

TABLE 5
1995-96 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (255 departments)								
Full professor								
12 or more years	70,322	52,347	60,345	84,091	99,168	73,152	18,213	1,190
6 - 11 years	66,420	51,269	57,725	75,544	86,000	67,841	14,005	571
3 - 5 years	61,110	47,644	53,409	70,800	79,909	63,170	13,982	315
Less than 3 years	56,900	46,341	51,550	65,000	74,646	59,616	12,922	337
All years	65,651	50,010	56,534	77,590	91,350	68,560	16,903	2,446
Associate professor								
6 or more years	48,924	38,500	43,632	54,276	61,261	49,626	8,954	629
3 - 5 years	48,341	41,212	44,208	52,440	58,868	49,313	7,325	328
Less than 3 years	45,085	38,586	41,624	49,738	55,000	46,432	7,552	433
All years	47,636	39,104	43,105	52,718	59,418	48,570	8,278	1,396
Assistant professor								
3 or more years	40,400	35,500	37,778	44,168	48,700	41,359	5,510	516
Less than 3 years	39,000	34,000	36,000	42,000	44,774	39,215	4,501	535
All years	39,875	34,700	36,982	42,900	46,800	40,265	5,133	1,055
All ranks	52,485	37,955	42,939	66,300	80,882	56,593	17,788	4,942
NEW ENGLAND (14 departments)								
Full professor								
12 or more years	77,682	59,355	67,412	87,000	105,294	78,844	16,221	65
6 - 11 years	68,844	57,394	61,210	71,864	85,106	68,798	10,842	20
3 - 5 years	65,041	50,793	59,975	73,034	80,350	66,408	13,160	14
Less than 3 years	60,000	46,500	53,845	65,250	77,475	60,895	10,765	17
All years	69,500	56,472	61,974	82,156	97,100	72,981	15,839	116
Associate professor								
6 or more years	55,400	43,620	48,200	61,261	69,942	56,151	10,610	43
3 - 5 years	48,700	41,474	43,500	51,599	55,750	48,445	5,495	14
Less than 3 years	49,364	44,900	45,700	51,650	56,350	49,806	4,667	13
All years	51,633	43,062	46,045	58,868	69,080	53,431	9,493	70
Assistant professor								
3 or more years	46,159	35,521	42,323	48,600	51,150	45,096	5,853	26
Less than 3 years	41,200	35,000	38,110	42,960	46,700	40,733	3,886	34
All years	42,287	35,424	39,377	46,600	48,627	42,623	5,264	60
All ranks	57,415	41,176	45,998	69,869	84,600	59,870	17,828	248
MID ATLANTIC (40 departments)								
Full professor								
12 or more years	79,349	60,218	70,978	93,018	106,409	82,664	18,954	160
6 - 11 years	73,800	63,518	66,500	79,721	96,250	75,584	14,165	91
3 - 5 years	70,132	56,488	61,601	78,538	88,500	71,327	12,960	60
Less than 3 years	63,761	53,120	58,088	70,848	76,783	64,333	8,970	46
All years	74,137	57,024	65,432	84,734	100,265	76,423	16,859	371
Associate professor								
6 or more years	54,352	44,622	49,840	61,112	65,907	54,870	9,064	113
3 - 5 years	51,723	45,245	48,750	57,071	63,509	53,811	8,334	54
Less than 3 years	47,695	41,300	44,001	50,676	55,322	48,018	6,397	46
All years	51,980	43,000	47,789	59,044	64,883	53,122	8,746	214
Assistant professor								
3 or more years	41,000	37,500	39,672	45,315	49,631	42,985	5,316	71
Less than 3 years	41,004	35,000	39,000	43,870	48,000	41,360	4,844	65
All years	41,002	36,900	39,316	44,509	49,450	42,209	5,142	136
All ranks	60,205	40,200	47,906	74,137	87,796	62,826	19,508	727

(continued)

TABLE 5 (continued)
1995-96 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST NORTH CENTRAL (40 departments)								
Full professor								
12 or more years	68,692	52,841	60,064	82,227	96,182	72,424	17,735	244
6 - 11 years	67,226	53,361	60,378	78,000	92,009	70,703	14,243	100
3 - 5 years	62,400	49,733	53,091	70,800	75,900	62,774	10,878	47
Less than 3 years	57,737	50,117	54,197	64,771	74,646	61,067	12,103	77
All years	65,989	51,841	57,500	76,576	92,500	69,219	16,222	468
Associate professor								
6 or more years	49,980	41,335	46,010	54,460	59,858	50,699	7,753	117
3 - 5 years	48,255	43,060	45,000	54,878	60,510	50,217	7,001	58
Less than 3 years	45,360	39,104	42,567	50,100	56,889	47,491	8,371	89
All years	48,194	41,301	44,346	53,408	59,700	49,511	7,918	264
Assistant professor								
3 or more years	40,900	36,864	38,871	44,375	49,080	42,361	5,816	113
Less than 3 years	39,321	35,282	36,838	42,230	45,000	39,641	4,413	110
All years	40,050	35,825	37,728	43,826	47,100	41,019	5,337	223
All ranks	53,130	38,822	43,924	66,098	79,965	56,989	17,397	964
WEST NORTH CENTRAL (23 departments)								
Full professor								
12 or more years	64,215	50,355	56,903	74,052	86,566	66,782	15,250	120
6 - 11 years	60,488	45,405	50,508	72,300	82,300	62,561	15,203	38
3 - 5 years	60,779	47,644	54,342	69,500	80,000	61,779	11,508	19
Less than 3 years	54,715	50,850	52,200	61,500	68,300	58,530	11,815	26
All years	61,500	46,126	53,381	71,988	86,000	63,807	15,190	208
Associate professor								
6 or more years	49,464	41,259	44,000	53,310	56,720	49,620	6,848	50
3 - 5 years	47,172	37,359	41,212	52,467	55,207	46,964	6,325	23
Less than 3 years	44,993	40,600	42,047	47,500	52,356	45,292	5,101	41
All years	47,181	40,365	43,079	51,997	55,100	47,528	6,415	114
Assistant professor								
3 or more years	39,911	34,000	36,720	41,200	43,566	39,635	3,983	38
Less than 3 years	38,600	33,375	37,175	39,600	41,238	38,246	2,918	45
All years	39,000	34,000	36,925	40,600	41,700	38,882	3,495	83
All ranks	51,412	37,800	41,400	62,238	75,500	54,057	15,535	406
SOUTH ATLANTIC (43 departments)								
Full professor								
12 or more years	70,604	52,207	60,831	81,000	98,758	72,826	17,258	210
6 - 11 years	63,536	50,336	56,409	73,620	86,000	65,713	13,144	113
3 - 5 years	59,660	46,307	53,885	67,378	75,256	61,626	14,321	57
Less than 3 years	55,517	42,254	49,400	64,764	82,683	59,813	15,719	58
All years	64,483	50,014	56,077	76,532	90,260	67,763	16,470	440
Associate professor								
6 or more years	46,544	36,300	43,240	50,647	54,300	46,784	7,365	136
3 - 5 years	47,493	40,526	44,000	50,029	55,437	47,514	5,962	64
Less than 3 years	46,000	38,586	43,244	50,250	54,912	46,847	6,984	85
All years	46,603	38,650	43,500	50,326	54,912	46,969	6,905	288
Assistant professor								
3 or more years	40,400	35,791	38,251	44,000	46,094	41,279	4,879	77
Less than 3 years	38,950	32,006	35,900	41,250	44,000	38,874	5,093	84
All years	39,700	33,929	37,440	42,500	45,544	40,024	5,120	161
All ranks	51,000	38,300	43,576	64,466	79,600	55,845	17,203	897

(continued)

TABLE 5 (continued)
1995-96 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST SOUTH CENTRAL (17 departments)								
Full professor								
12 or more years	63,050	50,860	55,378	69,536	80,908	64,972	13,784	72
6 - 11 years	59,104	51,269	55,227	70,240	83,250	64,096	14,018	36
3 - 5 years	54,371	47,664	49,540	64,713	72,800	59,999	18,131	25
Less than 3 years	50,087	44,470	47,547	52,400	62,461	51,034	6,160	17
All years	59,013	48,646	52,400	67,197	80,425	62,353	14,605	150
Associate professor								
6 or more years	44,139	37,850	41,141	47,585	57,500	45,486	8,038	30
3 - 5 years	43,745	40,000	42,000	50,101	53,700	46,115	7,583	18
Less than 3 years	41,361	36,780	39,532	44,361	46,112	42,482	5,087	24
All years	42,840	37,800	40,727	46,362	53,500	44,642	7,139	72
Assistant professor								
3 or more years	38,112	34,559	36,030	43,261	46,100	39,420	4,456	44
Less than 3 years	37,000	33,000	34,500	40,035	41,500	37,599	4,907	34
All years	37,547	33,500	35,001	41,000	45,000	38,626	4,715	78
All ranks	48,484	36,190	40,684	59,472	70,479	51,917	15,391	301
WEST SOUTH CENTRAL (24 departments)								
Full professor								
12 or more years	59,438	45,462	50,311	71,500	85,000	62,109	16,156	87
6 - 11 years	58,871	43,078	50,725	65,060	71,752	58,862	10,129	52
3 - 5 years	57,377	41,877	48,000	66,308	72,039	57,082	11,391	22
Less than 3 years	52,606	44,244	46,100	56,045	66,089	54,386	12,204	25
All years	57,540	44,244	49,561	66,089	77,338	59,568	13,828	186
Associate professor								
6 or more years	41,652	35,319	37,900	45,029	54,134	42,522	6,685	69
3 - 5 years	43,103	38,151	40,131	47,919	50,750	45,026	7,773	22
Less than 3 years	41,640	36,666	38,711	45,150	46,314	41,853	3,978	32
All years	41,859	36,266	38,500	45,698	51,000	42,796	6,364	123
Assistant professor								
3 or more years	37,482	34,413	35,478	39,931	41,450	37,781	3,178	60
Less than 3 years	36,000	34,000	35,000	38,204	43,300	37,072	3,508	72
All years	36,808	34,000	35,000	38,605	41,500	37,394	3,368	132
All ranks	43,616	35,000	37,575	55,500	67,788	48,115	13,871	446
MOUNTAIN (18 departments)								
Full professor								
12 or more years	66,167	49,600	57,561	78,817	88,800	68,275	14,629	88
6 - 11 years	66,678	53,004	60,800	74,130	83,883	67,700	11,591	50
3 - 5 years	56,000	39,638	43,880	61,099	67,741	54,506	10,880	25
Less than 3 years	51,617	39,442	42,985	60,856	69,233	52,959	10,969	20
All years	63,922	46,250	55,192	73,923	83,760	64,563	14,307	183
Associate professor								
6 or more years	47,444	38,055	42,125	51,049	54,860	46,514	6,074	29
3 - 5 years	46,297	41,596	44,477	50,922	54,267	48,204	6,757	24
Less than 3 years	43,482	38,800	41,800	48,301	52,748	45,067	6,365	49
All years	44,917	39,830	42,125	50,582	53,490	46,216	6,441	102
Assistant professor								
3 or more years	39,638	30,488	37,611	42,482	44,116	38,996	5,176	33
Less than 3 years	40,070	35,411	37,684	42,435	44,082	39,871	3,758	42
All years	40,000	32,160	37,611	42,482	44,116	39,486	4,427	75
All ranks	49,669	38,230	42,000	64,233	77,151	53,723	15,633	366

(continued)

TABLE 5 (continued)
1995-96 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
PACIFIC (36 departments)								
Full professor								
12 or more years	81,664	59,720	65,155	92,388	103,400	80,772	19,082	144
6 - 11 years	67,800	53,361	57,661	76,100	82,600	68,402	13,222	71
3 - 5 years	60,821	47,464	53,833	69,800	87,100	63,784	14,280	46
Less than 3 years	58,700	45,930	51,990	67,600	80,760	61,112	15,017	51
All years	68,408	50,215	58,700	82,720	98,200	71,448	18,754	324
Associate professor								
6 or more years	51,388	42,600	46,300	55,300	65,100	51,833	8,870	42
3 - 5 years	50,800	43,015	46,636	53,200	55,491	50,580	6,449	51
Less than 3 years	46,513	36,810	41,053	53,300	59,000	48,443	10,999	54
All years	50,471	40,492	45,600	53,583	59,900	50,251	9,049	149
Assistant professor								
3 or more years	44,020	36,784	39,148	49,000	52,000	43,650	6,340	54
Less than 3 years	39,800	32,720	37,000	42,000	46,000	39,544	4,631	49
All years	41,800	34,729	37,149	45,100	49,296	41,618	5,924	107
All ranks	55,200	39,200	46,000	70,500	89,200	60,361	19,557	587

Source: 1995-96 Survey of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not. For a description of the states included in each region, see Appendix B.