Doctorate

		Median	10%	25%	75%	90%	Mean	SD	N
Canadian doctoral departments (12 departments)	35 years or more	146,272	98,194	124,036	163,998	179,057	145,098	33,096	45
	30-34 years	140,173	112,201	129,276	157,964	158,302	140,568	17,741	30
	25-29 years	141,796	105,539	115,985	150,511	162,065	136,480	23,565	40
	20-24 years	127,578	96,057	109,665	138,562	148,149	124,868	19,183	34
	17-19 years	113,754	85,378	105,394	131,882	142,774	116,808	20,919	26
	14-16 years	115,112	96,343	102,636	126,353	135,806	115,011	16,603	28
	11-13 years	102,930	85,856	92,117	112,464	125,796	103,518	15,147	35
	8-10 years	99,251	77,986	90,253	111,258	116,042	99,155	15,092	52
	6-7 years	92,270	74,375	82,916	100,066	106,884	91,558	10,618	27
	4-5 years	89,058	64,828	74,927	97,368	100,126	86,261	13,486	26
	2-3 years	78,872	70,919	73,066	83,160	89,334	79,073	7,150	23
	0-1 year								7

Source: 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies 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.

TABLE 26
2010-2011 Starting Salaries and Expected 2011-2012 Starting Salaries for Faculty in U.S. and Canadian
Departments of Psychology

		U.S. departments						Canadian
		Doctoral departments			Master's departments			Doctoral
		Public	Private	All	Public	Private	All	departments
Average starting salary in 2010-2011 for a new faculty member who was a new doctorate	Median	\$62,500	\$63,870	\$62,500	\$52,750	*	\$52,500	*
	25%	\$57,250	\$60,000	\$57,823	\$50,000		\$49,750	
	75%	\$66,500	\$73,500	\$69,000	\$56,000		\$55,500	
	Mean	\$61,965	\$65,709	\$63,279	\$53,530		\$52,954	
	S.D.	8,664	8,938	8,866	5,045		5,172	
	N	37	20	57	18	3	21	5
Comparison with 2009-2010 salaries	Mean in 2009-2010	\$58,979	\$59,925	\$59,213	\$51,177	*	\$51,351	*
	Mean in 2010-2011	\$61,965	\$65,709	\$63,279	\$53,530	*	\$52,954	*
	Percentage change in monetary salary	+5.1%	+9.7%	+6.9%	+4.6%	*	+3.1%	*
	Percentage change in real terms	+4.0%	+8.6%	+5.8%	+3.5%		+2.0%	
Expected salary offered to a new doctorate recipient in 2011-2012	Median	\$61,001	\$60,000	\$60,000	\$53,350	\$51,000	\$52,750	\$75,443
	25%	\$55,250	\$53,000	\$55,000	\$50,000	\$44,743	\$50,000	\$67,750
	75%	\$68,000	\$67,805	\$68,000	\$57,000	\$58,500	\$57,250	\$85,000
	Mean	\$61,471	\$60,139	\$61,042	\$53,480	\$51,106	\$53,005	\$76,236
	S.D.	8,175	11,262	9,278	6,103	8,846	6,734	10,172
	N	160	76	236	56	14	70	12
Expected salary offered to new faculty with 2 years postdoctoral experience in 2011-12	Median	\$65,000	\$64,000	\$65,000	\$55,000	\$52,000	\$55,000	\$80,000
	25%	\$60,000	\$54,085	\$58,000	\$50,000	\$47,500	\$50,000	\$71,000
	75%	\$70,000	\$70,000	\$70,000	\$60,000	\$60,000	\$60,000	\$85,000
	Mean	\$64,718	\$63,147	\$64,211	\$55,142	\$52,999	\$54,683	\$79,334
	S.D.	8,205	11,650	9,456	6,684	8,047	6,992	10,755
	N	162	77	239	55	15	70	11

Source: 2009-2010 and 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies 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 2009 to September 2010, the percentage change was 1.1% for the United States.

^aReported are 9-10-month salaries.

^bReported are 11-12-month salaries in Canadian dollars.

*There was an insufficient N of faculty for analysis.

TABLE 27
2010-2011 Salaries and Benefits for Department Chairs in U.S. and Canadian Departments of Psychology

		U.S. Departments ^a						Canadian
		Doctoral departments			Master's departments			Doctoral
		Public	Private	All	Public	Private	All	Departments ^b
Salary of the department chair	Median	\$107,128	\$103,912	\$105,101	\$84,702	\$75,000	\$81,800	\$141,000
	10%	\$77,536	\$71,166	\$74,821	\$64,741	\$46,135	\$60,706	\$82,273
	25%	\$90,422	\$77,324	\$86,061	\$70,078	\$61,004	\$69,121	\$120,000
	75%	\$134,388	\$137,512	\$134,372	\$93,596	\$90,084	\$93,321	\$163,293
	90%	\$167,868	\$170,205	\$168,776	\$104,491	\$118,435	\$105,085	\$182,192
	Mean	\$116,050	\$110,752	\$114,313	\$83,870	\$76,985	\$82,310	\$140,003
	S.D.	39,823	38,149	39,283	15,383	23,333	17,562	31,333
	N	166	81	247	58	17	75	11
Comparison with 2009-2010 chair salaries	Mean in 2009-2010	\$117,475	\$107,579	\$113,980	\$82,572	\$79,058	\$81,869	*
	Mean in 2010-2011	\$116,050	\$110,752	\$114,313	\$83,870	\$76,985	\$82,310	\$140,003
	Percentage change in monetary salary	-1.2%	+2.9%	+0.3%	+1.6%	-2.6%	+0.5%	*
	Percentage change in real terms	-2.3%	+1.8%	-0.8%	+0.5%	-3.7%	-0.6%	
Benefits received by the department chair ^c	Assistant chair position (%)	53	35	47	24	6	20	58
	Tenure-track (%)	46	27	40	24	0	19	58
	Extra secretarial support (%)	49	51	50	42	29	39	92
	Extra grad assistants (%)	24	26	24	18	12	16	8
	Summer salary (%)	47	26	40	48	35	46	n/a
	Other stipend (%)	53	42	50	40	29	38	83
	Reduced teaching load (%)	82	79	81	89	76	86	83
	Other (%)	8	6	7	0	0	0	17

Source: 2009-2010 and 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies 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 2009 to September 2010, the percentage change was 1.1% for the United States.

^aReported are 9-10-month salaries.

^bReported are 11-12-month salaries in Canadian dollars.

^cIncluded are those departments that provided information on the salaries for department chairs. Percentages exceed 100%, given that individuals may receive multiple types of benefits.

* There was an insufficient number of respondents for analysis.

TABLE 28
Salary Raises and Decreases for Faculty in U.S. Graduate Departments of Psychology: 2010-2011

	New England	Mid Atlantic	East North Central	East South Central	South Atlantic	East North Central	East South Central	Mountain	Pacific
	%	%	%	%	%	%	%	%	%
Doctoral departments									
Public									
Raises for all	50	69	43	39	16	15	37	0	6
Raises for some	25	8	26	22	42	38	37	31	44
Salary decreases	0	0	6	0	5	0	0	6	6
No change	25	23	20	33	37	46	26	63	44
Both increases & decreases	0	0	6	6	0	0	0	0	0
Private									
Raises for all	56	75	58	75	50	0	50	80	59
Raises for some	33	15	33	25	21	0	25	0	18
No change	11	10	8	0	29	100	25	20	24
Master's departments									
Public									
Raises for all	67	100	20	29	14	22	33	0	17
Raises for some	0	0	20	29	14	11	8	50	17
Salary decreases	0	0	0	0	0	0	0	0	8
No change	33	0	60	43	71	67	58	50	58
Private									
Raises for all	100	80	100	0	33	0	0	0	75
Raises for some	0	0	0	0	33	0	0	0	0
Salary decreases	0	0	0	0	0	0	0	0	25
No change	0	20	0	100	33	0	0	0	0

Source: 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Note. Information on salary increases and reductions pertains to those that were effective in 2010-2011. Percentages are column percentages and may not total to 100% due to rounding.

TABLE 29
Determinants of Salary Raises for Faculty in U.S. Graduate Departments of Psychology: 2010-2011

	New England	Mid Atlantic	East North Central	East South Central	South Atlantic	East North Central	East South Central	Mountain	Pacific
	%	%	%	%	%	%	%	%	%
Doctoral departments									
Public									
Promotion	25	46	49	39	47	31	37	31	38
Other merit increase	50	46	37	39	29	0	42	13	38
Standard adjustment	25	23	20	11	5	8	21	6	6
Union	75	46	20	0	11	0	0	0	6
Other raise	0	8	20	6	24	23	26	13	13
Private									
Promotion	0	45	33	0	21	0	25	0	35
Other merit increase	44	50	58	75	43	0	50	80	12
Standard adjustment	33	55	33	25	14	0	50	20	47
Union	0	5	0	0	0	0	0	0	6
Other raise	22	10	17	0	29	0	0	0	18
Master's departments									
Public									
Promotion	0	50	0	29	14	22	8	0	17
Other merit increase	0	50	20	14	0	0	42	0	0
Standard adjustment	33	75	20	29	0	22	8	50	8
Union	67	50	0	29	14	0	0	0	8
Other raise	33	0	20	14	0	0	17	0	17
Private									
Promotion	0	20	50	0	33	0	0	0	0
Other merit increase	0	40	50	0	33	0	0	0	50
Standard adjustment	50	80	100	0	0	0	0	0	75
Union	50	0	0	0	0	0	0	0	0
Other raise	0	0	0	0	67	0	0	0	0

Source: 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Note. Information on salary increases and reductions pertains to those that were effective in 2010-2011. Percentages are column percentages and may not total to 100% given that raises were often determined by multiple factors.

TABLE 30
2010-2011 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	114,941	101,100	96,768	93,441	75,630	74,338	72,400	65,760	65,000
		Q1	97,381	87,117	81,868	77,265	66,827	66,241	65,511	58,937	58,000
		Q3	145,724	125,869	122,718	112,200	85,287	84,247	81,706	72,000	70,937
		Mean	123,819	108,437	105,033	98,911	77,252	76,319	74,182	65,919	64,969
		SD	38,474	30,272	32,035	32,061	14,835	14,862	13,228	10,833	10,219
		N	794	274	178	167	339	198	248	305	252
	Women	Median	122,295	100,107	95,220	91,228	73,805	72,471	71,731	63,773	62,986
		Q1	98,865	85,839	79,568	79,468	65,115	64,543	64,482	57,498	56,000
		Q3	153,417	121,058	115,748	108,560	82,400	82,257	80,000	71,356	70,000
		Mean	126,882	107,040	98,187	95,702	75,528	75,224	73,403	64,511	62,750
		SD	37,167	30,765	23,741	24,726	14,246	15,551	13,601	10,764	10,548
		N	280	192	120	113	287	197	244	422	367
Master's departments	Men	Median	86,891	81,844	77,213	77,531	68,077	64,955	59,643	54,665	52,000
		Q1	77,878	74,575	69,021	69,300	60,212	60,316	53,703	51,176	49,600
		Q3	98,188	92,880	82,576	84,159	74,267	68,994	65,542	59,114	57,500
		Mean	90,398	84,199	80,316	76,955	69,486	66,001	60,980	55,903	53,157
		SD	19,069	14,461	17,107	10,100	11,216	9,367	12,675	6,914	4,731
		N	103	41	19	32	50	40	42	77	43
	Women	Median	94,750	81,313	75,617	72,807	68,932	67,576	60,865	55,019	53,292
		Q1	80,961	71,942	69,522	66,830	60,469	61,754	54,250	51,679	50,385
		Q3	96,516	90,323	85,331	77,731	78,085	72,020	66,695	60,276	56,125
		Mean	93,140	82,439	79,850	75,443	69,980	68,430	59,658	56,072	53,724
		SD	19,772	16,431	14,706	12,302	10,892	10,064	9,977	6,165	4,751
		N	31	36	30	24	53	38	38	85	78

Source: 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies 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 of faculty are insufficient for analysis.

TABLE 31a
9-10-Month Salaries for Selected Administrative Positions in U.S. Doctoral Departments of Psychology, 2010-2011

		Median	25%	75%	Mean	SD	N
Full professor	Assistant/Associate chair	107,700	95,559	122,748	112,052	27,005	49
	Undergraduate training director	100,009	76,511	122,390	106,733	37,132	23
	Graduate training director	109,746	84,825	136,958	114,420	34,805	48
	Director of clinical training	104,728	87,563	131,660	111,724	31,152	65
	Director of other training program (not clinical)	113,818	88,000	137,018	116,342	33,455	75
	Dean	126,308	89,980	169,159	134,294	54,313	10
	Assistant/Associate dean	115,847	98,831	127,556	115,563	21,442	19
	Other	108,058	90,446	142,103	120,958	50,767	57
Associate professor	Assistant/Associate chair	78,435	69,433	85,721	79,312	12,077	28
	Undergraduate training director	71,844	65,640	76,070	73,460	15,718	32
	Graduate training director	77,783	68,585	83,972	76,064	11,601	34
	Director of clinical training	76,460	65,141	85,679	75,113	10,249	28
	Director of other training program (not clinical)	72,016	65,489	79,500	73,716	12,143	40
	Dean						2
	Assistant/Associate dean						7
	Other	71,870	67,088	78,334	72,411	10,321	44

Source: 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies.

Note. No salaries are reported where the N of faculty is less than 10.

TABLE 31b

Benefits for Selected Administrative Positions in U.S. Doctoral Departments of Psychology, 2010-2011

		Extra secretarial support	Extra grad assistants	Summer salary	Other stipend	Reduced teaching load	Other benefit
		%	%	%	%	%	%
Full professor	Assistant/Associate chair	16%	6%	46%	42%	50%	4%
	Undergraduate training director	24%	4%	24%	24%	56%	4%
	Graduate training director	22%	12%	22%	22%	58%	0%
	Director of clinical training	46%	20%	39%	33%	75%	4%
	Director of other training program (not clinical)	29%	8%	10%	14%	67%	1%
	Dean	77%	8%	15%	54%	69%	8%
	Assistant/Associate dean	25%	8%	33%	33%	58%	4%
	Other	35%	26%	27%	30%	61%	7%
Associate professor	Assistant/Associate chair	10%	7%	20%	20%	53%	3%
	Undergraduate training director	18%	18%	39%	18%	70%	0%
	Graduate training director	24%	8%	22%	11%	70%	5%
	Director of clinical training	48%	26%	19%	16%	71%	0%
	Director of other training program (not clinical)	18%	15%	13%	20%	75%	3%
	Dean	67%	0%	0%	0%	67%	0%
	Assistant/Associate dean	36%	9%	18%	27%	45%	0%
	Other	30%	14%	18%	14%	68%	2%

Source: 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies.

Note. Benefits exceed 100% because individuals may receive multiple benefits.

TABLE 32
Average Fees Paid Adjunct Faculty Per Course Taught in U.S. Graduate Departments of Psychology,
2010-2011

		Amount faculty paid per course							
		Median	10%	25%	75%	90%	Mean	S.D.	N
Doctoral departments	Public	\$4,000	\$2,500	\$3,096	\$5,000	\$6,657	\$4,324	1,648	151
	Private	\$3,468	\$2,500	\$3,000	\$4,295	\$6,095	\$3,805	1,429	76
	Psychology	\$4,000	\$2,500	\$3,000	\$5,500	\$6,938	\$4,316	1,746	152
	Educational, Counseling, School	\$3,750	\$2,500	\$3,000	\$4,350	\$5,780	\$3,831	1,105	36
	Human Development								7
	Professional School	\$3,100	\$2,420	\$3,000	\$3,950	\$4,906	\$3,454	915	31
	Other								1
	All	\$3,830	\$2,500	\$3,000	\$5,000	\$6,500	\$4,150	1,594	227
Master's departments	Public	\$2,525	\$1,853	\$2,000	\$3,600	\$4,551	\$2,876	1,069	56
	Private	\$2,875	\$1,530	\$2,291	\$3,575	\$5,360	\$3,080	1,306	16
	Psychology	\$2,600	\$2,000	\$2,072	\$3,600	\$4,800	\$2,972	1,148	59
	Educational, Counseling, School	\$2,420	\$1,800	\$2,100	\$3,150	\$4,329	\$2,758	855	11
	Other								2
	All	\$2,575	\$1,823	\$2,075	\$3,600	\$4,664	\$2,921	1,119	72

Source: 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies and Council for 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.

TABLE 33
Reasons Faculty Left U.S. and Canadian Graduate Departments of Psychology, 2010-2011

		U.S. departments						Canadian
		Doctoral departments			Master's departments			Doctoral
		Public	Private	All	Public	Private	All	Departments
Total faculty who left		211	90	301	49	14	63	9
		100%	100%	100%	100%	100%	100%	100%
Reason for leaving department	Retired	38%	8%	29%	27%	14%	24%	56%
	Changed departments	5%	6%	5%	16%	0%	13%	0%
	Moved to other academic institution	30%	24%	29%	16%	14%	16%	0%
	Left academe	9%	14%	11%	16%	14%	16%	0%
	Deceased	2%	4%	3%	2%	0%	2%	11%
	Other or unknown	15%	43%	24%	22%	57%	30%	33%

Source: 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

TABLE 34
 Procedure When Faculty Lines Are Vacated, in U.S. and Canadian Graduate Departments of Psychology
 by Degree Level and Institutional Control, 2010-2011

		U.S. departments						Canadian
		Doctoral			Master's			Doctoral
		Public	Private	All	Public	Private	All	Departments
N =		172	86	258	62	17	79	12
		100%	100%	100%	100%	100%	100%	100%
Faculty lines vacated by retirement in your department are:	... returned to the dept for filling at any level needed by the dept (junior or senior level)	15%	36%	22%	11%	6%	10%	8%
	... returned to the dept but can only be filled at a junior level (lecturer/assistant prof)	10%	9%	10%	29%	47%	33%	8%
	... returned to the Dean/Provost with an opportunity to make a case for its return	67%	47%	60%	44%	41%	43%	67%
	... not returned to the department	4%	2%	3%	8%	0%	6%	8%
	Other	3%	3%	3%	6%	0%	5%	8%
	Not specified	0%	2%	1%	2%	6%	3%	0%

Source: 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

Table 35
Measures Implemented by U.S. and Canadian Departments of Psychology as a Result of Budget
Constraints over the Past Two Years, 2010-2011

	U.S. departments						Canadian
	Doctoral			Master's			Doctoral
	Public	Private	All	Public	Private	All	departments
N =	169	85	254	61	17	78	10
	%	%	%	%	%	%	%
None, department was not affected	9%	25%	14%	13%	29%	17%	20%
Salary freezes/reductions	64%	53%	61%	54%	41%	51%	20%
Hiring freezes/reductions	51%	38%	47%	48%	35%	45%	50%
Staff reductions	28%	19%	25%	13%	6%	12%	30%
Faculty reductions	13%	6%	11%	16%	6%	14%	0%
Faculty furloughs	27%	0%	18%	31%	0%	24%	10%
Other measure(s)	49%	38%	45%	52%	65%	55%	40%

Source: 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies and Council of Graduate Departments of Psychology.

TABLE A
Response Rates for Selected Subgroups:
2010-2011 Survey of Faculty Salaries in Graduate Departments of Psychology

	U.S. Departments						Canadian Departments	
	Doctoral			Master's			Doctoral	Master's
	Public (N=254) %	Private (N=180) %	Total (N=434) %	Public (N=133) %	Private (N=69) %	Total (N=202) %	(N=28) %	(N=2) %
Total	69	52	62	47	25	39	46	50
New England	50	47	48	33	22	28	Na	Na
Mid Atlantic	45	57	52	25	25	25	Na	Na
East North Central	74	46	64	29	25	28	Na	Na
West North Central	75	50	69	58	50	57	Na	Na
South Atlantic	84	61	76	37	30	34	Na	Na
East South Central	67	25	60	90	0	82	Na	Na
West South Central	74	50	69	63	0	50	Na	Na
Mountain	62	63	62	40	0	40	Na	Na
Pacific	63	49	54	50	29	43	Na	Na
Psychology	81	52	71	50	23	42	48	50
Educational/ Counseling/ School	46	63	49	33	30	32	50	Na
Psychology								
Human	58	67	60	0	0	0	Na	Na
Development								
Professional	100	58	60	0	0	0	Na	Na
Other	29	21	24	20	20	20	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

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

Source: 2010-2011 Faculty Salaries in Graduate Departments of Psychology, APA Center for Workforce Studies and Council for Graduate Departments of Psychology.