Table 11
Starting Salaries for Full-time Employment Positions:
1996 Doctorate Recipients in Psychology

Position Type and Employment Setting	Median	Mean	SD	N
Associate professor*				
All settings*	$40,000	$38,273	17,228	11
Assistant professor*				
All settings*	$35,000	$32,724	10,937	188
University psychology department*	35,000	32,870	10,186	89
University education department*	35,000	31,882	12,430	17
Other academic department/ unit*	37,636	35,342	11,085	17
4-year college psychology department*	33,000	31,906	7,767	29
Lecturer/Instructor*				
All settings*	$30,000	$28,258	9,146	19
Other faculty position*				
All settings*	$32,727	$34,119	13,779	13
Adjunct or visiting faculty*				
All settings*	$30,000	$30,491	7,410	15
Educational administration				
All settings	$48,000	$53,478	19,987	10
Research positions				
All settings	$40,000	$36,950	16,473	64
University settings	31,500	25,424	18,400	16
Hospital settings	39,000	39,000	7,849	11
Business/ gov't and other	44,000	41,333	16,290	33
Other nonprofit organization	40,000	36,400	15,629	10
Administration of research				
All settings	$36,000	$36,231	13,311	13
Direct human services: Clinical				
All settings	$38,000	$36,062	15,713	332
University/ college counseling center*	28,636	26,872	7,555	17
Schools and other educational settings	41,000	42,606	26,849	11
Public general hospital	43,500	36,917	17,809	12
Private general hospital	43,000	35,822	17,774	20
City/county/state psychiatric hospital	43,000	36,688	18,768	16
Military hospital	40,500	36,900	13,287	10
Individual private practice	33,500	36,222	22,553	18
Group psychological practice	36,000	33,579	17,609	33
Outpatient mental health clinic, free standing	36,500	32,500	11,791	14

(continued)

Table 11 (continued)
Starting Salaries for Full-time Employment Positions:
1996 Doctorate Recipients in Psychology

Position Type and Employment Setting	Median	Mean	SD	N
Community mental health center/ clinic (CMHC)	35,000	33,419	11,102	61
Managed care settings	35,000	34,084	11,030	66
Other human service setting	34,500	30,400	18,512	10
Criminal justice system	43,000	39,722	16,796	20
Rehabilitation facility	40,000	36,846	18,234	13
Direct human services: Counseling				
All settings	$38,000	$34,944	13,773	75
University/ college counseling center*	30,273	30,941	3,983	23
Hospital settings	42,500	38,917	13,420	12
Community mental health center/clinic (CMHC)	32,000	28,000	13,335	13
Managed care settings	32,000	29,929	14,705	14
Direct human services: School				
All settings	$43,000	$42,324	17,725	58
Elementary or secondary school*	35,182	35,393	13,765	25
School system district office	52,556	46,667	18,544	11
Direct human services: Other in psychology				
All settings	$40,000	$40,525	20,416	11
Administration of human services				
All settings	$45,000	$45,727	12,433	37
Other human service settings	45,000	41,135	14,071	14
Other applied psychology				
All settings	$54,000	$50,375	20,694	56
Consulting firm	60,000	56,800	20,571	15
Business or industry	55,500	53,650	22,139	20
Other position type				
All settings	$43,000	$48,128	48,325	33
Business/ gov't and other	46,500	59,889	59,085	18

Source: 1996 Doctorate Employment Survey, Research Office, APA.

Note. Salaries are those at the time of the survey (Spring 1996) and are presented for only those settings reported by 10 or more individuals. Figures for "All settings" include settings reported by fewer than 10.

*Salaries in these settings are typically paid on a 9-10-month (academic year) basis. The statistics given here may be converted to their 11-12-month (calendar year) equivalents by multiplying by 11/9.