

TABLE 11
1995-96 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (113 departments)								
Full professor								
12 or more years	69,800	51,078	59,579	82,525	96,300	72,067	17,343	772
6 - 11 years	65,060	50,996	57,713	75,000	84,610	67,305	13,809	362
3 - 5 years	61,105	47,000	52,789	70,300	78,554	62,141	12,939	172
Less than 3 years	56,042	46,719	51,550	65,000	72,100	58,975	11,861	186
All years	65,495	50,000	56,442	77,140	90,300	68,149	16,154	1,494
Associate professor								
6 or more years	47,523	37,008	42,515	53,200	59,536	48,102	8,576	347
3 - 5 years	48,034	41,034	44,072	52,786	59,463	49,114	7,299	176
Less than 3 years	45,002	38,745	41,500	48,902	53,016	45,851	6,336	242
All years	46,600	38,586	42,603	51,700	57,652	47,623	7,732	765
Assistant professor								
3 or more years	40,019	35,181	37,369	42,904	47,005	40,509	4,765	310
Less than 3 years	38,700	34,000	36,000	41,500	44,183	39,068	4,532	301
All years	39,550	34,795	36,838	42,120	45,900	39,799	4,704	611
All ranks	52,490	37,800	42,700	66,645	80,234	56,492	17,572	2,891
NEW ENGLAND (4 departments) (Insufficient <u>N</u>s of faculty for analysis)								
MID ATLANTIC (9 departments)								
Full professor								
12 or more years	81,756	65,600	74,137	96,306	106,417	84,892	15,741	67
6 - 11 years	75,390	64,345	66,500	79,227	91,463	76,553	13,098	37
3 - 5 years	74,980	61,586	67,730	79,909	85,912	74,489	9,970	19
Less than 3 years	67,754	54,642	61,894	70,281	74,980	66,455	7,065	18
All years	77,128	62,700	68,567	85,576	99,277	78,946	14,760	143
Associate professor								
6 or more years	54,919	48,900	52,490	59,536	64,971	56,068	6,743	33
3 - 5 years	55,730	47,905	52,500	62,394	66,304	56,869	5,994	19
Less than 3 years	48,074	43,000	45,115	54,034	59,782	50,025	6,801	15
All years	54,000	46,925	50,000	59,536	64,971	54,942	6,990	67
Assistant professor								
3 or more years	40,435	39,316	40,029	41,871	46,423	41,676	4,239	18
Less than 3 years	40,900	37,444	39,419	43,450	47,446	41,861	4,581	20
All years	40,585	37,444	39,995	42,045	46,423	41,773	4,364	38
All ranks	65,665	41,624	52,606	78,800	91,152	66,765	19,001	248
EAST NORTH CENTRAL (21 departments)								
Full professor								
12 or more years	69,700	53,600	61,200	84,320	97,125	73,359	17,112	179
6 - 11 years	66,638	53,244	58,885	77,290	92,497	70,044	14,865	73
3 - 5 years	60,786	51,509	53,409	69,305	72,171	61,517	8,339	30
Less than 3 years	56,500	50,274	53,235	64,535	67,857	60,267	12,132	51
All years	66,245	52,407	57,737	77,290	93,090	69,561	16,127	333
Associate professor								
6 or more years	49,712	39,924	44,700	53,928	60,845	50,136	7,782	87
3 - 5 years	48,386	42,474	44,288	55,539	60,570	49,806	6,812	40
Less than 3 years	45,052	39,366	42,567	49,334	55,600	46,542	6,548	59
All years	48,181	40,970	43,564	53,016	59,661	48,925	7,352	186
Assistant professor								
3 or more years	40,782	36,968	39,453	44,295	48,050	42,106	4,469	80
Less than 3 years	39,312	35,252	36,838	42,654	45,400	39,721	4,910	72
All years	40,149	35,725	37,975	43,948	47,037	40,977	4,818	152
All ranks	53,302	39,000	43,900	66,280	82,000	57,266	17,451	674

TABLE 11 (continued)
1995-96 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
WEST NORTH CENTRAL (12 departments)								
Full professor								
12 or more years	62,792	49,396	53,070	72,613	87,100	64,923	16,099	76
6 - 11 years	61,000	45,250	47,505	75,000	82,300	62,266	15,906	27
3 - 5 years	61,000	47,644	56,304	68,904	80,000	62,484	12,928	13
Less than 3 years	56,100	52,000	53,705	64,278	68,300	59,148	10,947	14
All years	61,000	45,584	53,110	72,000	86,566	63,506	15,263	130
Associate professor								
6 or more years	47,364	37,705	43,002	51,418	54,000	47,402	7,244	22
3 - 5 years	46,045	36,442	38,680	48,413	50,737	44,414	5,989	12
Less than 3 years	45,269	40,653	42,200	47,833	53,000	45,555	4,687	28
All years	45,741	37,359	42,153	48,992	53,310	45,989	5,962	62
Assistant professor								
3 or more years	39,821	33,887	36,504	41,200	41,700	38,922	3,461	27
Less than 3 years	38,000	32,589	36,012	39,600	41,600	37,613	3,050	23
All years	38,506	33,220	36,450	40,800	41,650	38,320	3,312	50
All ranks	50,306	37,032	41,425	62,855	76,800	53,814	15,879	242
SOUTH ATLANTIC (21 departments)								
Full professor								
12 or more years	70,665	52,516	59,824	79,350	100,300	72,120	17,413	143
6 - 11 years	61,750	50,336	53,949	70,994	83,662	63,904	12,690	79
3 - 5 years	60,980	46,307	52,213	67,378	75,256	61,347	13,903	33
Less than 3 years	53,240	46,950	49,400	64,324	73,620	58,703	14,733	33
All years	63,548	49,830	55,023	74,831	90,300	67,095	16,335	288
Associate professor								
6 or more years	45,374	35,471	42,658	48,594	53,241	45,577	7,704	92
3 - 5 years	47,010	42,500	44,000	48,600	53,700	46,604	4,343	39
Less than 3 years	44,965	38,586	41,200	48,426	52,006	46,097	7,411	46
All years	45,300	38,428	42,958	48,559	53,241	45,939	6,998	177
Assistant professor								
3 or more years	39,884	35,996	38,200	43,151	45,972	40,659	4,124	50
Less than 3 years	38,740	31,050	36,150	41,136	43,145	38,890	5,568	56
All years	39,370	33,302	37,260	41,913	45,917	39,725	4,996	106
All ranks	50,500	38,141	43,145	63,950	77,890	55,360	17,206	575
EAST SOUTH CENTRAL (9 departments)								
Full professor								
12 or more years	60,299	49,180	54,000	66,366	77,140	61,143	10,144	49
6 - 11 years	58,553	50,760	55,647	60,879	72,179	59,851	8,964	25
3 - 5 years	53,753	46,530	47,900	59,410	67,894	56,306	10,429	17
Less than 3 years	50,087	46,719	47,547	52,587	62,461	52,311	6,625	11
All years	57,897	47,900	51,540	64,065	70,479	59,068	9,903	102
Associate professor								
6 or more years	41,279	36,123	38,070	45,445	47,585	41,492	4,275	15
3 - 5 years	43,365	41,120	42,004	45,411	50,101	44,248	3,248	12
Less than 3 years	40,750	36,760	38,520	43,697	44,959	40,861	3,001	18
All years	42,000	36,780	39,805	44,239	46,611	41,975	3,732	45
Assistant professor								
3 or more years	37,934	34,559	36,190	38,790	43,478	38,659	3,839	25
Less than 3 years	37,500	33,500	35,000	39,229	40,684	36,969	2,810	25
All years	37,530	33,681	35,154	39,229	42,571	37,814	3,437	50
All ranks	47,585	36,190	39,805	58,553	66,385	49,769	12,330	197

(continued)

TABLE 11 (continued)
1995-96 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
WEST SOUTH CENTRAL (14 departments)								
Full professor								
12 or more years	57,448	45,952	49,683	66,220	77,338	59,442	12,387	57
6 - 11 years	61,000	47,080	56,000	65,353	73,465	60,250	9,064	35
3 - 5 years	55,945	41,877	48,000	69,525	73,440	57,504	11,947	18
Less than 3 years	52,823	44,549	46,100	56,045	62,800	52,556	6,645	15
All years	57,448	45,747	49,561	65,648	73,465	58,563	11,048	125
Associate professor								
6 or more years	40,807	35,774	37,000	43,817	51,000	41,661	6,337	41
3 - 5 years	46,056	38,151	40,909	47,919	50,750	46,438	9,073	13
Less than 3 years	42,615	37,458	39,261	45,716	47,095	42,675	4,175	20
All years	41,673	36,266	38,575	46,000	50,750	42,774	6,570	74
Assistant professor								
3 or more years	37,354	34,500	35,600	39,700	41,820	37,805	3,346	45
Less than 3 years	36,000	35,000	35,020	38,000	39,278	36,640	2,478	42
All years	36,922	34,500	35,020	38,500	40,597	37,243	3,000	87
All ranks	44,464	35,230	37,610	55,681	66,155	47,831	12,569	290
MOUNTAIN (11 departments)								
Full professor								
12 or more years	66,167	49,275	56,800	79,136	88,800	68,028	15,067	74
6 - 11 years	68,627	52,908	62,569	75,048	84,610	69,068	12,226	37
3 - 5 years	57,200	39,190	40,973	65,935	68,627	54,951	13,466	15
Less than 3 years	52,534	39,562	42,829	61,400	69,739	53,458	11,213	15
All years	64,587	43,192	55,690	75,620	84,490	65,359	14,889	141
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	44,505	39,585	42,385	49,738	55,000	46,190	7,011	35
All years	47,000	40,157	43,200	50,943	54,267	47,272	6,815	71
Assistant professor								
3 or more years	39,769	30,484	36,743	42,482	44,275	38,899	5,356	30
Less than 3 years	41,638	35,000	39,000	43,000	45,044	40,586	4,021	30
All years	40,271	31,308	38,115	42,688	44,719	39,742	4,772	60
All ranks	50,276	38,230	42,385	65,630	78,000	54,420	16,248	278

(continued)

TABLE 11 (continued)
1995-96 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
PACIFIC (12 departments)								
Full professor								
12 or more years	82,214	61,350	69,800	92,288	100,800	81,396	15,587	92
6 - 11 years	69,800	54,900	63,900	77,100	98,200	72,407	13,310	39
3 - 5 years	63,900	52,496	58,700	73,100	88,300	67,856	14,186	21
Less than 3 years	59,700	52,100	54,900	70,164	79,700	62,656	11,352	22
All years	73,750	55,200	63,900	86,600	96,300	75,378	15,947	174
Associate professor								
6 or more years	53,200	36,500	46,400	55,491	65,100	52,106	10,132	13
3 - 5 years	51,700	39,825	49,100	55,300	67,400	52,522	8,824	18
Less than 3 years	46,400	41,053	46,400	49,100	53,300	47,421	4,067	17
All years	50,732	41,004	46,400	55,050	63,400	50,603	8,106	48
Assistant professor								
3 or more years	44,000	37,069	41,800	49,000	52,100	44,224	5,558	26
Less than 3 years	40,600	37,000	37,500	44,000	45,300	40,780	4,004	21
All years	41,800	37,000	39,148	46,300	49,296	42,685	5,172	47
All ranks	63,900	41,700	49,100	79,200	92,400	65,063	19,399	271

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.