

TABLE 10
1995-96 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (167 departments)								
Full professor								
12 or more years	71,500	52,700	60,826	85,367	100,000	74,108	18,482	976
6 - 11 years	67,076	52,090	58,700	76,563	88,446	68,789	14,130	479
3 - 5 years	61,658	47,272	53,400	71,560	80,000	63,734	14,456	226
Less than 3 years	57,200	47,200	52,488	65,400	73,800	60,202	12,293	238
All years	67,000	50,760	57,600	79,000	93,004	69,843	17,083	1,921
Associate professor								
6 or more years	48,461	37,591	43,270	54,000	60,300	49,101	8,911	451
3 - 5 years	48,544	41,474	44,370	52,687	60,500	49,733	7,625	239
Less than 3 years	45,613	39,366	42,200	49,984	55,000	46,745	7,045	302
All years	47,593	39,104	43,257	52,670	59,463	48,536	8,159	992
Assistant professor								
3 or more years	40,485	35,584	37,800	44,000	47,756	41,246	5,339	420
Less than 3 years	39,500	34,850	36,350	42,000	45,000	39,572	4,518	406
All years	40,000	35,000	37,080	43,143	46,578	40,423	5,020	826
All ranks	53,115	38,100	43,200	67,967	82,683	57,486	18,407	3,776
NEW ENGLAND (10 departments)								
Full professor								
12 or more years	77,501	59,355	65,232	86,896	102,798	78,267	15,620	56
6 - 11 years	67,845	57,357	59,100	72,093	92,589	68,538	11,429	18
3 - 5 years								9
Less than 3 years	58,562	46,500	53,700	63,700	65,489	57,955	8,490	14
All years	68,690	55,459	59,975	80,500	96,060	71,910	15,634	97
Associate professor								
6 or more years	53,432	43,124	47,073	58,946	62,893	53,345	9,181	32
3 - 5 years	47,015	41,474	43,250	50,925	53,783	47,645	5,445	12
Less than 3 years	48,902	44,900	44,900	51,300	51,650	48,697	4,161	11
All years	50,100	42,640	44,900	55,400	60,250	51,172	8,028	55
Assistant professor								
3 or more years	44,501	35,360	39,753	46,900	48,654	43,510	5,470	19
Less than 3 years	41,200	36,225	39,000	42,960	46,700	41,114	3,373	27
All years	41,900	35,521	39,753	45,100	47,868	42,103	4,468	46
All ranks	56,597	41,105	45,000	69,004	84,450	59,055	17,590	200
MID ATLANTIC (24 departments)								
Full professor								
12 or more years	79,227	60,850	71,595	94,417	105,505	83,137	18,655	130
6 - 11 years	74,139	63,518	66,500	81,608	98,594	76,369	14,527	77
3 - 5 years	72,650	59,335	64,886	80,072	94,000	74,560	13,568	36
Less than 3 years	65,459	53,120	58,445	71,980	76,783	65,116	8,559	34
All years	74,980	59,699	66,500	85,912	101,748	77,935	16,911	279
Associate professor								
6 or more years	54,720	47,558	51,238	59,823	64,971	55,614	7,694	68
3 - 5 years	52,687	47,530	49,353	62,111	66,304	55,438	8,771	35
Less than 3 years	47,990	43,000	45,115	54,034	59,782	49,907	6,831	26
All years	53,351	45,430	49,000	59,536	64,971	54,416	8,106	129
Assistant professor								
3 or more years	41,715	37,444	39,875	45,189	49,631	43,047	5,389	53
Less than 3 years	41,125	35,000	39,000	44,205	50,000	41,817	5,015	46
All years	41,500	36,900	39,316	44,731	50,000	42,475	5,229	99
All ranks	62,639	41,000	49,217	76,634	91,463	64,738	20,104	512

(continued)

TABLE 10 (continued)
1995-96 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST NORTH CENTRAL (28 departments)								
Full professor								
12 or more years	70,300	54,000	61,504	85,876	99,700	74,753	18,305	195
6 - 11 years	67,226	53,000	59,604	78,400	92,497	70,695	14,813	86
3 - 5 years	62,200	50,402	53,409	70,876	75,900	63,100	11,025	38
Less than 3 years	56,750	51,150	54,152	64,535	67,900	60,738	12,258	62
All years	66,638	52,407	58,078	78,400	94,000	70,394	16,923	381
Associate professor								
6 or more years	49,712	41,301	46,010	54,075	60,845	50,571	8,015	101
3 - 5 years	48,281	43,060	44,990	54,878	60,500	50,148	7,207	51
Less than 3 years	45,452	40,970	42,594	50,042	55,600	47,605	8,552	72
All years	48,255	41,301	44,346	53,244	60,500	49,522	8,094	224
Assistant professor								
3 or more years	40,772	36,864	38,736	44,338	49,100	42,344	5,950	104
Less than 3 years	40,000	35,252	36,838	43,343	45,000	39,967	4,697	91
All years	40,149	35,591	38,000	44,000	47,100	41,235	5,518	195
All ranks	52,800	38,640	43,651	66,283	82,251	57,248	18,032	807
WEST NORTH CENTRAL (14 departments)								
Full professor								
12 or more years	63,284	49,484	53,456	73,500	87,100	65,557	15,593	86
6 - 11 years	61,000	45,250	48,230	72,300	82,300	61,979	15,392	29
3 - 5 years	58,875	47,644	53,793	66,848	80,000	60,903	12,067	16
Less than 3 years	55,400	51,426	53,520	64,278	68,300	58,633	10,736	15
All years	61,283	46,115	53,306	72,000	86,262	63,625	14,853	146
Associate professor								
6 or more years	48,700	37,705	43,537	52,500	58,000	48,301	7,105	27
3 - 5 years	46,005	36,442	40,000	48,220	50,737	44,336	5,741	13
Less than 3 years	44,993	41,145	42,153	47,753	52,356	45,388	4,531	31
All years	45,751	37,705	42,246	49,457	54,000	46,303	5,985	71
Assistant professor								
3 or more years	39,911	33,944	36,570	41,125	41,612	39,046	3,311	30
Less than 3 years	38,600	32,589	36,925	39,600	41,600	38,013	2,834	29
All years	39,000	33,375	36,570	40,661	41,600	38,539	3,103	59
All ranks	50,749	37,705	41,396	62,365	77,467	53,806	15,595	276
SOUTH ATLANTIC (30 departments)								
Full professor								
12 or more years	71,288	53,229	60,693	81,180	99,226	73,308	17,443	175
6 - 11 years	63,754	50,996	56,534	74,665	86,700	66,285	12,989	102
3 - 5 years	60,320	48,730	52,213	67,378	73,993	61,298	12,802	42
Less than 3 years	54,784	46,950	50,313	64,324	73,620	59,240	13,853	38
All years	65,400	50,336	56,409	76,698	90,300	68,391	16,231	357
Associate professor								
6 or more years	45,500	35,900	42,958	50,068	54,325	46,115	7,754	105
3 - 5 years	47,546	42,800	44,050	49,900	54,988	47,764	5,297	51
Less than 3 years	45,975	38,898	42,928	50,505	56,781	47,162	7,430	60
All years	46,075	38,586	43,272	50,225	55,000	46,795	7,159	216
Assistant professor								
3 or more years	40,476	36,200	38,300	43,200	44,790	40,873	3,875	62
Less than 3 years	39,000	32,000	36,350	41,300	45,320	39,188	5,246	69
All years	39,820	35,000	37,500	42,473	44,790	39,985	4,707	131
All ranks	51,236	38,500	43,500	65,871	80,030	56,275	17,474	712

(continued)

TABLE 10 (continued)
1995-96 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST SOUTH CENTRAL (12 departments)								
Full professor								
12 or more years	63,723	49,906	55,565	71,436	84,168	65,508	14,221	66
6 - 11 years	58,877	51,269	55,647	70,479	83,250	64,228	14,526	33
3 - 5 years	56,408	47,097	49,452	65,982	80,467	61,517	19,848	20
Less than 3 years	49,543	46,341	47,133	52,494	62,461	51,419	7,033	12
All years	59,472	48,807	52,630	68,196	80,908	63,286	15,200	131
Associate professor								
6 or more years	42,177	37,630	38,500	48,412	61,500	45,788	9,541	21
3 - 5 years	44,047	40,954	42,004	50,344	53,700	46,655	7,870	16
Less than 3 years	41,149	36,770	38,812	44,361	51,156	42,413	5,555	20
All years	42,450	37,460	39,959	46,611	56,200	44,847	7,934	57
Assistant professor								
3 or more years	38,516	35,500	36,610	43,850	46,575	40,196	4,542	34
Less than 3 years	37,524	33,500	35,000	40,306	41,500	37,526	3,192	28
All years	38,108	34,000	36,000	42,000	45,000	38,990	4,179	62
All ranks	49,473	36,760	40,999	61,236	71,775	53,032	16,060	251
WEST SOUTH CENTRAL (19 departments)								
Full professor								
12 or more years	60,220	45,952	50,311	71,977	85,000	62,803	16,600	73
6 - 11 years	61,349	47,440	56,127	66,834	73,703	61,024	9,743	40
3 - 5 years	57,700	46,347	49,395	66,308	72,039	57,854	11,067	21
Less than 3 years	54,028	44,549	48,672	57,500	86,622	56,883	13,321	18
All years	59,046	45,952	50,369	69,586	77,515	60,950	14,038	152
Associate professor								
6 or more years	41,546	35,319	37,525	45,134	54,191	42,705	7,073	57
3 - 5 years	46,599	38,151	41,255	49,804	51,445	46,671	8,359	16
Less than 3 years	43,100	37,931	39,600	45,431	46,516	42,696	4,070	21
All years	42,225	36,100	38,750	46,314	52,450	43,378	6,871	94
Assistant professor								
3 or more years	37,610	34,500	35,645	40,170	41,500	37,931	3,258	53
Less than 3 years	36,325	35,000	35,020	38,500	43,500	37,611	3,702	56
All years	37,000	34,795	35,020	39,700	43,300	37,767	3,481	109
All ranks	44,650	35,105	37,778	56,992	70,514	48,995	14,431	360
MOUNTAIN (12 departments)								
Full professor								
12 or more years	66,233	49,275	57,398	79,200	88,925	68,410	15,092	79
6 - 11 years	67,076	53,100	61,350	75,048	84,006	68,378	11,703	43
3 - 5 years	56,600	39,190	41,127	65,132	68,627	54,854	13,015	16
Less than 3 years	52,534	39,562	42,829	61,400	69,739	53,458	11,213	15
All years	64,587	45,699	56,472	75,544	84,490	65,518	14,697	153
Associate professor								
6 or more years	47,448	37,591	43,685	50,630	53,490	46,719	5,923	18
3 - 5 years	48,702	44,177	44,750	51,730	60,935	49,931	6,903	18
Less than 3 years	44,303	39,585	42,385	49,028	55,000	46,010	6,779	38
All years	46,800	40,157	43,042	50,901	54,267	47,136	6,722	74
Assistant professor								
3 or more years	39,638	30,488	36,743	42,482	44,116	38,886	5,266	31
Less than 3 years	41,138	36,000	39,250	42,796	45,005	40,556	3,891	32
All years	40,100	31,372	38,230	42,591	44,433	39,734	4,658	63
All ranks	50,606	38,500	42,410	65,837	78,000	54,688	16,248	296

(continued)

TABLE 10 (continued)
1995-96 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
PACIFIC (18 departments)								
Full professor								
12 or more years	83,120	61,350	69,800	94,025	105,500	84,328	18,283	116
6 - 11 years	70,500	57,900	63,900	79,850	88,200	72,486	12,748	51
3 - 5 years	63,900	46,500	58,700	77,050	95,300	67,955	15,923	28
Less than 3 years	60,491	53,500	56,278	72,100	85,950	65,454	13,952	30
All years	75,600	56,000	63,900	89,200	100,900	77,090	18,005	225
Associate professor								
6 or more years	51,943	42,100	45,700	57,500	70,128	52,955	10,518	22
3 - 5 years	51,700	42,536	49,100	54,800	63,400	52,309	7,477	27
Less than 3 years	49,100	41,400	46,400	52,470	55,900	48,959	5,397	23
All years	51,700	41,500	46,400	55,050	61,759	51,436	8,075	72
Assistant professor								
3 or more years	44,450	37,069	41,800	49,100	53,800	44,810	5,968	34
Less than 3 years	40,250	35,100	37,040	44,000	46,000	40,517	4,219	28
All years	42,700	36,000	37,500	46,300	49,296	42,871	5,638	62
All ranks	63,100	41,800	49,100	80,000	94,400	65,905	20,828	362

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 psychology departments that award the doctoral degree; excluded are other types of departments that may be more specialized in nature (e.g., counseling psychology 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.