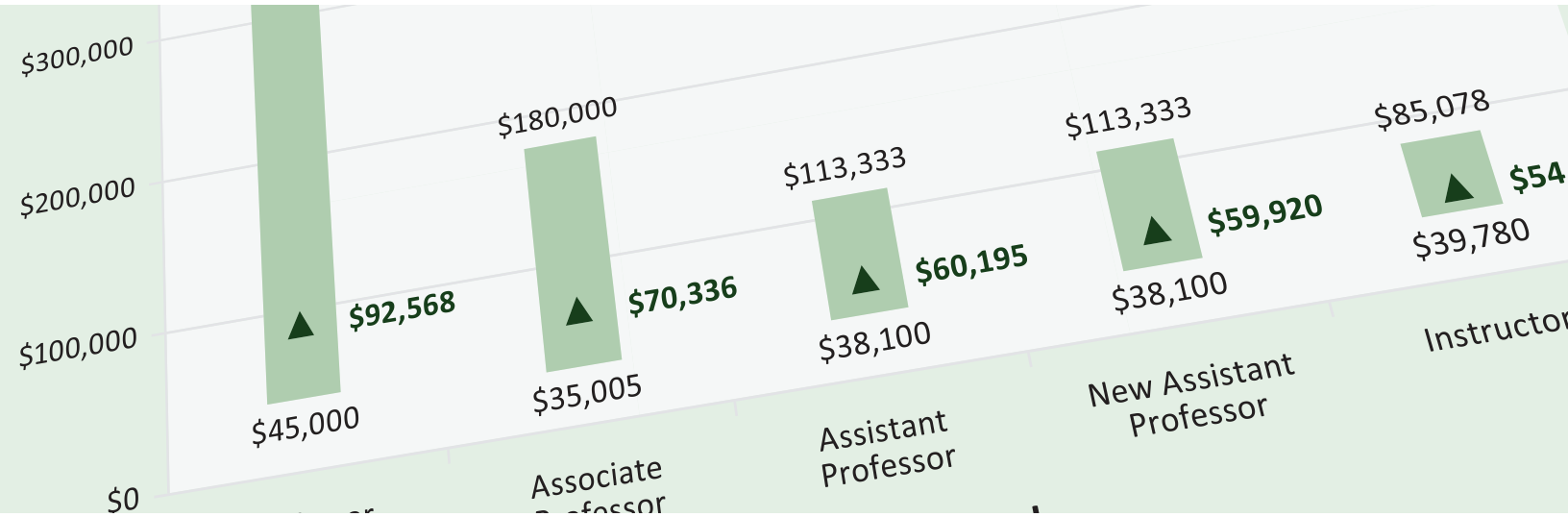
Psychology Faculty Salaries for the 2014-2015 Academic Year

Results from the 2015 CUPA-HR Survey for Four-Year Colleges and Universities

American Psychological Association
Center for Workforce Studies

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Executive Summary

The College and University Professional Association for Human Resources (CUPA-HR) conducts annual compensation surveys for faculty in higher education. Salary data are broken down by several variables, including academic discipline, academic rank, tenure status, institution type, presence of collective bargaining units, and Carnegie Classification of the institution.

This report focuses on salaries collected by CUPA-HR for psychology faculty employed full-time in four-year colleges and universities during the 2014-15 academic year.

- When adjusted for inflation, faculty salaries between 2013-14 and 2014-15 were relatively unchanged. In fact, salaries in many categories remained stagnant across these academic years, and in some cases, decreased slightly.
- Tenured/tenure-track psychology faculty employed at public institutions had slightly higher mean salaries than their counterparts working at private institutions. The only exception was for instructors, who earned more on average at private than public institutions.
- Psychology faculty working at public institutions with collective bargaining units earned more than psychology faculty who worked at public institutions without collective bargaining units.
- Collapsed across academic rank and institution type (i.e., private versus public), non-tenure-track faculty earned approximately 77 percent of the salaries earned by tenured/tenure-track faculty.
- In general, psychology faculty earned less than faculty working in other social science disciplines, as well as faculty in other STEM or STEM-related disciplines.

Introduction

The College and University Professional Association for Human Resources (CUPA-HR) is a non-profit organization that provides information, resources, advocacy, and connections in higher education. Its membership consists of over 18,000 HR professionals and other leaders in higher education at more than 1,900 member organizations worldwide.[1] Membership is institution-based and includes approximately 93 percent of all U.S. doctoral institutions, 79 percent of all master's institutions, 61 percent of all bachelor's institutions and 600 two-year and specialized institutions.

Each year, CUPA-HR conducts compensation surveys for higher education. Academic institutions are asked to provide salary data for various professionals working in higher education, including administrators, department heads, and faculty. In this report, we examine faculty salary data reported by CUPA-HR in its *2014-15 Faculty in Higher Education Salary Survey*. This survey has been conducted for 34 years,[2] and includes data for 234,622 full-time faculty at 756 U.S. institutions which participated in this year's survey.

Salaries for full-time faculty[3,4] working in four-year colleges and universities are broken down by:

1. *Academic discipline*: academic disciplines are based on the Integrated Postsecondary Education Data System (IPEDS) Classification of Institutional Programs (CIP) Codes.[5]

2. *Academic rank*: professor, associate professor, assistant professor, new assistant professor,[6] and instructor/lecturer.

3. *Tenure status*: tenured/tenure-track and non-tenure-track.

4. *Type of institution*: private and public (with and without collective bargaining units).

1. Member organizations are primarily colleges and universities. For more information about CUPA-HR, see http://www.cupahr.org/.
2. This survey was previously known as the "National Faculty Salary Survey."
3. Professors, associate professors, assistant professors and instructors working at least 75 percent full-time equivalent, have annual contracts or appointments of at least 9 months, and whose teaching/research are more than 50 percent of their duties.
4. Adjunct faculty were not included in CUPA-HR's survey for Four-year Colleges and Universities.
5. The U.S. Department of Education, National Center for Education Statistics designed the CIP code system to provide a taxonomic scheme that supports the tracking, assessment and reporting of fields of study and program completions activity. A full listing of CIP codes can be found at https://nces.ed.gov/ipeds/cipcode/browse.aspx?y=55.
6. CUPA-HR defined a new assistant professor as a new hire for the academic year being surveyed (this academic rank was used only for tenured/tenure-track faculty).

5. *Carnegie Classification*: the Carnegie Classification system is a framework for categorizing colleges and universities in the United States, and refers primarily to the highest degree awarded by that institution.[7] In this report, psychology salaries are broken down by the following Carnegie Classifications: research universities,[8] other doctoral,[9] master's, and baccalaureate.

Although CUPA-HR collects salary data for 32 disciplines, this report focuses primarily on the salaries earned by psychology faculty (CIP code 42). Salaries for psychology faculty were collected by CUPA-HR and are presented throughout this report. All tables and figures presented in this report are derived from summary data provided by CUPA-HR. Table 1 displays the number of faculty and institutions that provided salary data for psychology, broken down by academic rank and tenure status.

Table 1. Number of Faculty and Institutions that Provided Salary Data for Psychology by Academic Rank and Tenure Status, 2014-15

Tenured/Tenure-Track Faculty							
		Professor	**Associate Professor**	**Assistant Professor**	**New Assistant Professor**	**Instructor**	**All Ranks[10]**
Number of Faculty	All Institutions	3,089	2,737	2,090	333	28	7,944
	Private Institutions	1,968	1,632	1,255	237	12	4,867
	Public Institutions	1,121	1,105	835	96	16	3,077
Number of Institutions	All Institutions	551	558	542	207	18	626
	Private Institutions	294	302	278	73	8	346
	Public Institutions	257	256	264	134	10	280
Non-Tenure-Track Faculty							
Number of Faculty	All Institutions	212	194	472	NA*	503	1,381
	Private Institutions	189	151	264	NA	109	713
	Public Institutions	23	43	208	NA	394	668
Number of Institutions	All Institutions	67	81	200	NA	182	359
	Private Institutions	48	61	120	NA	56	185
	Public Institutions	19	20	80	NA	126	174

* The rank of New Assistant Professor was used only for tenured/tenure-track faculty.

7. For more on the Carnegie Classification system, see http://carnegieclassifications.iu.edu/lookup_listings/standard.php.
8. Institutions that grant doctoral degrees and have high or very high research activity. The categorization comes from two indices of research activity, which is based on principal component analysis of factors including research expenditures, number of research doctorates awarded, number of research-focused faculty, and other factors. For more information, see http://carnegieclassifications.iu.edu/methodology/basic.php.
9. Institutions that grant doctoral degrees but are less research intensive than research universities.
10. For tenured/tenure-track faculty: Counts for new assistant professors were also included in the assistant professor cells. Therefore, the "All Ranks" total was calculated by adding "professor" + "assoc prof" + "assist prof" + "instructor" – "new asst prof."

Salary Increases for Psychology Faculty between 2013-14 and 2014-15

Table 2 presents mean salaries for full-time tenured/tenure-track faculty for the 2013-14 and 2014-15 academic years.[11] Salaries are broken down by academic rank and Carnegie Classification of the institution. In 2014, the annual Consumer Price Index for all urban consumers (CPI-U) was approximately 1.6 percent higher than in 2013.[12] When salaries earned in 2013 were adjusted for inflation using the Consumer Price Index data for the year 2014, the increases in mean salaries for psychology faculty between 2013-14 and 2014-15 were quite small.[13] In some cases, mean salaries actually decreased slightly.

Table 2. Mean Salaries for Tenured/Tenure-Track Psychology Faculty by Academic Rank and Carnegie Classification of Institution (Constant and Adjusted Dollars), 2013-14 and 2014-15

		Professor	Associate Professor	Assistant Professor	New Assistant Professor
All institutions					
2014-15		$92,568	$70,336	$60,195	$59,920
2013-14	adjusted	$92,399	$69,951	$60,126	$60,023
	constant	$90,924	$68,834	$59,166	$59,065
Research Universities					
2014-15		$115,379	$79,636	$68,968	$68,388
2013-14	adjusted	$115,144	$79,756	$68,724	$68,935
	constant	$113,306	$78,483	$67,627	$67,835
Other Doctoral					
2014-15		$94,930	$72,562	$63,212	$59,521
2013-14	adjusted	$93,888	$71,867	$62,235	$60,956
	constant	$92,389	$70,720	$61,242	$59,983
Master's					
2014-15		$85,832	$66,234	$57,122	$57,464
2013-14	adjusted	$86,492	$67,677	$57,838	$56,553
	constant	$85,111	$66,597	$56,915	$55,650
Baccalaureate					
2014-15		$83,160	$65,298	$55,627	$52,649
2013-14	adjusted	$83,350	$64,976	$55,858	$55,492
	constant	$82,019	$63,939	$54,966	$54,606

11. All salaries collected by CUPA-HR are for U.S. psychology faculty employed on a 9/10-month basis.
12. For more information on 2014 Consumer Price Index numbers for all urban consumers (CPI-U), see http://www.bls.gov/cpi/cpid1412.pdf.
13. Constant dollars for the 2013-14 academic year were adjusted for inflation using the Consumer Price Index data for the year 2014, see http://www.bls.gov/data/inflation_calculator.htm.

Figure 1 illustrates the percent change in mean salaries between the 2013-14 and 2014-15 academic years, broken down by academic rank and Carnegie Classification. Collapsed across all Carnegie Classifications, psychology faculty in each academic rank saw increases in their salaries of less than one percent. Psychology professors, associate professors, and assistant professors working at institutions classified as "other doctoral" experienced the largest increases in mean salaries (1.1 percent, 1.0 percent, and 1.6 percent respectively). Mean salaries for new assistant professors actually *decreased* by 0.8 percent at research universities, 2.4 percent at other doctoral institutions, and 5.1 percent at baccalaureate institutions. The only increase in salary for new assistant professors was for those employed at master's institutions (1.6 percent increase).

Figure 1. Percent Differences in Mean Salaries for Tenured/Tenure-Track Psychology Faculty by Academic Rank and Carnegie Classification of Institution, 2013-14 to 2014-15



Note: Salaries for the 2013-14 academic year were adjusted for inflation using the Consumer Price Index data for the year 2014.

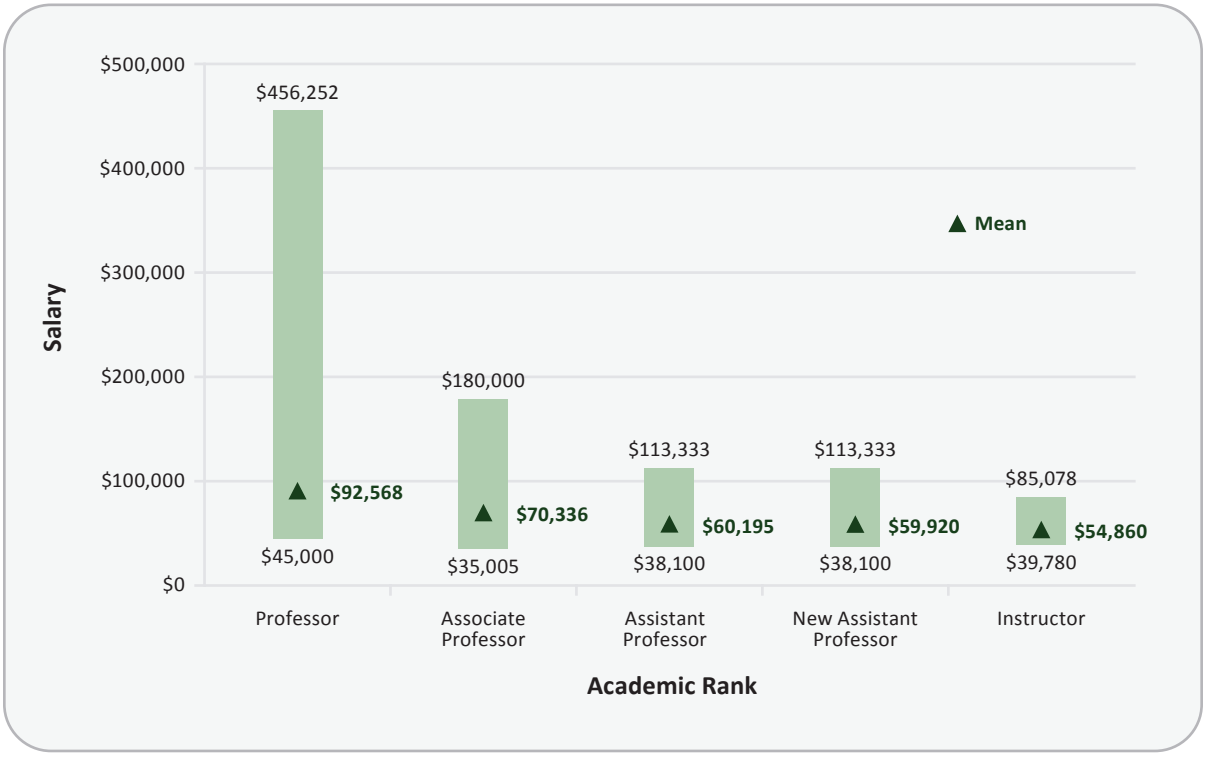
Tenured/Tenure-Track Salaries for Psychology Faculty, 2014-15

The following section displays salary data for full-time, tenured/tenure-track psychology faculty for the 2014-15 academic year. Tables and figures illustrate mean salaries broken down by *academic rank* (professor, associate professor, assistant professor, new assistant professor, and instructor), *institution type* (private versus public), and the *presence or absence of collective bargaining units* at public institutions.

Salaries by Academic Rank and Institution Type

As expected, psychology professors on average earned the highest salaries across all types of institutions (Mean=$92,568), while instructors earned the least (Mean=$54,860). However, Figure 2 displays an overlap in salaries across academic ranks, due to a wide range of salaries within each rank. In particular, the range of salaries for professors was quite large ($45,000 to $456,252).[14]

Figure 2. Mean Salaries and Salary Ranges for Tenured/Tenure-Track Psychology Faculty by Academic Rank, 2014-15



14. $456,252 may be an outlier that represents psychology faculty who also have higher administrative positions such as provost or president, and may not be representative of non-administrative psychology professor positions.

Table 3 displays mean salaries for tenured/tenure-track psychology faculty, for each academic rank and by private versus public institution type. In general, tenured/tenure-track psychology faculty employed at public institutions had slightly higher mean salaries than psychology faculty at private institutions.[15]

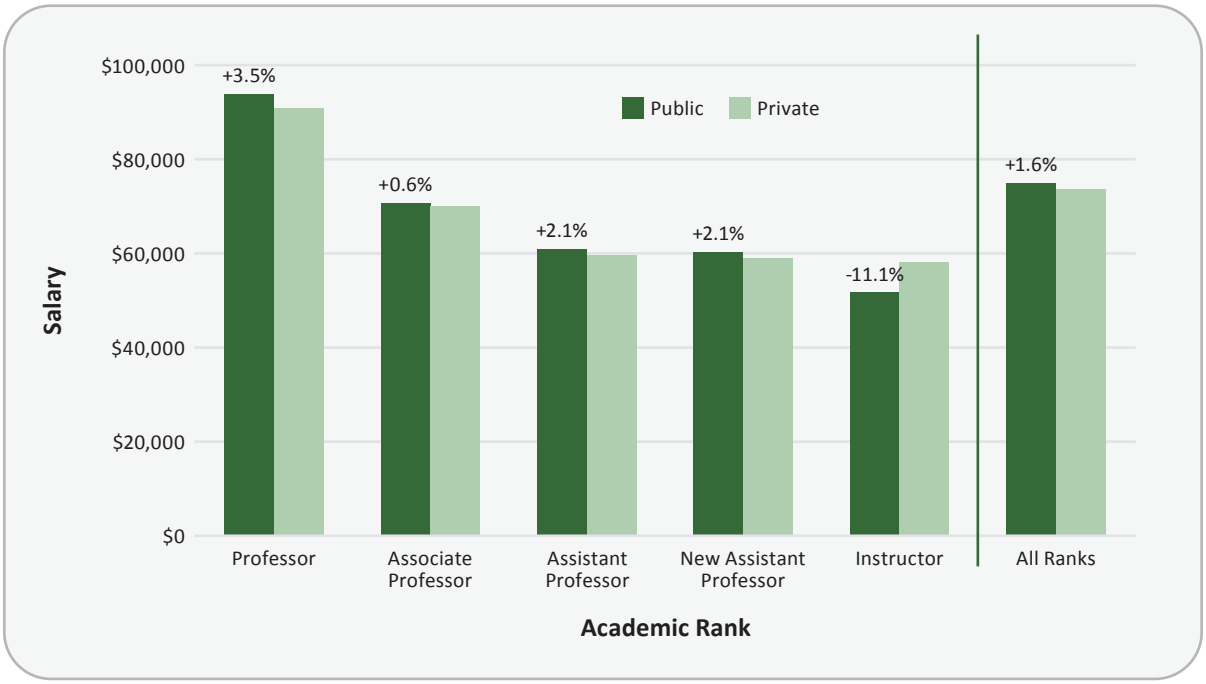
Table 3. Mean Salaries for Tenured/Tenure-Track Psychology Faculty by Academic Rank and Institution Type[16]

2014-2015 Academic Year						
Tenured/ Tenure-Track Faculty	**Professor**	**Associate Professor**	**Assistant Professor**	**New Assistant Professor**	**Instructor**	**All Ranks**
All Institutions						
Mean	**$92,568**	**$70,336**	**$60,195**	**$59,920**	**$54,860**	**$74,279**
Maximum	$456,252	$180,000	$113,333	$113,333	$85,078	$456,252
Minimum	$45,000	$35,005	$38,100	$38,100	$39,780	$35,005
All Private Institutions						
Mean	**$91,023**	**$70,146**	**$59,561**	**$59,095**	**$58,272**	**$73,711**
Maximum	$349,519	$180,000	$113,322	$78,000	$85,078	$349,519
Minimum	$45,000	$35,005	$38,100	$38,100	$46,500	$35,005
All Public Institutions						
Mean	**$94,175**	**$70,535**	**$60,803**	**$60,333**	**$51,788**	**$74,856**
Maximum	$456,252	$146,000	$113,333	$113,333	$61,078	$456,252
Minimum	$46,175	$40,664	$41,040	$45,000	$39,780	$39,780

15. The only exception was for instructors, who earned 12.5% more on average at private (Mean=$58,272) than public (Mean=$51,788) institutions. However, this result may be due to low sample size. The CUPA-HR sample for tenured/tenure-track instructors consisted of only eight private institutions and 10 public institutions.
16. Means in this table and every table that follows in this report are unweighted.

Figure 3 shows that when collapsed across all academic ranks, tenured/tenure-track psychology faculty employed at public institutions earned approximately 1.6 percent more than psychology faculty at private institutions. Specifically, professors at public institutions earned 3.5 percent more than professors at private institutions, and assistant/new assistant professors earned 2.1 percent more than their counterparts employed at private institutions. Mean salaries for associate professors at private (Mean=$70,146) and public (Mean=$70,535) institutions were relatively similar.

Figure 3. Percent Differences in Mean Salaries for Tenured/Tenure-Track Psychology Faculty by Academic Rank and Institution Type, 2014-15



Note: Comparison between mean salaries of tenured/tenure-track Instructors in public versus private institutions may be unreliable due to small sample size.

Collective Bargaining

The presence of a collective bargaining unit in public institutions had a direct effect on the salaries earned by tenured/tenure-track psychology faculty.[17] Table 4 illustrates that salaries were consistently higher across all academic ranks for psychology faculty at public institutions with collective bargaining units.

Table 4. Mean Salaries for Tenured/Tenure-Track Psychology Faculty by Academic Rank for Public Institutions with and without Collective Bargaining Units[18]

2014-2015 Academic Year						
Tenured/ Tenure-Track Faculty	**Professor**	**Associate Professor**	**Assistant Professor**	**New Assistant Professor**	**Instructor**	**All Ranks**
Public Institutions: **Without Collective Bargaining Units**						
Mean	**$90,428**	**$68,130**	**$58,957**	**$58,335**	**$48,369**	**$72,044**
Maximum	$435,324	$143,068	$97,074	$82,500	$57,695	$435,324
Minimum	$46,175	$40,664	$41,040	$45,000	$39,780	$39,780
No. of Faculty	1,269	1,065	856	156	8	3,198
No. of Institutions	174	173	179	91	6	189
Public Institutions: **With Collective Bargaining Units**						
Mean	**$101,499**	**$75,617**	**$64,757**	**$64,616**		**$80,653**
Maximum	$456,252	$146,000	$113,333	$113,333		$456,252
Minimum	$58,141	$50,517	$45,010	$48,000		$45,010
No. of Faculty	699	567	399	81	4	1,669
No. of Institutions	83	83	85	43	4	91

17. Public and private institutions are covered by different labor laws. In a 1980 decision (NLRB v. Yeshiva University), the U.S. Supreme Court ended faculty collective bargaining at private institutions (although recent lower court rulings have allowed for it in some cases). For more information, see https://supreme.justia.com/cases/federal/us/444/672/.
18. Data are reported only for positions having at least five responding institutions.

As demonstrated in Figure 4, tenured/tenure-track psychology faculty working in public institutions with collective bargaining units earned between 9.8 to 12.2 percent more than their counterparts at non-unionized public institutions. Collapsed across all academic ranks, the mean salary of psychology faculty at public institutions with collective bargaining units (Mean=$80,653) was almost 12 percent higher than that of faculty working at public institutions without collective bargaining units (Mean=$72,044).

Figure 4. Percent Differences in Mean Salaries for Tenured/Tenure-Track Psychology Faculty Employed at Public Institutions with and without Collective Bargaining Units, 2014-15

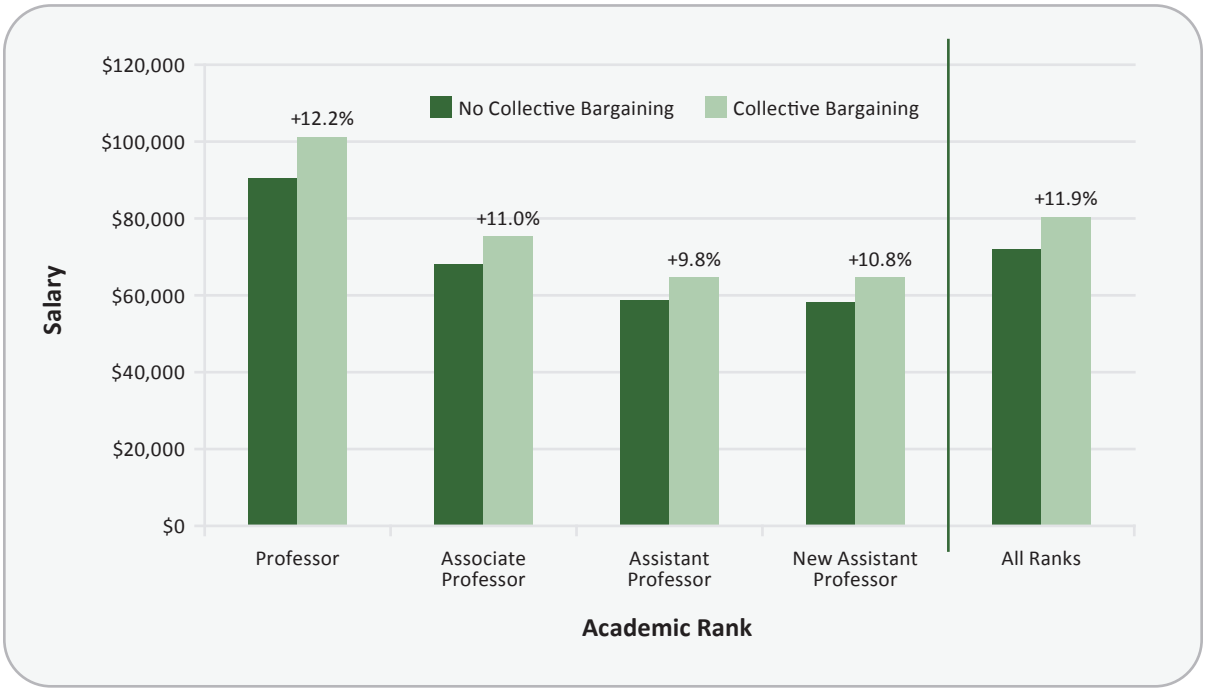
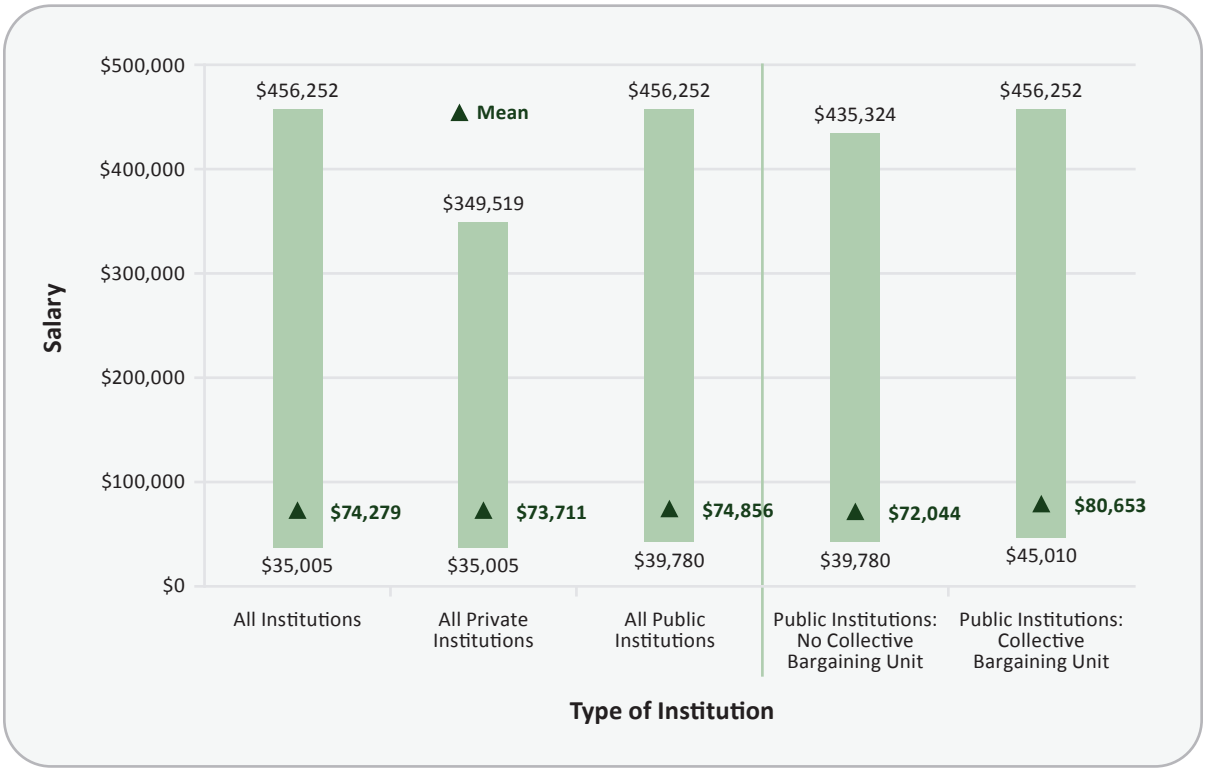


Figure 5 displays the mean salaries and salary ranges for tenured/tenure-track psychology faculty by type of institution. When comparing mean salaries across all academic ranks for faculty in private versus public institutions, faculty at public institutions earned slightly higher salaries (Mean=$74,856) than faculty at private institutions (Mean=$73,711). However, when public institutions were separated further by those that were unionized and those that were not, non-unionized psychology faculty employed at public institutions earned approximately 2.3 percent *less* (Mean=$72,044) than psychology faculty at private institutions. In contrast, psychology faculty at public institutions with collective bargaining units earned 9.4 percent *more* (Mean=$80,653) than faculty at private institutions. These findings suggest that the presence of collective bargaining units plays an important role in the salaries earned by tenured and tenure-track psychology faculty.

Figure 5. Mean Salaries and Salary Ranges for Tenured/Tenure-Track Psychology Faculty by Type of Institution, 2014-15



Note. Salaries in this figure are collapsed across academic ranks (i.e., professor, associate professor, assistant professor, and new assistant professor).

Non-Tenure-Track Salaries for Psychology Faculty, 2014-15

This section displays salary data for full-time, non-tenure-track psychology faculty for the 2014-2015 academic year. Non-tenure-track is defined as "individuals whose faculty appointments do not carry the commitment or expectation of permanent tenure."[19]

Salaries by Academic Rank and Institution Type

Table 5 illustrates mean salaries broken down by academic rank and institution type. Unlike tenured/tenure-track faculty, non-tenure-track psychology faculty employed at *private* institutions generally earned more than psychology faculty employed at *public* institutions.

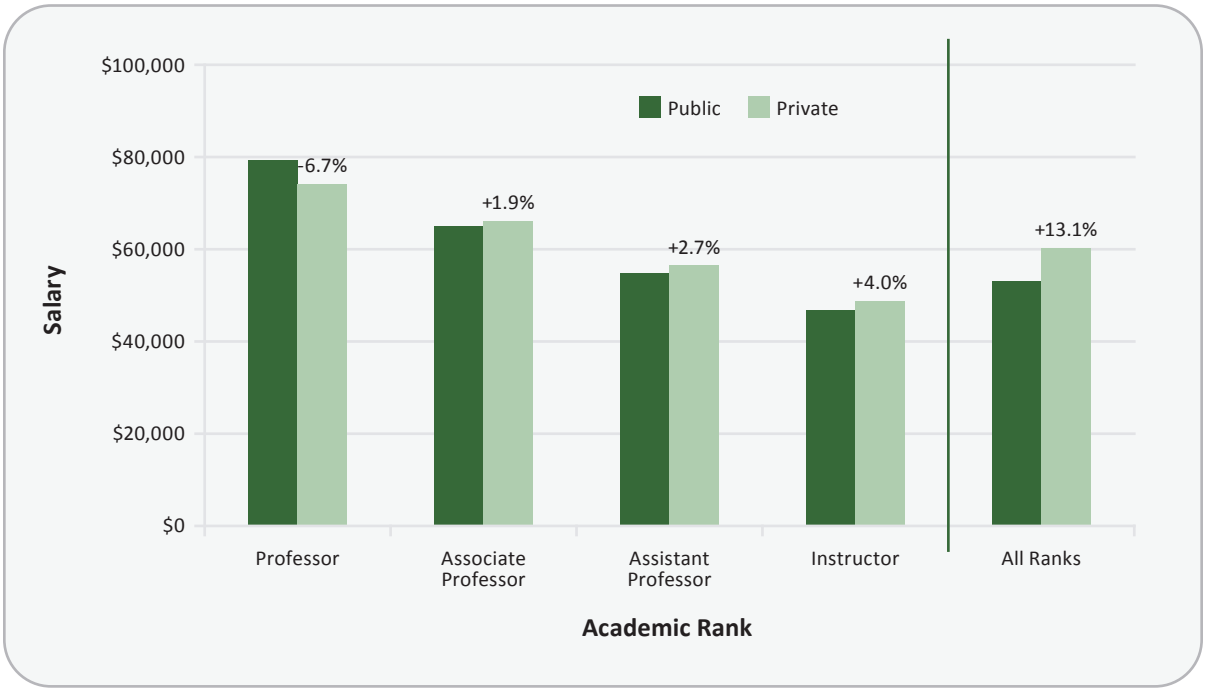
Table 5. Mean Salaries for Non-Tenure-Track Psychology Faculty by Academic Rank and Institution Type, 2014-15

2014-2015 Academic Year					
Non-Tenure-Track Faculty	**Professor**	**Associate Professor**	**Assistant Professor**	**Instructor**	**All Ranks**
All Institutions					
Mean	**$75,712**	**$65,959**	**$55,479**	**$47,279**	**$56,856**
Maximum	$168,425	$198,680	$103,824	$151,430	$198,680
Minimum	$32,000	$32,259	$28,000	$16,800	$16,800
No. of Faculty	212	194	472	503	1,381
No. of Institutions	67	81	200	182	359
All Private Institutions					
Mean	**$74,243**	**$66,247**	**$56,107**	**$48,622**	**$60,137**
Maximum	$168,425	$198,680	$103,824	$151,430	$198,680
Minimum	$32,000	$32,259	$28,000	$24,800	$24,800
No. of Faculty	189	151	264	109	713
No. of Institutions	48	61	120	56	185
All Public Institutions					
Mean	**$79,603**	**$65,016**	**$54,617**	**$46,734**	**$53,188**
Maximum	$134,587	$108,137	$98,160	$99,765	$134,587
Minimum	$40,000	$42,447	$34,000	$16,800	$16,800
No. of Faculty	23	43	208	394	668
No. of Institutions	19	20	80	126	174

19. As defined by CUPA-HR *Faculty in Higher Education Salary Survey for the 2014-15 Academic Year: By Discipline, Rank and Tenure Status in Four-Year Colleges and Universities*. Non-tenure-track psychology faculty may include individuals with specific clinical, teaching, or research expectations outside of the normal tenure expectations of teaching, research, and service.

Figure 6 demonstrates that when collapsed across all academic ranks, non-tenure-track psychology faculty employed at private institutions earned approximately 13 percent more than faculty at public institutions. Associate professors, assistant professors, and instructors all earned slightly more at private institutions (1.9 percent, 2.7 percent, and 4 percent more, respectively).[20] The only exception was for non-tenure-track professors, who earned 6.7 percent less at private institutions (Mean=$74,243) than public institutions (Mean=$79,603).

Figure 6. Percent Differences in Mean Salaries for Non-Tenure-Track Psychology Faculty by Academic Rank and Institution Type, 2014-15



20. Caution should be taken when interpreting these results, because sample sizes for non-tenured faculty were small, especially for professors (N=23) and associate professors (N=43) employed at public institutions.

Collective Bargaining

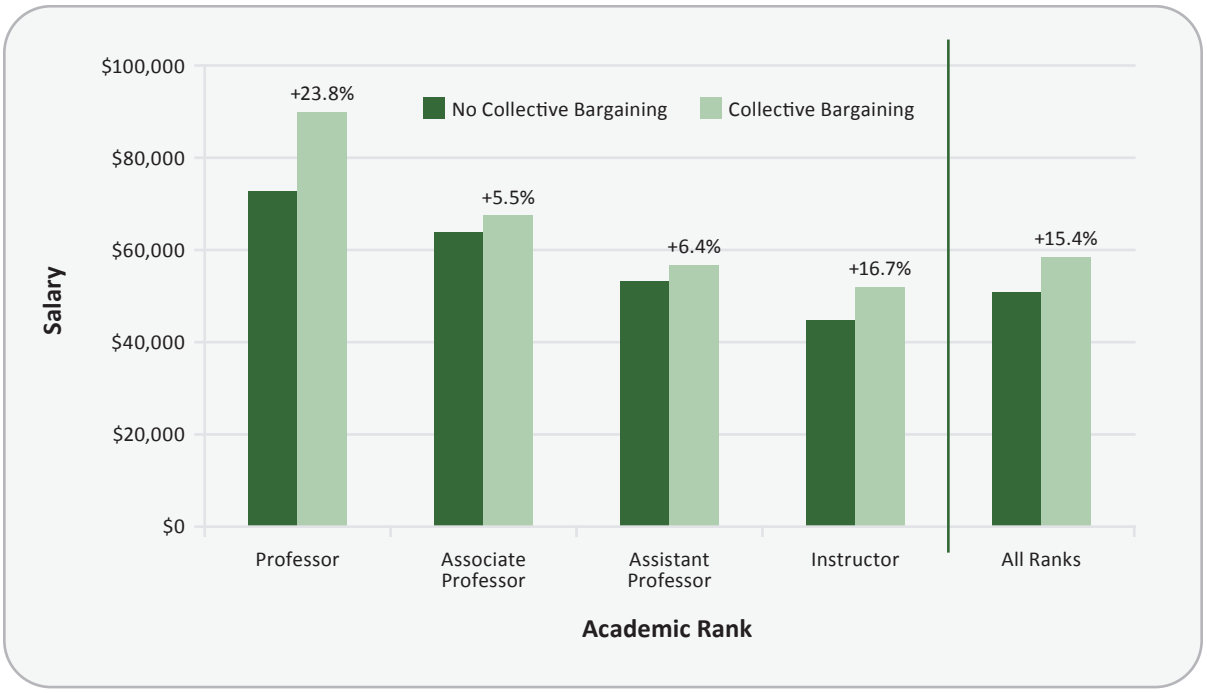
Table 6 displays salaries for non-tenure-track psychology faculty at public institutions, broken down by the presence or absence of collective bargaining units. As with tenured/tenure-track faculty, non-tenure-track psychology faculty at public institutions with collective bargaining units earned more than non-tenured-faculty employed at public institutions without collective bargaining units.

Table 6. Mean Salaries for Non-Tenure-Track Psychology Faculty by Academic Rank for Public Institutions with and without Collective Bargaining Units, 2014-15

2014-2015 Academic Year					
Non-Tenure-Track Faculty	**Professor**	**Associate Professor**	**Assistant Professor**	**Instructor**	**All Ranks**
Public Institutions: **Without Collective Bargaining Units**					
Mean	$72,693	$63,899	$53,310	$44,647	$50,646
Maximum	$134,587	$108,137	$98,160	$84,690	$134,587
Minimum	$40,000	$42,447	$34,000	$18,210	$18,210
No. of Faculty	13	29	138	286	466
No. of Institutions	12	13	48	90	116
Public Institutions: **With Collective Bargaining Units**					
Mean	$89,968	$67,408	$56,721	$52,110	$58,439
Maximum	$112,950	$80,164	$78,115	$99,765	$112,950
Minimum	$64,869	$57,900	$40,000	$16,800	$16,800
No. of Faculty	10	14	70	108	202
No. of Institutions	7	7	32	36	58

Figure 7 shows the percent difference in salaries for non-tenure-track psychology faculty by the presence or absence of collective bargaining units. For non-tenure track faculty, psychology professors at public institutions with collective bargaining units earned 23.8 percent more than professors at public institutions without collective bargaining units. Associate professors earned 5.5 percent more, assistant professors earned 6.4 percent more, and instructors earned 16.7 percent more. Collapsed across all academic ranks, psychology faculty at public institutions with collective bargaining units earned almost $7,800 or about 15 percent more than psychology faculty at non-unionized public institutions.

Figure 7. Percent Differences in Mean Salaries for Non-Tenure-Track Psychology Faculty Employed at Public Institutions with and without Collective Bargaining Units, 2014-15



Comparison of Non-Tenure-Track Faculty Salaries to Tenured/Tenure-Track Faculty Salaries

As shown in Table 7, for all academic ranks combined, non-tenure-track faculty earned less than tenured/tenure-track faculty. Collapsed across academic rank and institution type (i.e., private versus public), non-tenure-track faculty earned approximately 76.5 percent of the mean salaries earned by tenured/tenure-track faculty.

At private institutions, the mean salary for non-tenure-track faculty was 81.6 percent of the mean salary earned by tenured/tenure-track faculty. Likewise, the mean salary for non-tenure track faculty at public institutions was 71.1 percent of that earned by tenured/tenure-track faculty. This pattern of results was found for each academic rank.

Table 7. Percentages of Mean Tenured/Tenure-Track Faculty Salaries Earned by Non-Tenure-Track Faculty

2014-2015 Academic Year					
	Professor	**Associate Professor**	**Assistant Professor**	**Instructor**	**All Academics Ranks**
All institutions	81.8%	93.8%	92.2%	86.2%	76.5%
All Private Institutions	81.6%	94.4%	94.2%	83.4%	81.6%
All Public Institutions	84.5%	92.2%	89.8%	90.2%	71.1%
Public Institutions					
Without Collective Bargaining	80.4%	93.8%	90.4%	92.3%	70.3%
With Collective Bargaining	88.6%	89.1%	87.6%	NA	72.5%

Note. A comparison between tenured and non-tenured New Assistant Professors could not be made since CUPA-HR coded this academic rank only for tenured/tenure-track faculty.

Psychology Faculty Salaries Compared to Other Disciplines

Psychology versus Other Social Sciences

How do psychology faculty salaries compare to the salaries of faculty in other disciplines? For example, are psychology faculty salaries comparable to salaries earned by faculty in other social science disciplines? Table 8 illustrates mean salaries for tenured/tenure-track faculty in psychology versus faculty employed in other, non-psychology social science disciplines, broken down by academic rank and institution type. Specifically, Table 8 compares salaries for faculty that fall under CIP code 42 (psychology) versus CIP code 45 (social sciences).[21] Overall, psychology faculty earned less than faculty in other social science disciplines. Collapsed across academic rank and institution type, psychology faculty earned $4,883 or 6.2 percent less than other social sciences faculty. This pattern was found for both public and private institutions, although the salary differences were slightly less for faculty at public institutions. On average, psychology faculty earned $6,701 or 8.3 percent less than social science faculty at private institutions, and $3,420 or 4.4 percent less than social sciences faculty at public institutions.

Table 8. Mean Salaries for Tenured/Tenure-Track Psychology Faculty and Faculty in other Social Science Disciplines by Academic Rank and Institution Type, 2014-15

	Professor	Associate Professor	Assistant Professor	New Assistant Professor	Instructor	All Ranks
All Institutions						
Psychology (CIP=42)	$92,568	$70,336	$60,195	$59,920	$54,860	$74,279
Social Sciences (CIP=45)	$97,729	$75,089	$64,177	$65,361	$53,792	$79,162
Private Institutions						
Psychology	$91,023	$70,146	$59,561	$59,095	$58,272	$73,711
Social Sciences	$98,472	$76,444	$64,891	$65,694	$59,830	$80,412
Public Institutions						
Psychology	$94,175	$70,535	$60,803	$60,333	$51,788	$74,856
Social Sciences	$97,186	$74,112	$63,696	$65,220	$50,773	$78,276

21. Social science disciplines such as political science, economics, sociology, anthropology, and geography do not have their own individual CIP codes. Instead, they are combined together in CIP code [45]: Social Sciences.

Figure 8 displays the percent differences in mean salaries between tenure/tenure-track faculty in psychology and other social science disciplines. Social sciences faculty earned 6.6 percent more on average, across all academic ranks and institution types. This pattern was found for both private (9.1 percent) and public institutions (4.6 percent).

Figure 8. Percent Differences in Mean Salaries for Tenured/Tenure-Track Psychology Faculty and Faculty in other Social Science Disciplines by Academic Rank and Institution Type, 2014-15



Psychology versus other STEM, STEM-Related, and Non-STEM Disciplines

How do salaries for psychology faculty compare to salaries earned by faculty in other science, technology, engineering, and mathematics (STEM)[22] disciplines, as well as related disciplines where faculty with psychology doctorates are often employed, such as health professions (STEM-related)[23] or education (non-STEM)? Table 9 displays mean salaries for tenured/tenure-track faculty working in psychology, other STEM-disciplines, and related fields, collapsed across academic rank, institution type and Carnegie Classification of the institution. Compared to other STEM disciplines, psychology faculty tended to earn less. Specifically, psychology faculty earned between $830 (psychology versus mathematics/statistics) and $27,810 (psychology versus engineering) less than faculty in other STEM disciplines.

On average, psychology faculty earned slightly more than education faculty (Mean=$74,279 and $72,604 respectively). In contrast, health professions faculty tended to earn much more (Mean=$105,614) than psychology faculty.

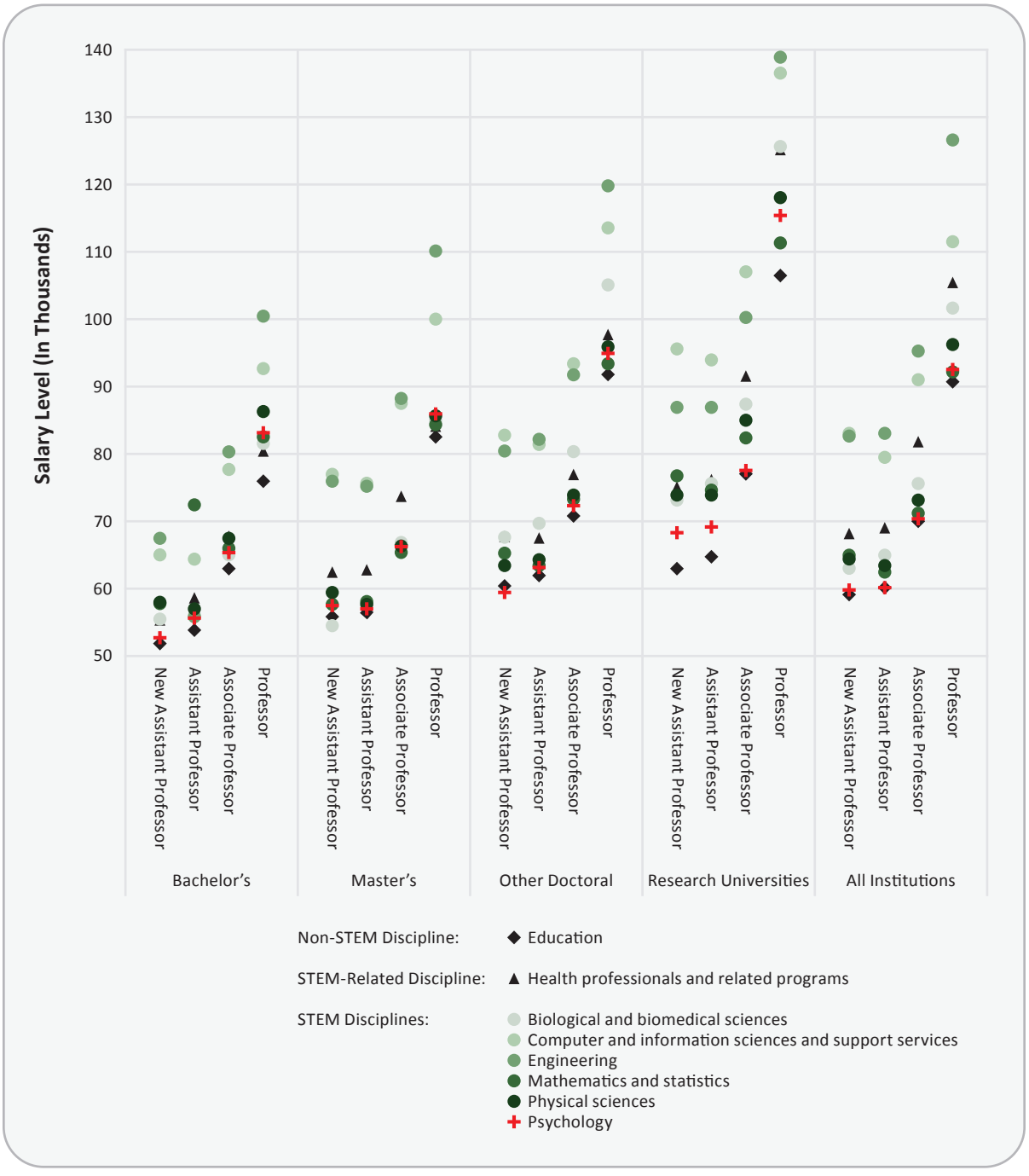
Table 9. Mean Salaries for Tenured/Tenure-Track Faculty in Psychology and Faculty in other STEM, STEM-Related, and Non-STEM Disciplines, Collapsed Across Academic Rank, Institution Type, and Carnegie Classification of Institution, 2014-15

Discipline	CIP code	Discipline Type	Mean Salary
Education	13	Non-STEM	$72,604
Psychology	42	STEM	$74,279
Mathematics and Statistics	27	STEM	$75,109
Physical Sciences	40	STEM	$77,814
Biological and Biomedical Sciences	26	STEM	$81,084
Computer and Information Sciences	11	STEM	$93,894
Engineering	14	STEM	$102,089
Health Professions	51	STEM-Related	$105,614

22. STEM disciplines include computer science, mathematics, engineering, biological sciences, physical sciences and social sciences (which includes psychology).
23. Health professions are identified as "STEM-related" by the U.S. Census Bureau and includes dentists, chiropractors, clinical/medical laboratory services, optometry, veterinary medicine, mental/social health services, nursing and others. For additional information, see https://www.census.gov/prod/2013pubs/acs-23.pdf and https://nces.ed.gov/ipeds/cipcode/cipdetail.aspx?y=55&cipid=88742.

Figure 9 shows psychology faculty salaries (+) relative to faculty salaries in other STEM, STEM-related, and non-STEM disciplines, broken down further by academic rank and Carnegie Classification of the institution.

Figure 9. Mean Salaries for Tenured/Tenure-Track Psychology Faculty and Faculty in other STEM, STEM-Related and Non-STEM Disciplines by Academic Rank and Carnegie Classification of Institution, 2014-15



Figures 10, 11 and 12 illustrate the percent differences in mean salaries between psychology faculty and faculty in other STEM or STEM-related (i.e., health professions) disciplines. For each academic rank, psychology faculty often earned less than faculty in other STEM disciplines. The only exception was for faculty in mathematics/statistics, who in general earned very similar salaries to those of psychology faculty. The most striking differences in mean salaries were between psychology and computer sciences and engineering. Across all ranks, engineering faculty earned 36-38 percent more than psychology faculty, and computer science faculty earned between 21-32 percent more than psychology faculty.

Figure 10. Percent Differences in Mean Salaries between Psychology Professors and Professors in other STEM and STEM-Related Disciplines, 2014-15

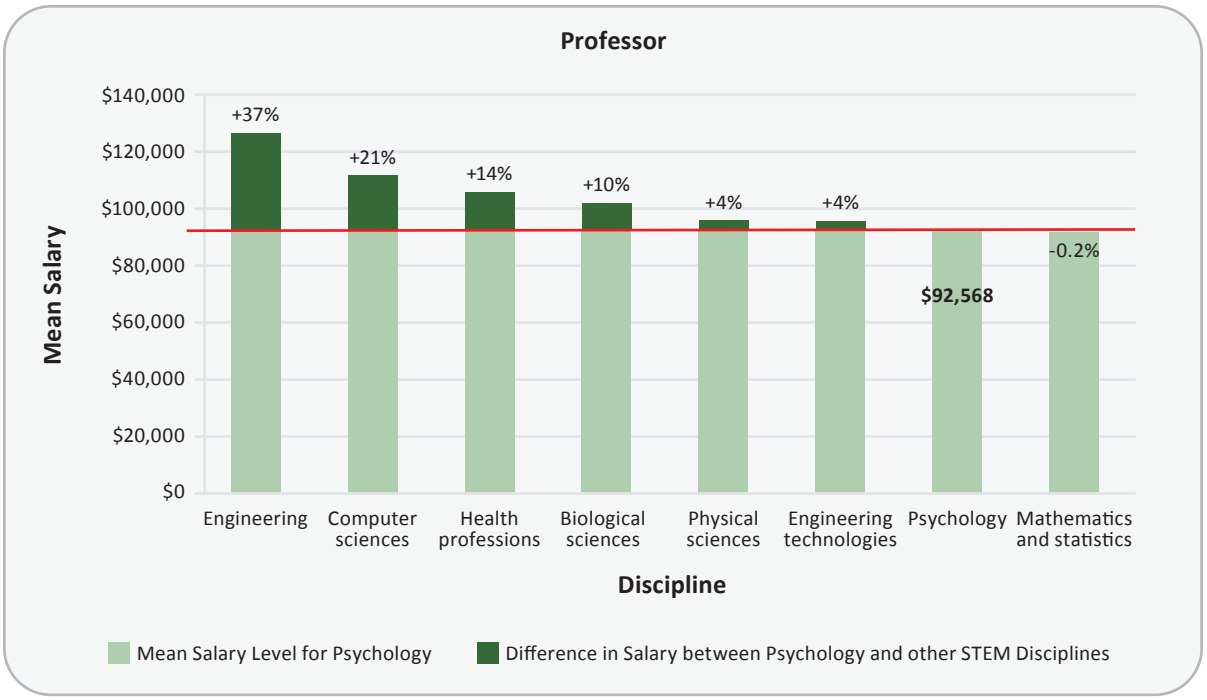


Figure 11. Percent Differences in Mean Salaries between Psychology Associate Professors and Associate Professors in other STEM and STEM-Related Disciplines, 2014-15

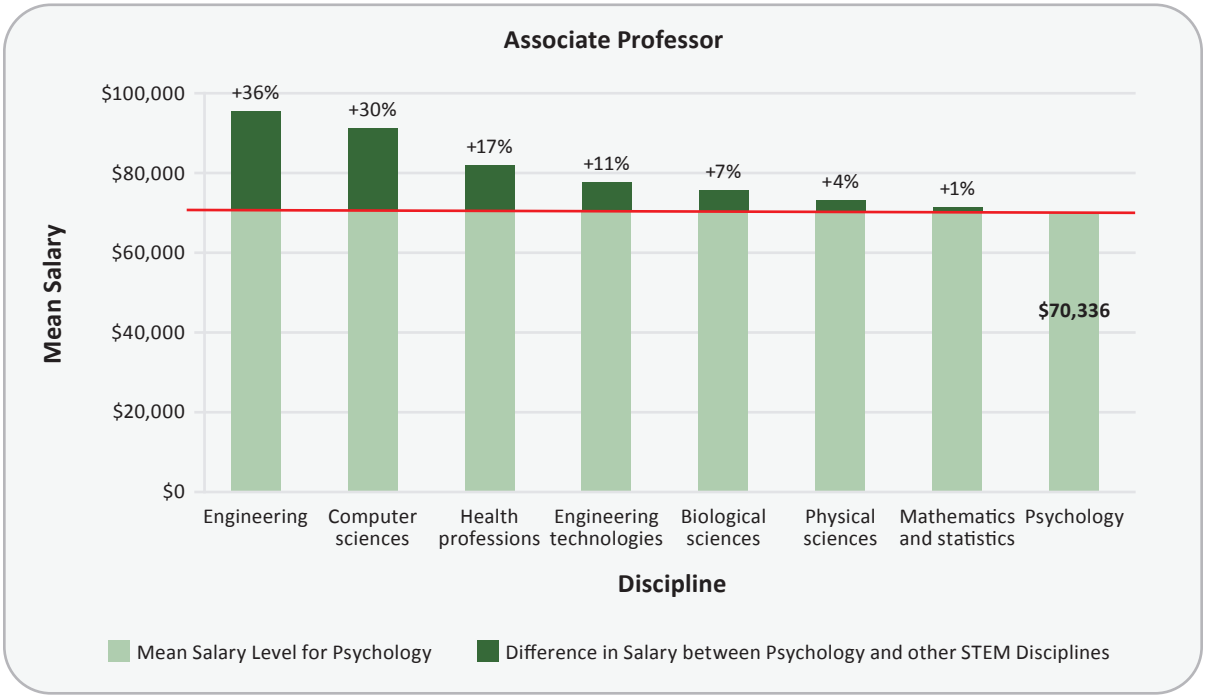
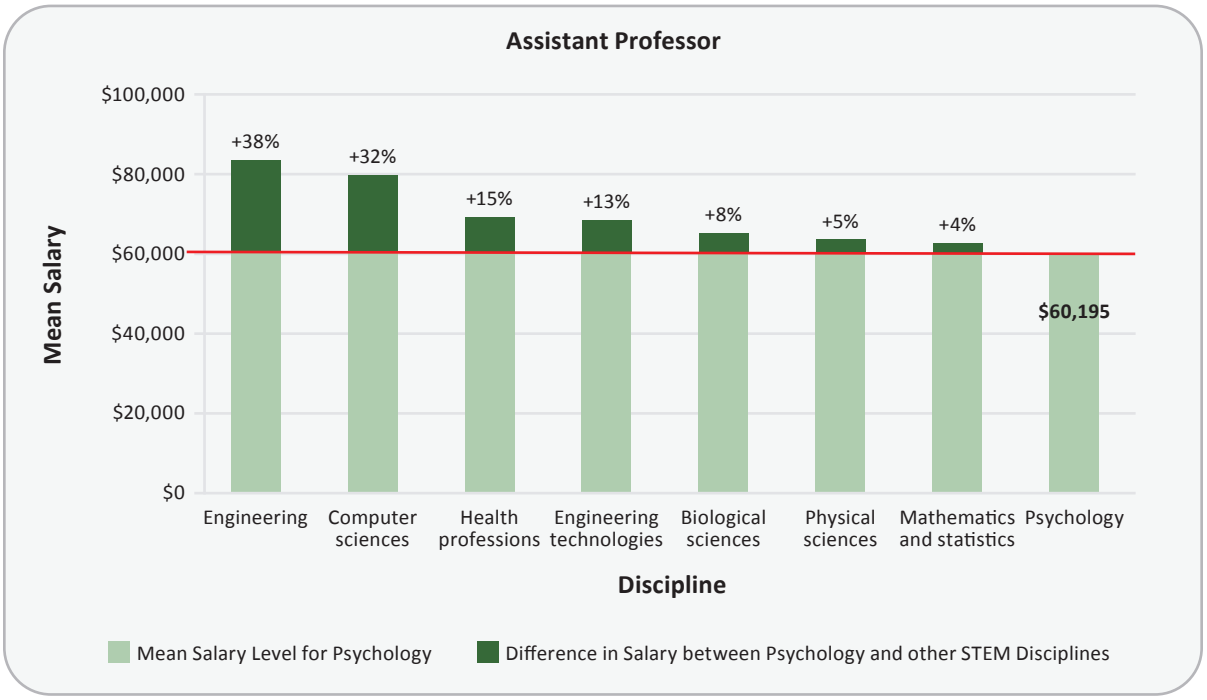


Figure 12. Percent Differences in Mean Salaries between Psychology Assistant Professors and Assistant Professors in other STEM and STEM-Related Disciplines, 2014-15



Conclusion

The *2015 CUPA-HR Survey for Four-Year Colleges and Universities* provided faculty salary data for 32 disciplines. Based on these survey data, the primary focus of this report was on salary data collected for *psychology* faculty. Salaries were broken down by variables such as academic rank, tenure status, institution type, Carnegie Classification of the academic institution, and the presence or absence of collective bargaining units. Comparisons were also made between psychology faculty salaries and faculty salaries in other social sciences. Additional comparisons were made between psychology faculty salaries and salaries earned by faculty in other STEM disciplines, as well as faculty employed in related disciplines, such as health professions (STEM-related) and education (non-STEM).

A comparison of tenured/tenure-track faculty salaries from 2013-14 and 2014-15 revealed that salaries did not always increase at the same rate as inflation. Mean salaries for psychology faculty between 2013-14 and 2014-15 remained relatively stable, and in some cases, mean salaries actually decreased slightly.

In general, tenured/tenure-track psychology faculty employed at public institutions had slightly higher mean salaries than psychology faculty at private institutions. When collapsed across all academic ranks, tenured/tenure-track psychology faculty employed at public institutions earned approximately 1.6 percent more than psychology faculty at private institutions. Unlike tenured/tenure-track faculty, non-tenure-track psychology faculty employed at private institutions earned *more* than psychology faculty employed at public institutions. When collapsed across all academic ranks, non-tenure-track psychology faculty employed at private institutions earned approximately 13 percent more than faculty at public institutions (however, these findings for non-tenure-track faculty should be interpreted cautiously, considering the sample sizes for non-tenured professors and associate professors were quite small).

Tenured/tenure-track psychology faculty earned more than non-tenure-track faculty, across all academic ranks. Collapsed across academic rank and institution type (i.e., private versus public), non-tenure-track faculty earned approximately 77 percent of the salaries earned by tenured/tenure-track faculty.

The presence of a collective bargaining unit in public institutions played a very important role in determining the salaries earned by psychology faculty. Salaries were consistently higher across all academic ranks for psychology faculty whose public institution had a collective bargaining unit. This pattern of results was found for both tenured/tenure-track and non-tenure-track faculty.

Tenured/tenure-track psychology faculty earned less on average than faculty in other social sciences. This pattern was found across all academic ranks, and for both public and private institutions. Although psychology is a STEM discipline, psychology faculty

positions tended to pay less than faculty positions in other STEM disciplines. One reason for these findings may be due to the larger presence of women in psychology, compared to other social sciences and STEM disciplines. Future research may further examine the relationship between salaries and the prevalence of female faculty in various social science and STEM disciplines. Unfortunately, one limitation of the CUPA-HR survey is that gender and race/ethnicity data for faculty in higher education were not collected.

Another limitation of the data is that although an institution may be classified by the Carnegie Foundation as "doctoral" or a "research university," it is difficult to determine if the types of doctorates awarded at that institution include doctorates in psychology. Although most institutions classified as doctoral granting do award psychology doctorates, there is no simple way to determine if *all* doctoral-granting institutions in the CUPA-HR sample offer psychology doctorates.

Finally, although this report focuses on variables such as academic rank, tenure status, Carnegie Classification, and presence of collective bargaining units, CUPA-HR also collects additional data that are available through its "DataOnDemand" tool. This tool allows users to conduct peer comparison groups or breakdowns of faculty salaries by variables such as geographic location of institution, student size, level of instruction (i.e., undergraduate, graduate, or both), NCAA division and more. However, this analysis tool can be purchased only by higher education institutions (regardless of whether they participated in the survey) and is not available to other organizations such as APA.[24] As such, these additional variables could not be included in this report.

24. For more information on CUPA-HR's DataOnDemand tool, see http://www.cupahr.org/surveys/dod.aspx.

Appendix A: Technical Documentation

Main Variables Presented in Report

9/10-Month Faculty Salary Data (un-weighted) for 4-Year Colleges and Universities broken down by three main variables:

1. DISCIPLINE
    a. Based on the IPEDS Classification of Institutional Programs (CIP):
        i. Salaries are reported by 2-digit codes for Psychology (CIP 42), collapsed across all intermediate groupings/subfields of psychology.
        ii. Below is a list of psychology subfields, broken down by 4-digit code for intermediate groupings in psychology:
            1. 42.01 General Psychology:
                a. 42.0101 General Psychology
            2. 42.27 Research & Experimental Psychology, which includes:
                a. 42.2701 Cognitive Psychology and Psycholinguistics
                b. 42.2702 Comparative Psychology
                c. 42.2703 Developmental and Child Psychology
                d. 42.2704 Experimental Psychology
                e. 42.2705 Personality Psychology
                f. 42.2706 Physiological Psychology/Psychobiology
                g. 42.2707 Social Psychology
                h. 42.2708 Psychometrics and Quantitative Psychology
                i. 42.2709 Psychopharmacology
                j. 42.2799 Research and Experimental Psychology, Other
            3. 42.28 Clinical, Counseling & Applied Psychology, which includes:
                a. 42.2801 Clinical Psychology
                b. 42.2802 Community Psychology
                c. 42.2803 Counseling Psychology
                d. 42.2804 Industrial and Organizational Psychology
                e. 42.2805 School Psychology
                f. 42.2806 Educational Psychology
                g. 42.2807 Clinical Child Psychology

h. 42.2808 Environmental Psychology
i. 42.2809 Geropsychology
j. 42.2810 Health/Medical Psychology
k. 42.2811 Family Psychology
l. 42.2812 Forensic Psychology
m. 42.2813 Applied Psychology
n. 42.2814 Applied Behavior Analysis
o. 42.2899 Clinical, Counseling and Applied Psychology, Other

4. 42.99 Other
    a. 42.9999 Psychology, Other

2. RANK
    a. Professor
    b. Associate Professor
    c. Assistant Professor
    d. New Assistant Professor (i.e., new hire for the academic year being surveyed; collected only for Tenured faculty)
    e. Instructor (includes "Lecturer" for non-tenured faculty)

3. TENURE STATUS
    a. Tenure/Tenure-Track Faculty (T/TT)
    b. Non-Tenure Track Faculty (NTT):
        i. Individuals whose faculty appointments do not carry the commitment or expectation of permanent tenure.

Carnegie Classification System

Doctorate Granting Universities - institutions that awarded at least 20 doctorates. The framework further classifies these universities by their level of research activity, as measured by research expenditures, number of research doctorates awarded, number of research-focused faculty, and other factors:

- *Research Universities (RU/VH)*—very high research activity (108)
- *Research Universities (RU/H)*—high research activity (99)
- *Doctoral/Research Universities (DRU)* (90)

Master's Colleges and Universities - awarded at least 50 master's degrees in 2003–04, but fewer than 20 doctorates:

- *Master's Colleges and Universities (Master's L)* are larger programs that awarded at least 200 masters-level degrees (414)
- *Master's Colleges and Universities (Master's M)* are medium programs that awarded 100–199 masters-level degrees (186)
- *Master's Colleges and Universities (Master's S)* are small programs that awarded 50-99 masters-level degrees (127)

Baccalaureate Colleges - bachelor's degrees accounted for at least 10 percent of all undergraduate degrees and they awarded fewer than 50 master's degrees:

- *Baccalaureate Colleges—Arts & Sciences (Bac/A&S)* (270)
- *Baccalaureate Colleges—Diverse Fields (Bac/Diverse)* (392)
- *Baccalaureate/Associate's Colleges (Bac/Assoc)* (147)

Appendix B: Supporting Data for Figures

Table 1. Comparison of 2013-14 and 2014-15 Mean Salaries by Academic Rank and Carnegie Classification of Institution (Supporting Table for Figure 1)

PROFESSOR				ASSOCIATE PROFESSOR			
	2013-14	2014-15	Percent Change		2013-14	2014-15	Percent Change
All Institutions	$92,399	$92,568	0.2%	All Institutions	$69,951	$70,336	0.6%
Research Universities	$115,144	$115,379	0.2%	Research Universities	$79,756	$79,636	-0.2%
Other Doctoral	$93,888	$94,930	1.1%	Other Doctoral	$71,867	$72,562	1.0%
Master's	$86,492	$85,832	-0.8%	Master's	$67,677	$66,234	-2.1%
Baccalaureate	$83,350	$83,160	-0.2%	Baccalaureate	$64,976	$65,298	0.5%
ASSISTANT PROFESSOR				**NEW ASSISTANT PROFESSOR**			
	2013-14	2014-15	Percent Change		2013-14	2014-15	Percent Change
All Institutions	$60,126	$60,195	0.1%	All Institutions	$60,023	$59,920	-0.2%
Research Universities	$68,724	$68,968	0.4%	Research Universities	$68,935	$68,388	-0.8%
Other Doctoral	$62,235	$63,212	1.6%	Other Doctoral	$60,956	$59,521	-2.4%
Master's	$57,838	$57,122	-1.2%	Master's	$56,553	$57,464	1.6%
Baccalaureate	$55,858	$55,627	-0.4%	Baccalaureate	$55,492	$52,649	-5.1%

Note: 2013-14 salaries adjusted for inflation (2014 CPI).

Table 2. Mean Salaries for Tenured/Tenure-Track Faculty in Non-Psychology Social Science Disciplines by Academic Rank and Carnegie Classification of Institution, 2014-15 (Supporting Table for Figure 8)

2014-2015 Academic Year						
Tenured/Tenure-Track Faculty, SOCIAL SCIENCES CIP=45	**Professor**	**Associate Professor**	**Assistant Professor**	**New Assistant Professor**	**Instructor**	**All Ranks**
All Institutions						
Mean	**$97,729**	**$75,089**	**$64,177**	**$65,361**	**$53,792**	**$79,162**
Maximum	$373,318	$228,600	$153,831	$135,000	$101,000	$373,318
Minimum	$25,179	$31,133	$36,000	$44,000	$31,200	$25,179
No. of Faculty	4,845	4,815	3,419	529	44	13,123
No. of Institutions	554	543	535	249	29	613
All Private Institutions						
Mean	**$98,472**	**$76,444**	**$64,891**	**$65,694**	**$59,830**	**$80,412**
Maximum	$295,031	$179,288	$153,831	$118,000	$101,000	$295,031
Minimum	$34,120	$31,706	$37,080	$46,000	$42,000	$31,706
No. of Faculty	1,610	1,610	1106	140	21	4,347
No. of Institutions	282	273	267	91	8	327
All Public Institutions						
Mean	**$97,186**	**$74,112**	**$63,696**	**$65,220**	**$50,773**	**$78,276**
Maximum	$373,318	$227,600	$153,696	$135,000	$100,468	$373,318
Minimum	$25,179	$31,333	$36,000	$44,000	$31,200	$25,179
No. of Faculty	3,235	3,205	2,313	389	23	8,776
No. of Institutions	272	270	268	158	21	286
Public Institutions: Without Collective Bargaining Unit						
Mean	**$95,405**	**$72,035**	**$62,195**	**$65,327**	**$49,749**	**$76,392**
Maximum	$373,318	$227,600	$153,696	$135,000	$100,468	$373,318
Minimum	$25,179	$38,330	$36,000	$44,000	$31,200	$25,179
No. of Faculty	2,142	2,089	1,524	265	15	5,770
No. of Institutions	181	183	181	102	15	191
Public Institutions: With Collective Bargaining Unit						
Mean	**$100,449**	**$78,079**	**$66,563**	**$64,993**	**$52,968**	**$81,828**
Maximum	$284,973	$165,462	$118,386	$110,000	$61,811	$284,973
Minimum	$57,375	$31,133	$42,750	$45,000	$44,980	$31,133
No. of Faculty	1,093	1,116	789	124	8	3,006
No. of Institutions	91	87	87	56	6	95

Table 3. Mean Faculty Salaries Across other STEM Disciplines or Disciplines where Psychologists may be Employed (e.g., Education; Health Professions and Related Programs), 2014-15 (Supporting Table for Figure 9)

Classification	Academic Ranks	All disciplines combined	Biological and biomedical sciences	Business, management, marketing, and related support services	Computer and information sciences and support services	Education	Engineering	Engineering technologies and engineering-related fields	Health professions and related programs	Mathematics and statistics	Physical sciences	Psychology
Baccalaureate	New Assistant Professor	58,205	55,561	78,144	65,135	51,882	67,501	——	55,528	57,763	58,022	52,649
	Assistant Professor	58,873	55,997	76,243	64,601	53,873	72,677	60,519	58,668	55,798	56,925	55,627
	Associate Professor	68,383	65,043	82,349	77,778	62,909	80,332	65,391	67,897	66,063	67,568	65,298
	Professor	85,377	81,657	93,973	92,750	76,112	100,526	73,051	80,569	82,641	86,453	83,160
Master's	New Assistant Professor	64,212	54,444	95,749	77,056	55,852	76,045	——	62,638	57,917	59,476	57,464
	Assistant Professor	64,156	57,832	94,749	75,812	56,545	75,168	61,978	62,966	58,114	57,832	57,122
	Associate Professor	73,491	66,970	100,692	87,630	66,797	88,275	73,367	73,599	65,696	66,657	66,234
	Professor	90,694	85,135	111,044	100,133	82,545	110,224	90,155	84,106	84,298	85,769	85,832
Other Doctoral	New Assistant Professor	68,189	67,704	107,132	82,871	60,258	80,646	——	67,823	65,265	63,505	59,521
	Assistant Professor	70,052	69,762	107,994	81,504	62,035	82,148	69,610	67,742	63,553	64,502	63,212
	Associate Professor	79,762	80,458	111,386	93,489	70,970	92,425	78,792	76,888	73,481	74,161	72,562
	Professor	102,255	105,228	132,422	113,746	91,856	119,875	105,223	97,844	93,469	96,090	94,930
Research Universities	New Assistant Professor	78,280	73,193	134,016	95,640	62,983	87,017	72,584	75,024	76,821	73,934	68,388
	Assistant Professor	77,956	75,722	130,023	94,099	64,782	86,996	75,953	76,148	74,740	74,144	68,968
	Associate Professor	89,442	87,408	133,199	107,105	77,049	100,515	86,650	91,652	82,434	85,117	79,636
	Professor	122,030	125,595	165,684	136,788	106,565	139,072	121,811	125,309	111,340	118,254	115,379
All Institutions	New Assistant Professor	69,096	63,193	110,865	83,430	59,118	83,014	66,289	68,243	65,138	64,518	59,920
	Assistant Professor	67,881	65,093	103,438	79,515	60,114	83,196	68,240	69,155	62,442	63,349	60,195
	Associate Professor	77,729	75,558	107,183	91,146	70,103	95,361	77,818	81,915	71,333	73,191	70,336
	Professor	100,087	101,974	126,659	111,783	90,759	126,653	96,282	105,614	92,388	96,427	92,568

Table 4. Mean Salaries and Differences in Salaries between Psychology and Other STEM Disciplines (Supporting Table for Figures 10-12)

2014-2015 Academic Year			
PROFESSOR			
	Mean Salaries	Compared to Mean Salary of $92,568 for Psychology Professor	
		Absolute Difference	Percent Difference
Engineering	$126,653	34,085	36.8%
Computer sciences	$111,783	19,215	20.8%
Health professions	$105,614	13,046	14.1%
Biological sciences	$101,974	9,406	10.2%
Physical sciences	$96,427	3,859	4.2%
Engineering technologies	$96,282	3,714	4.0%
Psychology	$92,568	0	0.0%
Mathematics and statistics	$92,388	-180	-0.2%
ASSOCIATE PROFESSOR			
	Mean Salaries	Compared to Mean Salary of $70,336 for Psychology Professor	
		Absolute Difference	Percent Difference
Engineering	$95,361	25,025	35.6%
Computer sciences	$91,146	20,810	29.6%
Health professions	$81,915	11,579	16.5%
Engineering technologies	$77,818	7,482	10.6%
Biological sciences	$75,558	5,222	7.4%
Physical sciences	$73,191	2,855	4.1%
Mathematics and statistics	$71,333	997	1.4%
Psychology	$70,336	0	0.0%
ASSISTANT PROFESSOR			
	Mean Salaries	Compared to Mean Salary of $60,195 for Psychology Professor	
		Absolute Difference	Percent Difference
Engineering	$83,196	23,001	38.2%
Computer sciences	$79,515	19,320	32.1%
Health professions	$69,155	8,960	14.9%
Engineering technologies	$68,240	8,045	13.4%
Biological sciences	$65,093	4,898	8.1%
Physical sciences	$63,349	3,154	5.2%
Mathematics and statistics	$62,442	2,247	3.7%
Psychology	$60,195	0	0.0%

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