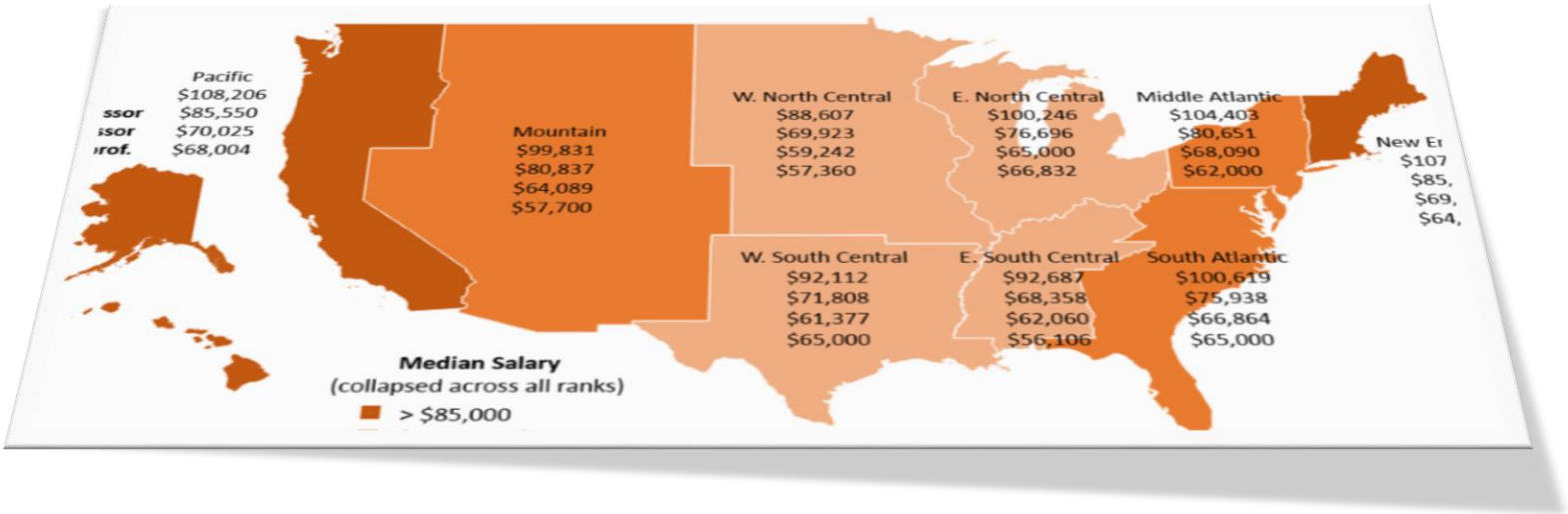
Psychology Faculty Salaries for the 2017-2018 Academic Year

Results from the 2018 CUPA-HR Survey for Four-Year Colleges and Universities

American Psychological Association
Center for Workforce Studies

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June 2018



American Psychological Association
CWS Center for Workforce Studies
American Psychological Association

Recommended citation: American Psychological Association (2018). *Psychology faculty salaries for the 2017-2018 academic year: Results from the 2018 CUPA-HR survey for four-year colleges and universities.* Washington, DC: Author.

This report describes research and analysis conducted by staff members of the American Psychological Association's Center for Workforce Studies. It does not constitute official policy of the American Psychological Association.

The authors thank Jackie Bichsel and Jasper McChesney for providing additional special analyses on psychology faculty presented in this report, and Jim Diaz-Granados and Howard Kurtzman for valuable input on previous drafts of this report.

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For questions regarding this report, please contact the APA Center for Workforce Studies at cws@apa.org or 1-800-374-2721 (extension 5980).

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Executive Summary

Each year, the College and University Professional Association for Human Resources (CUPA-HR) conducts 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 2017-18 academic year.

- When adjusted for inflation, median salaries between 2016-17 and 2017-18 did not increase much for most faculty. In many cases, salaries remained stagnant, or even *decreased* slightly (between 0.9 and 3.7 percent). Depending on the academic rank, salaries did not always keep pace with inflation, and psychology faculty from all academic ranks and at all types of Carnegie classifications saw smaller increases in their salaries between 2017 and 2018, than they did between 2016 and 2017.

- Tenured/tenure-track psychology faculty employed at private independent institutions earned the highest salaries – more than faculty at public and private religious institutions – across all academic ranks. Psychology faculty employed at private religious institutions had the lowest median salaries.

- Tenured/tenure-track psychology faculty working in the Pacific division of the United States (i.e., Alaska, California, Hawaii, Oregon and Washington) earned the highest median salaries. The lowest median salaries were reported for faculty in the West South Central (i.e., Arkansas, Louisiana, Oklahoma and Texas) and West North Central (i.e., Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota and South Dakota) geographic divisions.

- For psychology tenured/tenure-track positions, the majority of faculty in the academic ranks of new assistant professor, assistant professor, and associate professor were female. However, there were more male faculty than female faculty in the position of professor. In addition, male and female tenured/tenure-track psychology faculty earned nearly equivalent salaries across all academic ranks.

- Racial/ethnic minority psychology faculty in tenured/tenure-track positions earned salaries that were similar (or slightly surpassed) the salaries of White psychology faculty. However, fewer racial/ethnic minorities held these faculty positions, particularly in higher academic ranks, such as associate professor and professor.

- 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 all academic ranks, unionized faculty who were tenured/tenure-track earned almost 9 percent more than their non-unionized counterparts. Non-tenured psychology faculty with collective bargaining earned almost 15 percent more than those without collective bargaining.

- Collapsed across academic rank and institution type (i.e., public, private independent and private religious), non-tenure-track teaching faculty earned approximately 76.2 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 23,000 HR professionals and other leaders in higher education at more than 2,000 member organizations worldwide.[1] Membership is institution-based and includes approximately 93 percent of all U.S. doctoral institutions, 78 percent of all master's institutions, 53 percent of all bachelor's institutions and over 500 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 *2017-18 Faculty in Higher Education Salary Survey*. This survey has been conducted for 37 years,[2] and includes data for 238,698 full-time faculty (162,818 tenure track faculty, 63,980 non-tenure teaching faculty and 11,900 non-tenure track research faculty) at 696 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.

[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] Data for pay-per-course adjuncts were collected in CUPA-HR's 2017-18 Faculty in Higher Education Survey but are not discussed in this report.
[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 defines a new assistant professor as a new hire for the academic year being surveyed. New assistant professors are not included in the assistant professor category; their salary data are presented separately throughout the report.

4) *Type of institution*: private independent, private religious, and public (with and without collective bargaining units).[7]

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.[8] In this report, psychology salaries are broken down by the following Carnegie Classifications: doctoral, master's, and baccalaureate.

[7] Type of institution is based on IPEDS institutional characteristics; see part B, "Organization – Control and Levels" at https://surveys.nces.ed.gov/IPEDS/Downloads/Forms/package_12_94.pdf. Both private independent and private religious institutions are non-public schools that are funded by their own resources, such as tuition charges and donations. However, private independent institutions are secular in nature, whereas private religious institutions are affiliated with a religious organization and incorporate general religious education into the curriculum in addition to secular subjects.

[8] For more on the Carnegie Classification system, see http://carnegieclassifications.iu.edu/lookup_listings/standard.php.

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 tenure status, institution type, and academic rank.

Table 1. Number of Faculty and Institutions that Provided Salary Data for Psychology Faculty by Tenure Status, Institution Type and Academic Rank, 2017-18

		Professor	Associate Professor	Assistant Professor	New Assistant Professor	Instructor	*All Ranks*
Tenured/Tenure-Track Faculty							
Number of Faculty	*All institutions*	*2817*	*2464*	*1700*	*239*	*8*	***7228***
	Public	1841	1498	1077	154	5	*4575*
	Private Independent	416	385	257	40	1	*1099*
	Private Religious	560	581	366	45	2	*1554*
Number of Institutions	*All Institutions*	*504*	*508*	*484*	*159*	*8*	***571***
	Public	248	240	239	93	5	*263*
	Private Independent	91	91	87	29	1	*105*
	Private Religious	165	177	158	37	2	*203*
Non-Tenure-Track Teaching Faculty							
Number of Faculty	*All Institutions*	*164*	*219*	*445*	*94*	*602*	***1524***
	Public	38	75	184	51	469	817
	Private Independent	76	99	153	32	55	*415*
	Private Religious	50	45	108	11	78	*292*
Number of Institutions	*All Institutions*	*67*	*95*	*184*	*55*	*191*	***348***
	Public	20	36	74	25	131	177
	Private Independent	22	32	52	21	22	*74*
	Private Religious	25	27	58	9	38	*97*

*Note: New Assistant Professors are not included in Assistant Professors category.

Salary Increases for Psychology Faculty between 2016-17 and 2017-18

Table 2 presents median salaries for full-time tenured/tenure-track psychology faculty for the 2016-17 and 2017-18 academic years.[9] Salaries are broken down by academic rank and Carnegie Classification of the institution. In 2017, the annual Consumer Price Index for all urban consumers (CPI-U) was approximately 1.7 percent higher than in 2016.[10] When salaries earned in 2016 were adjusted for inflation using the Consumer Price Index data for the year 2017, salaries between 2016-17 and 2017-18 academic years increased for most faculty employed at "doctoral" institutions, but remained stagnant or declined slightly across nearly all academic ranks (except for new assistant professors) for institutions classified by Carnegie as "master's" or "baccalaureate."[11]

Table 2. Median Salaries for Tenured/Tenure-Track Psychology Faculty by Academic Rank and Carnegie Classification of Institution (Constant and Adjusted Dollars), 2016-17 and 2017-18

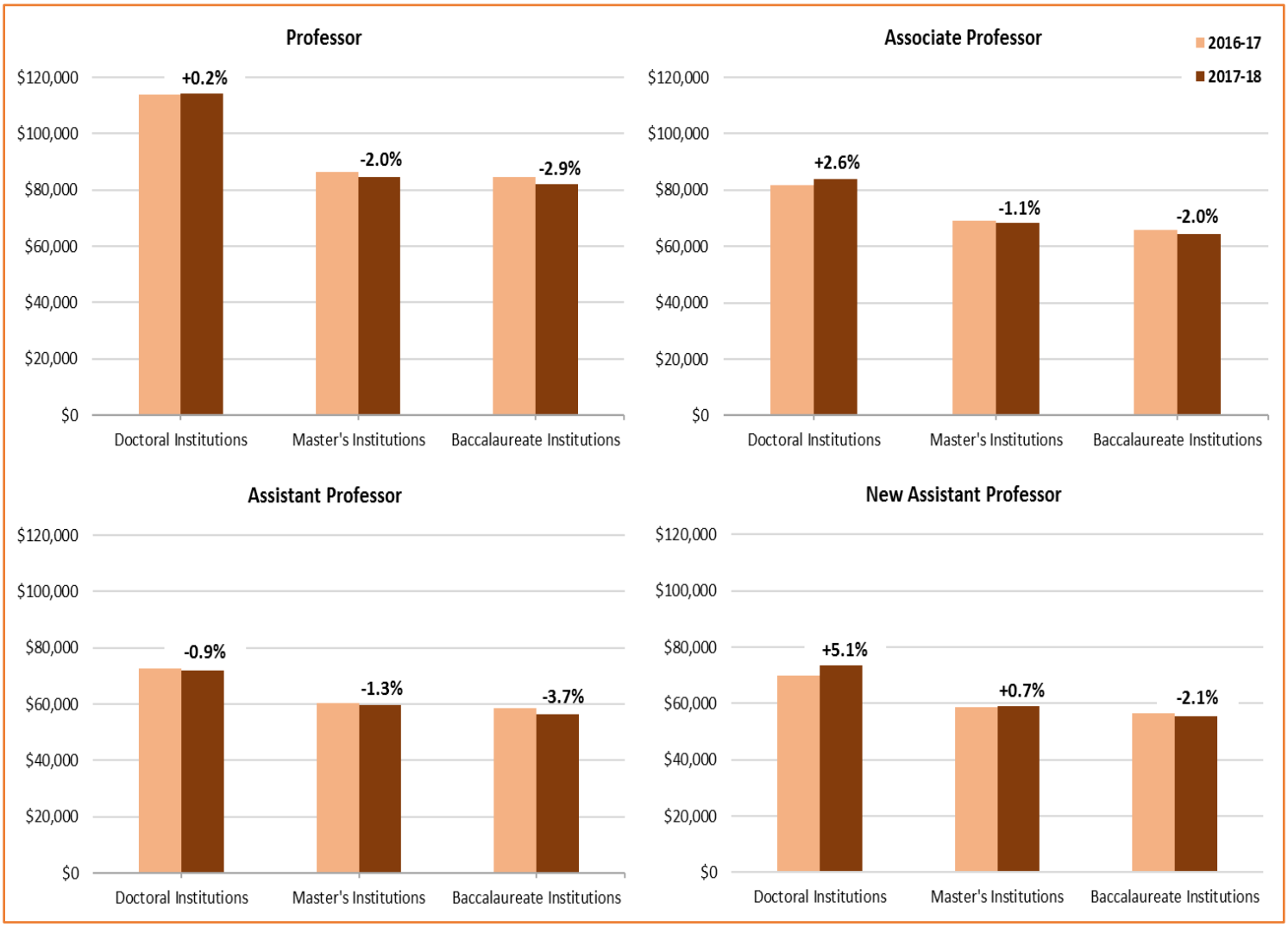
Tenured/Tenure-Track Faculty:		Professor	Associate Professor	Assistant Professor	New Assistant Professor
Doctoral Institutions					
2017-18		$114,259	$83,923	$72,019	$73,350
2016-17	adjusted	$114,029	$81,836	$72,695	$69,787
	constant	$111,930	$80,330	$71,357	$68,503
Master's Institutions					
2017-18		$84,775	$68,298	$59,562	$59,000
2016-17	adjusted	$86,547	$69,024	$60,346	$58,578
	constant	$84,954	$67,753	$59,235	$57,500
Baccalaureate Institutions					
2017-18		$82,247	$64,477	$56,492	$55,364
2016-17	adjusted	$84,708	$65,822	$58,689	$56,540
	constant	$83,149	$64,611	$57,609	$55,500

Figure 1 illustrates the percent change in median salaries between the 2016-17 and 2017-18 academic years, broken down by academic rank and Carnegie Classification of the institution.
Faculty employed at institutions classified as "doctoral" experienced the largest increases in median salaries (specifically, a 2.6 percent increase for associate professors and 5.1 increase percent for new

[9] All salaries collected by CUPA-HR are for U.S. psychology faculty employed on a 9/10-month basis.
[10] For more information on 2017 Consumer Price Index numbers for all urban consumers (CPI-U), see http://www.bls.gov/cpi/cpid1706.pdf.
[11] Constant dollars for the 2016-17 academic year were adjusted for inflation using the Consumer Price Index data for the year 2017, see http://www.bls.gov/data/inflation_calculator.htm.

assistant professors). Many psychology faculty – across academic rank and Carnegie classification – saw slight decreases in their salaries between 2016-17 and 2017-18. Faculty at baccalaureate institutions experienced the greatest decreases in salary, ranging from a 2.06 percent decline for associate professors at these institutions, to a 3.7 decrease for assistant professors.[12]

Figure 1. Percent Differences in Median Salaries for Tenured/Tenure-Track Psychology Faculty by Academic Rank and Carnegie Classification of Institution, 2016-17 to 2017-18



Note: Salaries for the 2016-17 academic year were adjusted for inflation using the Consumer Price Index data for the year 2017.

[12] For more information on psychology faculty salaries for the 2016-17 academic year, see http://www.apa.org/workforce/publications/17-faculty-salary/report.pdf

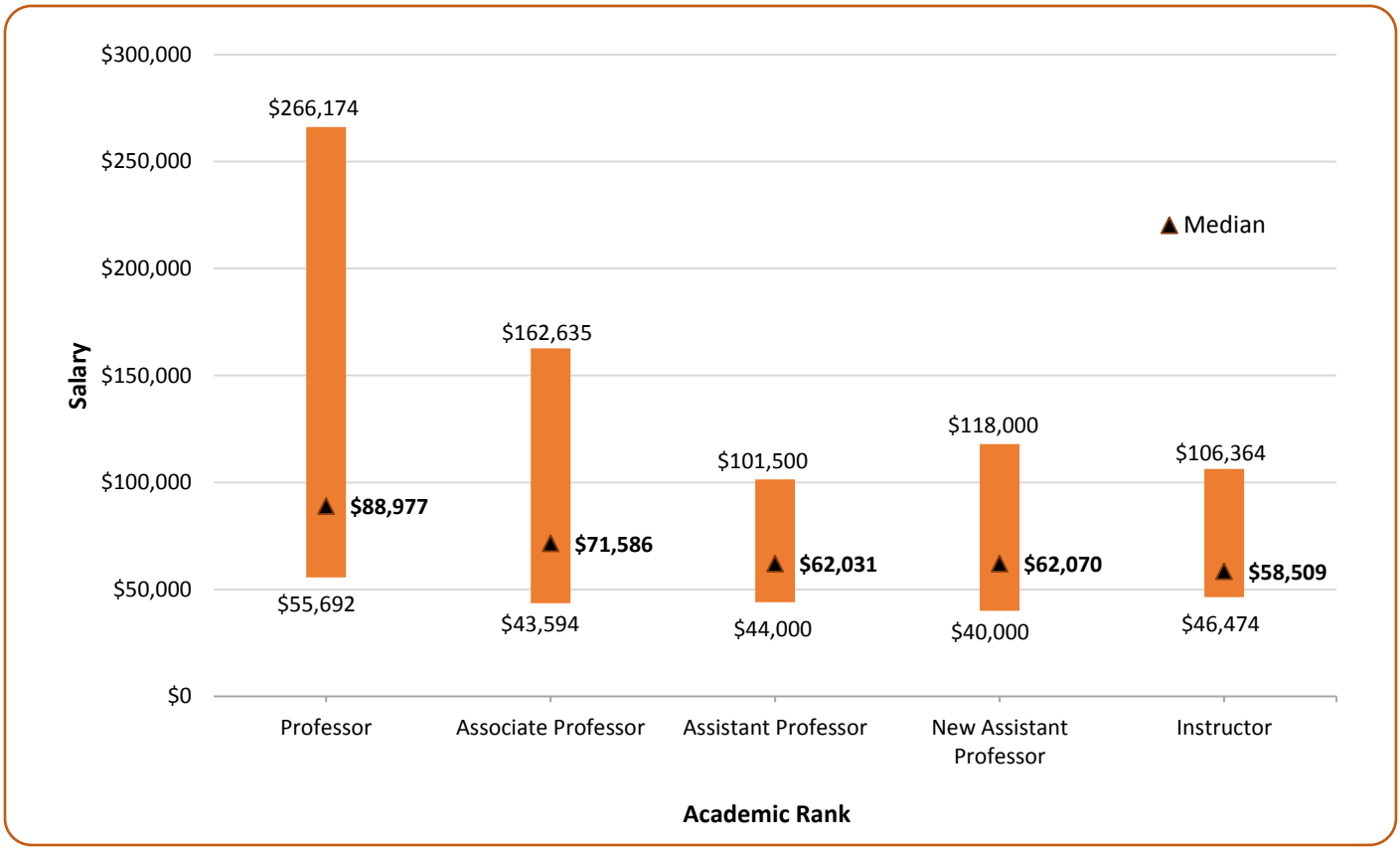
Tenured/Tenure-Track Salaries for Psychology Faculty, 2017-18

The following section displays salary data for full-time, tenured/tenure-track psychology faculty for the 2017-18 academic year. Tables and figures illustrate median salaries broken down by *academic rank* (professor, associate professor, assistant professor, new assistant professor, and instructor), *institution type* (private independent, private religious, and public), and the *presence or absence of collective bargaining units* at public institutions.

Salaries by Academic Rank and Institution Type

As expected, psychology professors earned the highest salaries across all types of institutions (median = $88,977), while instructors earned the least (median = $58,509). 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 ($55,692 to $266,174).[13]

Figure 2. Median Salaries and Salary Ranges for Tenured/Tenure-Track Psychology Faculty by Academic Rank, 2017-18



[13] Some of the higher salaries for psychology professors may represent faculty who also have administrative positions and may not be representative of non-administrative psychology professor positions.

Table 3 displays median salaries for tenured/tenure-track psychology faculty, by academic rank and institution type. In general, tenured/tenure-track psychology faculty employed at private independent institutions had higher median salaries than psychology faculty at public and private religious institutions. Faculty employed at private religious institutions earned the least of the three institution types, across all academic ranks.[14]

Table 3. Median Salaries for Tenured/Tenure-Track Psychology Faculty by Academic Rank and Institution Type, 2017-18

2017-2018 Academic Year						
Tenured/Tenure-Track Faculty:	**Professor**	**Associate Professor**	**Assistant Professor**	**New Assistant Professor**	**Instructor**	**All *Ranks***
All Institutions						
Median	**$88,977**	**$71,586**	**$62,031**	**$62,070**	**$58,509**	***$74,380***
Maximum	$266,174	$162,635	$101,500	$118,000	$106,364	*$162,521*
Minimum	$55,692	$43,594	$44,000	$40,000	$46,474	*$43,797*
Private Independent Institutions						
Median	**$98,637**	**$76,818**	**$65,625**	**$63,000**	**N/A**	***$81,319***
Maximum	$182,809	$162,635	$101,500	$100,000	N/A	*$134,100*
Minimum	$55,692	$47,124	$44,000	$48,000	N/A	*$45,041*
Private Religious Institutions						
Median	**$84,827**	**$66,507**	**$59,319**	**$60,248**	**N/A**	***$69,918***
Maximum	$168,388	$121,166	$97,213	$79,850	N/A	*$136,086*
Minimum	$56,708	$43,594	$44,000	$40,000	N/A	*$43,797*
Public Institutions						
Median	**$88,906**	**$72,162**	**$62,179**	**$63,604**	**$58,300**	***$75,320***
Maximum	$266,174	$115,722	$96,302	$118,000	$106,364	*$162,521*
Minimum	$58,680	$49,656	$45,000	$42,317	$46,474	*$50,460*

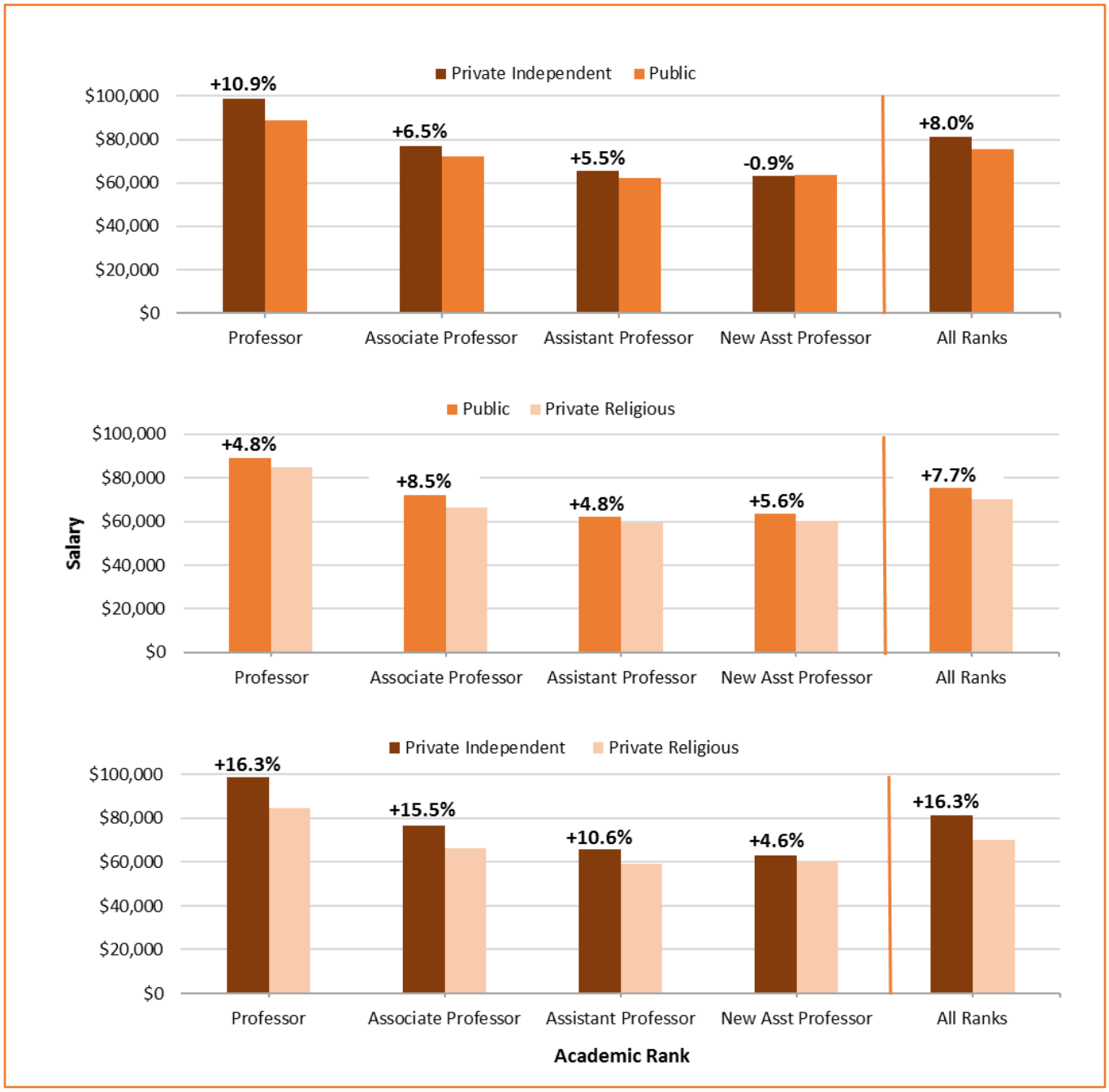
* Note: Cells for instructor salaries are suppressed due to sample sizes of less than five.

Figure 3 shows that median salaries were highest for psychology faculty (across all academic ranks) employed at private independent institutions, followed by public institutions, and private religious institutions. When collapsed across all academic ranks, tenured/tenure-track psychology faculty employed at private independent institutions earned approximately $5,999 or 8.0 percent more than psychology faculty at public institutions, and $11,401 or 16.3 percent more than psychology faculty at

[14] Medians in this table and every table that follows in this report are unweighted. Data are reported only for positions having at least five responding institutions.

private religious institutions. Psychology faculty employed at public institutions earned approximately $5,402 or 7.7 percent more than psychology faculty at private religious institutions.

Figure 3. Percent Differences in Median Salaries for Tenured/Tenure-Track Psychology Faculty by Academic Rank and Institution Type, 2017-18



Note: Comparisons of median salaries for tenured/tenure-track Instructors by institution type could not be made due to small sample sizes.

Collective Bargaining

The presence of collective bargaining units in public institutions had a direct effect on the salaries earned by tenured/tenure-track psychology faculty.[15] Table 4 illustrates that median salaries were consistently higher across all academic ranks for psychology faculty at public institutions with collective bargaining units.

Table 4. Median Salaries for Tenured/Tenure-Track Psychology Faculty by Academic Rank for Public Institutions with and without Collective Bargaining Units, 2017-18

2017-2018 Academic Year						
Tenured/Tenure-Track Faculty	**Professor**	**Associate Professor**	**Assistant Professor**	**New Assistant Professor**	**Instructor**	**All Ranks**
Public Institutions: **Without Collective Bargaining Units**						
Median	**$85,739**	**$69,600**	**$60,867**	**$61,783**	**N/A**	**$73,755**
Maximum	$163,349	$112,941	$95,984	$118,000	N/A	$149,397
Minimum	$58,680	$49,656	$45,000	$42,317	N/A	$50,460
No. of Faculty	1133	929	684	106	2	2854
No. of Institutions	155	149	152	64	2	164
Public Institutions: **With Collective Bargaining Units**						
Median	**$95,714**	**$74,988**	**$65,374**	**$72,000**	**N/A**	**$80,294**
Maximum	$266,174	$115,722	$96,302	$93,494	N/A	$162,521
Minimum	$64,894	$54,240	$50,141	$50,154	N/A	$54,370
No. of Faculty	674	541	369	44	3	1631
No. of Institutions	89	86	82	25	3	94

* Note: Cells for instructor salaries are suppressed due to sample sizes of less than five.

[15] 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/.

As demonstrated in Figure 4, tenured/tenure-track psychology faculty working in public institutions with collective bargaining units earned between 7.4 to 16.5 percent more than their counterparts at non-unionized public institutions. Collapsed across all academic ranks, the median salary of psychology faculty at public institutions with collective bargaining units ($80,294) was $6,539 or 8.9 percent higher than that of faculty working at public institutions without collective bargaining units (median = $73,755). Last year (2016-17), the difference was even greater, with unionized psychology faculty earning 15.5 percent more than non-unionized psychology faculty.

Figure 4. Percent Differences in Median Salaries for Tenured/Tenure-Track Psychology Faculty Employed at Public Institutions with and without Collective Bargaining Units, 2017-18

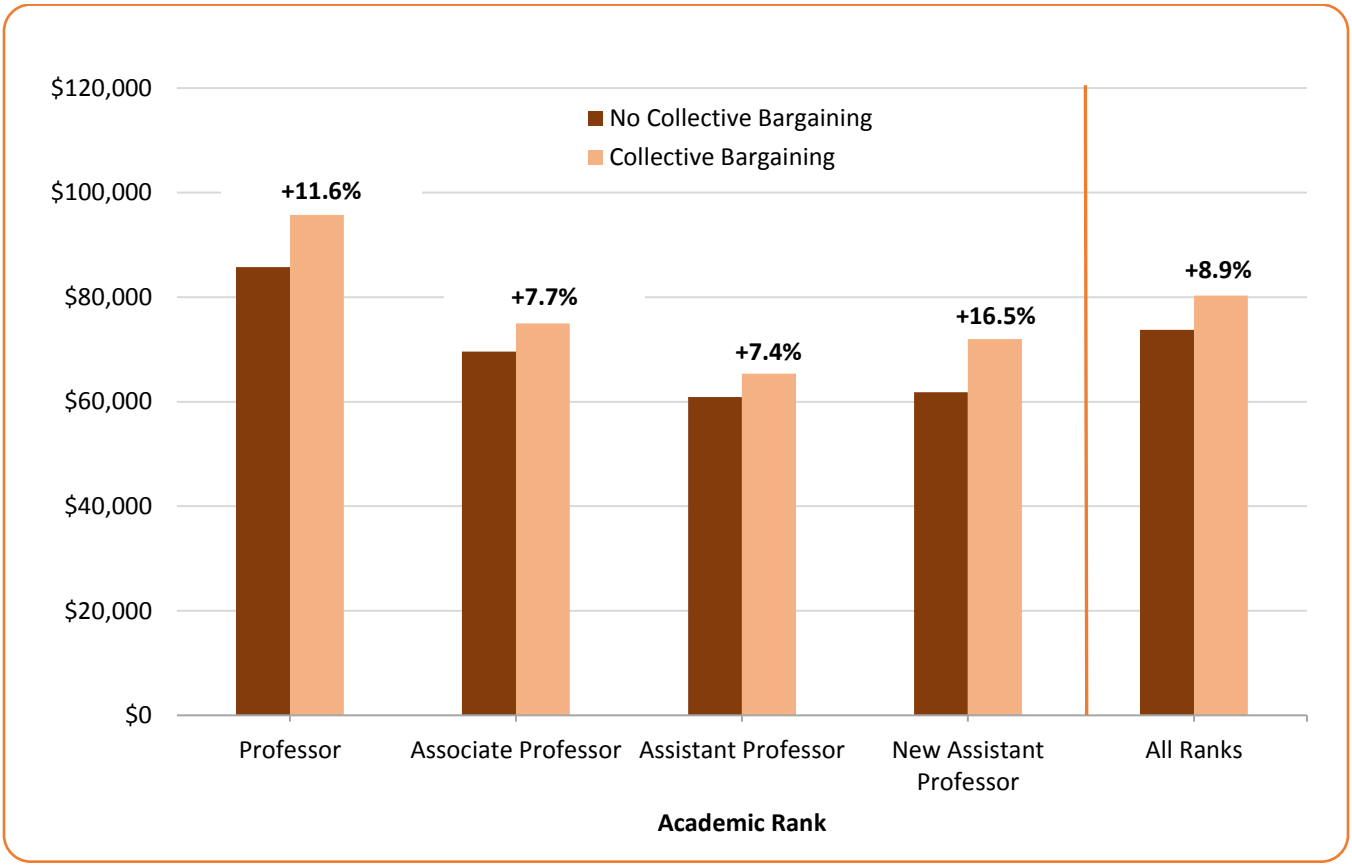
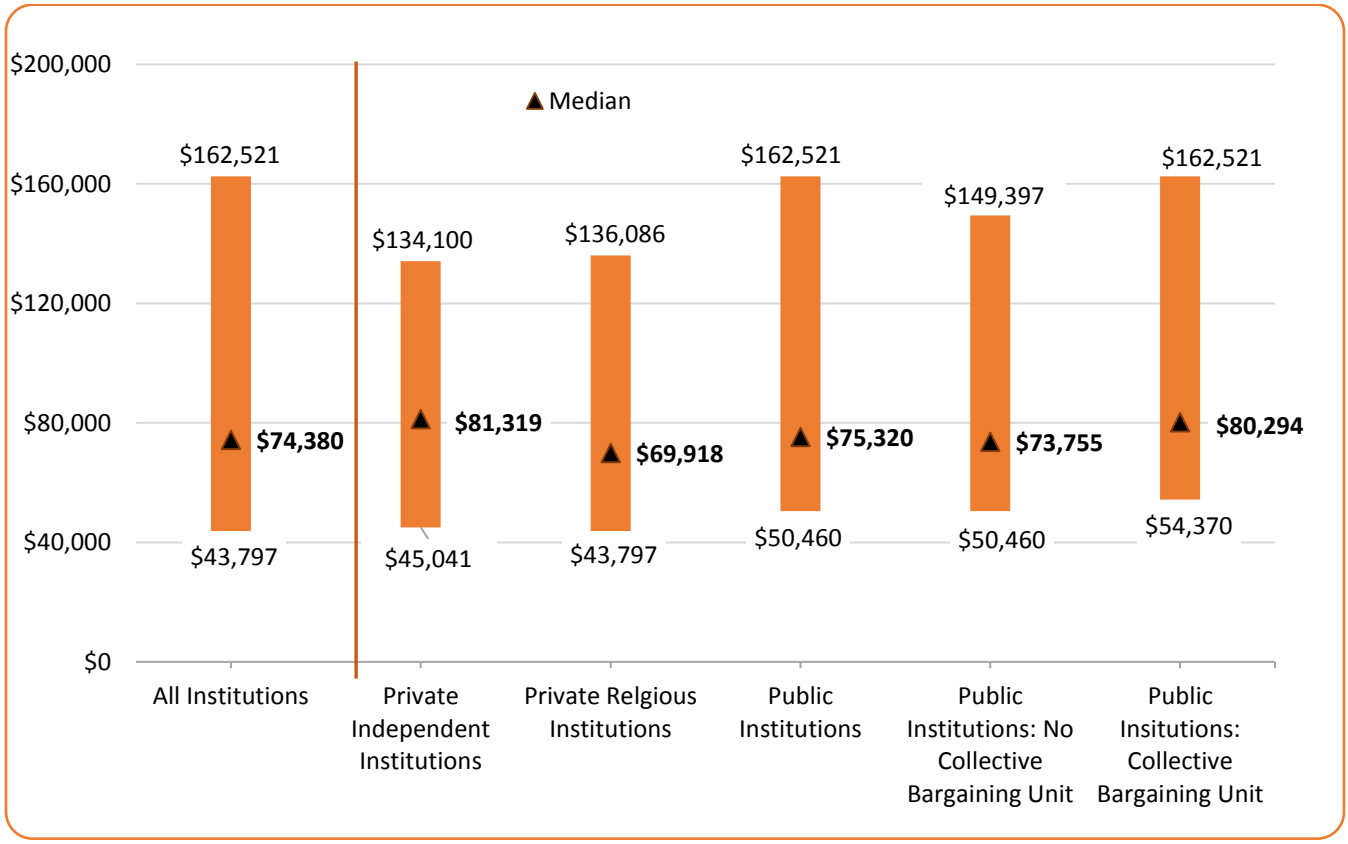


Figure 5 displays the median salaries and salary ranges for tenured/tenure-track psychology faculty by type of institution. Collapsed across academic ranks, the median salary for psychology faculty in public institutions was $75,320. This median was $5,999 less than the median salary for psychology faculty at private independent institutions (median = $81,319), but $5,402 more than the median salary for psychology faculty at private religious institutions (median = $69,918).

However, when public institutions were separated further into those that were unionized and those that were not, there was a large difference in median salaries. The median salary for psychology faculty at public institutions was $80,294 for those with collective bargaining and $73,755 for those without collective bargaining. As such, non-unionized psychology faculty employed at public institutions earned $6,539 *less* than psychology faculty that were unionized. 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. Median Salaries and Salary Ranges for Tenured/Tenure-Track Psychology Faculty by Type of Institution, 2017-18

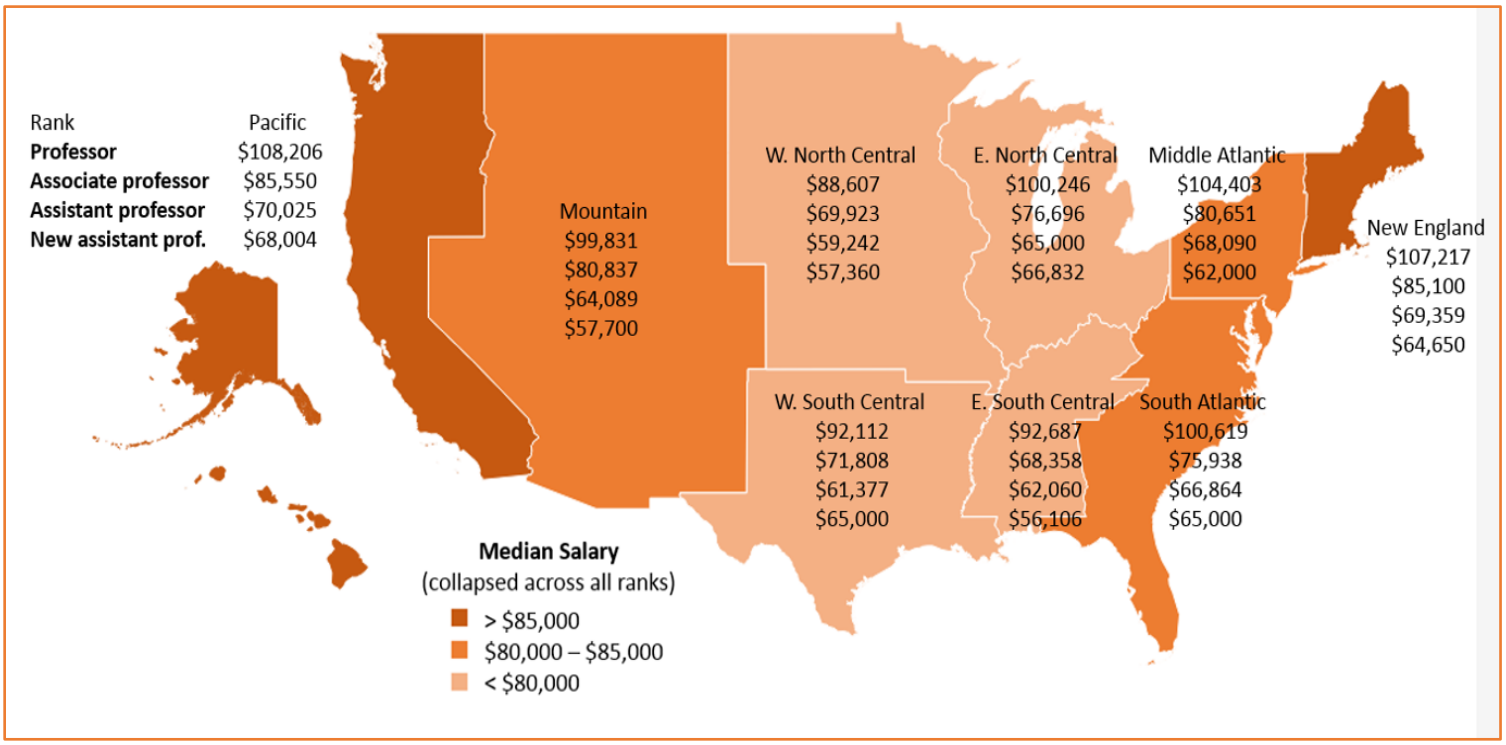


Note: Salaries in this figure are collapsed across academic ranks (i.e., professor, associate professor, assistant professor, and new assistant professor).

Geographic Differences in Faculty Salaries

Median salaries for tenured/tenure-track faculty varied, depending on the geographic division their institution was located within the United States.[16] Looking at salaries by geographic division, tenured/tenure-track psychology faculty working at institutions in the Pacific division (i.e., Alaska, California, Hawaii, Oregon and Washington) earned the highest median salaries. Collapsed across academic rank, faculty in the Pacific division earned a median salary of $88,277.[17] The second highest salaries were reported in New England, with a median salary of $86,647 (collapsed across all academic ranks). The lowest median salaries were found in southern regions. Specifically, psychology faculty in the East South Central (median salary = $73,572), West North Central (median salary = $73,096) and West South Central (median salary = $72,800) divisions earned the lowest salaries. Figure 6 displays median salaries for tenured/tenure-track psychology faculty by academic rank and geographic division.

Figure 6. Median Salaries for Tenured/Tenure-Track Faculty by Academic Rank and Geographic Division, 2017-18



Note: "Median salary" in the legend refers to median salaries collapsed across all academic institutions within each geographic division.

[16] There are nine geographic divisions, as defined by the U.S. Census Bureau. Geographic divisions include the following states: Pacific: AK, CA, HI, OR, WA. Mountain: AZ, CO, ID, MT, NM, NV, UT, WY. West South Central: AR, LA, OK, TX. West North Central: IA, KS, MN, MO, NE, ND, SD. East South Central: AL, KY, MS, TN. East North Central: IL, IN, MI, OH, WI. South Atlantic: DC, DE, FL, GA, MD, NC, SC, VA, WV. Middle Atlantic: NJ, NY, PA. New England: CT, MA, ME, NH, RI, VT.

[17] Median salaries reported by census division in this report exclude for-profit institutions.

Faculty Salaries by Gender and Race/Ethnicity

The following sections presents salary data for tenured/tenure-track psychology faculty, broken down by gender and race/ethnicity. When examining salaries by these demographic variables, it is important to note that other factors, such as age, years in rank, or promotion status may also affect salaries. For example, salaries of *professors* across gender, race/ethnicity, and all academic disciplines tend to increase linearly with age. However, this relationship does not exist or is not as strong in other ranks, suggesting that for most faculty, promotion status may be a stronger indicator of salary level than older age.[18]

For psychology tenured/tenure-track positions, there were more female faculty members than male faculty in the academic ranks of new assistant professor (62%), assistant professor (62%), and associate professor (55%). However, there were more male faculty (56%) than female faculty (44%) in the position of professor.

When examining salaries for tenured/tenure-track psychology faculty, female faculty earned almost the same as their male counterparts. For example, the median salary for female psychology professors ($88,848) was 97.7 percent of what male professors earned (median = $90,934). Table 5 displays all median salaries for tenured/tenure-track psychology faculty by gender and academic rank.

Table 5. Median Salaries for Tenured/Tenure-Track Psychology Faculty by Gender and Academic Rank, 2017-18

2017-2018 Academic Year				
Tenured/Tenure-Track Faculty:	**Professor**	**Associate Professor**	**Assistant Professor**	**New Assistant Professor**
Median Salary – Male	$90,934	$73,188	$62,671	$62,000
Median Salary – Female	$88,848	$70,908	$62,004	$61,750
Number of Male Faculty	1335	955	566	79
Number of Female Faculty	1060	1188	931	130
Percent Female Faculty	44%	55%	62%	62%
Percent of Male Faculty Salary earned by Female Faculty	97.7%	96.9%	98.9%	99.6%

[18] See Figure 5A of 2017-18 CUPA-HR report, Four-Year Faculty in Higher Education, https://www.cupahr.org/surveys/results.

In terms of race/ethnicity, there were fewer racial/ethnic minorities in psychology faculty positions than White psychology faculty, across all academic ranks. This was especially the case for higher academic ranks, where only 17 percent of associate professors and 11 percent of professors were racial/ethnic minorities.[19] The median salaries for racial/ethnic minority faculty were between four to eight percent higher than salaries for White psychology faculty. For example, the median salary for professors was $94,499 for racial/ethnic minority faculty and $88,503 for White faculty. Table 6 displays all median salaries for tenured/tenure-track psychology by race/ethnicity and academic rank.

Table 6. Median Salaries for Tenured/Tenure-Track Psychology Faculty by Race/Ethnicity and Academic Rank, 2017-18

2017-2018 Academic Year				
Tenured/Tenure-Track Faculty:	**Professor**	**Associate Professor**	**Assistant Professor**	**New Assistant Professor**
Median Salary - Minority	$94,499	$76,466	$64,513	$65,000
Median Salary - White	$88,503	$70,788	$61,812	$61,750
Number of Minority Faculty	249	347	301	56
Number of White Faculty	2013	1650	1063	133
Percent Minority Faculty	11%	17%	22%	30%
Percent of White Faculty Salary earned by Minority Faculty	107%	108%	104%	105%

[19] Race/ethnicity questions were not answered by all institutions, resulting in a large "unknown race/ethnicity" cell for each academic rank.

Non-Tenure-Track Salaries for Psychology Teaching Faculty, 2017-18

This section displays salary data for full-time, non-tenure-track psychology teaching faculty for the 2017-18 academic year. Non-tenure-track is defined as "individuals whose faculty appointments do not carry the commitment or expectation of permanent tenure."[20]

Salaries by Academic Rank and Institution Type

Table 7 illustrates median salaries broken down by academic rank and institution type. Collapsed across all academic ranks, non-tenure-track psychology faculty employed at private independent institutions earned the highest salaries (median = $62,090), followed by private religious institutions (median = $57,360), and closely followed by public institutions (median = $54,086).

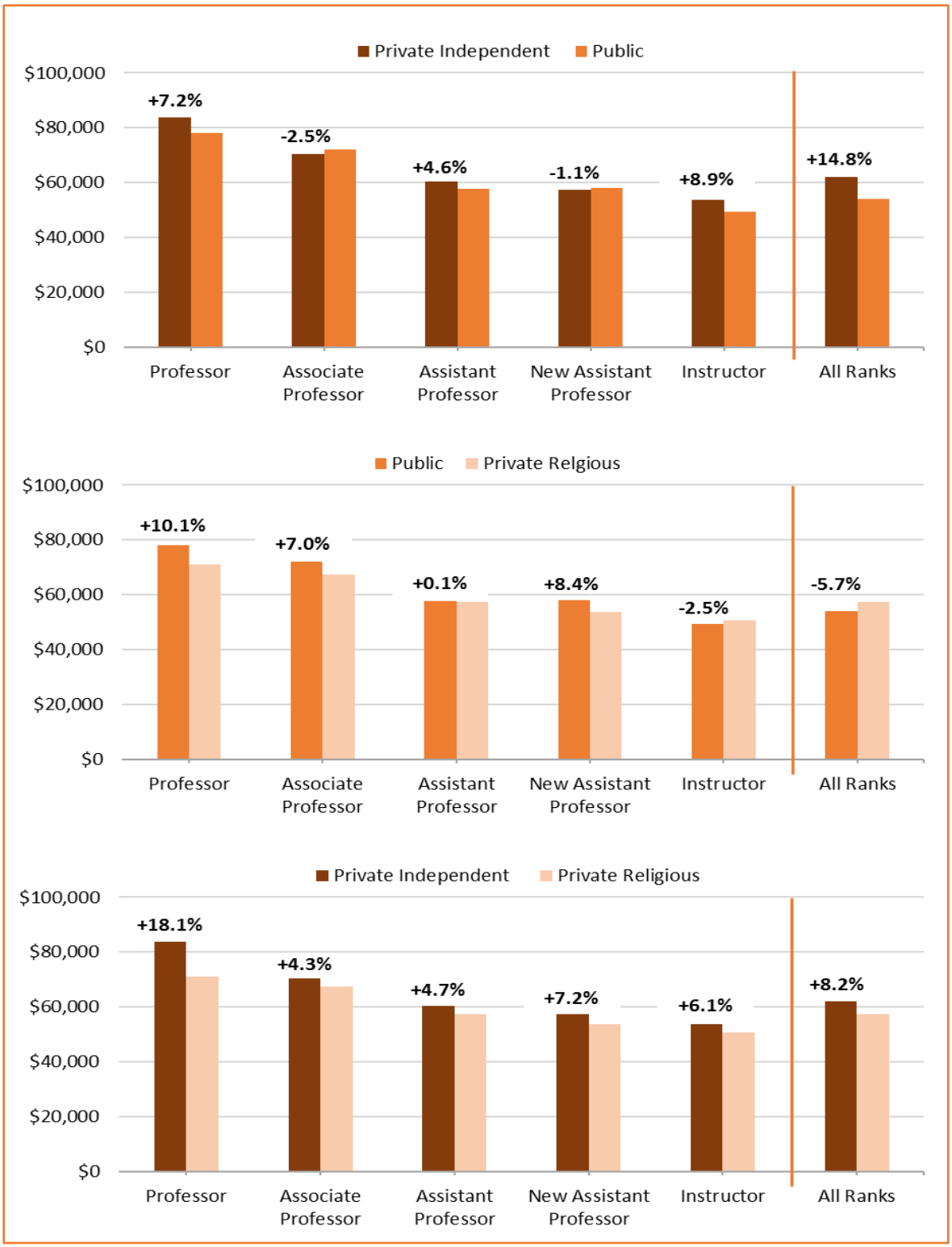
[20] As defined by CUPA-HR *Faculty in Higher Education Salary Survey for the 2015-16 Academic Year: By Discipline, Rank and Tenure Status in Four-Year Colleges and Universities.* Non-tenure-track psychology teaching faculty may include individuals with specific teaching expectations outside of the normal tenure expectations of teaching.

Table 7. Median Salaries for Non-Tenure-Track Psychology Teaching Faculty by Academic Rank and Institution Type, 2017-18

2017-2018 Academic Year						
Non-Tenure-Track Teaching Faculty:	**Professor**	**Associate Professor**	**Assistant Professor**	**New Assistant Professor**	**Instructor**	***All Ranks***
All Institutions						
Median	**$75,940**	**$69,360**	**$57,893**	**$57,375**	**$50,652**	***$56,644***
Maximum	$170,000	$127,403	$115,710	$84,750	$94,173	*$120,084*
Minimum	$41,400	$41,052	$34,320	$40,000	$17,239	*$29,573*
No. of Faculty	164	219	445	94	602	*1524*
No. of Institutions	67	95	184	55	191	*348*
Private Independent Institutions						
Median	**$83,883**	**$70,286**	**$60,195**	**$57,375**	**$53,756**	***$62,090***
Maximum	$170,000	$127,403	$115,710	$73,000	$73,410	*$120,084*
Minimum	$66,938	$41,052	$39,999	$45,999	$40,000	*$39,999*
No. of Faculty	76	99	153	32	55	*415*
No. of Institutions	22	32	52	21	22	*74*
Private Religious Institutions						
Median	**$71,022**	**$67,398**	**$57,497**	**$53,500**	**$50,658**	***$57,360***
Maximum	$101,716	$123,219	$91,972	$70,000	$94,173	*$99,784*
Minimum	$43,937	$49,858	$34,320	$48,750	$17,239	*$29,573*
No. of Faculty	50	45	108	11	78	*292*
No. of Institutions	25	27	58	9	38	*97*
Public Institutions						
Median	**$78,215**	**$72,112**	**$57,535**	**$58,000**	**$49,382**	***$54,086***
Maximum	$126,979	$93,903	$89,178	$84,750	$93,830	*$93,830*
Minimum	$41,400	$42,281	$41,619	$40,000	$28,101	*$32,000*
No. of Faculty	38	75	184	51	469	*817*
No. of Institutions	20	36	74	25	131	*177*

As Figure 7 illustrates, when collapsed across all academic ranks, non-tenure-track psychology teaching faculty employed at private independent institutions earned $4,730 or 8.2 percent more than psychology faculty employed at private religious institutions, and $8,004 or 14.8 percent more than psychology faculty employed at public institutions.

Figure 7. Percent Differences in Median Salaries for Non-Tenure-Track Psychology Teaching Faculty by Academic Rank and Institution Type, 2017-18



Collective Bargaining

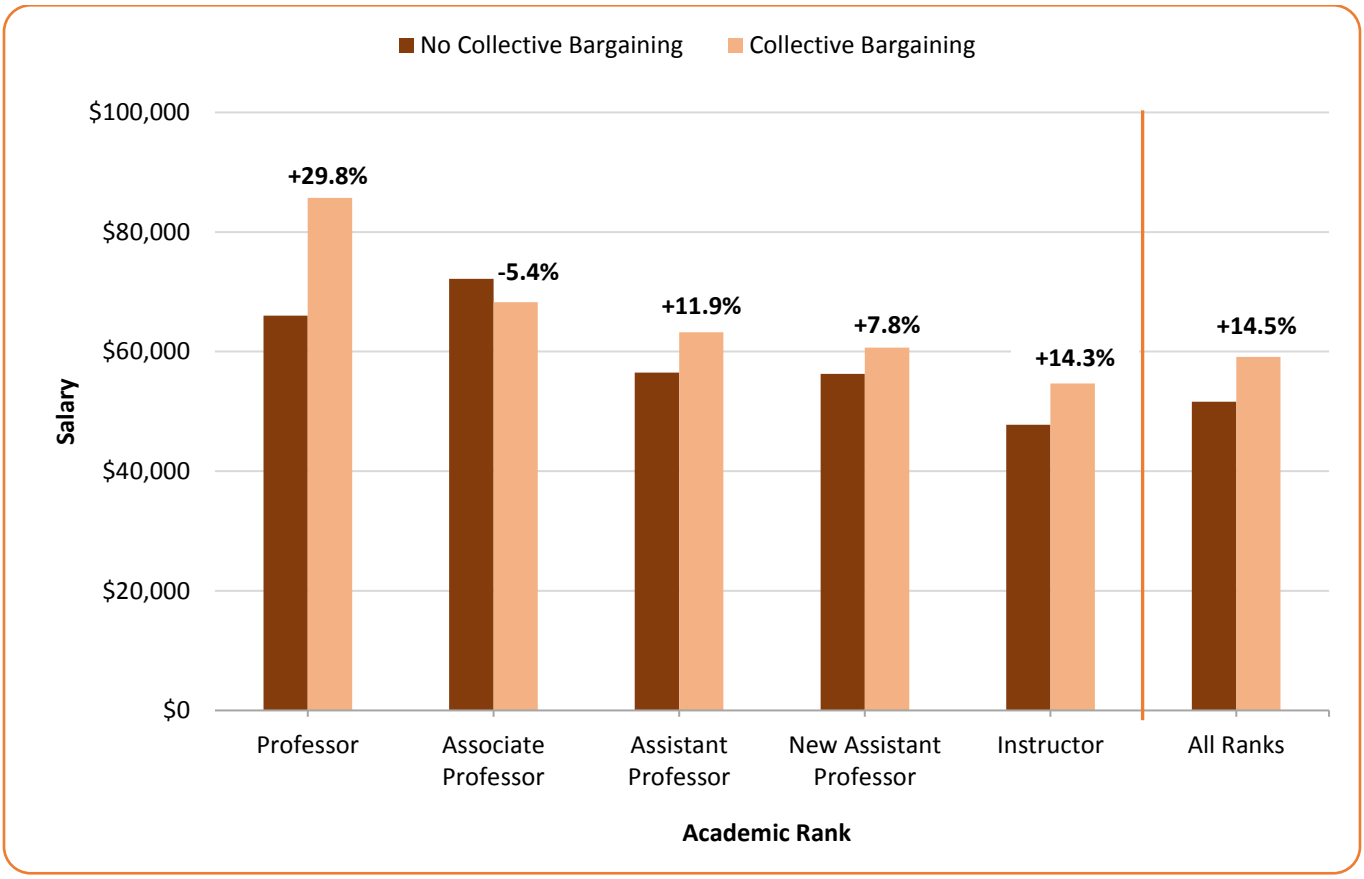
Table 8 displays salaries for non-tenure-track psychology faculty at public institutions, broken down by the presence or absence of collective bargaining units. As with tenured/tenure-track faculty, most non-tenure-track psychology faculty at public institutions with collective bargaining units earned more than non-tenure-track-faculty employed at public institutions without collective bargaining units.

Table 8. Median Salaries for Non-Tenure-Track Psychology Teaching Faculty by Academic Rank for Public Institutions with and without Collective Bargaining Units, 2017-18

2017-2018 Academic Year						
Non-Tenure-Track Faculty:	**Professor**	**Associate Professor**	**Assistant Professor**	**New Assistant Professor**	**Instructor**	***All Ranks***
Public Institutions: **Without Collective Bargaining Units**						
Median	**$66,037**	**$72,160**	**$56,491**	**$56,283**	**$47,794**	***$51,647***
Maximum	$100,800	$91,900	$89,178	$84,750	$69,769	*$89,467*
Minimum	$48,000	$42,281	$41,619	$40,000	$28,101	*$32,000*
No. of Faculty	20	49	125	29	323	*546*
No. of Institutions	11	25	48	10	84	*114*
Public Institutions: **With Collective Bargaining Units**						
Median	**$85,706**	**$68,264**	**$63,225**	**$60,662**	**$54,648**	***$59,126***
Maximum	$126,979	$93,903	$83,560	$84,000	$93,830	*$93,830*
Minimum	$41,400	$62,047	$48,384	$47,725	$34,715	*$34,715*
No. of Faculty	17	25	54	22	137	*255*
No. of Institutions	8	10	24	15	43	*58*

Figure 8 shows the percent difference in median 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 $19,669 or 29.8 percent *more* than professors at public institutions without collective bargaining units. Assistant professors earned 11.9 percent more, new assistant professors earned 7.8 percent more, and instructors earned 14.3 percent more. The only exception was for associate professors, who earned 5.4 percent *less* at public institutions with collective bargaining units than those without collective bargaining. A similar pattern was found last academic year (2016-17), where associate professors working at institutions with collective bargaining unites earned 3.1 percent less than associate professors without collective bargaining. Collapsed across all academic ranks, psychology faculty at public institutions with collective bargaining units earned $7,479 or about 14.5 percent more than psychology faculty at non-unionized public institutions.

Figure 8. Percent Differences in Median Salaries for Non-Tenure-Track Psychology Teaching Faculty Employed at Public Institutions with and without Collective Bargaining Units, 2017-18



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

As shown in Table 9, for all academic ranks combined, non-tenure-track faculty earned less than tenured/tenure-track faculty. Collapsed across all academic ranks and institution types, non-tenure-track faculty earned approximately 76.2 percent of the median salaries earned by tenure/tenure-track faculty. This pattern has been consistent across multiple academic years. For example, in 2016-17, non-tenure-track faculty earned 76.6 percent of the median salaries earned by tenured/tenure-track faculty. In 2015-16, non-tenure-track faculty earned 77.4 percent of the median salaries earned by tenured/tenure-track faculty.

At private religious institutions, the median salaries for non-tenure-track faculty was 82.0 percent of the median salaries earned by tenured/tenure-track faculty. Likewise, the median salaries for non-tenure-track faculty at private independent institutions was 76.4 percent of that earned by tenured/tenure-track faculty. Finally, the median salaries for non-tenure-track faculty at public institutions was 71.8 percent of that earned by their tenured/tenure-track counterparts.

Table 9. Percentages of Median Tenured/Tenure-Track Psychology Faculty Salaries Earned by Non-Tenure-Track Psychology Teaching Faculty, 2017-18

2017-2018 Academic Year						
	Professor	Associate Professor	Assistant Professor	New Assistant Professor	Instructor	All Academic Ranks
All institutions	85.3%	96.9%	93.3%	92.4%	86.6%	76.2%
All Private Independent Institutions	85.0%	91.5%	91.7%	91.1%	N/A	76.4%
All Private Religious Institutions	83.7%	101.3%	96.9%	88.8%	N/A	82.0%
All Public Institutions	88.0%	99.9%	92.5%	91.2%	84.7%	71.8%
Public Institutions:						
Without Collective Bargaining	77.0%	103.7%	92.8%	91.1%	N/A	70.0%
With Collective Bargaining	89.5%	91.0%	96.7%	84.3%	N/A	73.6%

* Note: Cells for Instructor/Scientist salaries are suppressed due to sample sizes of less than five.

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 10 illustrates median 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 10 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.

Table 10. Median Salaries for Tenured/Tenure-Track Psychology Faculty and Faculty in other Social Science Disciplines by Academic Rank and Institution Type, 2017-18

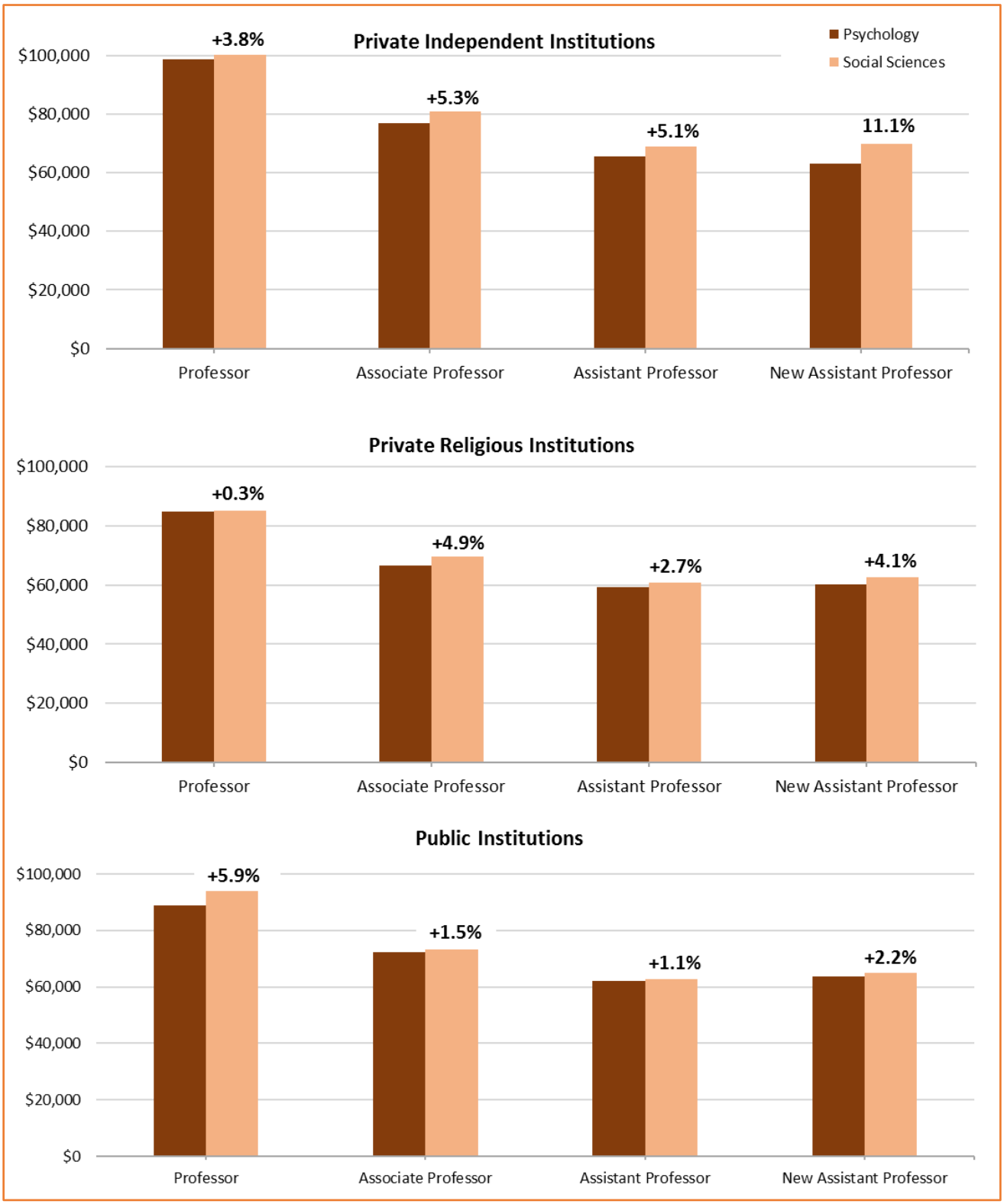
2017-2018 Academic Year					
Tenured/Tenure Track Faculty:	**Professor**	**Associate Professor**	**Assistant Professor**	**New Assistant Professor**	**Instructor**
Private Independent Institutions					
Psychology (CIP=42)	$98,637	$76,818	$65,625	$63,000	N/A
Social Sciences (CIP=45)	$102,362	$80,881	$68,977	$70,000	N/A
Private Religious Institutions					
Psychology	$84,827	$66,507	$59,319	$60,248	N/A
Social Sciences	$85,083	$69,741	$60,898	$62,744	N/A
Public Institutions					
Psychology	$88,906	$72,162	$62,179	$63,604	$58,300
Social Sciences	$94,133	$73,242	$62,838	$65,000	N/A

* Note: Cells for Instructor salaries are suppressed due to sample sizes of less than five.

Figure 9 displays the percent differences in median salaries between tenured/tenure-track faculty in psychology and other social science disciplines. For example, depending on the type of institution, social science professors earned between 0.3 to 5.9 percent more than psychology professors. Social science associate professors earned between 1.5 to 5.3 percent more than psychology associate professors. Social science assistant professors earned between 1.1 to 5.1 percent more than psychology assistant professors. Finally, social science new assistant professors earned between 2.2 to 11.1 percent more than psychology new assistant professors.

[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 into CIP code [45]: Social Sciences

Figure 9. Percent Differences in Median Salaries for Tenured/Tenure-Track Psychology Faculty and Faculty in other Social Science Disciplines by Academic Rank and Institution Type, 2017-18



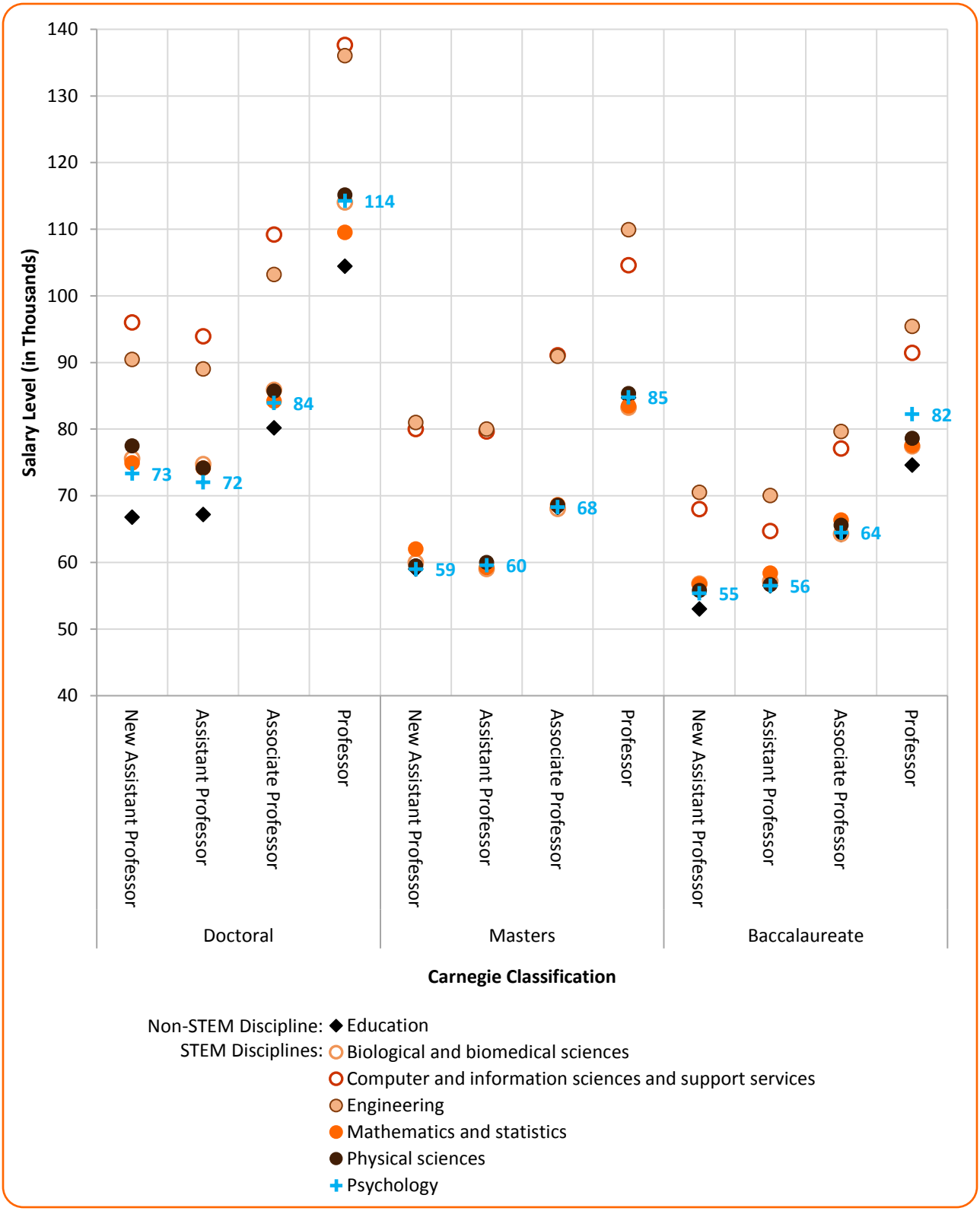
Psychology versus other STEM (and Non-STEM) Disciplines

How do median 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 education (non-STEM)? Compared to other STEM disciplines, psychology faculty tend to earn less, especially at doctoral institutions. Although median salaries for psychology faculty are general higher than for faculty in education, psychology salaries are generally less than salaries earned by faculty in engineering, computer and information sciences, biological and biomedical sciences, and physical sciences. Median salaries between psychology faculty and mathematics and statistics faculty are more comparable.

Figure 10 shows psychology faculty salaries (represented by the + symbol) relative to faculty salaries in other STEM and non-STEM disciplines, broken down further by academic rank and Carnegie Classification of the institution.

[22] STEM disciplines include computer science, mathematics, engineering, biological sciences, physical sciences and social sciences (which includes psychology).

Figure 10. Median Salaries for Tenured/Tenure-Track Psychology Faculty and Faculty in other STEM and Non-STEM Disciplines by Academic Rank and Carnegie Classification of Institution, 2017-18



Conclusion

The *2018 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. This year, comparisons of median salaries across gender, race/ethnicity, and geographic location were also included. Additional comparisons were made between psychology faculty salaries and salaries earned by faculty in other STEM disciplines, as well as faculty in related non-STEM disciplines such as education.

A comparison of tenured/tenure-track faculty salaries from 2016-17 and 2017-18 revealed that salaries for certain academic ranks and types of Carnegie classifications did not always increase at the same rate as inflation. Compared to the 2016-17 academic year, where salaries increased for most academic ranks from the previous year, median salaries for the 2017-18 increased less so. In many cases, median salaries remained relatively stagnant or even decreased slightly.

In general, tenured/tenure-track psychology faculty employed at *private independent* institutions had higher median salaries than psychology faculty at public or private religious institutions. Likewise, non-tenure-track psychology faculty employed at private independent institutions had the highest median salaries. Median salaries also varied by geographic division. Tenured/tenure-track psychology faculty in the Pacific and New England geographic divisions had the highest median salaries, across all academic ranks. The lowest median salaries were reported for psychology faculty in the West North Central and West South Central divisions. These findings may not be surprising, considering that cost of living in areas like the Pacific and New England areas are higher than in other parts of the country.

For psychology tenured/tenure-track positions, the majority of faculty in the academic ranks of new assistant professor, assistant professor, and associate professor were female. However, there were more male faculty (56 percent) than female faculty (44 percent) in the position of professor. Although in general, female faculty often make lower salaries than male faculty, for both tenured and non-tenured positions, this salary gap was not observed for psychology faculty. Salaries for male and female tenured/tenure-track psychology faculty were similar, with female faculty earning between 96.9 to 99.6 percent of the salary earned by male faculty. This finding is unusual, considering that women make up a large portion of the psychology faculty workforce, and that gender pay gaps tend to be higher in disciplines where female faculty have the highest representation. For example, female

faculty make up a large percentage in the discipline of health professions, yet they are paid only 76 cents on the dollar compared to men. In contrast, disciplines such as engineering technology, which has the lowest percentage of female faculty, also has the narrowest wage gaps.[23] One possible explanation is that psychology faculty in general (regardless of gender) tend to earn less than faculty in other STEM disciplines, resulting in a less pronounced gender pay gap.

Likewise, racial/ethnic minority psychology faculty in tenured/tenure-track positions earned salaries that were similar (or slightly surpassed) the salaries of White psychology faculty. However, the representation of racial/ethnic minority faculty was much lower than for White faculty, across all academic ranks. This pattern was even more pronounced at the higher academic ranks, where only 17 percent of tenured/tenure-track associate professors and 11 percent of professors were racial/ethnic minorities.

The presence of collective bargaining units 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 tend 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 some other social sciences and STEM disciplines. Starting with the 2016-17 academic year, CUPA-HR began collecting gender and race/ethnicity data for faculty in higher education. Future research may further examine this relationship between salaries and the proportion of female faculty in various social science and STEM disciplines.

One limitation of the data is that although an institution may be classified by the Carnegie Foundation as “doctoral”, 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

[23] CUPA-HR 2017-18 Faculty in Higher Education Survey.

size, level of instruction (i.e., undergraduate, graduate, or both), NCAA division and more. Beginning in the 2016-17 academic year, CUPA-HR also began collecting demographic data on full time faculty, such as gender and race/ethnicity (which was included in this report as well). Additional demographic data such as age and years in rank, as well as data related to adjunct faculty and department chairs, are available for psychology faculty through DataOnDemand and will be examined in future versions of this report.[24]

[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)
    e. Instructor

3. TENURE STATUS
    a. Tenure/Tenure-Track Faculty (T/TT)
    b. Non-Tenure Track Teaching 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 2016-17 and 2017-18 Median Salaries by Academic Rank and Carnegie Classification of Institution (Supporting Table for Figure 1)

PROFESSOR				ASSOCIATE PROFESSOR			
	2016-17	2017-18	Percent Change		2016-17	2017-18	Percent Change
Doctoral	$114,029	$114,259	0.2%	Doctoral	$81,836	$83,923	2.6%
Master's	$86,547	$84,775	-2.0%	Master's	$69,024	$68,298	-1.1%
Baccalaureate	$84,708	$82,247	-2.9%	Baccalaureate	$65,822	$64,477	-2.0%
ASSISTANT PROFESSOR				**NEW ASSISTANT PROFESSOR**			
	2016-17	2017-18	Percent Change		2016-17	2017-18	Percent Change
Doctoral	$72,695	$72,019	-0.9%	Doctoral	$69,787	$73,350	5.1%
Master's	$60,346	$59,562	-1.3%	Master's	$58,578	$59,000	0.7%
Baccalaureate	$58,689	$56,492	-3.7%	Baccalaureate	$56,540	$55,364	-2.1%

Note: 2016-17 salaries adjusted for inflation (2017 CPI)

Table 2. Median Salaries for Tenured/Tenure-Track Faculty in Non-Psychology Social Science Disciplines by Academic Rank and Carnegie Classification of Institution, 2017-18 (Supporting Table for Figure 9)

2017-2018 Academic Year					
Tenured/Tenure-Track Faculty, SOCIAL SCIENCES CIP=45	Professor	Associate Professor	Assistant Professor	New Assistant Professor	Instructor
Public Institutions					
Median	**$94,133**	**$73,242**	**$62,838**	**$65,000**	**N/A**
Maximum	$391,202	$350,675	$147,900	$145,000	N/A
Minimum	$29,239	$34,887	$24,262	$47,500	N/A
No. of Faculty	3,057	2,922	1,874	253	5
No. of Institutions	253	254	246	108	4
Private Independent Institutions					
Median	**$102,362**	**$80,881**	**$68,977**	**$70,000**	**N/A**
Maximum	$293,500	$162,309	$135,711	$130,000	N/A
Minimum	$28,052	$48,460	$24,374	$55,002	N/A
No. of Faculty	709	657	419	56	3
No. of Institutions	96	96	87	33	3
Private Religious Institutions					
Median	**$85,083**	**$69,741**	**$60,898**	**$62,744**	**N/A**
Maximum	$361,850	$173,462	$138,550	$ 131,500	N/A
Minimum	$33,166	$36,830	$ 30,630	$42,000	N/A
No. of Faculty	630	696	402	61	3
No. of Institutions	155	158	139	40	2

Table 3. Median Faculty Salaries Across other STEM Disciplines or Disciplines where Psychologists may be Employed (e.g., Education; Health Professions and Related Programs), 2017-18 (Supporting Table for Figure 10)

Classification	Academic Ranks	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	Mathematics and statistics	Physical sciences	Psychology
Doctoral	New Assistant Professor	75,600	129,007	96,000	66,800	90,472	80,127	74,927	77,500	73,350
	Assistant Professor	74,735	126,167	93,932	67,174	89,040	78,834	74,150	74,159	72,019
	Associate Professor	85,879	131,530	109,211	80,177	103,215	86,009	84,200	85,722	83,922
	Professor	114,022	155,336	137,659	104,460	136,064	107,541	109,512	115,135	114,258
Masters	New Assistant Professor	60,000	100,000	80,000	59,000	81,000	68,500	62,000	59,496	59,000
	Assistant Professor	59,006	93,754	79,656	59,081	80,000	69,435	59,262	59,990	59,562
	Associate Professor	68,037	99,300	91,088	68,211	90,949	78,371	68,651	68,583	68,298
	Professor	83,244	112,324	104,583	84,729	109,932	91,001	83,489	85,357	84,775
Baccalaureate	New Assistant Professor	56,805	67,750	68,000	53,000	70,500	***	56,747	55,800	55,364
	Assistant Professor	57,169	72,016	64,692	56,471	70,054	57,880	58,403	56,667	56,492
	Associate Professor	64,273	76,249	77,107	64,156	79,655	66,069	66,335	65,585	64,477
	Professor	77,414	93,907	91,461	74,602	95,418	84,435	77,580	78,630	82,247

*** 4 or fewer institutions reported

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