

1997-98 FACULTY SALARIES IN GRADUATE DEPARTMENTS OF PSYCHOLOGY

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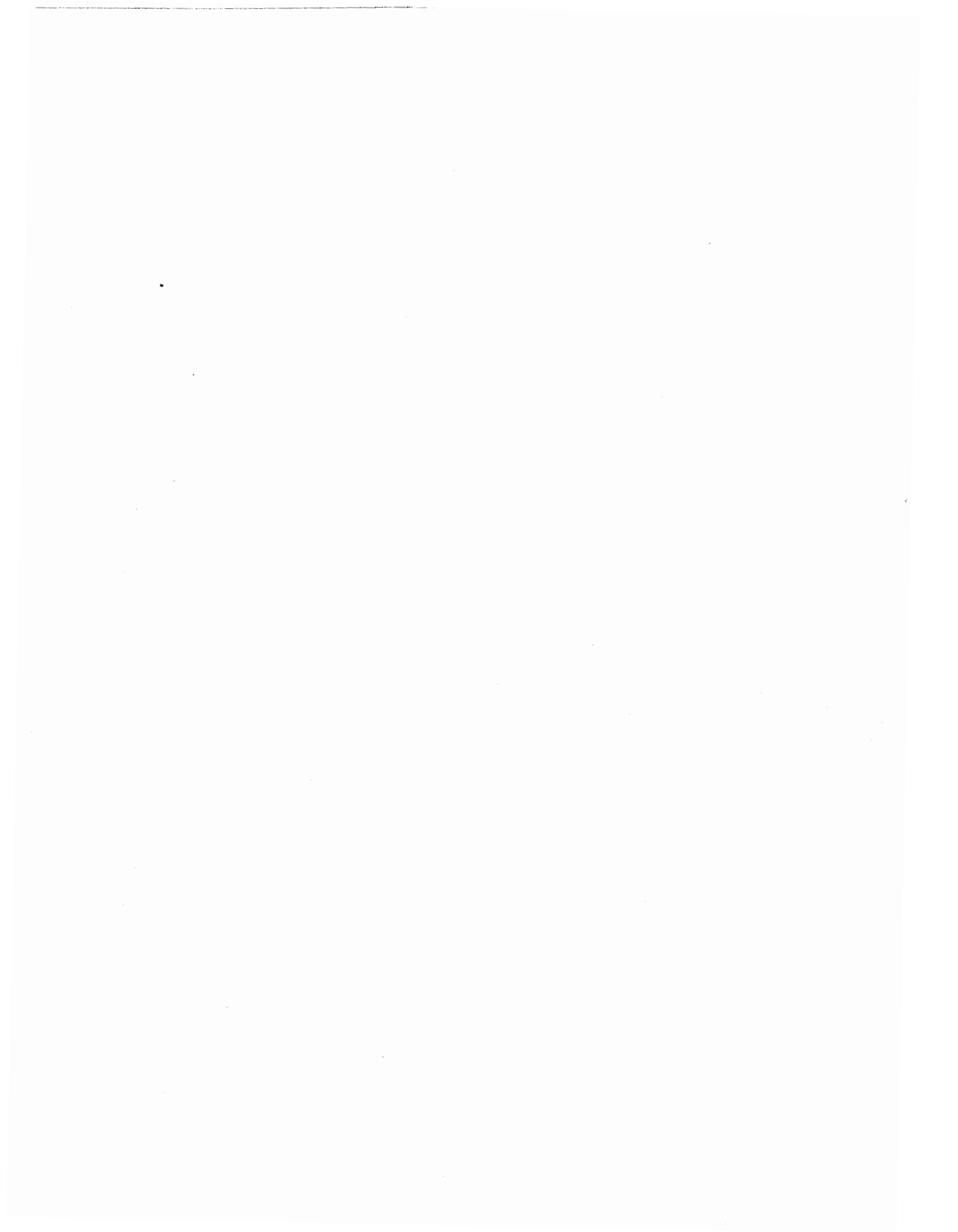
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1997-98 FACULTY SALARIES IN GRADUATE DEPARTMENTS OF PSYCHOLOGY

Background

Surveys of faculty salaries in graduate departments of psychology have been conducted since the mid 1960s, first by the Council of Graduate Departments of Psychology (COGDOP), and after 1978 by the American Psychological Association (APA) in conjunction with COGDOP. Subsequent years saw the survey broaden in scope to cover more diverse issues concerning graduate education, and in 1990 it was divided into two separate components, with the initial phase of the survey addressing faculty salaries and the second covering other topics. More recently that second portion was folded in with the ongoing Graduate Study effort. This has been accomplished by modifying the Graduate Study instrument and using one- or two-page inserts to Graduate Study. This effort is being re-evaluated to see how we can best balance demands on the Chairs for data with Chairs' continuing needs for certain departmental-level data.

Method

In September 1997 the Faculty Salaries portion of the 1997-98 Survey of Graduate Departments of Psychology was mailed to 632 U.S. and Canadian graduate departments of psychology. Eligible departments were drawn from the current edition of *Graduate Study in Psychology* (APA, 1997) and prior editions, which included many departments not strictly defined as psychology departments (e.g., *Graduate Study in Psychology and Associated Fields*, APA, 1991), and from the membership of the National Council of Schools and Programs of Professional Psychology (NCSPP). The questionnaire requested information on demographics, employment status, rank, years in rank, highest degree and year awarded, and salary for all faculty members. Departments that had not yet returned completed forms by December were sent a second set of materials. In February, those who had still not responded were contacted by phone in an attempt to boost the rate of participation.

Of the 632 departments and professional schools surveyed, 362 provided at least some usable information, for an overall response rate of 57.3%. Data presented in this report are based on 6,427 faculty who hold doctorates, who are employed full time, and for whom the relevant data were available. Included in this total are 4,863 faculty in 253 U.S. doctoral departments, 1,165 faculty in 95 U.S. master's departments, and 399 faculty in 14 Canadian departments.

Consistent with previous efforts, response rates varied considerably, depending on the geographic location of the institution, the highest degree offered by the department (doctoral or master's), whether the institution is public or private, and the department type. Substantially higher levels of response were obtained in the U.S. for doctoral departments (65.4%) than for master's departments (45%). Departments in the U.S. overall were far more likely to have completed the survey than Canadian departments (58.2% versus 41.2%). Psychology departments were more likely than other types of academic units (e.g., professional schools or educational psychology departments) to provide data. More information on specific response rates can be found in Appendix Table A.

Structure of the Report

Results are presented separately for: (1) U.S. doctoral departments; (2) U.S. master's departments; and (3) Canadian departments. For U.S. doctoral departments, salaries are broken out along the following dimensions: geographic region, public or private institution status, and type of department (e.g., psychology, professional school of psychology, or human development). Among master's departments, the majority of participants were psychology departments; thus, detailed analyses have been limited to this category. Statistics on Canadian faculty concentrate on doctoral-level departments as there was only one at the master's level supplying data.

Most salaries are reported according to academic rank and years in rank, or by years since earning the doctorate. Additional tables report salaries paid to chairs, other administrative positions, and newly hired faculty, changes averaged over the past three years, and a comparison of academic salaries paid to men and women of equivalent years in rank. The final table presents average amounts paid to adjunct or other part-time faculty who are compensated on a per-course basis.

Caveats

Readers of this report should consider possible error introduced by nonresponse. Comparisons of respondents with nonrespondents indicated few marked differences in terms of the geographic distribution for U.S. doctoral departments overall and doctoral psychology departments, in particular. However, the response rate was lower for U.S. master's departments and especially for departments in Canada. Thus, in reading the results, it is important to consult Appendix A for the appropriate rate of response.

Several tables report percent changes in average salaries over the past two years. These percentages are discussed in both monetary terms (as measured in current dollars) and in real terms (those that have been adjusted for inflation rates reported by the U.S. Bureau of Labor Statistics and the Embassy of Canada). It is important to note that these percentage changes are based on salary data reported by departments that responded to the survey for the respective years; they are not based on changes in faculty salaries computed on an individual basis. Thus, they are subject to the error that may be introduced by a slightly different set of departments responding to each survey.

Readers should also note that the term "Graduate Departments of Psychology" is meant broadly to encompass departments, schools, interdisciplinary programs, or other academic units listed in recent editions of Graduate Study in Psychology as offering a graduate degree in one or more areas of psychology. Departments may be called any of the following: (a) psychology; (b) educational psychology; (c) counseling psychology; (d) human development; (e) professional school; (f) counseling, guidance and counselor education; (g) school psychology; (h) education; or (I) other, but these department names are not synonymous with program areas. For example, a program in counseling or school psychology may be found in any of several categories. Almost two thirds of the departments award degrees in multiple areas of psychology. The remaining third tend to be departments that are specialized, offering degrees in a few closely related subfields. Thus, "graduate departments of psychology" refers to any academic unit that offers one or more graduate degrees in psychology.

REFERENCES

American Psychological Association (1997). Graduate Study in Psychology, 1996, with 1997 Addendum. Washington, DC: Author.

American Psychological Association (1991). Graduate Study in Psychology and Associated Fields, 1990, with 1991 Addendum. Washington, DC: Author.

Notes To Tables

1. Medians, quartiles, means, and standard deviations are reported for the majority of analyses. The median may be the most useful measure of central tendency since it is less influenced by extreme values than the arithmetic mean. In most of the tables, both median and mean salaries are presented; observed differences reflect the skewness in the distributions.
2. No statistics are provided where the N is less than 10 or where the standard deviation is 0. In these instances, only the N is provided.
3. Statistics also were not provided when the number of responding departments was 1 or when the Ns for subgroups based on rank and years in rank were so small that aggregate statistics would not be meaningful.
4. The majority of tables report salaries for faculty in U.S. graduate departments of psychology on a 9-10-month basis. Some departments (e.g., professional schools of psychology and departments of psychology in medical schools), however, typically operate on an 11-12-month academic calendar. In these cases, the 9-10-month salaries can be converted to their 11-12-month equivalents by multiplying by 11/9.
5. Percentage changes in average salaries from 1995-96 to 1997-98 are provided in some tables. These percentages are reported both in monetary terms (as measured in current dollars) and real terms (those that have been adjusted for inflation). This adjustment is based on the rates of inflation reported by the U.S. Department of Labor's Bureau of Labor Statistics. These percentage changes are based on salary data reported by departments that responded to the survey for the respective years; they are not based on increases in faculty salaries computed on an individual basis. Thus, they are affected by the error resulting from having a slightly different set of departments responding to each survey.
6. This report uses nine categories for geographic region that correspond to the divisions used by the U.S. Department of Commerce's Bureau of the Census. The states comprising each cluster are listed in Appendix B.

FACULTY SALARIES IN U.S. DOCTORAL DEPARTMENTS OF PSYCHOLOGY

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TABLE 1
Changes in Average Salaries of Full-time Faculty in U.S. Doctoral
Departments of Psychology by Rank: 1995-96 to 1997-98

	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	All ranks
U.S. Doctoral Departments					
1995-96 (255 departments)	\$68,560 N=2,446	\$48,570 N=1,396	\$40,265 N=1,055	\$37,782 N=45	\$56,593 N=4,942
1996-97 (251 departments)	\$71,249 N=2,351	\$50,389 N=1,396	\$41,380 N=1,061	\$36,966 N=49	\$58,383 N=4,857
1997-98 (247 departments)	\$74,329 N=2,293	\$51,909 N=1,362	\$42,833 N=1,061	\$38,651 N=45	\$60,559 N=4,761
Percent change in monetary salary					
1995-96 to 1996-97	+3.9%	+3.7%	+2.8%	-2.2%	+3.2%
1996-97 to 1997-98	+4.3%	+3.0%	+3.5%	+4.6%	+3.7%
Percent change in real terms					
1995-96 to 1996-97	+0.9%	+0.7%	-0.2%	-0.8%	+0.2%
1996-97 to 1997-98	+2.1%	+0.8%	+1.3%	+2.4%	+1.5%
All U.S. Departments					
1995-96 (364 departments)	\$66,297 N=3,079	\$47,790 N=1,730	\$39,446 N=1,401	\$36,323 N=56	\$54,916 N=6,266
1996-97 (351 departments)	\$68,956 N=2,865	\$49,521 N=1,696	\$40,586 N=1,374	\$35,848 N=63	\$56,614 N=5,998
1997-98 (339 departments)	\$71,741 N=2,804	\$51,012 N=1,672	\$41,890 N=1,359	\$37,458 N=58	\$58,638 N=5,893
Percent change in monetary salary					
1995-96 to 1996-97	+4.0%	+3.6%	+2.9%	-1.3%	+3.1%
1996-97 to 1997-98	+4.0%	+3.0%	+3.2%	+4.5%	+3.6%
Percent change in real terms					
1995-96 to 1996-97	+1.0%	+0.6%	-0.1%	-4.3%	+0.1%
1996-97 to 1997-98	+1.8%	+0.8%	+1.0%	+2.3%	+1.4%

Source: 1996-97 and 1997-98 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 3.0% for the period from September 1995 to September 1996 and 2.2% for the period from September 1996 to September 1997.

TABLE 2
Changes in Average Salaries of Full-Time Faculty in U.S. Doctoral Departments of Psychology
by Rank and Years in Rank: 1995-96 to 1997-98

	<u>Full Professor</u>				<u>Associate Professor</u>			<u>Assistant Professor</u>		<u>Lecturer/Instr.</u>	
	12 or more years	6 - 11 years	3 - 5 years	Less than 3 years	6 or more years	3 - 5 years	Less than 3 years	3 or more years	Less than 3 years	3 or more years	Less than 3 years
1995-96 (255 departments)	\$73,152 N=1,190	\$67,841 N=571	\$63,170 N=315	\$59,616 N=337	\$49,626 N=629	\$49,313 N=328	\$46,432 N=433	\$41,356 N=516	\$39,215 N=535	\$42,257 N=19	\$34,512 N=24
1996-97 (251 departments)	\$75,735 N=1,177	\$70,169 N=565	\$64,766 N=293	\$62,331 N=292	\$51,125 N=632	\$51,348 N=336	\$48,388 N=415	\$42,777 N=495	\$40,138 N=559	\$39,797 N=18	\$35,908 N=28
1997-98 (247 departments)	\$79,277 N=1,187	\$72,712 N=541	\$66,138 N=298	\$64,753 N=267	\$53,366 N=609	\$52,460 N=363	\$49,137 N=389	\$43,810 N=509	\$41,928 N=551	\$38,837 N=22	\$39,469 N=21
Percentage change in monetary salary											
1995-96 to 1996-97	+3.5%	+3.4%	+2.5%	+4.6%	+3.0%	+4.1%	+4.2%	+3.4%	+2.4%	-5.8%	+4.0%
1996-97 to 1997-98	+4.7%	+3.6%	+2.1%	+3.9%	+4.4%	+2.2%	+1.5%	+2.4%	+4.5%	-2.4%	+9.9%
Percentage change in real terms											
1995-96 to 1996-97	+0.5%	+0.4%	-0.5%	+1.6%	+0.0%	+1.1%	+1.2%	+0.4%	-0.6%	-8.8%	+1.0%
1996-97 to 1997-98	+2.5%	+1.4%	-0.1%	+1.7%	+2.2%	0.0%	-0.7%	+0.2%	+2.3%	-4.6%	+7.7%

Source: 1996-97 and 1997-98 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 3.0% for the period from September 1995 to September 1996 and 2.2% for the period from September 1996 to September 1997.

TABLE 3
Distribution of 1997-98 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by
Rank and Years in Rank

9-10-month salary	Full Professor						Associate Professor			Assistant Prof.	
	24 years or more	18 - 23 years	12 - 17 years	6 - 11 years	3 - 5 years	Less than 3	6 or more	3 - 5 years	Less than 3	3 or more	Less than 3
\$110,000 or more	29	33	36	21	2	1					
105,000-109,999	14	12	11	3	2	1					
100,000-104,999	16	14	13	14	3	2					
95,000-99,999	17	16	19	19	4	8	1				
90,000-94,999	15	33	29	20	3	5	2	3			
85,000-89,999	24	27	36	34	9	2	4				2
80,000-84,999	37	38	41	37	13	13	6	1			
\$79,000-79,999	5	10	14	13	5	2					
78,000-78,999	4	4	12	11	5	3	1	1			
77,000-77,999	4	6	10	7	6	6	1			1	
76,000-76,999	2	3	11	14	4	2	4			1	
75,000-75,999	10	15	12	20	6	8	1	1			
\$74,000-74,999	8	8	7	12	5	3	2				
73,000-73,999	7	13	7	20	5	5	4	1			
72,000-72,999	5	10	15	6	8	10	4		1		
71,000-71,999	3	8	9	13	6	2	3	1	3		
70,000-70,999	9	8	7	11	15	9	4	1	4		
\$69,000-69,999	6	9	11	14	9	7	7				
68,000-68,999	2	8	15	19	12	11	8	2			1
67,000-67,999	6	11	13	13	9	6	6	6	1		
66,000-66,999	3	7	17	14	8	7	1	5	1		
65,000-65,999	6	9	12	10	9	4	10	3	7		
\$64,000-64,999	3	8	10	16	7	8	12	5	3	1	
63,000-63,999	4	14	13	13	7	7	8	2	4		
62,000-62,999	3	5	16	15	7	6	12	9	7		1
61,000-61,999	2	8	13	13	18	6	13	2	3		
60,000-60,999	2	7	12	15	9	7	9	10	1	4	
\$59,000-59,999	3	7	11	10	11	14	18	8	3	1	
58,000-58,999	4	3	12	11	9	9	8	14	6	3	1
57,000-57,999	2	8	6	15	10	10	23	15	5	4	
56,000-56,999	4	7	4	17	9	11	20	15	5	2	2
55,000-55,999	2	5	5	7	7	9	30	14	7	7	1
\$54,000-54,999		5	5	11	8	8	32	20	19	4	3
53,000-53,999	3	4	6	11	13	4	37	16	18	10	1
52,000-52,999	2	7	2	7	6	4	31	19	13	8	2
51,000-51,999	3	1	7	9	4	9	25	18	20	7	11
50,000-50,999	2	5	4	4	5	7	30	28	14	10	7
\$49,000-49,999	3		4	4	4	8	24	9	23	10	15
48,000-48,999		2	3	7	5	4	23	16	23	21	12
47,000-47,999	2		2	3	4	7	17	15	38	31	19
46,000-46,999	1	1	2			4	28	17	29	22	28
45,000-45,999	2	2		3	1	2	34	26	25	24	27
\$44,000-44,999	1	3	1		1	3	19	23	14	47	28
43,000-43,999		3		3	1	1	12	6	17	36	51
42,000-42,999		1			3	1	13	12	24	45	48
41,000-41,999		1					8	6	19	45	50
40,000-40,999		1		1		1	13	6	8	41	59
\$39,000-39,999				1			7	1	8	35	30
38,000-38,999	1						12	3	4	30	49
37,000-37,999							6	2	5	21	22
36,000-36,999					1		6		3	15	21
35,000-35,999							5	1	2	11	27
\$34,000-34,999							3			5	12
33,000-33,999							1		1	5	9
32,000-32,999	1								1	1	5
Less than 32,000							1			1	7

Source: 1997-98 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

TABLE 4
1997-98 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Rank and Years in Rank

Rank and Years in Rank	Median	Percentiles				Mean	SD	N
		10%	25%	75%	90%			
Full professor								
24 or more years	81,065	57,735	69,255	96,200	111,000	83,186	21,124	282
18-23 years	75,415	56,069	64,500	90,100	107,283	78,693	19,641	410
12-17 years	74,318	57,645	63,715	87,300	103,030	77,533	18,855	495
6-11 years	70,400	54,071	60,772	81,150	95,000	72,712	16,321	541
3-5 years	64,950	52,015	57,053	72,500	81,000	66,138	12,712	298
Less than 3	62,800	49,392	55,528	72,334	80,421	64,753	13,468	267
All years	71,252	53,765	61,039	84,000	99,500	74,329	18,445	2293
Associate professor								
6 or more years	52,353	41,823	46,500	57,652	65,928	53,366	10,027	609
3-5 years	51,650	43,814	46,270	56,890	62,325	52,460	8,224	363
Less than 3	47,850	41,322	44,421	53,000	58,850	49,137	7,182	389
Not specified								1
All years	50,807	42,006	45,735	56,172	63,500	51,909	8,995	1362
Assistant professor								
3 or more years	42,990	37,524	40,075	46,648	51,265	43,810	5,760	509
Less than 3	41,500	35,558	38,600	44,650	48,150	41,928	5,737	551
Not specified								1
All years	42,100	36,500	39,234	45,602	49,200	42,833	5,819	1061
Lecturer/Instructor								
3 or more years	40,368	28,000	32,791	43,460	50,550	38,837	8,237	22
Less than 3	35,000	30,628	32,960	40,000	62,184	39,469	12,419	21
Not specified								2
All years	36,049	28,000	32,427	42,800	51,639	38,651	10,411	45

Source: 1997-98 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full time, 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 of faculty is less than 10.

TABLE 5
1997-98 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 (247 departments)								
Full professor								
12 or more years	76,284	56,870	65,018	90,100	107,000	79,277	19,796	1187
6-11 years	70,400	54,071	60,772	81,150	95,000	72,712	16,321	541
3-5 years	64,950	52,015	57,053	72,500	81,000	66,138	12,712	298
Less than 3 years	62,800	49,392	55,528	72,334	80,421	64,753	13,468	267
All years	71,252	53,765	61,039	84,000	99,500	74,329	18,445	2293
Associate professor								
6 or more years	52,353	41,823	46,500	57,652	65,928	53,366	10,027	609
3-5 years	51,650	43,814	46,270	56,890	62,325	52,460	8,224	363
Less than 3 years	47,850	41,322	44,421	53,000	58,850	49,137	7,182	389
All years	50,807	42,006	45,735	56,172	63,500	51,909	8,995	1362
Assistant professor								
3 or more years	42,990	37,524	40,075	46,648	51,265	43,810	5,760	509
Less than 3 years	41,500	35,558	38,600	44,650	48,150	41,928	5,737	551
All years	42,100	36,500	39,234	45,602	49,200	42,833	5,819	1061
All ranks	55,764	40,495	45,590	71,401	87,636	60,559	19,566	4761
NEW ENGLAND (19 departments)								
Full professor								
12 or more years	78,600	64,164	68,905	95,479	112,719	83,755	18,312	101
6-11 years	74,017	61,075	67,180	80,050	106,900	77,254	16,889	28
3-5 years	63,100	55,728	57,930	72,500	84,900	66,785	11,660	21
Less than 3 years	68,541	51,258	63,712	72,167	84,000	69,731	15,571	29
All years	72,838	59,628	66,585	88,463	106,600	78,475	18,157	179
Associate professor								
6 or more years	58,720	46,731	51,670	68,217	76,181	60,864	13,143	49
3-5 years	55,803	49,350	53,650	59,929	64,223	57,509	9,280	24
Less than 3 years	49,862	43,166	47,092	53,089	54,257	50,056	5,627	25
All years	54,870	46,400	49,862	61,652	72,000	57,285	11,562	98
Assistant professor								
3 or more years	45,584	36,841	41,096	48,661	52,523	45,235	5,701	46
Less than 3 years	42,741	37,230	41,700	45,600	49,477	43,731	4,372	26
All years	44,707	37,230	41,498	48,000	51,700	44,692	5,278	72
All ranks	62,590	43,475	49,730	74,745	95,271	65,448	20,239	350
MID ATLANTIC (34 departments)								
Full professor								
12 or more years	85,858	63,567	75,619	102,781	115,064	88,901	21,039	156
6-11 years	76,236	62,524	70,000	91,463	100,000	80,815	17,332	91
3-5 years	71,172	59,535	66,582	79,100	92,347	73,642	12,862	46
Less than 3 years	72,200	54,000	61,600	77,500	82,623	70,923	11,997	35
All years	78,640	61,479	70,027	95,000	110,580	82,599	19,389	328
Associate professor								
6 or more years	57,000	42,600	51,313	64,766	69,883	57,618	10,658	107
3-5 years	53,271	44,119	48,334	57,071	63,509	53,872	8,676	49
Less than 3 years	50,836	44,624	47,259	58,850	65,100	53,353	8,081	42
All years	54,909	44,119	49,311	61,731	68,600	55,786	9,851	198
Assistant professor								
3 or more years	44,504	39,000	42,108	47,100	52,238	44,833	4,584	66
Less than 3 years	43,600	40,000	41,273	45,050	48,037	43,691	3,660	64
All years	44,000	39,682	42,000	46,500	49,793	44,271	4,179	130
All ranks	62,503	42,600	48,094	78,786	97,470	66,558	22,086	664

(continued)

TABLE 5 (continued)
1997-98 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 (42 departments)								
Full professor								
12 or more years	76,963	58,000	66,906	91,455	110,625	80,531	20,123	234
6-11 years	76,392	56,170	64,733	85,700	96,500	76,313	15,922	88
3-5 years	63,935	54,167	57,656	72,395	83,145	66,165	11,328	70
Less than 3 years	65,310	53,575	58,512	74,718	85,392	67,635	12,396	52
All years	72,554	56,292	62,788	85,691	100,300	75,920	18,297	444
Associate professor								
6 or more years	52,800	44,805	48,976	59,373	65,660	54,385	9,451	121
3-5 years	50,400	44,979	47,303	57,312	65,050	52,600	7,383	77
Less than 3 years	48,430	41,889	44,911	53,000	57,762	49,393	7,630	84
All years	50,895	43,096	46,970	56,405	65,000	52,410	8,631	282
Assistant professor								
3 or more years	43,750	39,132	41,468	47,729	53,170	45,382	6,513	118
Less than 3 years	42,300	37,440	40,000	46,500	49,000	42,949	5,045	117
All years	43,119	38,320	40,824	46,858	50,000	44,171	5,943	235
All ranks	56,000	41,420	46,500	71,401	88,562	61,114	19,467	969
WEST NORTH CENTRAL (23 departments)								
Full professor								
12 or more years	69,258	51,156	59,375	80,085	96,500	72,001	18,556	126
6-11 years	61,650	47,101	52,060	84,982	92,593	68,308	18,310	40
3-5 years	61,500	53,046	58,102	68,540	77,448	63,854	10,040	29
Less than 3 years	59,056	44,517	51,190	65,437	67,914	58,102	9,277	22
All years	65,437	49,508	57,287	78,500	89,584	68,822	17,384	217
Associate professor								
6 or more years	51,964	43,850	46,208	54,900	62,118	51,985	8,205	45
3-5 years	51,267	43,625	46,500	56,560	61,112	52,165	7,934	38
Less than 3 years	47,119	43,335	45,334	51,062	55,500	48,317	5,492	32
All years	49,950	43,625	46,028	54,932	60,059	51,024	7,581	115
Assistant professor								
3 or more years	41,995	35,850	39,600	44,905	47,585	42,183	4,856	34
Less than 3 years	40,800	34,200	37,150	43,221	46,825	40,750	4,216	47
All years	41,001	35,350	39,000	44,199	46,825	41,351	4,523	81
All ranks	54,545	40,593	45,926	67,351	82,032	58,445	17,537	414
SOUTH ATLANTIC (42 departments)								
Full professor								
12 or more years	77,356	55,501	65,600	88,553	107,300	78,792	18,991	202
6-11 years	66,447	54,266	59,334	78,339	91,516	69,719	14,794	110
3-5 years	65,196	44,367	54,191	72,025	77,200	63,677	11,731	49
Less than 3 years	59,850	49,669	55,000	68,486	75,829	62,998	12,891	54
All years	69,530	52,959	59,899	81,849	96,000	72,547	17,673	415
Associate professor								
6 or more years	50,807	40,000	46,527	55,556	60,021	50,844	7,820	134
3-5 years	52,616	42,353	46,800	57,680	60,800	52,745	8,390	63
Less than 3 years	49,577	42,730	46,000	54,000	59,000	50,375	6,691	74
All years	50,635	42,238	46,380	55,187	60,180	51,126	7,698	272
Assistant professor								
3 or more years	42,842	37,300	40,099	47,050	50,200	43,680	5,530	72
Less than 3 years	42,000	35,000	39,000	44,500	48,900	42,290	7,285	91
All years	42,435	36,052	39,487	45,207	49,800	42,904	6,585	163
All ranks	55,131	40,750	46,148	69,234	85,259	59,728	18,458	860

(continued)

TABLE 5 (continued)
1997-98 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 (16 departments)								
Full professor								
12 or more years	64,323	51,870	57,456	70,285	82,393	66,328	13,970	72
6-11 years	58,684	50,531	53,970	64,225	75,067	61,005	10,715	36
3-5 years	51,362	47,610	48,900	54,500	64,959	53,010	6,195	17
Less than 3 years	57,749	47,201	49,654	69,088	77,000	59,819	11,370	10
All years	60,680	48,980	53,869	68,636	77,225	62,749	12,924	135
Associate professor								
6 or more years	43,513	38,760	42,185	48,682	54,352	45,344	5,760	29
3-5 years	44,112	42,398	43,414	47,303	52,106	46,113	5,777	14
Less than 3 years	41,863	37,840	40,650	43,758	47,121	42,852	5,049	25
All years	43,182	38,760	41,506	46,203	52,106	44,586	5,597	68
Assistant professor								
3 or more years	39,350	35,910	37,060	41,794	45,125	40,118	4,351	38
Less than 3 years	39,083	35,000	36,291	43,000	45,450	40,838	8,973	41
All years	39,315	35,000	36,720	42,862	45,450	40,492	7,100	79
All ranks	48,682	37,450	41,109	60,680	69,931	52,129	14,367	283
WEST SOUTH CENTRAL (21 departments)								
Full professor								
12 or more years	66,035	48,849	57,735	77,681	91,979	68,945	15,657	77
6-11 years	60,750	51,000	54,442	69,418	75,000	61,795	9,470	45
3-5 years	60,084	51,422	57,034	70,132	72,022	62,900	12,553	15
Less than 3 years	54,797	51,365	53,653	56,310	72,334	57,773	8,535	14
All years	62,634	51,000	54,994	73,470	81,120	65,178	13,707	151
Associate professor								
6 or more years	45,600	38,100	41,294	50,000	56,500	46,749	7,450	49
3-5 years	47,230	41,124	45,278	51,304	54,464	48,016	4,502	18
Less than 3 years	45,927	41,823	43,682	48,309	51,034	46,583	4,371	36
All years	46,151	40,025	42,900	50,068	54,464	46,913	6,027	103
Assistant professor								
3 or more years	40,685	35,020	39,050	42,500	44,910	40,695	3,498	54
Less than 3 years	38,775	35,000	37,972	40,867	42,435	39,143	3,866	72
All years	39,831	35,020	38,000	41,300	43,134	39,808	3,778	126
All ranks	47,352	38,000	40,620	58,884	73,417	51,609	14,709	384
MOUNTAIN (17 departments)								
Full professor								
12 or more years	72,802	57,717	61,868	83,729	91,513	73,840	13,465	85
6-11 years	74,040	57,392	65,725	86,000	91,863	74,727	13,183	38
3-5 years	64,806	51,694	56,221	68,169	75,986	63,323	8,759	14
Less than 3 years	51,625	45,025	46,125	59,676	66,000	54,264	9,782	11
All years	71,058	52,718	61,482	82,145	90,000	71,618	13,967	148
Associate professor								
6 or more years	51,388	43,813	45,633	54,291	58,415	51,082	5,903	33
3-5 years	48,300	41,412	44,733	53,082	57,788	49,472	6,938	38
Less than 3 years	46,121	41,991	43,318	49,150	57,948	47,703	7,139	25
All years	48,425	42,384	44,867	53,085	57,948	49,565	6,714	96
Assistant professor								
3 or more years	42,818	37,524	38,436	45,270	48,319	42,496	4,569	40
Less than 3 years	40,059	34,000	36,589	42,353	43,930	39,742	4,184	28
All years	41,800	34,500	38,352	44,073	47,602	41,400	4,567	69
All ranks	53,000	39,504	44,308	69,866	84,000	57,774	16,968	318

(continued)

TABLE 5 (continued)
1997-98 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 (33 departments)								
Full professor								
12 or more years	84,400	62,510	70,500	101,100	110,000	86,421	19,738	134
6-11 years	73,300	57,215	64,872	84,000	98,200	75,179	15,527	65
3-5 years	67,464	53,361	58,476	73,300	96,314	69,849	15,791	37
Less than 3 years	60,800	47,741	52,217	75,310	87,550	64,589	15,430	40
All years	74,659	56,117	63,642	90,850	106,300	78,388	19,553	276
Associate professor								
6 or more years	54,021	45,246	47,000	59,976	69,870	55,436	10,070	42
3-5 years	53,553	44,600	45,313	58,500	66,911	54,230	9,086	42
Less than 3 years	49,213	39,139	41,671	54,100	63,480	49,097	7,969	46
All years	52,235	41,095	45,313	57,439	65,479	52,803	9,404	130
Assistant professor								
3 or more years	42,990	39,500	41,000	53,000	57,200	46,422	7,099	41
Less than 3 years	42,000	35,558	38,367	46,213	51,400	42,695	5,884	65
All years	42,050	37,243	38,997	48,500	54,100	44,137	6,605	106
All ranks	59,700	40,900	47,814	77,000	96,314	64,541	21,545	519

Source: 1997-98 Faculty Salary Survey, 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.

TABLE 6
1997-98 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 (164 departments)								
Full professor								
12 or more years	75,065	55,845	63,758	87,775	102,758	77,422	18,700	948
6-11 years	69,290	53,869	60,250	79,900	90,828	71,248	15,517	402
3-5 years	64,700	51,694	56,856	72,000	80,028	65,431	11,400	219
Less than 3 years	60,500	50,242	55,612	70,000	77,100	63,187	11,883	181
All years	70,123	53,620	60,243	82,600	96,257	73,031	17,428	1750
Associate professor								
6 or more years	51,900	42,185	46,300	57,060	64,971	52,629	9,278	465
3-5 years	51,442	43,814	46,134	57,200	61,168	52,147	7,632	261
Less than 3 years	47,563	41,717	44,265	52,173	56,256	48,699	6,656	271
All years	50,480	42,160	45,661	55,764	62,187	51,434	8,376	997
Assistant professor								
3 or more years	42,000	37,300	39,385	45,476	49,500	42,923	5,167	366
Less than 3 years	41,141	35,900	38,749	44,343	48,037	41,880	5,797	403
All years	41,746	36,500	39,000	44,975	48,818	42,379	5,524	770
All ranks	55,747	40,200	45,483	70,493	85,897	60,001	18,790	3548
NEW ENGLAND (8 departments)								
Full professor								
12 or more years	75,027	63,193	67,746	89,710	100,492	79,753	15,869	63
6-11 years	72,838	64,861	67,597	77,212	82,051	74,002	11,716	17
3-5 years	59,448	53,619	56,260	69,508	78,020	63,592	9,714	15
Less than 3 years	68,030	50,562	58,170	71,097	72,289	65,181	8,750	20
All years	71,140	57,930	65,159	81,300	95,163	74,261	15,056	115
Associate professor								
6 or more years	55,421	46,731	51,304	68,052	73,744	59,334	11,450	29
3-5 years								9
Less than 3 years	49,025	39,229	43,166	52,968	53,089	47,797	5,335	11
All years	53,820	45,028	49,126	60,264	69,932	56,098	10,515	49
Assistant professor								
3 or more years	44,707	37,965	38,880	46,803	49,892	43,894	5,451	20
Less than 3 years	42,524	37,230	41,496	46,911	50,000	43,514	5,703	14
All years	42,741	37,230	39,000	46,911	50,000	43,737	5,473	34
All ranks	64,304	42,741	50,344	73,451	88,393	64,341	17,772	199
MID ATLANTIC (15 departments)								
Full professor								
12 or more years	86,139	66,388	75,619	101,446	113,744	88,919	18,083	86
6-11 years	75,619	63,115	70,000	91,463	100,236	80,780	16,873	43
3-5 years	70,565	61,894	68,307	77,300	80,028	71,380	7,622	24
Less than 3 years	74,246	61,600	68,000	75,833	79,909	71,463	8,827	11
All years	78,990	62,637	71,424	93,056	107,000	83,048	17,479	164
Associate professor								
6 or more years	59,033	50,500	54,437	65,103	69,883	60,061	8,912	57
3-5 years	55,802	48,334	52,317	59,782	63,509	55,871	6,272	21
Less than 3 years	50,018	44,624	48,411	54,000	62,212	51,581	6,274	14
All years	56,809	48,334	52,170	62,504	67,702	57,814	8,553	92
Assistant professor								
3 or more years	43,250	39,000	42,000	46,423	47,045	43,947	4,329	33
Less than 3 years	43,331	40,102	41,000	45,000	48,037	43,566	3,551	38
All years	43,250	40,102	41,004	45,000	48,000	43,743	3,908	71
All ranks	64,403	42,642	50,000	79,236	98,100	67,271	21,177	329

(continued)

TABLE 6 (continued)
1997-98 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
EAST NORTH CENTRAL (30 departments)								
Full professor								
12 or more years	74,513	56,493	66,000	90,033	106,670	78,764	19,429	206
6-11 years	73,620	57,042	64,609	82,760	91,717	74,917	15,035	73
3-5 years	64,941	54,159	58,277	77,000	85,054	67,226	11,678	53
Less than 3 years	64,750	52,198	58,097	72,519	90,000	66,901	12,652	46
All years	71,351	55,918	61,509	84,781	96,587	74,960	17,624	378
Associate professor								
6 or more years	52,318	44,082	47,620	57,216	65,200	53,499	8,655	97
3-5 years	50,277	44,910	46,599	58,125	64,272	52,328	7,430	64
Less than 3 years	48,998	42,201	45,450	53,410	59,301	50,382	7,978	62
All years	50,950	43,096	46,530	56,580	64,272	52,296	8,198	223
Assistant professor								
3 or more years	43,470	38,799	41,040	47,200	51,570	44,537	4,860	85
Less than 3 years	42,800	38,000	39,985	46,500	49,000	42,920	4,507	84
All years	43,119	38,320	40,797	46,858	49,107	43,734	4,743	169
All ranks	56,872	41,672	46,843	71,539	88,562	61,471	18,961	774
WEST NORTH CENTRAL (20 departments)								
Full professor								
12 or more years	69,381	50,965	59,250	80,000	96,500	71,314	17,580	115
6-11 years	68,250	47,051	51,570	87,272	95,602	69,827	19,426	34
3-5 years	62,300	53,315	58,400	70,270	77,448	64,829	10,445	25
Less than 3 years	59,056	43,619	52,838	64,719	68,750	58,062	9,262	20
All years	65,991	49,496	56,204	79,576	90,050	68,852	16,942	194
Associate professor								
6 or more years	51,365	42,845	45,455	53,746	59,850	51,268	8,042	40
3-5 years	51,698	43,625	46,283	57,667	61,112	52,320	8,205	35
Less than 3 years	47,450	41,717	46,023	52,423	58,000	48,637	5,733	28
All years	50,000	43,625	46,018	54,932	60,000	50,910	7,617	103
Assistant professor								
3 or more years	41,775	35,850	38,613	45,066	47,635	42,053	5,148	30
Less than 3 years	40,559	34,200	36,180	43,221	46,825	40,567	4,398	42
All years	40,862	34,376	37,968	44,953	47,000	41,186	4,748	72
All ranks	54,272	40,049	45,926	67,485	83,045	58,409	17,376	370
SOUTH ATLANTIC (28 departments)								
Full professor								
12 or more years	75,352	55,146	65,478	86,000	107,567	77,391	18,804	166
6-11 years	64,135	53,231	58,185	74,753	85,726	67,435	13,522	88
3-5 years	65,196	49,103	55,807	73,758	76,500	64,984	10,853	37
Less than 3 years	58,420	50,242	55,000	63,631	75,829	61,212	11,978	37
All years	68,250	53,088	59,175	79,850	92,900	71,495	17,166	328
Associate professor								
6 or more years	50,410	40,811	46,414	55,026	59,400	50,639	7,739	116
3-5 years	52,758	42,353	47,567	57,872	60,750	53,069	8,405	48
Less than 3 years	49,770	44,475	46,050	54,150	59,000	50,899	6,445	56
All years	50,618	42,542	46,493	55,133	59,990	51,235	7,615	220
Assistant professor								
3 or more years	42,400	37,300	39,981	47,794	51,132	43,820	5,802	57
Less than 3 years	42,004	37,833	40,000	45,000	49,080	43,328	7,315	63
All years	42,251	37,400	40,000	45,461	50,250	43,562	6,617	120
All ranks	55,148	41,000	46,923	68,250	82,838	59,521	17,705	676

(continued)

TABLE 6 (continued)
1997-98 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
EAST SOUTH CENTRAL (14 departments)								
Full professor								
12 or more years	62,972	51,870	57,189	67,886	72,579	63,301	9,770	61
6-11 years	58,650	50,593	54,071	63,313	69,931	59,896	8,779	33
3-5 years	51,362	47,610	48,900	54,500	64,959	53,010	6,195	17
Less than 3 years								8
All years	59,140	48,980	53,600	65,863	70,326	60,364	9,599	119
Associate professor								
6 or more years	43,513	38,760	42,185	48,682	54,352	45,166	5,691	27
3-5 years	44,093	42,398	43,414	45,639	50,644	44,866	3,546	13
Less than 3 years	41,863	37,840	40,650	43,758	46,051	42,108	2,910	23
All years	43,100	38,760	41,357	45,646	50,644	43,987	4,593	63
Assistant professor								
3 or more years	39,274	35,910	36,940	41,035	43,957	39,196	3,062	35
Less than 3 years	39,020	35,000	36,050	42,764	44,420	40,512	9,198	38
All years	39,096	35,000	36,597	41,738	43,957	39,881	6,953	73
All ranks	47,303	37,060	40,758	58,650	66,900	50,454	12,254	255
WEST SOUTH CENTRAL (16 departments)								
Full professor								
12 or more years	64,355	48,849	57,500	75,477	85,345	66,910	13,607	66
6-11 years	60,900	51,000	54,442	69,418	75,000	61,846	9,592	41
3-5 years	57,986	51,422	57,034	61,164	71,277	60,077	7,124	13
Less than 3 years	55,624	52,906	53,653	63,614	72,334	58,963	9,314	11
All years	62,535	51,000	55,000	72,334	79,391	63,980	11,903	131
Associate professor								
6 or more years	45,516	38,100	40,807	48,579	53,469	45,446	5,543	38
3-5 years	46,643	41,124	44,591	52,235	54,464	47,794	4,986	14
Less than 3 years	45,927	42,880	43,682	47,976	51,000	46,214	3,534	32
All years	45,758	39,900	43,225	49,060	53,312	46,130	4,789	84
Assistant professor								
3 or more years	40,684	35,020	38,800	41,538	43,286	40,167	2,830	45
Less than 3 years	38,749	35,000	37,500	40,609	42,000	38,600	3,153	59
All years	39,600	35,020	37,973	41,157	42,987	39,278	3,103	104
All ranks	46,600	37,944	40,609	58,234	72,334	50,988	13,781	323
MOUNTAIN (14 departments)								
Full professor								
12 or more years	72,936	57,103	61,734	83,574	90,789	73,610	13,185	80
6-11 years	74,571	57,392	65,900	86,000	91,863	75,097	13,728	33
3-5 years	66,000	51,694	56,221	68,169	75,986	63,717	8,986	13
Less than 3 years	51,625	45,025	46,125	59,676	66,000	54,264	9,782	11
All years	70,900	52,579	61,427	81,619	89,627	71,476	13,967	137
Associate professor								
6 or more years	51,388	43,813	45,633	54,291	58,415	51,082	5,903	33
3-5 years	50,087	41,412	44,646	53,103	57,788	49,863	7,098	35
Less than 3 years	46,061	41,991	43,247	49,004	57,948	47,553	7,253	24
All years	48,575	42,384	44,978	53,096	57,948	49,698	6,804	92
Assistant professor								
3 or more years	43,930	37,524	38,352	45,951	48,751	42,617	4,818	35
Less than 3 years	40,000	34,000	35,308	42,230	43,425	39,574	4,166	27
All years	41,782	34,500	38,196	44,236	47,602	41,334	4,733	63
All ranks	53,000	39,388	44,326	69,756	83,729	57,665	16,889	297

(continued)

TABLE 6 (continued)
1997-98 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 (19 departments)								
Full professor								
12 or more years	85,500	64,000	76,800	101,100	109,000	88,424	18,501	105
6-11 years	76,550	59,467	70,800	86,050	101,500	78,560	14,949	40
3-5 years	67,782	56,617	61,900	74,000	88,800	71,077	14,971	22
Less than 3 years	62,004	57,182	60,500	68,400	92,500	67,876	13,425	17
All years	82,500	60,500	68,250	93,700	106,300	82,307	18,511	184
Associate professor								
6 or more years	56,400	40,900	47,407	64,577	72,500	56,497	10,732	28
3-5 years	54,900	44,895	51,370	58,500	65,600	54,982	6,979	22
Less than 3 years	51,000	42,000	45,000	51,600	54,300	48,813	5,143	21
All years	53,316	42,700	47,814	57,996	65,600	53,755	8,798	71
Assistant professor								
3 or more years	42,000	38,000	40,490	48,700	57,200	44,841	6,966	26
Less than 3 years	43,712	38,000	39,500	48,500	51,400	44,446	5,511	38
All years	42,050	38,000	39,818	48,500	54,100	44,607	6,093	64
All ranks	64,400	41,671	49,500	84,000	101,100	67,879	22,422	325

Source: 1997-98 Faculty Salary Survey, 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.

TABLE 7
1997-98 Salaries for Full-time Faculty in U.S. Doctoral Departments
in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (83 departments)								
Full professor								
12 or more years	81,300	62,792	70,200	101,000	115,000	86,634	22,209	239
6-11 years	74,800	56,602	62,674	88,301	100,300	76,947	17,845	139
3-5 years	65,550	52,378	58,200	75,350	92,347	68,099	15,711	79
Less than 3 years	68,132	49,080	54,994	77,000	95,000	68,050	15,886	86
All years	74,800	55,219	63,347	91,900	108,900	78,515	20,872	543
Associate professor								
6 or more years	54,683	41,307	48,438	61,925	70,940	55,747	11,860	144
3-5 years	52,235	44,119	46,696	56,325	64,375	53,260	9,570	102
Less than 3 years	48,362	40,000	44,650	54,000	63,600	50,144	8,207	118
All years	52,115	41,655	46,400	57,423	65,975	53,204	10,404	365
Assistant professor								
3 or more years	45,096	39,264	42,400	48,661	53,170	46,079	6,547	143
Less than 3 years	42,435	35,000	38,367	45,000	48,200	42,059	5,587	148
All years	43,600	36,500	40,602	47,020	51,749	44,034	6,392	291
All years	55,921	41,080	45,760	73,620	94,888	62,191	21,603	1213
NEW ENGLAND (11 departments)								
Full professor								
12 or more years	88,513	64,550	72,800	106,600	119,300	90,390	20,292	38
6-11 years	75,187	61,075	61,600	105,000	106,900	82,281	22,466	11
3-5 years								6
Less than 3 years								9
All years	78,800	63,050	69,351	104,050	117,100	86,048	20,751	64
Associate professor								
6 or more years	59,825	45,754	54,870	74,000	82,591	63,083	15,311	20
3-5 years	55,281	50,450	53,000	60,200	67,000	58,525	10,858	15
Less than 3 years	52,122	46,400	47,350	53,800	58,800	51,831	5,371	14
All years	55,100	46,779	50,600	62,200	76,094	58,472	12,519	49
Assistant professor								
3 or more years	46,400	36,808	43,600	49,200	55,000	46,267	5,776	26
Less than 3 years	43,475	42,000	42,500	45,350	47,450	43,983	2,208	12
All years	45,425	36,841	42,500	48,600	52,523	45,546	5,015	38
All ranks	60,200	44,000	48,600	76,181	104,900	66,907	23,073	151
MID ATLANTIC (19 departments)								
Full professor								
12 or more years	83,581	62,570	73,353	104,349	116,761	88,880	24,320	70
6-11 years	78,699	59,647	70,066	90,650	100,000	80,846	17,912	48
3-5 years	74,595	59,250	62,767	82,000	100,000	76,110	16,693	22
Less than 3 years	71,381	54,000	60,167	77,750	95,000	70,676	13,368	24
All years	77,757	59,250	69,000	95,000	111,469	82,151	21,172	164
Associate professor								
6 or more years	54,857	38,573	46,500	61,731	70,148	54,833	11,837	50
3-5 years	52,482	41,875	45,898	55,076	60,000	52,373	9,962	28
Less than 3 years	53,167	43,400	47,130	60,425	70,000	54,240	8,819	28
All years	53,497	41,307	46,696	59,500	69,836	54,026	10,581	106
Assistant professor								
3 or more years	45,700	39,264	44,193	47,950	52,238	45,720	4,724	33
Less than 3 years	44,050	38,760	42,000	45,360	48,150	43,873	3,879	26
All years	45,000	38,760	42,630	47,529	51,265	44,906	4,433	59
All ranks	60,000	42,120	47,259	77,803	96,681	65,858	22,955	335

(continued)

TABLE 7 (continued)
1997-98 Salaries for Full-time Faculty in U.S. Doctoral Departments
in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST NORTH CENTRAL (12 departments)								
Full professor								
12 or more years	88,400	73,500	79,400	107,450	128,500	93,528	20,720	28
6-11 years	79,299	56,170	67,100	100,300	111,339	83,106	18,793	15
3-5 years	63,300	54,175	57,656	70,348	74,700	62,859	9,737	17
Less than 3 years								6
All years	78,968	57,656	64,800	92,900	111,339	81,417	21,077	66
Associate professor								
6 or more years	53,341	48,000	50,497	63,850	74,200	57,964	11,691	24
3-5 years	51,452	49,080	49,600	55,500	66,600	53,941	7,286	13
Less than 3 years	47,388	38,037	42,945	49,400	53,080	46,604	5,848	22
All years	50,400	42,945	47,700	55,500	66,600	52,842	10,171	59
Assistant professor								
3 or more years	44,000	41,100	42,850	48,600	55,828	47,559	9,292	33
Less than 3 years	41,500	36,810	40,000	46,454	49,500	43,022	6,291	33
All years	43,250	38,600	41,080	46,757	53,170	45,290	8,198	66
All ranks	51,650	40,500	43,565	71,000	88,400	59,694	21,351	195
WEST NORTH CENTRAL (3 departments) (Insufficient <u>N</u>s of faculty)								
SOUTH ATLANTIC (14 departments)								
Full professor								
12 or more years	84,969	64,500	72,111	95,504	105,159	85,254	18,762	36
6-11 years	79,150	58,088	64,768	93,000	100,000	78,853	16,410	22
3-5 years	65,296	42,933	43,869	68,366	77,200	59,646	13,840	12
Less than 3 years	68,350	49,080	56,850	70,000	96,000	66,885	14,292	17
All years	74,200	49,669	64,500	93,000	99,500	76,514	19,050	87
Associate professor								
6 or more years	54,572	37,283	48,045	57,000	63,050	52,163	8,436	18
3-5 years	52,115	42,238	44,772	56,890	64,375	51,710	8,549	15
Less than 3 years	48,568	37,857	46,000	51,950	62,850	48,745	7,358	18
All years	50,724	38,200	45,386	55,625	62,950	50,663	8,097	52
Assistant professor								
3 or more years	44,225	33,947	41,185	46,229	47,100	43,149	4,477	15
Less than 3 years	41,550	32,720	35,284	43,850	47,817	39,954	6,772	28
All years	42,751	33,606	36,000	44,800	47,400	41,069	6,208	43
All ranks	54,650	37,666	44,263	72,724	94,661	60,488	21,033	184
EAST SOUTH CENTRAL (2 departments) (Insufficient <u>N</u>s of faculty)								
WEST SOUTH CENTRAL (5 departments) (Insufficient <u>N</u>s of faculty)								
MOUNTAIN (3 departments) (Insufficient <u>N</u>s of faculty)								

(continued)

TABLE 7 (continued)
1997-98 Salaries for Full-time Faculty in U.S. Doctoral Departments
in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
PACIFIC (14 departments)								
Full professor								
12 or more years	68,330	59,971	63,937	95,500	112,500	79,166	22,575	29
6-11 years	66,100	53,361	58,850	75,000	94,000	69,769	15,172	25
3-5 years	67,085	53,361	54,765	72,512	96,314	68,048	17,296	15
Less than 3 years	56,117	47,035	48,548	77,000	80,421	62,159	16,628	23
All years	66,140	50,156	57,578	77,000	96,314	70,548	19,314	92
Associate professor								
6 or more years	52,587	45,427	46,307	54,071	58,871	53,314	8,563	14
3-5 years	52,235	42,336	45,140	58,789	71,206	53,403	11,088	20
Less than 3 years	46,565	39,139	40,682	55,921	64,065	49,336	9,843	25
All years	51,868	40,000	44,133	57,196	64,065	51,659	10,042	59
Assistant professor								
3 or more years	48,459	40,682	42,334	54,270	60,000	49,162	6,681	15
Less than 3 years	38,367	33,406	35,720	44,436	46,981	40,230	5,587	27
All years	42,167	33,949	37,625	48,175	53,000	43,420	7,335	42
All ranks	54,214	39,139	45,427	67,085	79,679	58,949	18,753	194

Source: 1997-98 Faculty Salary Survey, 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.

TABLE 8
1997-98 Salaries for Full-time Faculty in U.S. Doctoral Departments
by Type of Department, Rank, and Years in Rank

	Median	Percentiles				Mean	SD	N
	10%	25%	75%	90%				
PSYCHOLOGY (160 departments)								
Full professor								
12 or more years	77,732	57,096	66,123	91,895	108,800	80,315	20,143	986
6-11 years	72,003	54,504	61,600	82,760	95,602	73,767	16,644	425
3-5 years	64,980	53,306	57,930	72,512	80,150	66,644	12,426	222
Less than 3 years	64,500	50,353	57,030	72,519	81,993	65,930	12,684	185
All years	72,820	54,500	62,004	85,500	101,100	75,651	18,757	1818
Associate professor								
6 or more years	52,059	41,545	46,484	57,293	65,200	52,983	10,103	463
3-5 years	51,625	44,029	46,599	57,254	63,866	52,767	8,547	260
Less than 3 years	48,100	42,006	45,252	52,700	58,252	49,438	6,747	275
All years	50,650	42,117	45,950	56,200	63,509	51,940	9,011	999
Assistant professor								
3 or more years	43,062	38,000	40,122	47,000	52,271	44,030	5,896	405
Less than 3 years	41,870	35,900	39,000	45,000	48,776	42,265	5,824	416
All years	42,430	37,060	39,504	46,000	49,750	43,137	5,919	822
All ranks	56,466	40,609	45,927	73,300	89,900	61,567	20,232	3676
EDUCATIONAL/COUNSELING/SCHOOL PSYCHOLOGY (48 departments)								
Full professor								
12 or more years	69,303	54,116	59,300	81,255	91,649	71,832	16,371	139
6-11 years	66,105	53,299	58,884	76,118	91,136	69,009	15,057	60
3-5 years	62,247	49,573	54,433	72,500	85,368	65,263	13,069	30
Less than 3 years	61,100	48,195	54,236	70,562	80,421	63,991	15,617	53
All years	65,525	52,015	57,735	77,025	90,400	69,059	15,880	282
Associate professor								
6 or more years	53,781	44,729	47,600	61,815	69,800	55,671	9,941	86
3-5 years	51,220	43,814	46,270	57,616	61,168	52,611	8,142	53
Less than 3 years	47,300	40,423	43,090	54,035	62,000	48,969	8,100	59
All years	51,242	43,090	45,989	58,028	65,600	52,855	9,352	198
Assistant professor								
3 or more years	43,084	36,597	39,371	46,018	50,041	43,108	5,256	64
Less than 3 years	41,000	36,000	38,000	43,000	46,981	40,701	4,741	71
All years	41,500	36,000	38,520	44,163	48,269	41,842	5,117	135
All ranks	54,498	40,300	45,245	66,035	79,281	57,709	16,507	621

(continued)

TABLE 8 (continued)
1997-98 Salaries for Full-time Faculty in U.S. Doctoral Departments
by Type of Department, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
HUMAN DEVELOPMENT (9 departments)								
Full professor								
12 or more years	80,344	64,000	71,739	93,289	108,189	82,864	16,477	26
6-11 years	74,185	61,085	67,343	84,762	99,036	77,632	13,961	20
3-5 years	72,668	61,479	64,345	77,719	81,000	71,883	8,620	12
Less than 3 years								6
All years	74,375	61,479	66,825	87,978	99,335	77,731	14,722	64
Associate professor								
6 or more years	55,610	46,000	50,716	58,018	68,194	56,488	8,299	26
3-5 years	53,271	49,723	51,714	55,712	60,000	53,854	3,551	17
Less than 3 years	49,180	44,000	46,337	52,872	55,500	50,663	7,746	12
All years	54,000	46,162	49,723	56,000	64,769	54,403	7,290	55
Assistant professor								
3 or more years	41,208	39,254	39,304	42,120	44,352	41,820	3,514	11
Less than 3 years	41,842	37,944	38,500	43,461	44,766	41,556	3,606	13
All years	41,393	38,000	39,279	43,052	44,766	41,677	3,489	24
All ranks	57,996	41,443	49,111	73,620	88,500	62,209	18,304	145
PROFESSIONAL SCHOOL (22 departments)								
Full professor								
12 or more years	66,525	59,770	62,966	77,520	106,354	74,582	19,124	30
6-11 years	60,772	52,124	56,148	68,576	82,517	63,187	11,860	33
3-5 years	58,873	42,933	52,712	69,477	79,679	61,140	14,823	32
Less than 3 years	50,138	46,876	47,741	56,850	68,350	55,288	11,994	21
All years	62,579	47,035	53,361	69,330	84,754	64,139	16,160	116
Associate professor								
6 or more years	49,615	38,700	42,654	54,056	62,849	50,126	9,392	32
3-5 years	45,313	40,584	44,525	52,308	56,806	48,025	6,483	29
Less than 3 years	43,335	38,037	40,314	53,170	61,350	46,644	8,478	39
All years	45,629	38,673	41,724	53,946	60,813	48,159	8,322	100
Assistant professor								
3 or more years	42,004	35,600	36,825	46,106	48,459	42,157	5,464	24
Less than 3 years	38,406	33,406	36,162	43,000	46,213	40,505	6,625	46
All years	40,881	33,777	36,808	44,193	48,425	41,071	6,261	70
All ranks	49,392	37,440	42,127	61,244	70,003	52,906	15,251	286

OTHER DEPARTMENTS (8 departments) (Insufficient Ns of faculty)

Source: 1997-98 Faculty Salary Survey, 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. "Educational/Counseling/School" includes departments of educational psychology, counseling psychology, school psychology, and similar types of units. All salaries are for 9-10 months. No statistics are provided where the N is less than 10. 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.

TABLE 9
1997-98 Salaries for Full-time Faculty in U.S. Doctoral Departments
by Type of Department and Years Since Doctorate

	Median	10%	25%	75%	90%	Mean	SD	N
PSYCHOLOGY (160 departments)								
35 years or more	79,111	50,000	63,694	95,479	108,800	80,168	23,587	233
30-34 years	74,405	52,078	62,739	88,824	103,600	76,606	21,013	421
25-29 years	67,890	49,200	57,053	81,982	98,690	71,452	19,883	578
20-24 years	68,052	48,032	56,204	81,600	96,681	70,853	20,513	527
17-19 years	61,200	45,960	53,315	72,156	87,181	64,656	16,934	263
14-16 years	56,230	44,990	50,250	66,000	79,335	59,570	14,073	290
11-13 years	52,186	43,350	47,000	59,676	69,088	54,722	11,496	298
8-10 years	47,942	41,580	44,000	53,000	58,437	49,226	7,648	292
6-7 years	44,265	39,000	40,924	48,000	53,750	45,701	7,397	217
4-5 years	43,000	37,300	39,721	45,730	49,800	43,282	6,053	224
2-3 years	41,930	37,026	39,500	45,000	47,400	42,232	5,459	186
0-1 year	40,059	35,000	38,000	43,000	46,500	40,565	4,447	122
EDUCATIONAL/COUNSELING/SCHOOL (47 departments)								
35 years or more	77,850	61,119	69,398	91,455	129,500	82,445	20,135	19
30-34 years	67,730	53,406	59,305	80,421	91,649	70,415	14,940	59
25-29 years	67,136	51,362	57,043	76,904	90,000	68,980	15,961	116
20-24 years	59,811	45,025	51,891	67,793	78,138	61,324	14,409	96
17-19 years	61,100	48,411	51,495	70,533	86,468	62,637	13,920	48
14-16 years	53,932	43,047	47,550	59,112	64,554	54,754	9,387	50
11-13 years	52,015	43,814	46,125	59,033	62,500	52,473	7,842	39
8-10 years	46,563	40,800	42,764	53,712	59,301	47,988	7,283	51
6-7 years	45,125	36,370	40,592	47,504	51,700	44,327	5,903	39
4-5 years	42,880	34,000	40,200	44,163	48,843	42,192	5,612	39
2-3 years	40,860	36,324	38,520	43,000	46,981	41,194	4,045	27
0-1 year	40,000	35,500	37,000	41,202	43,800	39,456	3,945	30
HUMAN DEVELOPMENT (9 departments) (Insufficient Ns of faculty)								
PROFESSIONAL SCHOOL (23 departments)								
35 years or more	64,032	54,238	57,645	66,871	96,314	66,959	19,035	11
30-34 years	63,999	46,779	56,457	71,487	86,139	65,387	16,164	16
25-29 years	62,908	45,427	53,716	68,463	102,803	66,549	21,473	36
20-24 years	59,210	42,195	52,000	70,306	81,090	61,890	15,040	50
17-19 years	53,342	41,307	46,931	62,688	70,848	55,151	11,545	28
14-16 years	51,868	40,682	43,335	61,740	66,100	52,309	10,389	27
11-13 years	51,830	40,682	45,929	57,470	60,000	52,056	11,603	32
8-10 years	48,060	40,314	42,336	54,270	55,921	49,182	8,450	22
6-7 years	43,000	37,263	39,139	47,000	50,000	44,198	7,168	19
4-5 years	44,133	37,625	42,334	46,676	51,779	45,027	4,776	17
2-3 years	40,500	35,252	36,525	42,500	46,213	41,051	7,374	24
0-1 year								4
OTHER DEPARTMENTS (7 departments) (Insufficient Ns of faculty)								

Source: 1997-98 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty in departments of psychology that award the doctorate. The category "Educational/Counseling/School" includes departments of educational psychology, counseling psychology, school psychology, and similar units. All salaries are for 9-10 months. No statistics are provided where the N is less than 10.

TABLE 10
1997-98 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 (160 departments)								
Full professor								
12 or more years	77,732	57,096	66,123	91,895	108,800	80,315	20,143	986
6-11 years	72,003	54,504	61,600	82,760	95,602	73,767	16,644	425
3-5 years	64,980	53,306	57,930	72,512	80,150	66,644	12,426	222
Less than 3 years	64,500	50,353	57,030	72,519	81,993	65,930	12,684	185
All years	72,820	54,500	62,004	85,500	101,100	75,651	18,757	1818
Associate professor								
6 or more years	52,059	41,545	46,484	57,293	65,200	52,983	10,103	463
3-5 years	51,625	44,029	46,599	57,254	63,866	52,767	8,547	260
Less than 3 years	48,100	42,006	45,252	52,700	58,252	49,438	6,747	275
All years	50,650	42,117	45,950	56,200	63,509	51,940	9,011	999
Assistant professor								
3 or more years	43,062	38,000	40,122	47,000	52,271	44,030	5,896	405
Less than 3 years	41,870	35,900	39,000	45,000	48,776	42,265	5,824	416
All years	42,430	37,060	39,504	46,000	49,750	43,137	5,919	822
All years	56,466	40,609	45,927	73,300	89,900	61,567	20,232	3676
NEW ENGLAND (13 departments)								
Full professor								
12 or more years	79,355	63,973	68,486	95,723	112,325	83,747	18,185	84
6-11 years	72,838	61,075	66,763	77,212	104,900	74,585	14,438	25
3-5 years	61,395	53,619	56,875	68,875	73,860	62,758	7,717	16
Less than 3 years	68,021	51,258	58,565	71,838	80,180	67,065	11,186	24
All years	72,216	59,030	65,848	85,261	104,900	77,269	17,590	149
Associate professor								
6 or more years	59,038	46,731	51,304	68,052	73,744	59,977	13,349	34
3-5 years	55,100	49,350	53,000	58,283	60,264	56,705	9,612	21
Less than 3 years	49,025	39,229	46,620	53,089	54,200	48,914	4,935	17
All years	54,229	46,400	49,540	59,611	68,985	56,411	11,572	72
Assistant professor								
3 or more years	45,584	38,330	42,487	48,368	50,360	45,238	4,794	34
Less than 3 years	42,741	37,230	41,700	45,368	49,477	43,582	4,395	25
All years	44,558	38,025	41,700	47,000	50,000	44,537	4,664	59
All ranks	61,669	43,350	49,350	73,526	95,163	64,876	19,854	281
MID ATLANTIC (20 departments)								
Full professor								
12 or more years	85,858	66,388	75,619	102,059	114,650	89,206	20,784	128
6-11 years	77,710	64,245	70,823	92,112	114,461	82,503	18,287	67
3-5 years	74,232	59,449	68,500	80,028	97,850	75,897	14,355	30
Less than 3 years	72,817	55,360	63,800	75,917	89,052	71,474	11,909	20
All years	80,000	62,674	72,680	95,847	111,469	84,295	19,660	245
Associate professor								
6 or more years	56,618	46,500	52,496	62,187	69,836	57,798	10,454	71
3-5 years	53,121	42,840	48,334	59,782	66,304	54,967	10,179	27
Less than 3 years	53,000	42,500	48,262	57,579	65,975	53,559	8,023	29
All years	55,408	44,493	50,000	61,479	68,168	56,228	9,989	127
Assistant professor								
3 or more years	45,096	39,000	42,000	47,350	52,950	45,051	4,947	49
Less than 3 years	43,800	40,000	42,000	45,360	48,000	43,773	3,578	42
All years	44,000	39,264	42,000	47,000	50,160	44,461	4,393	91
All ranks	64,766	42,840	49,080	81,608	100,236	68,238	23,041	471

(continued)

TABLE 10 (continued)
1997-98 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	80,000	60,243	68,697	93,636	111,600	82,872	20,740	189
6-11 years	78,000	56,170	64,609	86,000	96,500	76,929	16,422	75
3-5 years	62,900	56,021	58,277	71,655	80,750	66,035	10,109	50
Less than 3 years	68,364	52,198	59,261	77,000	90,000	68,692	12,550	47
All years	73,630	56,730	64,233	87,633	105,864	77,459	18,913	361
Associate professor								
6 or more years	52,318	44,082	48,400	56,647	67,500	54,067	9,763	105
3-5 years	50,400	45,326	47,350	57,312	65,300	52,826	7,429	69
Less than 3 years	48,784	42,890	45,948	53,000	57,762	50,386	7,249	62
All years	50,788	44,334	47,341	56,186	65,300	52,737	8,605	236
Assistant professor								
3 or more years	43,689	39,168	41,452	48,165	53,559	45,547	6,904	100
Less than 3 years	43,119	38,000	40,000	46,700	49,000	43,261	4,505	91
All years	43,500	38,632	40,905	47,000	50,450	44,458	5,980	191
All ranks	56,088	41,616	46,655	72,800	89,900	61,873	20,115	796
WEST NORTH CENTRAL (15 departments)								
Full professor								
12 or more years	69,599	51,433	59,868	81,766	97,000	73,421	20,272	88
6-11 years	62,950	45,724	50,925	85,610	95,602	68,108	19,793	27
3-5 years	61,900	53,520	58,251	69,405	76,072	64,381	9,738	24
Less than 3 years	54,743	44,517	48,473	66,676	70,000	56,827	10,410	12
All years	66,995	49,496	56,148	80,000	95,602	69,715	18,844	151
Associate professor								
6 or more years	51,964	41,840	46,484	54,900	62,118	52,005	8,014	29
3-5 years	50,835	42,544	46,283	55,786	58,911	50,661	6,789	21
Less than 3 years	46,785	41,717	44,650	49,950	58,000	48,088	5,701	26
All years	49,159	41,840	46,139	53,906	60,000	50,294	7,068	76
Assistant professor								
3 or more years	41,775	35,850	38,613	44,199	46,846	41,951	5,029	30
Less than 3 years	41,163	33,990	38,075	45,000	46,825	40,989	4,479	36
All years	41,543	34,200	38,613	45,000	46,825	41,426	4,724	66
All ranks	53,263	40,200	45,223	67,537	83,040	58,305	18,672	293
SOUTH ATLANTIC (31 departments)								
Full professor								
12 or more years	77,829	58,115	66,704	88,904	107,567	79,433	19,019	184
6-11 years	67,057	54,578	60,110	78,339	93,000	70,291	14,517	93
3-5 years	67,397	53,303	59,780	74,609	77,862	66,688	9,778	40
Less than 3 years	59,792	49,669	55,000	68,700	75,829	63,008	13,161	47
All years	70,450	54,387	60,783	82,063	97,500	73,576	17,545	364
Associate professor								
6 or more years	50,921	40,834	46,724	55,598	60,180	51,052	7,987	112
3-5 years	52,900	44,215	46,800	58,063	62,950	53,274	8,667	51
Less than 3 years	49,463	42,737	46,000	54,100	59,000	50,374	6,115	59
All years	50,650	42,482	46,527	55,595	60,722	51,342	7,752	223
Assistant professor								
3 or more years	43,000	37,500	40,406	47,100	50,200	44,001	5,404	65
Less than 3 years	42,000	35,000	39,056	44,456	47,817	42,239	7,491	77
All years	42,500	36,182	39,819	45,200	49,800	43,046	6,654	142
All ranks	56,072	40,834	46,625	70,626	85,726	60,491	18,832	739

(continued)

TABLE 10 (continued)
1997-98 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 (11 departments)								
Full professor								
12 or more years	64,755	51,600	58,069	72,225	84,150	66,741	14,311	67
6-11 years	58,841	50,531	55,590	65,801	75,067	61,752	11,056	32
3-5 years	52,400	47,931	48,900	54,500	64,959	53,504	6,562	13
Less than 3 years								6
All years	61,389	48,983	54,500	69,300	80,260	63,769	13,291	118
Associate professor								
6 or more years	42,787	38,760	41,655	46,578	53,850	44,338	5,642	23
3-5 years	44,093	42,398	43,414	47,303	52,106	46,265	5,984	13
Less than 3 years	42,028	39,930	40,880	45,417	47,933	43,991	5,656	16
All years	43,090	39,885	41,698	46,315	52,106	44,713	5,693	52
Assistant professor								
3 or more years	39,901	36,720	38,206	41,794	49,750	40,718	4,221	29
Less than 3 years	39,542	35,000	36,050	43,362	47,000	41,238	9,639	34
All years	39,901	35,077	37,060	43,096	47,000	40,999	7,587	63
All ranks	50,296	38,460	41,740	62,680	72,225	53,347	14,968	234
WEST SOUTH CENTRAL (17 departments)								
Full professor								
12 or more years	66,273	48,849	57,448	79,391	91,979	69,142	16,192	71
6-11 years	62,535	51,534	54,734	71,407	75,222	63,112	9,824	33
3-5 years	60,542	51,422	57,034	70,132	72,022	63,272	12,941	14
Less than 3 years								8
All years	63,607	51,000	56,310	75,103	85,345	66,356	14,349	126
Associate professor								
6 or more years	45,243	38,100	40,538	49,569	56,500	46,410	7,765	44
3-5 years	46,637	41,124	44,591	52,235	54,464	47,959	5,037	14
Less than 3 years	45,927	41,823	43,682	48,309	51,000	46,545	4,416	32
All years	45,522	39,500	42,826	50,000	55,872	46,699	6,319	90
Assistant professor								
3 or more years	40,684	35,020	38,800	42,987	46,198	40,915	3,564	43
Less than 3 years	38,990	35,900	38,000	40,883	42,435	39,535	3,669	55
All years	39,887	35,020	38,160	41,538	43,531	40,140	3,670	98
All ranks	47,488	38,100	40,685	60,862	75,103	52,429	15,265	316
MOUNTAIN (11 departments)								
Full professor								
12 or more years	72,936	56,489	61,850	83,574	90,065	73,764	13,285	72
6-11 years	75,000	59,406	65,900	86,000	90,363	75,629	13,594	30
3-5 years	63,611	51,694	56,221	66,244	70,677	62,349	8,290	13
Less than 3 years								5
All years	72,060	54,650	61,975	83,007	89,814	72,443	13,512	120
Associate professor								
6 or more years	51,786	43,813	45,986	55,169	58,415	51,323	5,860	24
3-5 years	50,221	41,412	45,000	53,188	58,343	50,585	7,601	26
Less than 3 years	47,115	42,379	44,444	49,587	62,001	48,419	7,381	19
All years	49,150	42,384	45,479	53,082	58,415	50,245	6,976	69
Assistant professor								
3 or more years	43,930	37,260	39,388	45,476	48,751	42,860	4,697	29
Less than 3 years	40,500	34,000	37,870	42,476	43,930	40,058	4,309	23
All years	41,911	34,250	39,187	44,265	47,602	41,666	4,667	53
All ranks	53,780	40,008	45,000	72,003	85,481	58,887	17,213	246

(continued)

TABLE 10 (continued)
1997-98 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 (14 departments)								
Full professor								
12 or more years	87,200	65,500	77,000	104,700	112,500	90,356	19,500	103
6-11 years	78,428	64,872	73,300	90,200	101,900	81,058	15,421	43
3-5 years	68,450	56,617	61,900	80,200	103,400	73,073	17,338	22
Less than 3 years	65,750	57,600	60,500	77,050	92,500	69,926	12,754	16
All years	83,300	60,500	70,800	98,200	109,000	84,340	19,253	184
Associate professor								
6 or more years	57,200	40,900	47,000	65,300	72,500	56,756	12,014	21
3-5 years	55,600	44,600	51,600	66,911	75,500	57,253	10,349	18
Less than 3 years	51,500	41,671	45,000	54,200	54,300	50,069	6,602	15
All years	53,708	42,160	47,814	62,900	69,870	55,064	10,495	54
Assistant professor								
3 or more years	42,495	39,500	41,000	54,996	60,000	47,313	8,060	26
Less than 3 years	45,900	38,691	40,900	48,500	51,400	45,201	5,481	33
All years	43,937	38,691	40,900	51,400	57,200	46,132	6,760	59
All ranks	68,600	42,050	51,576	85,458	104,900	71,247	23,193	300

Source: 1997-98 Faculty Salary Survey, 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.

TABLE 11
1997-98 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 (110 departments)								
Full professor								
12 or more years	75,533	56,294	64,846	88,372	104,175	78,018	18,861	790
6-11 years	69,843	54,047	60,724	80,438	91,717	71,826	15,682	328
3-5 years	64,625	52,575	56,872	71,466	79,446	65,289	11,050	180
Less than 3 years	63,000	50,353	56,310	71,630	79,909	64,357	11,861	143
All years	70,712	53,964	60,894	83,050	96,791	73,663	17,560	1441
Associate professor								
6 or more years	51,389	41,294	45,960	56,577	64,304	52,186	9,433	366
3-5 years	51,438	43,500	45,900	57,357	62,506	52,116	7,811	201
Less than 3 years	47,589	42,000	44,522	51,982	57,500	48,858	6,569	216
All years	50,134	42,049	45,600	55,501	62,038	51,250	8,437	783
Assistant professor								
3 or more years	42,000	37,500	39,487	45,926	50,200	43,124	5,331	295
Less than 3 years	41,473	35,900	39,000	45,000	48,900	42,292	6,085	326
All years	41,800	37,000	39,124	45,368	49,000	42,689	5,746	622
All years	56,204	40,268	45,700	71,539	86,700	60,543	19,116	2869
NEW ENGLAND (7 departments)								
Full professor								
12 or more years	74,745	62,739	67,584	89,710	100,492	79,277	15,708	59
6-11 years	71,009	64,861	67,180	78,624	82,051	73,970	12,099	16
3-5 years	59,390	53,619	56,260	68,241	73,860	62,272	8,302	13
Less than 3 years	69,280	49,865	57,310	71,630	72,410	64,988	9,227	18
All years	70,486	57,489	64,861	80,180	95,163	73,964	15,015	106
Associate professor								
6 or more years	55,421	46,731	51,304	68,052	73,744	59,334	11,450	29
3-5 years								9
Less than 3 years								9
All years	54,257	45,028	49,126	61,652	69,932	56,392	10,631	47
Assistant professor								
3 or more years	44,558	37,904	38,760	46,369	50,360	43,718	5,542	19
Less than 3 years	42,524	37,230	41,496	46,911	50,000	43,514	5,703	14
All years	42,741	37,230	39,000	46,369	50,000	43,631	5,523	33
All ranks	63,973	42,487	50,000	72,410	88,393	63,949	17,671	187
MID ATLANTIC (7 departments)								
Full professor								
12 or more years	85,858	67,900	75,619	98,788	108,869	87,935	16,224	66
6-11 years	75,619	65,424	70,000	92,112	100,236	82,334	17,486	31
3-5 years	72,557	67,655	69,400	79,100	80,028	73,424	5,802	14
Less than 3 years	74,933	64,800	69,355	75,833	81,266	73,482	6,060	10
All years	79,909	66,432	73,576	92,112	104,249	83,627	16,024	121
Associate professor								
6 or more years	57,326	51,313	54,489	61,833	68,168	59,328	8,573	36
3-5 years	57,754	48,334	52,317	62,577	66,304	57,258	6,895	14
Less than 3 years	50,550	43,312	45,731	54,000	62,628	51,538	6,985	10
All years	56,609	48,630	52,525	62,149	66,981	57,546	8,343	60
Assistant professor								
3 or more years	44,000	39,000	42,000	46,500	52,271	44,583	4,950	23
Less than 3 years	43,950	40,102	42,400	46,750	48,037	44,448	3,479	24
All years	44,000	40,000	42,000	46,500	50,160	44,514	4,216	47
All ranks	66,410	43,600	51,639	81,042	98,321	68,485	20,792	230

(continued)

TABLE 11 (continued)
1997-98 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
EAST NORTH CENTRAL (20 departments)								
Full professor								
12 or more years	75,631	58,149	67,256	91,477	110,760	80,793	20,123	165
6-11 years	73,630	57,042	64,233	84,781	91,717	75,443	15,443	61
3-5 years	62,500	55,918	58,277	71,655	81,300	66,128	10,635	41
Less than 3 years	66,600	52,198	59,100	74,388	90,000	68,024	12,925	41
All years	72,554	56,360	63,859	85,965	101,180	76,081	18,258	308
Associate professor								
6 or more years	51,900	43,119	47,420	56,172	65,200	52,912	8,872	81
3-5 years	50,400	45,324	47,084	57,759	65,050	52,618	7,445	57
Less than 3 years	48,882	42,705	45,450	53,000	65,068	50,586	7,947	50
All years	50,593	43,119	46,598	56,186	65,135	52,205	8,233	188
Assistant professor								
3 or more years	43,445	38,799	40,907	47,054	52,400	44,527	5,113	69
Less than 3 years	43,600	38,000	39,970	46,858	49,000	43,260	4,646	71
All years	43,458	38,320	40,622	47,000	49,950	43,884	4,906	140
All ranks	56,689	41,685	46,802	72,122	89,056	61,848	19,575	640
WEST NORTH CENTRAL (13 departments)								
Full professor								
12 or more years	69,643	50,958	57,857	82,600	97,000	72,598	19,244	77
6-11 years	62,950	45,724	50,925	85,610	95,602	68,415	20,538	25
3-5 years	63,720	53,520	58,400	70,270	76,072	65,103	10,226	21
Less than 3 years	54,743	43,619	47,850	65,437	71,759	56,491	10,584	10
All years	66,995	49,306	55,000	80,000	95,679	69,417	18,306	133
Associate professor								
6 or more years	51,365	41,840	46,086	52,974	57,371	50,815	7,650	24
3-5 years	51,267	40,632	45,906	56,173	59,485	50,750	6,952	20
Less than 3 years	46,837	41,717	44,265	52,173	58,000	48,232	6,007	23
All years	48,600	41,717	45,687	53,576	58,911	49,909	6,916	67
Assistant professor								
3 or more years	41,381	35,850	38,390	45,066	47,585	41,765	5,372	26
Less than 3 years	40,962	33,990	36,575	45,000	46,825	40,774	4,687	32
All years	41,000	34,200	37,546	45,000	47,000	41,218	4,985	58
All ranks	52,451	40,000	45,223	67,272	84,695	58,012	18,385	258
SOUTH ATLANTIC (21 departments)								
Full professor								
12 or more years	75,500	56,500	65,587	85,726	107,854	77,980	18,815	149
6-11 years	65,298	54,432	59,000	74,756	81,687	67,803	12,848	74
3-5 years	65,985	53,300	58,700	74,000	76,500	65,950	10,165	34
Less than 3 years	58,200	50,242	54,941	63,450	75,038	60,452	11,572	35
All years	68,655	53,743	59,729	79,850	92,674	71,899	17,085	292
Associate professor								
6 or more years	50,250	40,834	46,527	54,900	60,021	50,638	7,912	97
3-5 years	52,900	42,117	45,768	58,063	60,800	52,920	9,132	39
Less than 3 years	49,420	43,606	45,749	54,200	58,750	50,469	6,058	50
All years	50,400	42,353	46,100	55,116	59,959	51,071	7,762	186
Assistant professor								
3 or more years	42,616	37,500	40,075	47,912	51,091	44,048	5,806	51
Less than 3 years	42,070	37,833	40,000	44,750	49,200	43,365	7,668	56
All years	42,400	37,500	40,000	45,642	50,300	43,691	6,821	107
All ranks	55,747	41,000	46,823	69,000	82,838	59,790	17,935	593

(continued)

TABLE 11 (continued)
1997-98 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
EAST SOUTH CENTRAL (9 departments)								
Full professor								
12 or more years	63,007	51,600	57,456	68,121	74,329	63,525	10,017	56
6-11 years	58,718	50,531	56,440	63,434	71,622	60,569	9,043	29
3-5 years	52,400	47,931	48,900	54,500	64,959	53,504	6,562	13
Less than 3 years								4
All years	60,143	49,654	54,120	66,602	71,622	61,146	9,799	102
Associate professor								
6 or more years	42,787	38,760	42,095	45,646	51,597	44,013	5,479	21
3-5 years	44,075	42,398	42,957	46,471	50,644	44,927	3,696	12
Less than 3 years	42,028	39,950	41,109	44,782	47,121	42,930	2,599	14
All years	43,079	38,933	41,740	45,646	50,644	43,924	4,335	47
Assistant professor								
3 or more years	39,350	36,720	37,300	40,780	43,318	39,546	2,439	26
Less than 3 years	39,039	35,000	36,000	43,096	44,420	40,877	9,975	31
All years	39,274	35,000	36,940	40,780	43,957	40,270	7,511	57
All ranks	48,778	37,500	40,780	60,369	68,356	51,440	12,707	206
WEST SOUTH CENTRAL (13 departments)								
Full professor								
12 or more years	64,355	48,441	57,225	76,634	86,687	66,939	14,137	60
6-11 years	62,585	51,372	54,734	71,407	75,724	63,213	9,877	30
3-5 years	59,035	51,422	55,365	65,648	71,277	60,275	7,403	12
Less than 3 years								7
All years	63,136	51,000	56,310	73,417	80,185	64,810	12,428	109
Associate professor								
6 or more years	44,913	38,100	40,268	48,364	53,469	44,796	5,615	33
3-5 years	46,558	41,124	44,296	53,135	54,464	47,986	5,394	12
Less than 3 years	45,927	41,461	43,682	47,976	51,000	46,118	3,449	28
All years	45,431	39,100	42,900	48,532	52,796	45,828	4,921	73
Assistant professor								
3 or more years	40,664	35,020	38,600	41,924	43,286	40,275	2,731	34
Less than 3 years	38,963	35,900	38,000	40,609	41,755	38,962	2,544	44
All years	39,679	35,020	38,160	41,085	43,024	39,534	2,691	78
All ranks	47,359	38,160	40,643	60,319	73,470	51,769	14,160	262
MOUNTAIN (9 departments)								
Full professor								
12 or more years	73,070	54,000	61,600	83,418	90,065	73,484	12,928	67
6-11 years	75,290	56,085	69,756	86,000	91,863	76,114	14,069	26
3-5 years	64,806	51,694	55,761	67,207	70,677	62,695	8,560	12
Less than 3 years								5
All years	72,136	53,810	61,849	82,949	89,482	72,340	13,411	110
Associate professor								
6 or more years	51,786	43,813	45,986	55,169	58,415	51,323	5,860	24
3-5 years	50,658	41,412	45,764	53,411	58,343	51,051	7,737	24
Less than 3 years	46,858	42,379	44,444	49,150	62,001	48,260	7,561	18
All years	49,369	42,384	45,625	53,088	58,415	50,388	7,073	66
Assistant professor								
3 or more years	44,083	37,260	39,187	45,951	48,751	42,851	4,964	26
Less than 3 years	40,309	34,000	37,870	42,230	43,425	39,865	4,308	22
All years	41,800	34,000	38,963	44,265	47,886	41,534	4,826	49
All ranks	53,620	39,504	45,064	72,003	84,086	58,673	17,129	229

(continued)

TABLE 11 (continued)
1997-98 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 (11 departments)								
Full professor								
12 or more years	85,500	65,300	77,000	101,100	109,000	89,192	18,849	91
6-11 years	76,700	57,834	72,000	87,849	101,900	79,488	15,327	36
3-5 years	67,782	53,309	61,500	76,750	96,100	71,130	15,699	20
Less than 3 years	64,400	57,600	60,500	68,400	82,600	66,946	10,888	13
All years	83,150	59,368	68,967	93,700	107,250	82,943	18,834	160
Associate professor								
6 or more years	57,200	40,900	47,000	65,300	72,500	56,756	12,014	21
3-5 years	52,300	44,600	48,700	58,500	67,000	53,783	7,822	14
Less than 3 years	51,450	41,671	45,000	54,100	54,300	49,102	5,643	14
All years	51,600	41,671	47,000	58,500	68,400	53,720	9,777	49
Assistant professor								
3 or more years	42,000	39,500	40,900	48,700	57,200	45,198	7,364	21
Less than 3 years	46,000	38,691	40,240	49,750	51,400	45,246	5,562	32
All years	42,990	38,691	40,900	48,700	54,200	45,227	6,269	53
All ranks	66,874	41,900	51,100	85,350	102,100	69,644	22,805	264

Source: 1997-98 Faculty Salary Survey, 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.

TABLE 12
1997-98 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (50 departments)								
Full professor								
12 or more years	85,825	64,550	74,357	104,100	117,522	89,573	22,421	196
6-11 years	77,710	58,088	67,100	94,000	104,900	80,330	18,150	97
3-5 years	68,606	58,102	60,100	78,795	100,000	72,453	16,016	42
Less than 3 years	68,476	54,000	62,800	77,000	95,481	71,288	14,027	42
All years	79,000	59,800	68,200	96,500	112,242	83,250	21,126	377
Associate professor								
6 or more years	54,998	41,655	49,500	62,118	70,460	55,992	11,887	97
3-5 years	52,700	45,000	49,080	56,890	66,911	54,986	10,456	59
Less than 3 years	49,800	44,650	47,332	54,200	63,600	51,559	7,019	59
All years	53,011	42,840	48,000	58,585	66,911	54,444	10,487	216
Assistant professor								
3 or more years	45,405	39,992	42,933	48,600	53,085	46,460	6,634	110
Less than 3 years	42,500	35,784	40,500	44,650	47,609	42,169	4,786	90
All years	44,000	38,000	41,413	47,100	51,507	44,529	6,239	200
All years	58,670	41,823	46,757	78,600	99,600	65,206	23,433	807
NEW ENGLAND (6 departments) (Insufficient <u>N</u>s of faculty)								
MID ATLANTIC (13 departments)								
Full professor								
12 or more years	86,989	63,239	75,000	108,050	117,522	90,558	24,804	62
6-11 years	79,845	62,674	72,554	93,394	115,435	82,648	19,196	36
3-5 years	77,073	53,700	61,207	94,024	106,009	78,061	18,935	16
Less than 3 years	66,000	52,005	56,720	76,000	95,481	69,466	15,929	10
All years	80,000	59,250	70,925	98,394	114,650	84,948	22,701	124
Associate professor								
6 or more years	55,803	38,500	49,080	63,509	70,460	56,224	12,013	35
3-5 years	51,865	41,875	44,500	53,854	58,670	52,500	12,660	13
Less than 3 years	54,000	42,500	48,262	58,850	70,000	54,622	8,501	19
All years	53,854	41,820	47,800	60,975	70,000	55,047	11,192	67
Assistant professor								
3 or more years	46,295	38,007	43,127	47,950	52,950	45,465	5,005	26
Less than 3 years	43,127	36,810	41,509	44,600	47,000	42,873	3,604	18
All years	44,601	38,007	41,755	47,225	50,470	44,404	4,622	44
All ranks	62,674	41,875	47,800	82,000	103,850	68,003	25,041	241
EAST NORTH CENTRAL (8 departments)								
Full professor								
12 or more years	91,450	76,900	81,075	110,075	128,500	97,163	19,604	24
6-11 years	82,549	56,170	67,100	100,300	111,339	83,403	19,466	14
3-5 years								9
Less than 3 years								6
All years	81,200	61,700	70,400	99,000	111,600	85,465	20,778	53
Associate professor								
6 or more years	53,341	48,000	50,497	63,850	74,200	57,964	11,691	24
3-5 years	50,926	49,080	49,428	55,050	66,600	53,811	7,595	12
Less than 3 years	48,450	47,063	47,528	50,400	53,080	49,550	3,026	12
All years	51,551	47,332	49,080	56,150	70,593	54,822	9,743	48
Assistant professor								
3 or more years	44,000	41,200	42,850	49,000	55,828	47,819	9,504	31
Less than 3 years	42,800	38,405	40,750	46,600	49,290	43,265	4,077	20
All years	43,565	40,500	41,500	47,200	53,170	46,033	8,097	51
All ranks	53,051	41,600	46,427	75,882	94,623	61,979	22,262	156

TABLE 12 (continued)
1997-98 Salaries for Full-time Faculty in U.S. Doctoral *Psychology* Departments
in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
WEST NORTH CENTRAL (2 departments) (Insufficient <u>N</u>s of faculty)								
SOUTH ATLANTIC (10 departments)								
Full professor								
12 or more years	85,650	64,500	71,700	95,683	105,159	85,618	18,906	35
6-11 years	79,450	58,088	64,768	97,300	100,278	79,978	16,827	19
3-5 years								6
Less than 3 years	68,861	49,669	63,648	73,963	96,000	70,465	15,133	12
All years	78,325	60,368	68,243	94,715	100,000	80,375	17,861	72
Associate professor								
6 or more years	55,600	37,283	50,813	57,423	63,050	53,726	8,228	15
3-5 years	53,600	46,676	48,351	59,920	64,375	54,423	7,173	12
Less than 3 years								9
All years	52,115	42,482	48,045	56,890	64,000	52,704	7,657	37
Assistant professor								
3 or more years	44,263	41,100	42,500	46,229	47,100	43,831	3,752	14
Less than 3 years	41,100	34,040	35,567	43,700	45,000	39,236	6,204	21
All years	42,751	34,040	36,067	44,800	47,100	41,074	5,766	35
All ranks	58,993	39,819	45,760	77,800	96,000	63,337	21,943	146
EAST SOUTH CENTRAL (2 departments) (Insufficient <u>N</u>s of faculty)								
WEST SOUTH CENTRAL (4 departments) (Insufficient <u>N</u>s of faculty)								
MOUNTAIN (2 departments) (Insufficient <u>N</u>s of faculty)								
PACIFIC (3 departments) (Insufficient <u>N</u>s of faculty)								

Source: 1997-98 Faculty Salary Survey, 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.

TABLE 13
Changes in Average Salaries of Full-time Faculty in U.S. Master's
Departments of Psychology by Rank: 1995-96 to 1997-98

	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	All ranks
U.S. Master's Departments					
1995-96 (110 departments)	\$57,552 N=633	\$44,531 N=334	\$36,950 N=346	\$30,356 N=11	\$48,658 N=1,324
1996-97 (100 departments)	\$58,467 N=514	\$45,483 N=300	\$37,894 N=313	\$31,935 N=14	\$49,084 N=1,141
1997-98 (92 departments)	\$60,128 N=511	\$47,072 N=310	\$38,533 N=298	\$33,332 N=13	\$50,560 N=1,132
Percent change in monetary salary					
1995-96 to 1996-97	+1.6%	+2.1%	+2.6%	+5.2%	+0.9%
1996-97 to 1997-98	+2.8%	+3.5%	+1.7%	+4.4%	+3.0%
Percent change in real terms					
1995-96 to 1996-97	-1.4%	-0.9%	-0.4%	-2.2%	-2.1%
1996-97 to 1997-98	+0.4%	+1.3%	-0.5%	+2.2%	+0.8%
All U.S. Departments					
1995-96 (364 departments)	\$66,297 N=3,079	\$47,790 N=1,730	\$39,446 N=1,401	\$36,323 N=56	\$54,916 N=6,266
1996-97 (351 departments)	\$68,956 N=2,865	\$49,521 N=1,696	\$40,586 N=1,374	\$35,848 N=63	\$56,614 N=5,998
1997-98 (339 departments)	\$71,741 N=2,804	\$51,012 N=1,672	\$41,890 N=1,359	\$37,458 N=58	\$58,638 N=5,893
Percent change in monetary salary					
1995-96 to 1996-97	+4.0%	+3.6%	+2.9%	-1.3%	+3.1%
1996-97 to 1997-98	+4.0%	+3.0%	+3.2%	+4.5%	+3.6%
Percent change in real terms					
1995-96 to 1996-97	+1.0%	+0.6%	-0.1%	-4.3%	+0.1%
1996-97 to 1997-98	+1.8%	+0.8%	+1.0%	+2.3%	+1.4%

Source: 1996-97 and 1997-98 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 3.0% for the period from September 1995 to September 1996 and 2.2% for the period from September 1996 to September 1997.

TABLE 14
Changes in Average Salaries of Full-Time Faculty in U.S. Master's Departments of Psychology
by Rank and Years in Rank: 1995-96 to 1997-98

	<u>Full Professor</u>				<u>Associate Professor</u>			<u>Assistant Professor</u>	
	12 or more years	6 - 11 years	3 - 5 years	Less than 3 years	6 or more years	3 - 5 years	Less than 3 years	3 or more years	Less than 3 years
1995-96 (110 departments)	\$61,995 N=288	\$56,348 N=173	\$53,237 N=67	\$50,175 N=95	\$47,122 N=137	\$44,604 N=88	\$41,322 N=105	\$38,198 N=179	\$35,512 N=154
1996-97 (100 departments)	\$62,317 N=237	\$56,944 N=140	\$54,441 N=63	\$52,574 N=70	\$47,945 N=124	\$44,933 N=87	\$42,603 N=87	\$39,199 N=157	\$36,574 N=147
1997-98 (92 departments)	\$62,767 N=266	\$58,699 N=121	\$57,218 N=62	\$54,501 N=62	\$48,574 N=125	\$46,904 N=79	\$45,402 N=105	\$39,956 N=132	\$37,434 N=165
Percentage change in monetary salary									
1995-96 to 1996-97	+0.5%	+1.1%	+2.3%	+4.8%	+1.7%	+0.7%	+3.1%	+2.6%	+3.0%
1996-97 to 1997-98	+0.7%	+3.1%	+5.1%	+3.7%	+1.3%	+4.4%	+6.6%	+1.9%	+2.4%
Percentage change in real terms									
1995-96 to 1996-97	-2.5%	-1.9%	-0.7%	+1.8%	-1.3%	-2.3%	+0.1%	-0.4%	+0.0%
1996-97 to 1997-98	-1.5%	+0.9%	+2.9%	+1.5%	-0.9%	+2.2%	+4.4%	-0.3%	+0.4%

Source: 1996-97 and 1997-98 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 3.0% for the period from September 1995 to September 1996 and 2.2% for the period from September 1996 to September 1997.

TABLE 15
Distribution of 1997-98 Salaries for Full-time Faculty in
U.S. Master's Departments of Psychology by Rank and Years in Rank

9-10-month Salary	Full Professor				Associate Professor			Assistant Prof.	
	12 or more years	6 - 11 years	3 - 5 years	Less than 3 years	6 or more years	3 - 5 years	Less than 3 years	3 or more years	Less than 3 years
\$79,000 or more	10	2							
78,000-78,999	2								
77,000-77,999									
76,000-76,999	7	1				1			
75,000-75,999	11	6		1					
\$74,000-74,999	2	1	2	2					
73,000-73,999	1	1	1						
72,000-72,999	2	1	1						
71,000-71,999	5	2	2						
70,000-70,999	1		1						
\$69,000-69,999	9	3		1			1		
68,000-68,999	3	3	2		2				
67,000-67,999	2	1							
66,000-66,999	58	7	1		1				
65,000-65,999	7	3		1	1				
\$64,000-64,999	2	3	2	2			1		
63,000-63,999	12	4	1	3	4				
62,000-62,999	7	3	1		2	2	3		
61,000-61,999	9	4	2						
60,000-60,999	3	3	7	1		1	1		
\$59,000-59,999	13	1	4	4	2		1		
58,000-58,999	10	4	3		2	1	2		
57,000-57,999	4	2	2	8	1	4			
56,000-56,999	13	4	3	4	1		6		
55,000-55,999	9	13	1	3	3		1		
\$54,000-54,999	23	8	3	2	4				
53,000-53,999	10	6	4	4	2	2	1		
52,000-52,999	14	1	1	1	13	3	1		
51,000-51,999	7	9	1	3	4	7	6	2	
50,000-50,999	3	6	5	1	3	1	6	2	
\$49,000-49,999	1	4	2	6	4			1	
48,000-48,999	1	6	1	2	7	5	1		3
47,000-47,999	1	3	1	2	5	6	6	5	1
46,000-46,999	1	2	3	3	9	6	1	3	3
45,000-45,999	2	2		2	10	5	2	5	2
\$44,000-44,999		1	2	1	13	5	6	3	2
43,000-43,999	1	1		2	7	3	4	10	7
42,000-42,999			1	1	9	8	10	14	6
41,000-41,999					4	8	10	6	7
40,000-40,999			2		2	2	9	9	8
\$39,000-39,999				1	3	2	9	10	10
38,000-38,999					4	1	5	14	11
37,000-37,999				1	1	5	6	16	21
36,000-36,999					1		1	8	18
35,000-35,999					1	1	5	4	31
\$34,000-34,999								9	13
33,000-33,999								4	8
32,000-32,999								5	4
31,000-31,999								1	6
30,000-30,999									1
Less than 30,000								1	3

Source: 1997-98 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

TABLE 16
1997-98 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology
by Rank and Years in Rank

Rank and Years in Rank	Median	Percentiles				Mean	SD	N
		10%	25%	75%	90%			
Full professor								
12 or more years	63,057	52,639	55,451	66,444	75,619	62,767	8,834	266
6-11 years	55,624	48,837	51,742	65,511	71,450	58,699	9,007	121
3-5 years	57,396	46,764	50,680	61,400	70,896	57,218	8,485	62
Less than 3	54,364	45,148	49,327	57,833	64,053	54,501	8,025	62
All years	59,001	49,333	53,845	66,444	72,700	60,128	9,217	511
Associate professor								
6 or more years	46,937	41,085	43,824	52,536	58,550	48,574	7,021	125
3-5 years	45,885	39,930	42,003	51,342	57,415	46,904	6,924	79
Less than 3	42,769	37,904	40,069	50,100	56,428	45,402	7,491	105
Not specified								1
All years	45,534	38,886	41,790	51,348	57,555	47,072	7,256	310
Assistant professor								
3 or more years	39,303	34,079	37,108	42,793	45,675	39,956	4,515	132
Less than 3	36,865	33,000	35,001	39,756	43,056	37,434	4,042	165
Not specified								1
All years	37,798	33,273	35,271	41,500	44,628	38,533	4,441	298

Source: 1997-98 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full time, who hold the doctoral degree, and who are in departments of psychology that award the master's 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 of faculty is less than 10.

TABLE 17
1997-98 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology
by Type of Department, Rank, and Years in Rank

	Percentiles				90%	Mean	SD	N
	Median	10%	25%	75%				
PSYCHOLOGY (81 departments)								
Full professor								
12 or more years	63,072	52,639	55,285	66,444	75,603	62,730	8,788	259
6-11 years	55,620	48,857	51,742	64,750	71,450	58,574	8,974	113
3-5 years	57,061	46,764	50,680	61,400	70,896	57,135	8,169	58
Less than 3 years	53,860	45,737	49,327	57,700	63,000	53,793	6,606	55
All years	59,073	49,570	53,845	66,444	71,500	60,079	9,075	485
Associate professor								
6 or more years	46,934	40,985	43,603	52,536	58,775	48,459	7,085	120
3-5 years	45,885	40,590	42,087	51,342	53,667	46,867	6,748	71
Less than 3 years	42,612	37,904	39,755	48,590	53,741	44,431	6,485	95
All years	45,240	39,136	41,727	51,300	56,428	46,726	7,003	286
Assistant professor								
3 or more years	39,351	34,079	37,216	42,863	46,522	40,068	4,543	126
Less than 3 years	36,775	33,255	35,001	39,756	42,590	37,373	3,766	149
All years	37,729	33,280	35,366	41,514	44,628	38,584	4,356	276
All ranks	49,537	36,050	40,957	58,720	66,444	50,585	11,920	1,058

OTHER DEPARTMENTS (11 departments) (Insufficient Ns of faculty)

Source: 1997-98 Faculty Salary Survey, 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 that award the master's degree. The category "Other" includes departments of educational psychology, counseling psychology, school psychology, and other units that may be more specialized in nature. All salaries are for 9-10 months. 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.

TABLE 18
**1997-98 Salaries for Full-time Faculty in U.S. Master's *Psychology* Departments by Region,
Rank, and Years in Rank**

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (81 departments)								
Full professor								
12 or more years	63,072	52,639	55,285	66,444	75,603	62,730	8,788	259
6-11 years	55,620	48,857	51,742	64,750	71,450	58,574	8,974	113
3-5 years	57,061	46,764	50,680	61,400	70,896	57,135	8,169	58
Less than 3 years	53,860	45,737	49,327	57,700	63,000	53,793	6,606	55
All years	59,073	49,570	53,845	66,444	71,500	60,079	9,075	485
Associate professor								
6 or more years	46,934	40,985	43,603	52,536	58,775	48,459	7,085	120
3-5 years	45,885	40,590	42,087	51,342	53,667	46,867	6,748	71
Less than 3 years	42,612	37,904	39,755	48,590	53,741	44,431	6,485	95
All years	45,240	39,136	41,727	51,300	56,428	46,726	7,003	286
Assistant professor								
3 or more years	39,351	34,079	37,216	42,863	46,522	40,068	4,543	126
Less than 3 years	36,775	33,255	35,001	39,756	42,590	37,373	3,766	149
All years	37,729	33,280	35,366	41,514	44,628	38,584	4,356	276
All ranks	49,537	36,050	40,957	58,720	66,444	50,585	11,920	1058
NEW ENGLAND (2 departments) (Insufficient <u>Ns</u> of faculty)								
MID ATLANTIC (11 departments) (Insufficient <u>Ns</u> of faculty)								
EAST NORTH CENTRAL (7 departments) (Insufficient <u>Ns</u> of faculty)								
WEST NORTH CENTRAL (7 departments) (Insufficient <u>Ns</u> of faculty)								
SOUTH ATLANTIC (16 departments)								
Full professor								
12 or more years	60,025	52,597	54,184	66,748	75,000	62,138	9,328	35
6-11 years	55,577	48,797	53,328	65,511	73,650	59,746	10,906	21
3-5 years	51,599	46,713	46,801	58,650	61,400	52,984	6,877	12
Less than 3 years								8
All years	56,881	46,838	51,635	64,229	73,650	58,694	10,017	76
Associate professor								
6 or more years	46,000	42,000	44,040	51,207	62,700	48,292	7,694	25
3-5 years								7
Less than 3 years	42,797	37,379	40,584	44,760	46,666	42,662	3,217	18
All years	44,998	38,879	42,769	48,484	56,358	46,542	6,771	50
Assistant professor								
3 or more years	40,002	37,216	38,500	42,600	44,289	40,593	3,621	33
Less than 3 years	37,600	35,479	35,745	40,550	42,500	38,102	3,337	32
All years	39,348	35,479	37,061	42,003	43,600	39,255	3,760	66
All ranks	45,850	37,233	40,342	55,276	64,249	48,847	11,302	192

(continued)

TABLE 18 (continued)
1997-98 Salaries for Full-time Faculty in U.S. Master's *Psychology* Departments by Region,
Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST SOUTH CENTRAL (7 departments)								
Full professor								
12 or more years	58,471	53,860	55,583	63,971	66,548	60,103	5,892	25
6-11 years	54,726	48,912	51,441	57,127	58,053	54,336	4,213	12
3-5 years								5
Less than 3 years								6
All years	55,799	48,912	53,860	60,558	65,922	56,777	6,582	48
Associate professor								
6 or more years	43,332	37,920	40,884	46,867	50,780	44,757	7,457	13
3-5 years	42,247	41,701	41,701	42,997	45,444	42,520	2,043	17
Less than 3 years	40,635	35,579	38,070	41,674	42,180	39,751	2,264	16
All years	41,701	37,431	40,328	42,997	46,454	42,189	4,699	46
Assistant professor								
3 or more years	34,079	32,960	33,660	38,317	41,088	36,252	4,635	16
Less than 3 years	35,604	31,731	32,121	36,943	37,642	34,901	2,374	20
All years	35,183	31,930	33,101	37,095	38,724	35,501	3,568	36
All ranks	42,180	34,079	37,190	53,860	60,036	45,641	10,300	131
WEST SOUTH CENTRAL (11 departments) (Insufficient <u>Ns</u> of faculty)								
MOUNTAIN (5 departments) (Insufficient <u>Ns</u> of faculty)								
PACIFIC (15 departments)								
Full professor								
12 or more years	66,444	54,351	58,200	66,444	69,708	63,693	6,354	111
6-11 years	64,539	50,200	55,624	66,444	69,910	62,210	8,631	26
3-5 years	60,419	50,680	56,383	64,900	68,000	60,048	6,849	15
Less than 3 years	56,902	44,606	55,034	59,225	63,400	55,547	7,599	12
All years	66,400	54,351	56,442	66,444	69,708	62,529	7,190	164
Associate professor								
6 or more years	52,531	44,895	46,934	52,536	53,808	50,756	5,464	25
3-5 years	51,342	44,628	51,342	53,667	57,920	51,842	5,050	13
Less than 3 years	50,100	41,134	45,393	51,942	58,434	49,928	6,476	20
All years	51,321	42,612	47,728	52,536	57,920	50,714	5,694	58
Assistant professor								
3 or more years	43,500	37,501	40,600	45,672	47,844	42,969	4,309	18
Less than 3 years	39,700	34,071	35,212	43,584	46,764	39,351	4,602	27
All years	40,600	34,071	37,356	43,584	46,767	40,798	4,785	45
All ranks	56,051	40,500	47,844	66,444	68,000	56,145	10,777	269

Source: 1997-98 Faculty Salary Survey, 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 master's degree; excluded are other types of departments that may be more specialized in nature (e.g., educational psychology departments). 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.

TABLE 19
1997-98 Salaries for Full-time Faculty in U.S. Master's *Psychology* Departments
by Type of Institution, Rank, and Years in Rank

	Median	Percentiles				Mean	SD	N
		10%	25%	75%	90%			
PUBLIC INSTITUTIONS (61 departments)								
Full professor								
12 or more years	63,408	53,501	55,620	66,444	72,990	62,512	7,446	225
6-11 years	55,589	48,837	51,490	63,574	71,376	58,212	9,078	102
3-5 years	56,653	47,080	50,680	61,400	69,733	57,289	7,863	50
Less than 3 years	53,477	44,606	48,379	57,698	63,000	53,300	6,892	44
All years	59,088	49,684	53,860	66,444	71,060	59,887	8,437	421
Associate professor								
6 or more years	46,141	41,681	43,610	52,536	56,565	48,220	6,845	101
3-5 years	44,500	39,962	41,701	48,239	51,483	45,959	6,785	55
Less than 3 years	42,618	37,904	40,069	47,984	53,741	44,447	6,322	86
All years	44,838	39,292	41,701	50,124	55,000	46,365	6,830	242
Assistant professor								
3 or more years	39,351	34,079	36,726	42,793	45,675	39,913	4,501	96
Less than 3 years	36,503	33,280	35,006	39,571	42,549	37,327	3,720	125
All years	37,569	33,280	35,212	41,200	43,732	38,421	4,278	222
All ranks	49,647	36,037	41,085	59,094	66,444	50,638	11,652	894
PRIVATE INSTITUTIONS (20 departments)								
Full professor								
12 or more years	59,671	49,000	52,786	73,182	84,910	64,172	15,000	34
6-11 years	64,210	53,000	53,328	67,140	71,450	61,937	7,469	11
3-5 years								8
Less than 3 years	56,107	49,333	51,000	57,833	60,750	55,764	5,106	11
All years	58,040	49,000	52,962	66,888	76,050	61,343	12,499	64
Associate professor								
6 or more years	49,605	38,000	43,354	54,400	62,815	49,729	8,337	19
3-5 years	51,216	44,305	46,053	53,334	57,920	49,986	5,777	16
Less than 3 years								9
All years	49,203	38,636	42,986	52,635	58,550	48,708	7,671	44
Assistant professor								
3 or more years	39,462	36,296	37,501	43,800	46,661	40,563	4,718	30
Less than 3 years	37,000	33,000	35,000	40,750	42,590	37,610	4,074	24
All years	38,721	34,399	36,800	42,000	45,367	39,251	4,645	54
All ranks	48,900	36,505	39,711	57,726	66,840	50,294	13,320	164

Source: 1997-98 Faculty Salary Survey, 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 master's degree; excluded are other types of departments that may be more specialized in nature (e.g., educational psychology departments). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10. 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.

TABLE 20
1997-98 Salaries for Full-time Faculty in U.S. Master's
Psychology Departments by Years Since Doctorate

	Median	Percentiles				Mean	SD	N
		10%	25%	75%	90%			
PSYCHOLOGY (78 departments)								
35 years or more	66,540	52,536	64,119	75,776	89,236	69,574	15,798	16
30-34 years	64,300	48,837	56,870	66,840	77,520	62,977	10,591	73
25-29 years	61,609	49,756	53,568	66,444	75,619	60,742	9,288	212
20-24 years	54,851	44,697	49,570	64,660	69,708	56,514	9,760	146
17-19 years	53,394	42,460	46,350	60,480	68,218	54,104	10,701	65
14-16 years	50,028	41,701	44,696	59,000	64,900	51,761	10,010	71
11-13 years	45,933	38,324	42,087	51,342	57,696	47,168	7,050	86
8-10 years	42,999	37,431	40,999	50,075	53,560	45,145	6,234	88
6-7 years	40,156	35,000	37,405	43,203	46,666	40,493	4,339	68
4-5 years	38,657	34,079	36,660	42,000	46,764	39,727	5,088	65
2-3 years	36,374	32,412	34,854	38,784	41,000	36,683	3,425	65
0-1 year	35,212	32,000	34,101	37,190	40,500	35,968	3,359	45

Source: 1997-98 Faculty Salary Survey, 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 master's degree. All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10.

TABLE 21
Changes in Average Salaries of Full-time Faculty in Canadian
Departments of Psychology by Rank: 1995-96 to 1997-98

	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	All ranks
All Canadian Departments					
1995-96 (14 departments)	\$85,228 N=227	\$68,939 N=176	\$48,859 N=71	a N=1	\$73,666 N=475
1996-97 (12 departments)	\$83,522 N=177	\$67,354 N=146	\$48,876 N=52	a N=2	\$72,253 N=377
1997-98 (14 departments)	\$87,573 N=195	\$69,771 N=144	\$50,740 N=55	a N=3	\$77,168 N=397
Percentage change in monetary salary					
1995-96 to 1996-97	-2.0%	-2.3%	+0.0%	a	-1.9%
1996-97 to 1997-98	+4.9%	+3.6%	+3.8%	a	+6.8%
Percentage change in real terms					
1995-96 to 1996-97	-3.5%	-3.8%	-1.5%	a	-3.4%
1996-97 to 1997-98	+3.3%	+2.0%	+2.2%	a	+5.2%

Source: 1996-97 and 1997-98 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology.

Note. All salaries are 11-12-month salaries and are reported in Canadian dollars. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for inflation in Canada as reported by the Bureau of Labor Statistics. These percentage changes were 1.5% for the period from September 1995 to September 1996 and 1.6% for the period from September 1996 to September 1997.

^a There was an insufficient number of faculty for analysis.

TABLE 22
Changes in Average Salaries of Full-Time Faculty in Canadian Departments of Psychology
by Rank and Years in Rank: 1995-96 to 1997-98

	<u>Full Professor</u>				<u>Associate Professor</u>			<u>Assistant Professor</u>	
	12 or more years	6 - 11 years	3 - 5 years	Less than 3 years	6 or more years	3 - 5 years	Less than 3 years	3 or more years	Less than 3 years
1995-96 (14 departments)	\$94,040 N=100	\$82,381 N=66	\$71,125 N=30	\$73,223 N=34	\$72,302 N=132	\$63,079 N=55	\$59,247 N=30	\$51,746 N=34	\$45,889 N=41
1996-97 (12 departments)	\$92,572 N=79	\$82,231 N=47	\$72,608 N=24	\$68,993 N=27	\$71,441 N=99	\$61,253 N=20	\$56,887 N=27	\$50,404 N=29	\$46,949 N=23
1997-98 (14 departments)	\$95,377 N=89	\$84,337 N=49	\$80,070 N=28	\$78,689 N=29	\$74,995 N=95	\$63,903 N=28	\$59,807 N=21	\$52,289 N=32	\$50,845 N=22
Percentage change in monetary salary									
1995-96 to 1996-97	-1.6%	-0.2%	+2.1%	-5.8%	-1.2%	-2.9%	-4.0%	-2.6%	+2.3%
1996-97 to 1997-98	+3.0%	+2.6%	+10.3%	+14.1%	+5.0%	+4.3%	+5.1%	+3.7%	+8.3%
Percentage change in real terms									
1995-96 to 1996-97	-3.1%	-1.7%	+0.6%	-7.3%	-2.7%	-4.4%	-5.5%	-4.1%	+0.8%
1996-97 to 1997-98	+1.4%	+1.0%	+8.7%	+12.5%	+3.4%	+2.7%	+3.5%	+2.1%	+6.7%

Source: 1996-97 and 1997-98 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology.

Note. All salaries are 11-12-month salaries in Canadian dollars. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for inflation in Canada as reported by the Bureau of Labor Statistics. These percentage changes were 1.5% for the period from September 1995 to September 1996 and 1.6% for the period from September 1996 to September 1997.

TABLE 23

Distribution of 1997-98 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

11-12-month salary	Full Professor						Associate Professor			Assistant Prof.	
	24 years or more	18 - 23 years	12 - 17 years	6 - 11 years	3 - 5 years	Less than 3	6 or more	3 - 5 years	Less than 3	3 or more	Less than 3
\$105,000 or more	7	7	1	3							
100,000-104,999	3	5	4				1				
95,000-99,999		9	11	6	2	2	1				
90,000-94,999		5	12	3	2	3	4				
85,000-89,999		4	8	6	4	3	8				
80,000-84,999	2	2	2	13	5	4	12	1			
\$79,000-79,999		1		1	2						
78,000-78,999		1	1	2		2	4				
77,000-77,999		1	1	2	2	2	15	1			
76,000-76,999					1		1				
75,000-75,999				1	1	2	2	2			
\$74,000-74,999			1	3		1	5	1			
73,000-73,999				1		1	3				
72,000-72,999				2	2		3				
71,000-71,999						1	1	1			
70,000-70,999				2	2	1	4		1		
\$69,000-69,999				1	2		4	1			
68,000-68,999					1	2	4		1		
67,000-67,999				1			3		1		
66,000-66,999				1		1	1	3	1	1	
65,000-65,999				1	1	2	5	2			
\$64,000-64,999							2		3	1	
63,000-63,999							2			1	
62,000-62,999							1	3	1		
61,000-61,999							1	1		1	
60,000-60,999								1	1		
\$59,000-59,999							5	2	1	2	
58,000-58,999							1	3	3	2	1
57,000-57,999									1		2
56,000-56,999							2	4	1		
55,000-55,999						1			1	1	2
\$54,000-54,999									1	1	2
53,000-53,999									2		3
52,000-52,999										2	
51,000-51,999										4	
50,000-50,999									1	3	2
\$49,000-49,999										3	1
48,000-48,999										2	
47,000-47,999										3	3
46,000-46,999										1	3
Less than \$46,000										2	3

Source: 1997-98 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

TABLE 24
1997-98 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology
by Rank and Years in Rank

Rank and Years in Rank	Median	Percentiles				Mean	SD	N
		10%	25%	75%	90%			
Full professor								
24 or more years	106,211	83,528	101,704	108,376	112,066	103,561	11,166	12
18-23 years	97,792	82,935	87,413	102,186	108,251	96,397	10,143	35
12-17 years	93,159	82,689	88,922	95,885	100,410	92,372	7,161	41
6-11 years	82,532	70,808	75,604	88,741	99,296	84,337	13,134	49
3-5 years	79,515	69,071	72,120	85,564	91,618	79,692	8,701	27
Less than 3 years	78,177	65,110	70,850	88,680	94,696	79,154	10,763	28
All years	87,637	71,192	78,544	96,718	103,772	88,044	12,774	192
Associate professor								
6 or more years	75,174	62,288	68,264	81,164	88,476	74,995	9,552	95
3-5 years	62,237	56,410	58,436	69,789	75,771	64,778	7,279	26
Less than 3 years	59,147	53,267	55,947	64,539	68,197	60,251	5,675	20
All years	70,135	58,074	62,301	77,620	84,213	71,019	10,470	141
Assistant professor								
3 or more years	51,237	46,731	48,695	58,474	62,362	52,915	5,883	30
Less than 3 years	50,730	45,000	46,500	54,430	57,455	50,845	4,678	22
All years	50,998	46,000	47,500	55,355	59,012	51,972	5,424	53

Source: 1997-98 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments and educational psychology departments). All salaries are 11-12-month salaries and are reported in Canadian dollars. No statistics are provided where the N of faculty is less than 10.

TABLE 25
1997-98 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology
by Years Since Doctorate

Years Since Doctorate	Median	Percentiles				Mean	SD	N
		10%	25%	75%	90%			
CANADIAN DOCTORAL DEPARTMENTS (13 departments)								
35 years or more	104,882	82,182	93,057	108,363	113,465	100,980	12,285	17
30-34 years	93,667	79,712	85,382	99,206	106,353	92,872	11,403	54
25-29 years	89,614	73,218	77,367	96,198	100,410	87,517	11,563	72
20-24 years	77,620	65,720	70,658	86,082	91,132	78,834	10,088	68
17-19 years	78,118	59,360	73,137	83,000	85,525	76,361	8,647	25
14-16 years	75,841	61,299	65,720	80,668	82,777	72,398	9,592	31
11-13 years	66,024	56,410	62,024	71,759	77,493	66,866	6,997	29
8-10 years	59,461	53,499	55,355	62,450	65,540	59,287	5,429	22
6-7 years	53,500	49,055	51,208	58,480	70,473	57,665	11,231	19
4-5 years	50,993	45,000	48,695	55,678	64,449	52,912	6,339	18
2-3 years								9
0-1 year								6

Source: 1997-98 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments and educational psychology departments). All salaries are 11-12-month salaries and are reported in Canadian dollars. No statistics are provided where the N of faculty is less than 10.

TABLE 26
1997-98 Starting Salaries and Expected 1998-99 Starting Salaries for
Faculty in U.S. and Canadian Graduate Departments of Psychology

	U.S. Departments ^a						Canadian Doctoral Departments ^b
	Doctoral			Master's			
	Public	Private	All	Public	Private	All	
Average starting salary in 1997-98 for a new faculty member who was a new doctorate recipient:							
Median	\$41,143	\$39,500	\$41,000	\$35,106	*	\$35,356	*
25%	\$37,750	\$34,000	\$37,000	\$34,250		\$34,500	
75%	\$43,600	\$42,500	\$43,600	\$36,687		\$37,000	
Mean	\$40,709	\$38,969	\$40,361	\$35,825		\$36,069	
S.D.	4,196	5,589	4,521	2,553		2,631	
N	60	15	75	24	2	26	2
Comparison with 1996-97 starting salaries:							
Mean in 1996-97:	\$38,335	\$39,416	\$38,675	\$35,018	*	\$34,746	*
Mean in 1997-98:	\$40,709	\$38,969	\$40,361	\$35,825	*	\$36,069	*
Percentage change in monetary salary:	+6.2%	-1.1%	+4.4%	+2.3%	*	+3.8%	*
Percentage change in real terms:	+4.0%	-3.3%	+2.2%	+0.1%	*	+1.6%	*
Expected salary offered to a new doctorate recipient in 1998-99:							
Median	\$40,000	\$40,000	\$40,000	\$36,000	\$34,356	\$35,474	\$44,250
25%	\$37,750	\$36,000	\$37,000	\$34,000	\$34,000	\$34,000	\$43,000
75%	\$42,500	\$43,000	\$43,000	\$37,466	\$38,000	\$37,956	\$46,903
Mean	\$39,842	\$39,749	\$39,812	\$35,447	\$34,525	\$35,222	\$44,988
S.D.	4,869	4,667	4,795	5,097	4,382	4,923	3,539
N	156	74	230	65	21	86	12
Expected salary offered to new faculty with 2 years postdoctoral experience in 1998-99:							
Median	\$42,000	\$42,000	\$42,000	\$37,299	\$36,000	\$37,000	\$47,750
25%	\$40,000	\$39,572	\$40,000	\$36,000	\$34,000	\$35,000	\$45,041
75%	\$45,000	\$45,000	\$45,000	\$40,000	\$39,500	\$39,816	\$50,271
Mean	\$42,219	\$41,807	\$42,086	\$37,692	\$36,159	\$37,332	\$48,385
S.D.	4,336	6,148	4,985	3,576	4,560	3,855	3,774
N	148	71	219	62	19	81	12

Source: 1996-97 and 1997-98 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology.

Note. The Ns refer to the number of departments that provided the information. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. For the period of September 1996 to September 1997, the percentage change was 2.2% for the United States.

^aReported are 9-10-month salaries.

^bReported are 11-12-month salaries in Canadian dollars.

*There was an insufficient number of respondents for analysis.

TABLE 27
1997-98 Salaries and Benefits for Department Chairs
in U.S. and Canadian Graduate Departments of Psychology

U.S. Departments ^a							Canadian Doctoral Departments ^b
	Public	Private	All	Public	Private	All	
Salary of the department chair							
Median	\$70,715	\$72,800	\$71,828	\$62,828	\$52,935	\$60,326	\$82,509
25 %	\$61,931	\$62,700	\$61,931	\$52,115	\$44,020	\$50,780	\$78,118
75 %	\$85,480	\$84,433	\$85,480	\$66,444	\$61,860	\$66,250	\$100,000
Mean	\$74,842	\$74,840	\$74,841	\$60,277	\$53,673	\$58,516	\$87,040
S.D.	18,181	20,224	18,821	10,429	11,190	10,973	12,535
N	162	77	239	66	24	90	13
Comparison with 1996-97 chair salaries							
Mean in 1996-97:	\$71,349	\$72,974	\$71,878	\$57,944	\$52,469	\$56,409	\$79,706
Mean in 1997-98:	\$74,842	\$74,840	\$74,841	\$60,277	\$53,673	\$58,516	\$87,040
Percentage change in monetary salary:	+4.9%	+2.6%	+4.1%	+4.0%	+2.3%	+3.7%	+9.2%
Percentage change in real terms:	+2.7%	+0.4%	+1.9%	+1.8%	+0.1%	+1.5%	+7.6%
Benefits received by department chair ^c							
Assistant chair position (%)	43	27	38	20	8	17	38
Tenure-track (%)	38	22	33	18	8	16	38
Extra secretarial support (%)	58	55	57	41	42	41	62
Extra grad assistants (%)	23	22	23	8	13	9	15
Summer salary (%)	74	49	66	76	38	66	na
Other stipend (%)	43	38	41	30	46	34	100
Reduced teaching load (%)	90	81	87	97	88	94	92
Other (%)	7	5	6	3	0	2	15

Source: 1996-97 and 1997-98 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology.

Note. The **Ns** refer to the number of departments that provided the information. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. For the period of September 1996 to September 1997, the percentage change was 2.2% for the United States and 1.6% for Canada.

^aReported are 9-10-month salaries.

^bReported are 11-12-month salaries in Canadian dollars.

^cIncluded are those departments that provided information on the salaries for department chairs. Percentages exceed 100%, given that individuals may receive multiple types of benefits.

TABLE 28
Salary Raises and Decreases for Faculty in U.S. Graduate Departments of Psychology: 1997-98

	New England %	Middle Atlantic %	East North Central %	West North Central %	South Atlantic %	East South Central %	West South Central %	Mountn %	Pacific %
Doctoral departments									
Public									
Raises for all	100	35	84	85	93	57	60	86	79
Raises for some	0	18	13	15	7	7	40	7	16
No change	0	47	3	0	0	36	0	7	5
Private									
Raises for all	100	80	92	100	64	100	60	100	79
Raises for some	0	15	8	0	36	0	20	0	14
No change	0	0	0	0	0	0	20	0	7
Both increases & decreases	0	5	0	0	0	0	0	0	0
Master's departments									
Public									
Raises for all	100	80	83	86	80	50	75	60	92
Raises for some	0	10	0	0	20	17	25	20	8
No change	0	10	17	14	0	33	0	20	0
Private									
Raises for all	100	100	100	100	100	100	0	0	60
Raises for some	0	0	0	0	0	0	0	0	20
No change	0	0	0	0	0	0	0	0	20

Source: 1997-98 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Information on salary increases and reductions pertains to those that were effective in 1997-98. Percentages are column percentages and may not sum to 100% due to rounding.

TABLE 29
Determinants of Salary Raises for Faculty in U.S. Graduate Departments of Psychology: 1997-98

	New England %	Middle Atlantic %	East North Central %	West North Central %	South Atlantic %	East South Central %	West South Central %	Mountn %	Pacific %
Doctoral departments									
Public									
Promotion	50	24	44	55	46	29	40	43	47
Other merit increase	50	35	81	85	75	36	73	57	63
Standard adjustment	75	18	50	30	39	29	20	57	68
Union	88	6	16	10	7	0	0	0	11
Other raise	13	12	19	15	14	7	20	14	21
Private									
Promotion	36	40	54	33	36	0	20	0	36
Other merit increase	64	90	92	67	86	50	60	100	29
Standard adjustment	73	35	38	33	57	50	20	0	64
Union	0	10	8	0	0	0	0	0	7
Other raise	18	20	0	0	0	0	0	0	0
Master's departments									
Public									
Promotion	100	30	50	29	50	50	58	40	38
Other merit increase	0	10	83	71	90	50	50	40	54
Standard adjustment	0	40	33	57	30	17	50	20	77
Union	100	80	17	29	10	0	0	0	62
Other raise	0	0	17	14	20	17	17	20	8
Private									
Promotion	100	50	25	50	43	0	0	0	20
Other merit increase	100	50	25	100	43	0	0	0	40
Standard adjustment	100	75	100	0	86	0	0	0	80
Other raise	0	75	0	0	14	0	0	0	0

Source: 1997-98 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Information on salary increases pertains to those that were effective in 1997-98. Percentages are column percentages and do not sum to 100% given that raises were often determined by multiple factors.

TABLE 30
1997-98 Salaries for Full-time Faculty in U.S. Doctoral and Master's Departments of Psychology
by Gender, Rank, and Years in Rank

	<u>Full Professor</u>				<u>Associate Professor</u>			<u>Assistant Professor</u>	
	12 or more years	6 - 11 years	3 - 5 years	Less than 3 years	6 or more years	3 - 5 years	Less than 3 years	3 or more years	Less than 3 years
Doctoral departments									
MEN									
Median	75,619	69,790	64,550	63,204	52,043	51,816	47,950	43,100	42,000
Q1	64,853	60,328	57,034	56,289	46,275	46,125	44,444	39,941	39,140
Q3	89,828	80,109	71,277	72,512	57,445	56,806	52,968	47,200	45,000
Mean	78,990	71,972	65,647	65,385	52,790	52,248	49,224	43,984	42,296
SD	19,745	16,292	12,441	13,638	9,770	7,717	7,107	5,921	5,557
N	1,048	388	207	174	432	210	207	256	249
WOMEN									
Median	79,109	73,150	66,302	62,252	53,406	51,125	47,610	42,862	41,201
Q1	65,940	61,499	58,102	53,241	46,823	46,500	44,000	40,200	38,310
Q3	92,425	84,754	74,700	71,031	59,373	57,312	53,000	46,054	44,000
Mean	81,436	74,589	67,532	63,139	54,772	52,749	49,038	43,634	41,625
SD	20,114	16,298	13,123	12,525	10,525	8,891	7,285	5,600	5,873
N	139	153	90	92	177	153	182	253	302
Master's departments									
MEN									
Median	62,525	55,620	57,061	53,477	46,934	46,548	42,779	39,169	37,000
Q1	54,474	51,348	50,604	48,792	43,610	41,701	40,328	37,431	35,212
Q3	66,444	65,669	60,940	57,726	52,531	51,348	50,100	42,600	40,000
Mean	62,429	58,747	56,721	53,868	48,478	47,066	45,096	39,772	37,745
SD	9,042	9,297	8,414	7,823	7,298	7,610	7,096	4,046	3,708
N	226	95	40	36	85	43	46	59	77
WOMEN									
Median	66,444	55,665	58,891	55,073	48,642	45,693	42,697	39,395	36,567
Q1	59,827	53,860	53,170	51,000	44,640	42,403	39,755	36,792	34,434
Q3	68,076	64,210	64,249	59,514	52,536	48,371	51,300	43,460	38,592
Mean	64,632	58,523	58,122	55,284	48,778	46,711	45,565	40,104	36,910
SD	7,459	8,021	8,737	8,530	6,478	6,106	7,885	4,883	4,179
N	39	26	22	25	40	36	58	73	84

Source: 1997-98 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis.

TABLE 31
9-10-Month Salaries and Benefits for Selected Administrative Positions
in U.S. Doctoral Departments of Psychology: 1997-98

	Graduate Training	Undergraduate Training	Clinical Training	Associate Chair
Full professor				
Median	\$71,444	\$65,587	\$68,568	\$63,197
Q1	\$60,991	\$54,000	\$63,000	\$56,438
Q3	\$79,816	\$73,485	\$77,549	\$70,148
Mean	\$71,645	\$66,073	\$72,174	\$65,035
SD	18,603	13,048	15,230	18,964
N	44	23	52	20
Benefits^a				
Extra secretarial support	61%	61%	46%	30%
Extra graduate assistants	23%	26%	15%	35%
Summer salary	30%	22%	44%	35%
Other stipend	9%	30%	25%	30%
Reduced teaching load	75%	74%	69%	75%
Other benefit	2%	0%	6%	10%
Associate professor				
Median	\$53,927	\$49,647	\$50,719	
Q1	\$45,756	\$45,134	\$45,122	
Q3	\$56,319	\$56,697	\$57,838	
Mean	\$51,243	\$51,047	\$52,485	
SD	6,535	8,141	9,154	
N	21	26	40	7
Benefits^a				
Extra secretarial support	43%	35%	55%	71%
Extra graduate assistants	10%	0%	18%	14%
Summer salary	14%	27%	45%	71%
Other stipend	14%	8%	25%	14%
Reduced teaching load	62%	54%	70%	71%
Other benefit	0%	0%	2%	0%

Source: 1997-98 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

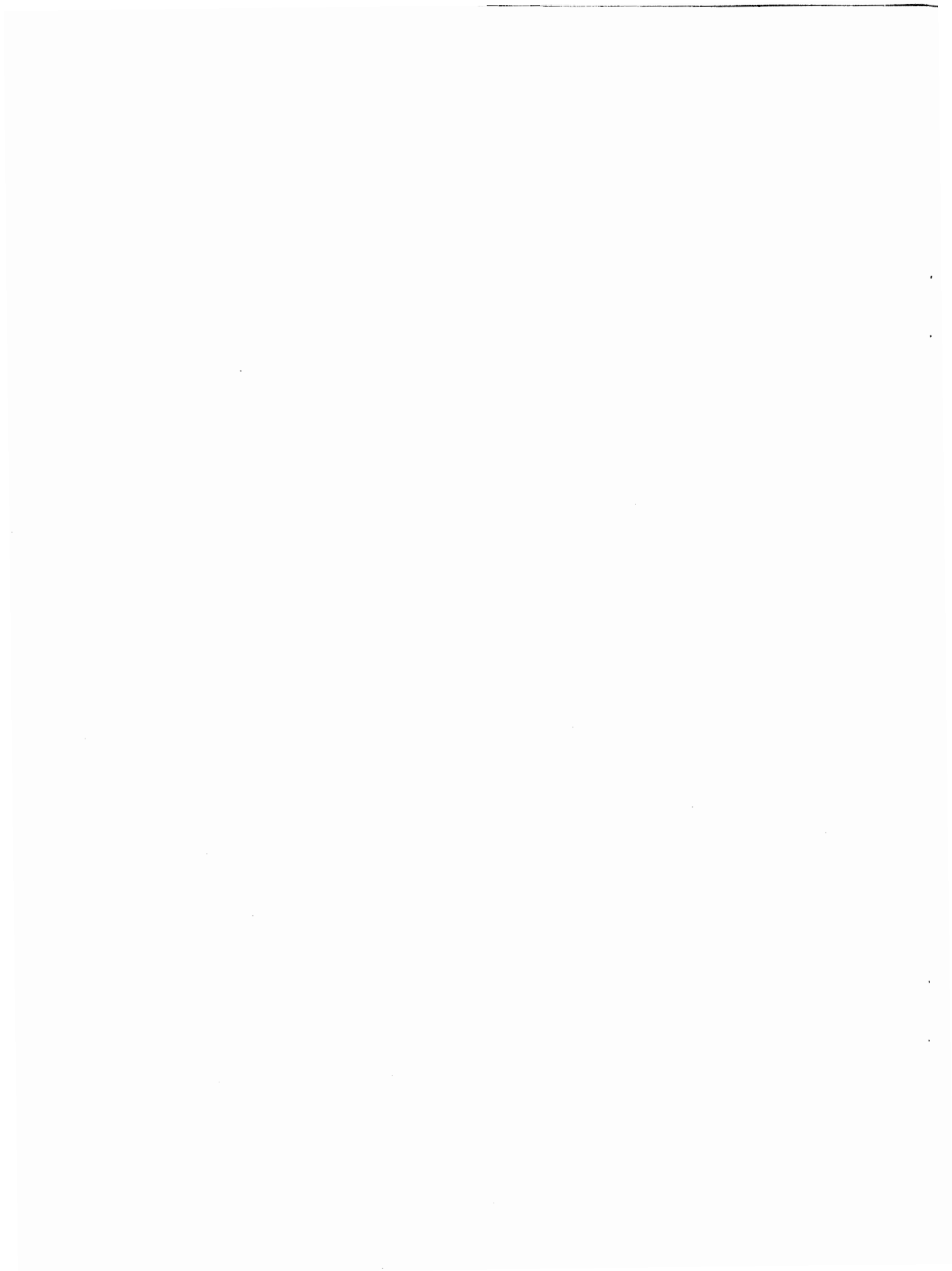
^a Percentages exceed 100%, given that individuals may receive multiple types of benefits.

TABLE 32
Average Fees Paid Adjunct Faculty Per Course Taught
in U.S. Graduate Departments of Psychology: 1997-98

	Amount Faculty Paid Per Course						SD	N
	Median	10%	25%	75%	90%	Mean		
Doctoral departments								
Public	\$2,900	\$1,800	\$2,100	\$3,700	\$5,000	\$3,146	1,275	135
Private	\$2,750	\$2,000	\$2,167	\$4,000	\$5,000	\$3,235	1,544	71
Psychology	\$3,000	\$1,925	\$2,372	\$4,500	\$5,417	\$3,463	1,522	130
Educational/ Counseling/School	\$2,725	\$1,800	\$2,050	\$3,000	\$3,500	\$2,694	737	44
Human Development								8
Professional								
School	\$2,100	\$1,600	\$2,000	\$2,500	\$2,850	\$2,199	477	21
Other								3
All	\$2,850	\$1,850	\$2,167	\$4,000	\$5,000	\$3,177	1,371	206
Masters departments								
Public	\$2,000	\$1,300	\$1,663	\$2,738	\$3,687	\$2,292	993	60
Private	\$2,200	\$1,600	\$1,700	\$2,700	\$3,700	\$2,487	1,031	21
Psychology	\$2,000	\$1,400	\$1,708	\$2,808	\$3,741	\$2,388	1,031	74
Educational/ Counseling/School	\$1,675	\$1,500	\$1,618	\$2,000	\$2,500	\$1,828	369	6
Other								1
All	\$2,000	\$1,500	\$1,700	\$2,700	\$3,700	\$2,343	1,000	81

Source: 1997-98 Survey of Graduate Departments of Psychology, APA Research Office and Council of Graduate Departments of Psychology.

Note. The Ns refer to the number of departments that provided the information. No statistics are reported where the N of departments is less than 10.



APPENDIX A

Table A. Response Rates for Selected Subgroups: 1997-98 Survey of Graduate Departments of Psychology

TABLE A
Response Rates for Selected Subgroups:
1997-98 Survey of Faculty Salaries in Graduate Departments of Psychology

	<u>U.S. Departments</u>						<u>Canadian</u>	
	<u>Doctoral</u>			<u>Master's</u>			<u>Departments</u>	
	Public	Private	Total	Public	Private	Total	Doctoral	Master's
	(N=240)	(N=147)	(N=387)	(N=148)	(N=63)	(N=211)	(N=29)	(N=5)
	%	%	%	%	%	%	%	%
Total	70	58	65	47	40	45	45	20
Region								
New England	89	57	67	17	11	13	na	na
Middle Atlantic	55	54	54	50	28	40	na	na
East North Central	70	56	65	35	67	44	na	na
West North Central	77	60	74	50	67	53	na	na
South Atlantic	70	70	70	37	78	47	na	na
East South Central	78	40	70	46	100	50	na	na
West South Central	59	71	62	67	0	52	na	na
Mountain	74	60	71	62	na	62	na	na
Pacific	73	58	66	52	42	49	na	na
Type of department								
Psychology	78	65	73	49	45	48	46	20
Educational/Counseling								
School Psychology	61	37	56	38	30	35	50	na
Human Development	54	67	56	na	na	na	na	na
Professional	100	56	60	na	0	0	na	na
Other	22	54	40	25	20	22	0	na

Note. These response rates are for those departments providing sufficient salary information to be included in the analyses for any of the tables within this report. The category "Educational/Counseling/School Psychology" includes departments of educational psychology, counseling psychology, school psychology, and other similar units. The "Other" category is a heterogeneous group of departments, including programs in industrial-organizational psychology and rehabilitation.

na = Not applicable.

APPENDIX B

STATES COMPRISING GEOGRAPHIC REGIONS IN THE UNITED STATES

APPENDIX B

States Comprising Geographic Regions in the United States

New England:	Connecticut Maine Massachusetts New Hampshire Rhode Island Vermont
Middle Atlantic:	New Jersey New York Pennsylvania
East North Central:	Illinois Indiana Michigan Ohio Wisconsin
West North Central:	Iowa Kansas Minnesota Missouri Nebraska North Dakota South Dakota
South Atlantic:	Delaware District of Columbia Florida Georgia Maryland North Carolina South Carolina Virginia West Virginia
East South Central:	Alabama Kentucky Mississippi Tennessee
West South Central:	Arkansas Louisiana Oklahoma Texas

Mountain:

Arizona
Colorado
Idaho
Montana
Nevada
New Mexico
Utah
Wyoming

Pacific:

Alaska
California
Hawaii
Oregon
Washington