

TABLE 6
1995-96 Salaries for Full-time Faculty in U.S. Doctoral Departments
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (166 departments)								
Full professor								
12 or more years	68,700	51,173	59,316	82,128	94,180	71,492	17,178	947
6 - 11 years	64,900	50,625	57,510	74,601	83,760	66,736	13,870	421
3 - 5 years	60,880	47,000	53,096	69,513	78,427	61,963	12,546	220
Less than 3 years	55,624	46,500	51,150	64,601	72,139	58,691	12,064	233
All years	64,780	49,753	55,967	76,426	89,200	67,615	16,037	1,823
Associate professor								
6 or more years	48,226	38,174	43,048	53,351	59,700	48,729	8,482	466
3 - 5 years	47,789	40,700	44,050	52,412	58,600	48,800	7,097	227
Less than 3 years	44,991	38,740	41,476	48,476	53,300	45,693	6,292	316
All years	46,797	38,822	42,620	51,937	57,900	47,794	7,673	1,009
Assistant professor								
3 or more years	39,978	35,000	37,362	42,820	47,100	40,517	4,857	368
Less than 3 years	38,570	33,990	36,000	41,205	44,000	38,859	4,350	376
All years	39,293	34,462	36,833	42,000	45,900	39,679	4,678	744
All ranks	52,105	37,839	42,609	65,730	79,478	56,085	17,215	3,599
NEW ENGLAND (5 departments) (Insufficient <u>N</u>s of faculty for analysis)								
MID ATLANTIC (17 departments)								
Full professor								
12 or more years	84,091	63,567	74,137	96,306	107,175	85,205	17,098	87
6 - 11 years	74,139	64,345	67,284	79,227	91,463	75,900	13,193	45
3 - 5 years	73,273	61,543	67,730	78,800	85,323	73,027	9,754	30
Less than 3 years	66,300	54,695	60,890	70,281	74,980	65,617	7,688	25
All years	75,390	60,900	68,000	86,139	100,634	78,398	15,683	189
Associate professor								
6 or more years	57,050	48,900	52,490	62,187	69,213	57,562	7,339	55
3 - 5 years	54,070	46,134	50,943	60,787	63,509	54,975	6,664	28
Less than 3 years	48,074	43,164	45,115	50,676	56,520	49,319	6,007	23
All years	53,971	46,134	49,050	59,811	64,971	55,090	7,562	106
Assistant professor								
3 or more years	40,200	39,096	39,699	41,500	46,423	41,336	4,034	25
Less than 3 years	41,002	38,081	39,995	42,900	45,547	41,780	3,902	30
All years	40,469	38,718	39,735	42,100	46,362	41,578	3,932	55
All ranks	63,639	41,252	51,175	77,693	87,981	65,553	19,112	350
EAST NORTH CENTRAL (31 departments)								
Full professor								
12 or more years	67,889	52,700	59,677	80,366	93,530	71,166	16,565	228
6 - 11 years	66,729	53,478	59,802	77,145	92,497	70,221	14,374	84
3 - 5 years	61,237	50,402	53,091	67,342	72,293	61,271	8,808	38
Less than 3 years	57,737	48,830	53,235	65,000	75,253	61,070	12,507	59
All years	65,631	51,570	57,500	75,900	92,000	68,596	15,537	409
Associate professor								
6 or more years	49,980	41,301	45,280	54,250	59,700	50,348	7,522	103
3 - 5 years	48,386	42,603	44,370	56,025	60,510	49,990	6,674	46
Less than 3 years	44,988	38,950	41,957	49,371	55,600	46,559	6,793	75
All years	48,123	40,970	43,589	53,302	59,594	49,006	7,296	224
Assistant professor								
3 or more years	40,782	36,909	39,453	44,338	48,390	42,149	4,447	88
Less than 3 years	39,000	35,252	36,838	42,115	45,000	39,599	4,617	84
All years	40,115	35,884	38,000	43,739	47,037	40,904	4,695	172
All ranks	53,478	39,000	44,183	66,100	79,321	57,135	16,854	809

TABLE 6 (continued)
1995-96 Salaries for Full-time Faculty in U.S. Doctoral Departments
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
WEST NORTH CENTRAL (20 departments)								
Full professor								
12 or more years	64,075	50,062	55,812	73,500	86,566	66,456	15,612	110
6 - 11 years	60,488	45,405	49,369	73,650	82,300	62,809	15,571	36
3 - 5 years	61,033	47,644	56,637	70,500	80,000	63,229	12,016	16
Less than 3 years	55,300	50,850	52,484	61,500	68,300	58,814	11,967	25
All years	61,807	48,230	53,705	72,057	86,047	64,456	15,029	187
Associate professor								
6 or more years	49,453	41,020	44,000	53,292	55,439	49,327	6,982	45
3 - 5 years	47,428	37,359	41,212	52,467	55,207	47,126	6,425	22
Less than 3 years	45,232	38,740	42,047	47,753	53,000	45,407	5,249	38
All years	47,189	40,000	43,002	51,800	55,000	47,447	6,468	105
Assistant professor								
3 or more years	39,821	34,000	36,570	41,391	43,566	39,590	4,144	35
Less than 3 years	38,000	33,150	36,900	39,600	41,600	38,045	3,080	39
All years	38,748	33,887	36,720	40,661	41,732	38,776	3,680	74
All ranks	51,412	37,800	41,700	62,729	75,500	54,384	15,651	366
SOUTH ATLANTIC (29 departments)								
Full professor								
12 or more years	69,709	51,240	60,100	79,458	99,110	71,690	17,169	175
6 - 11 years	61,579	50,000	53,800	70,342	83,640	63,380	12,868	89
3 - 5 years	59,111	46,307	52,456	64,728	75,256	61,038	13,807	41
Less than 3 years	54,200	46,047	49,400	64,324	82,683	58,414	14,626	39
All years	63,548	49,784	54,400	74,831	88,881	66,765	16,283	344
Associate professor								
6 or more years	46,100	35,900	42,958	49,898	53,300	46,034	7,266	115
3 - 5 years	46,000	40,526	43,900	48,600	53,700	46,416	4,792	47
Less than 3 years	45,004	38,745	42,563	48,426	52,006	46,355	6,825	59
All years	45,900	38,586	43,056	49,052	53,241	46,201	6,668	221
Assistant professor								
3 or more years	39,820	35,791	38,004	44,000	46,094	40,920	4,968	63
Less than 3 years	38,540	32,000	35,730	41,100	43,145	38,759	5,454	62
All years	39,286	33,302	37,260	42,086	46,027	39,848	5,305	125
All ranks	50,470	38,200	43,500	63,628	78,000	55,224	16,919	694
EAST SOUTH CENTRAL (13 departments)								
Full professor								
12 or more years	60,299	49,329	54,000	66,000	71,436	60,917	9,696	55
6 - 11 years	58,139	50,760	54,807	60,879	72,179	59,650	8,842	26
3 - 5 years	53,304	47,664	48,922	59,410	65,116	55,766	9,603	22
Less than 3 years	48,999	46,341	47,547	52,400	62,461	51,414	6,484	13
All years	57,489	47,900	51,467	63,996	68,786	58,591	9,621	116
Associate professor								
6 or more years	42,177	37,630	39,805	45,445	47,585	42,450	4,117	21
3 - 5 years	43,365	41,120	42,004	45,411	50,101	44,248	3,248	12
Less than 3 years	40,999	36,780	39,104	42,840	44,415	41,039	2,820	21
All years	42,129	37,460	40,028	44,239	46,741	42,301	3,617	54
Assistant professor								
3 or more years	37,663	33,930	36,050	39,000	43,043	38,303	3,719	33
Less than 3 years	36,000	33,000	34,000	38,215	40,684	36,462	2,939	29
All years	37,347	33,500	34,790	39,000	42,469	37,442	3,476	62
All ranks	46,665	36,010	39,167	57,489	64,950	49,147	12,033	232

(continued)

TABLE 6 (continued)
1995-96 Salaries for Full-time Faculty in U.S. Doctoral Departments
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
WEST SOUTH CENTRAL (19 departments)								
Full professor								
12 or more years	57,900	45,952	49,683	66,220	77,338	59,254	12,530	71
6 - 11 years	58,000	42,750	50,500	64,994	71,210	58,056	9,525	47
3 - 5 years	54,837	40,878	47,000	69,525	73,440	56,629	12,221	19
Less than 3 years	51,250	44,244	45,724	55,000	57,500	51,095	6,457	22
All years	56,045	44,016	49,000	65,019	73,440	57,457	11,216	159
Associate professor								
6 or more years	40,900	35,774	37,900	43,900	48,400	41,659	5,936	53
3 - 5 years	42,915	36,692	39,577	47,586	50,750	44,606	8,123	19
Less than 3 years	41,421	36,666	38,500	45,300	46,314	41,812	4,038	31
All years	41,421	36,400	38,270	45,300	48,037	42,249	5,973	103
Assistant professor								
3 or more years	37,260	34,326	35,336	39,700	40,746	37,649	3,237	52
Less than 3 years	36,000	33,804	35,000	37,740	39,000	36,239	2,381	58
All years	36,450	34,000	35,000	38,300	40,230	36,906	2,892	110
All ranks	43,000	35,020	37,384	54,638	65,300	47,054	12,201	376
MOUNTAIN (16 departments)								
Full professor								
12 or more years	66,100	49,600	56,800	78,498	86,645	67,926	14,574	83
6 - 11 years	67,022	52,908	61,942	74,589	84,006	68,187	12,056	44
3 - 5 years	56,600	39,638	42,609	64,087	67,741	54,840	11,350	22
Less than 3 years	51,617	39,442	42,985	60,856	69,233	52,959	10,969	20
All years	64,087	45,699	55,050	73,800	84,006	64,519	14,423	169
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	43,600	38,800	41,800	48,527	52,748	45,218	6,594	45
All years	45,283	39,585	42,125	50,630	54,267	46,333	6,531	98
Assistant professor								
3 or more years	39,769	30,488	37,177	42,634	44,116	39,012	5,258	32
Less than 3 years	40,040	35,411	37,684	42,500	45,005	39,976	3,832	39
All years	40,000	32,160	37,611	42,500	44,116	39,541	4,522	71
All ranks	49,239	38,055	42,000	64,160	77,151	53,558	15,620	344

(continued)

TABLE 6 (continued)
1995-96 Salaries for Full-time Faculty in U.S. Doctoral Departments
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
PACIFIC (16 departments)								
Full professor								
12 or more years	82,300	60,839	69,800	91,100	100,800	81,070	15,458	103
6 - 11 years	69,800	54,900	63,900	77,100	98,200	72,407	13,310	39
3 - 5 years	62,850	52,496	58,700	73,036	88,300	66,837	13,522	24
Less than 3 years	59,700	52,100	54,900	70,164	79,700	62,656	11,352	22
All years	73,750	55,706	63,187	86,600	96,300	75,301	15,855	188
Associate professor								
6 or more years	51,862	36,500	50,471	55,400	65,100	52,102	8,551	18
3 - 5 years	51,700	42,536	48,230	54,000	63,400	51,800	7,767	24
Less than 3 years	46,513	41,277	46,400	50,650	56,650	48,384	4,855	20
All years	51,308	41,500	46,400	54,800	57,500	50,786	7,299	62
Assistant professor								
3 or more years	44,000	36,560	41,800	49,000	51,150	44,023	5,512	30
Less than 3 years	40,600	37,000	37,500	44,000	45,300	40,822	3,913	22
All years	41,900	37,000	39,174	45,800	49,296	42,669	5,111	52
All ranks	61,350	41,718	49,100	78,924	92,200	64,408	19,173	305

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.