

1998-99 FACULTY SALARIES IN GRADUATE DEPARTMENTS OF PSYCHOLOGY

Marlene Wicherski, Ricardo Guerrero, and Jessica Kohout

March 1999

Research Office
American Psychological Association
750 First Street, N.E.
Washington, DC 20002-4242

ACKNOWLEDGEMENTS

The annual Survey of Graduate Departments of Psychology is conducted with the active support, counsel and cooperation of the Council of Graduate Departments of Psychology and its Executive Board. This report is prepared by the Research Office, within APA's Central Programs. We gratefully acknowledge the continued support of Dr. Raymond Fowler, Chief Executive Officer of APA, and Dr. Michael Honaker, Deputy Executive Director for Central Programs.

Finally, each department chair who participated in this year's survey deserves special acknowledgement. Without their cooperation in completing the questionnaire, this report would not be possible.

TABLE OF CONTENTS

Background

Method

Structure of the Report

Caveats

References

Notes to Tables

Faculty Salaries in U.S. Doctoral Departments of Psychology

- Table 1. Changes in Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank: 1996-97 to 1998-99
- Table 2. Changes in Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank: 1996-97 to 1998-99
- Table 3. Distribution of 1998-99 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank
- Table 4. 1998-99 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank
- Table 5. 1998-99 Salaries for Full-time Faculty in U.S. Doctoral Departments by Region, Rank, and Years in Rank
- Table 6. 1998-99 Salaries for Full-time Faculty in U.S. Doctoral Departments in Public Institutions by Region, Rank, and Years in Rank
- Table 7. 1998-99 Salaries for Full-time Faculty in U.S. Doctoral Departments in Private Institutions by Region, Rank, and Years in Rank
- Table 8. 1998-99 Salaries for Full-time Faculty in U.S. Doctoral Departments by Type of Department, Rank, and Years in Rank
- Table 9. 1998-99 Salaries for Full-time Faculty in U.S. Doctoral Departments by Type of Department and Years Since Doctorate
- Table 10. 1998-99 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments by Region, Rank, and Years in Rank
- Table 11. 1998-99 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Public Institutions by Region, Rank, and Years in Rank
- Table 12. 1998-99 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Private Institutions by Region, Rank, and Years in Rank

Faculty Salaries in U.S. Master's Departments of Psychology

- Table 13. Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank: 1996-97 to 1998-99
- Table 14. Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank: 1996-97 to 1998-99
- Table 15. Distribution of 1998-99 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank
- Table 16. 1998-99 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank
- Table 17. 1998-99 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Type of Department, Rank, and Years in Rank
- Table 18. 1998-99 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Region, Rank, and Years in Rank
- Table 19. 1998-99 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Type of Institution, Rank, and Years in Rank
- Table 20. 1998-99 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Years Since Doctorate

Faculty Salaries in Canadian Graduate Departments of Psychology

- Table 21. Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank: 1996-97 to 1998-99
- Table 22. Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank and Years in Rank: 1996-97 to 1998-99
- Table 23. Distribution of 1998-99 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank
- Table 24. 1998-99 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank
- Table 25. 1998-99 Salaries for Full-time Faculty in Canadian Doctoral Departments by Years Since Doctorate

Other Salaries and Benefits for Specific Faculty Positions in U.S. and Canadian Graduate Departments of Psychology

- Table 26. 1998-99 Starting Salaries and Expected 1999-2000 Starting Salaries for Faculty in U.S. and Canadian Graduate Departments of Psychology
- Table 27. 1998-99 Salaries and Benefits for Department Chairs in U.S. and Canadian Graduate Departments of Psychology
- Table 28. Salary Raises and Decreases for Faculty in U.S. Graduate Departments of Psychology, by Geographic Region
- Table 29. Determinants of Salary Raises for Faculty in U.S. Graduate Departments of Psychology, by Geographic Region
- Table 30. 1998-99 Salaries for Full-time Faculty in U.S. Doctoral and Master's Departments of Psychology by Gender, Rank, and Years in Rank

Table 31. 9-10-Month Salaries and Benefits for Selected Administrative Positions in U.S.
Doctoral Departments of Psychology: 1998-99

Table 32. Average Fees Paid Adjunct Faculty Per Course Taught in U.S. Graduate
Departments of Psychology: 1998-99

Appendix A

Response Rates for Selected Subgroups: 1998-99 Survey of Graduate Departments of
Psychology

Appendix B

States Comprising Geographic Regions in the United States

1998-99 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 including brief inserts with Graduate Study.

Method

In September 1998, the Survey of Faculty Salaries in Graduate Departments of Psychology was mailed to 635 U.S. and Canadian graduate departments of psychology. Eligible departments were drawn from the current edition of *Graduate Study in Psychology* (APA, 1998) 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, some departments that had still not responded were contacted by phone and by email in an attempt to boost the rate of participation.

Of the 635 departments and professional schools surveyed, 400 provided at least some usable information, for an overall response rate of 63%. Data presented in this report are based on 6,973 faculty who hold doctorates, who are employed full time, and for whom the relevant data were available. Included in this total are 5,108 faculty in 270 U.S. doctoral departments, 1,371 faculty in 111 U.S. master's departments, and 494 faculty in 19 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 (69.8%) than for master's departments (51.6%). Departments in the U.S. overall were more likely to have completed the survey than Canadian departments (63.3% versus 57.6%). 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 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. Department of Labor'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.

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 1996-97 to 1998-99 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.

REFERENCES

American Psychological Association (1998). Graduate Study in Psychology, 1998. Washington, DC: Author.

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

FACULTY SALARIES IN U.S. DOCTORAL DEPARTMENTS OF PSYCHOLOGY

- Table 1. Changes in Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank: 1996-97 to 1998-99
- Table 2. Changes in Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank: 1996-97 to 1998-99
- Table 3. Distribution of 1998-99 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank
- Table 4. 1998-99 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank
- Table 5. 1998-99 Salaries for Full-time Faculty in U.S. Doctoral Departments by Region, Rank, and Years in Rank
- Table 6. 1998-99 Salaries for Full-time Faculty in U.S. Doctoral Departments in Public Institutions by Region, Rank, and Years in Rank
- Table 7. 1998-99 Salaries for Full-time Faculty in U.S. Doctoral Departments in Private Institutions by Region, Rank, and Years in Rank
- Table 8. 1998-99 Salaries for Full-time Faculty in U.S. Doctoral Departments by Type of Department, Rank, and Years in Rank
- Table 9. 1998-99 Salaries for Full-time Faculty in U.S. Doctoral Departments by Type of Department and Years Since Doctorate
- Table 10. 1998-99 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments by Region, Rank, and Years in Rank
- Table 11. 1998-99 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Public Institutions by Region, Rank, and Years in Rank
- Table 12. 1998-99 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Private Institutions by Region, Rank, and Years in Rank

TABLE 1
Changes in Average Salaries of Full-time Faculty in U.S. Doctoral
Departments of Psychology by Rank: 1996-97 to 1998-99

	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	All ranks
U.S. Doctoral Departments					
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
1998-99 (266 departments)	\$76,668 N=2,439	\$53,694 N=1,426	\$44,450 N=1,169	\$39,225 N=55	\$62,425 N=5,089
Percent change in monetary salary					
1996-97 to 1997-98	+4.3%	+3.0%	+3.5%	+4.6%	+3.7%
1997-98 to 1998-99	+3.1%	+3.4%	+3.8%	+1.5%	+3.1%
Percent change in real terms					
1996-97 to 1997-98	+2.1%	+0.8%	+1.3%	+2.4%	+1.5%
1997-98 to 1998-99	+1.5%	+1.8%	+2.2%	-0.1%	+1.5%
All U.S. Departments					
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
1998-99 (372 departments)	\$73,708 N=3,030	\$52,444 N=1,790	\$43,299 N=1,536	\$38,385 N=63	\$60,155 N=6,419
Percent change in monetary salary					
1996-97 to 1997-98	+4.0%	+3.0%	+3.2%	+4.5%	+3.6%
1997-98 to 1998-99	+2.7%	+2.8%	+3.4%	+2.5%	+2.6%
Percent change in real terms					
1996-97 to 1997-98	+1.8%	+0.8%	+1.0%	+2.3%	+1.4%
1997-98 to 1998-99	+1.1%	+1.2%	+1.8%	+0.9%	+1.0%

Source: 1997-98 and 1998-99 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 2.2% for the period from September 1996 to September 1997 and 1.6% for the period from September 1997 to September 1998.

TABLE 2
Changes in Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology
by Rank and Years in Rank: 1996-97 to 1998-99

	Full Professor				Associate Professor			Assistant Professor		Lecturer/Instr.	
	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
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
1998-99 (266 departments)	\$81,171 N=1,216	\$75,765 N=559	\$70,247 N=315	\$68,243 N=348	\$55,501 N=642	\$53,382 N=364	\$51,203 N=420	\$45,657 N=529	\$43,464 N=637	\$39,962 N=26	\$38,565 N=29
Percentage change in monetary salary											
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%
1997-98 to 1998-99	+2.4%	+4.2%	+6.2%	+5.4%	+4.0%	+1.8%	+4.2%	+4.2%	+3.7%	+2.9%	-2.3%
Percentage change in real terms											
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%
1997-98 to 1998-99	+0.8%	+2.6%	+4.6%	+3.8%	+2.4%	+0.2%	+2.6%	+2.6%	+2.1%	+1.3%	-3.9%

Source: 1997-98 and 1998-99 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 2.2% for the period from September 1996 to September 1997 and 1.6% for the period from September 1997 to September 1998.

TABLE 3
Distribution of 1998-99 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by
Rank and Years in Rank

9-10-month salary	Full Professor						Assoc. 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
\$115,000 or more	25	24	37	15	2	6					
\$110,000-114,999	13	19	14	10	1	2					
105,000-109,999	17	13	9	8	4	3					
100,000-104,999	12	12	12	15	7	7					
\$95,000-99,999	13	23	17	16	8	3					
90,000-94,999	22	24	39	28	10	6	4	1			
85,000-89,999	34	28	33	44	12	14	3		1		
80,000-84,999	33	34	50	62	20	33	6	2	1		
\$79,000-79,999	3	4	6	7	7	11	2			1	
78,000-78,999	4	4	10	18	6	1		1		1	
77,000-77,999	6	13	16	20	4	6	2				
76,000-76,999	10	14	11	15	7	4	1	1			
75,000-75,999	17	7	12	7	8	10	4		3		1
\$74,000-74,999	5	11	10	16	8	3	6		2		
73,000-73,999	2	10	10	7	11	5	7	3			
72,000-72,999	8	13	11	14	6	5	4	1	1		
71,000-71,999	7	7	14	6	5	5	4	2	2		1
70,000-70,999	3	7	14	22	13	16	9	3	2		
\$69,000-69,999	5	11	14	12	5	6	7		3		
68,000-68,999		12	19	13	8	4	5	2	2	2	
67,000-67,999	2	4	10	21	7	6	12	3	7	2	
66,000-66,999	3	8	10	21	12	6	10	9	1	3	
65,000-65,999	3	11	13	12	13	16	17	8	9	1	
\$64,000-64,999	4	11	16	5	13	5	11		4		
63,000-63,999	1	8	12	4	14	13	13	7	3	1	
62,000-62,999	5	7	17	22	5	7	21	4	4		
61,000-61,999	2	6	12	13	9	13	14	6	6	2	
60,000-60,999	3	3	7	17	13	8	14	8	10	2	2
\$59,000-59,999	2	5	7	9	11	13	18	7	8	3	1
58,000-58,999	2	5	3	12	6	12	35	11	7	2	4
57,000-57,999	5	9	6	14	13	11	24	20	8	5	2
56,000-56,999	2	6	3	7	4	8	25	24	15	7	2
55,000-55,999	1	7	9	7	8	12	32	12	21	9	4
\$54,000-54,999	3	3	6	6	9	13	22	15	11	8	4
53,000-53,999	3	1	5	7	8	10	31	22	18	10	8
52,000-52,999	2	3	3	7	5	10	21	17	16	12	12
51,000-51,999	1	5	4	6	5	8	39	13	27	13	10
50,000-50,999	2	2	4	6	3	4	25	20	25	25	20
\$49,000-49,999	1	1	3	3	2	5	28	21	24	20	18
48,000-48,999	2		3	1		4	24	24	21	32	27
47,000-47,999			3		1	2	21	16	21	26	22
46,000-46,999	3	3	1	1	2	3	32	22	18	30	37
45,000-45,999	1	1	1	1		3	15	23	16	33	60
\$44,000-44,999	1	3	1	1			16	9	28	52	47
43,000-43,999						1	14	12	22	30	50
42,000-42,999		1	1	1			7	8	14	46	61
41,000-41,999		1				1	7	3	9	37	50
40,000-40,999							5	4	7	27	46
\$39,000-39,999						1	9		5	30	31
38,000-38,999							5		7	26	32
37,000-37,999							4		3	12	28
36,000-36,999						1	2		2	7	15
35,000-35,999						1	3		1	4	17
\$34,000-34,999						1			2	4	10
33,000-33,999							1		1		3
32,000-32,999	1						1		1	2	6
Less than 32,000									1	2	6

Source: 1998-99 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

TABLE 4
1998-99 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	83,713	58,966	72,420	97,611	114,387	85,589	22,013	294
18-23 years	76,347	57,132	65,746	93,010	110,664	80,362	19,799	404
12-17 years	75,767	57,717	65,031	89,400	109,940	79,295	19,810	518
6-11 years	74,000	57,208	62,920	84,440	97,300	75,765	16,541	559
3-5 years	67,085	54,519	60,182	77,889	90,500	70,247	14,096	315
Less than 3	65,157	51,534	56,800	77,844	87,109	68,243	16,071	348
All years	73,738	55,618	62,981	86,025	102,600	76,668	18,982	2,439
Associate professor								
11 or more years	54,306	43,297	48,062	62,109	68,250	55,216	10,153	385
6-10 years	55,093	45,987	49,367	60,371	67,894	55,929	9,245	257
3-5 years	52,269	44,997	47,367	57,229	63,888	53,382	7,878	364
Less than 3	50,180	42,144	45,150	55,631	62,383	51,203	8,363	420
All years	52,376	43,565	47,250	58,405	65,919	53,694	9,104	1,426
Assistant professor								
3 or more years	44,760	38,857	41,447	48,874	53,600	45,657	6,393	529
Less than 3	43,002	37,106	40,000	46,182	50,290	43,464	5,429	637
All years	44,000	37,923	40,767	47,636	51,637	44,450	5,984	1,169
Lecturer/Instructor								
3 or more years	38,250	30,500	33,480	43,900	52,320	39,962	9,074	26
Less than 3	36,000	30,000	32,720	40,469	50,000	38,565	9,902	29
All years	36,200	30,500	32,720	42,216	50,000	39,225	9,458	55

Source: 1998-99 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 schools of professional psychology). All salaries are 9-10-month salaries. Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not.

TABLE 5
1998-99 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 (266 departments)								
Full professor								
12 or more years	77,545	57,717	66,378	91,995	111,100	81,171	20,501	1216
6-11 years	74,000	57,208	62,920	84,440	97,300	75,765	16,541	559
3-5 years	67,085	54,519	60,182	77,889	90,500	70,247	14,096	315
Less than 3 years	65,157	51,534	56,800	77,844	87,109	68,243	16,071	348
All years	73,738	55,618	62,981	86,025	102,600	76,668	18,982	2,439
Associate professor								
6 or more years	54,500	44,400	48,794	61,100	68,072	55,501	9,799	642
3-5 years	52,269	44,997	47,367	57,229	63,888	53,382	7,878	364
Less than 3 years	50,180	42,144	45,150	55,631	62,383	51,203	8,363	420
All years	52,376	43,565	47,250	58,405	65,919	53,694	9,104	1,426
Assistant professor								
3 or more years	44,760	38,857	41,447	48,874	53,600	45,657	6,393	529
Less than 3 years	43,002	37,106	40,000	46,182	50,290	43,464	5,429	637
All years	44,000	37,923	40,767	47,636	51,637	44,450	5,984	1,169
All ranks	57,555	41,800	47,000	73,679	89,552	62,425	20,092	5,089
NEW ENGLAND (17 departments)								
Full professor								
12 or more years	77,676	65,065	71,249	99,366	115,120	85,437	19,095	93
6-11 years	70,088	60,576	66,763	78,661	109,700	76,134	15,932	31
3-5 years	65,375	56,785	59,390	70,300	99,350	70,883	19,019	22
Less than 3 years	67,527	52,358	54,567	84,500	105,000	71,738	22,582	19
All years	74,700	59,390	66,489	91,100	111,678	80,171	19,796	165
Associate professor								
6 or more years	58,192	47,125	50,975	64,665	74,663	59,134	11,063	41
3-5 years	57,603	48,310	49,025	60,264	64,400	56,238	6,160	11
Less than 3 years	53,100	43,631	47,680	57,978	67,100	54,084	8,881	29
All years	56,100	46,344	50,083	62,327	70,456	56,932	9,952	81
Assistant professor								
3 or more years	46,400	38,301	44,688	51,700	55,622	47,768	6,551	33
Less than 3 years	45,000	42,500	43,200	50,400	57,400	47,318	5,752	35
All years	45,784	40,185	43,581	51,300	57,075	47,536	6,110	68
All ranks	63,460	44,856	51,416	75,843	98,900	66,969	20,983	316
MID ATLANTIC (39 departments)								
Full professor								
12 or more years	85,010	65,452	76,908	103,693	116,072	89,522	20,961	167
6-11 years	78,664	66,876	73,836	89,004	103,225	83,441	15,930	84
3-5 years	73,961	60,448	64,574	80,000	91,550	74,489	11,204	46
Less than 3 years	74,172	57,622	64,325	80,000	81,655	73,155	10,368	78
All years	79,100	63,245	71,400	91,550	110,440	82,911	18,350	375
Associate professor								
6 or more years	60,000	46,697	53,000	66,050	71,250	59,812	10,240	115
3-5 years	53,000	45,745	48,700	57,260	61,518	53,713	6,382	35
Less than 3 years	55,617	46,053	49,662	63,805	69,768	56,909	8,675	56
All years	58,097	45,884	51,123	65,000	70,742	57,986	9,516	206
Assistant professor								
3 or more years	46,548	39,364	43,983	50,000	55,216	47,695	6,676	67
Less than 3 years	45,835	42,003	43,586	49,161	52,816	46,773	4,356	85
All years	46,079	41,852	43,716	49,480	54,701	47,179	5,500	152
All ranks	65,440	44,800	51,228	79,277	96,780	68,262	20,956	739

(continued)

TABLE 5 (continued)
1998-99 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 (49 departments)								
Full professor								
12 or more years	80,973	60,452	70,550	93,343	109,116	83,073	19,975	242
6-11 years	74,780	57,978	66,271	87,733	103,800	78,432	17,575	109
3-5 years	67,100	58,546	62,673	79,136	90,296	71,444	12,302	83
Less than 3 years	65,700	53,483	58,844	74,612	89,250	68,756	14,053	61
All years	74,835	57,800	65,355	88,150	102,500	78,337	18,482	495
Associate professor								
6 or more years	54,635	46,612	50,404	60,450	69,960	56,511	9,810	150
3-5 years	52,501	45,105	48,098	57,600	65,397	53,723	7,657	86
Less than 3 years	50,413	43,765	47,010	55,068	59,600	51,543	7,913	98
All years	52,313	44,581	48,910	58,005	66,194	54,335	8,988	334
Assistant professor								
3 or more years	45,355	40,005	42,681	49,996	54,000	46,940	7,116	127
Less than 3 years	43,000	37,233	39,827	46,849	50,410	43,442	4,737	144
All years	44,670	38,500	41,023	48,360	51,552	45,081	6,211	271
All ranks	57,291	42,321	47,891	73,625	90,151	62,668	19,914	1,110
WEST NORTH CENTRAL (22 departments)								
Full professor								
12 or more years	71,007	52,049	61,897	83,090	93,719	72,991	17,588	112
6-11 years	68,362	51,323	57,952	86,503	93,811	70,805	15,802	40
3-5 years	64,960	56,790	58,396	72,565	91,174	68,161	13,969	24
Less than 3 years	67,250	53,165	54,600	80,000	87,127	67,537	14,081	15
All years	69,000	52,577	59,780	82,100	93,308	71,498	16,561	191
Associate professor								
6 or more years	54,414	45,164	49,000	60,000	67,090	55,725	9,298	50
3-5 years	53,063	45,155	48,125	57,550	63,520	53,654	7,909	38
Less than 3 years	51,000	39,435	46,815	53,800	59,325	50,224	6,571	31
All years	52,999	44,690	48,007	57,500	64,500	53,631	8,450	119
Assistant professor								
3 or more years	44,518	40,397	42,571	46,600	48,283	44,350	3,114	31
Less than 3 years	43,000	37,850	41,000	45,000	48,000	42,699	4,280	46
All years	43,200	38,547	42,000	46,050	48,000	43,423	3,926	78
All ranks	56,633	42,892	47,256	69,600	84,440	60,340	17,093	389
SOUTH ATLANTIC (41 departments)								
Full professor								
12 or more years	76,413	56,421	66,062	90,400	111,592	80,033	20,281	199
6-11 years	71,463	55,773	62,587	81,808	101,150	74,245	16,309	91
3-5 years	68,712	54,167	59,554	76,924	90,414	70,033	13,491	51
Less than 3 years	63,730	52,508	58,786	77,508	99,214	70,349	19,094	68
All years	72,750	55,616	62,160	84,500	101,629	75,846	18,939	410
Associate professor								
6 or more years	52,175	43,342	48,626	58,000	62,880	53,018	8,235	119
3-5 years	53,350	46,072	50,013	58,535	66,444	55,744	9,219	55
Less than 3 years	51,713	42,000	45,500	57,198	62,287	51,739	8,271	66
All years	52,212	43,362	48,010	57,911	64,980	53,291	8,566	240
Assistant professor								
3 or more years	45,240	38,885	41,118	48,210	52,512	45,311	5,785	76
Less than 3 years	43,479	35,766	40,000	45,726	47,545	42,767	5,316	110
All years	44,000	37,000	40,340	46,499	50,000	43,740	5,645	188
All ranks	57,662	41,346	46,800	72,800	88,983	61,956	19,893	846

(continued)

TABLE 5 (continued)
1998-99 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 (23 departments)								
Full professor								
12 or more years	65,920	53,825	58,842	74,849	89,552	70,505	19,186	96
6-11 years	61,139	52,002	57,245	69,307	87,500	65,531	13,577	43
3-5 years	58,835	50,539	53,046	68,038	78,110	61,505	10,021	22
Less than 3 years	54,688	46,310	51,450	66,250	89,539	62,434	19,425	23
All years	63,817	51,587	56,162	72,363	87,500	67,258	17,419	184
Associate professor								
6 or more years	46,928	42,630	44,798	52,931	58,270	49,445	7,848	36
3-5 years	46,322	42,341	44,175	48,850	65,075	49,047	7,523	28
Less than 3 years	43,993	39,531	41,080	47,111	55,575	45,198	5,522	23
All years	46,104	41,080	43,751	50,306	58,270	48,194	7,343	87
Assistant professor								
3 or more years	42,106	36,636	39,369	45,618	50,900	42,793	4,542	48
Less than 3 years	40,079	34,500	37,509	42,200	44,795	40,783	6,840	42
All years	41,000	36,280	38,194	44,100	48,515	41,855	5,785	90
All ranks	52,336	39,674	43,993	64,579	75,828	56,319	17,436	362
WEST SOUTH CENTRAL (23 departments)								
Full professor								
12 or more years	69,745	49,948	62,108	78,981	91,979	71,382	15,698	99
6-11 years	70,377	53,714	60,538	78,113	86,507	70,131	12,610	53
3-5 years	58,473	52,758	55,698	66,413	103,462	65,612	17,814	14
Less than 3 years	55,700	51,534	54,094	61,334	70,000	57,804	7,209	17
All years	67,600	52,907	57,774	77,362	89,941	69,317	14,876	183
Associate professor								
6 or more years	48,083	39,910	44,431	55,259	57,821	49,596	8,361	53
3-5 years	48,571	45,648	46,579	53,075	56,158	49,809	4,122	26
Less than 3 years	46,814	41,461	44,000	50,223	55,100	47,817	6,634	39
All years	47,946	41,461	44,591	53,170	57,092	49,055	7,054	118
Assistant professor								
3 or more years	41,343	38,073	39,171	43,098	46,762	41,652	4,172	62
Less than 3 years	40,230	36,741	38,500	42,100	47,000	40,845	4,072	74
All years	40,953	37,106	38,725	42,673	47,000	41,213	4,122	136
All ranks	49,495	38,512	42,000	63,450	77,641	54,537	16,409	451
MOUNTAIN (17 departments)								
Full professor								
12 or more years	76,292	58,030	63,822	88,643	95,357	77,206	15,073	76
6-11 years	73,620	53,598	63,643	81,550	88,792	72,731	12,143	37
3-5 years	54,036	46,300	52,449	69,495	78,000	60,006	11,191	15
Less than 3 years	53,300	47,739	50,237	65,101	70,526	57,178	9,323	17
All years	70,829	51,902	59,803	83,180	91,863	71,937	15,244	145
Associate professor								
6 or more years	53,636	44,689	46,950	55,865	61,592	53,214	5,862	27
3-5 years	50,200	44,250	46,200	55,090	60,980	51,414	7,045	39
Less than 3 years	49,350	40,913	46,435	51,385	53,930	48,769	4,916	23
All years	50,382	44,448	46,655	55,118	60,380	51,277	6,358	89
Assistant professor								
3 or more years	43,007	38,996	40,377	47,346	50,205	43,604	4,598	34
Less than 3 years	41,800	35,065	39,148	45,000	46,030	41,729	4,217	33
All years	42,215	37,000	39,217	45,897	48,246	42,681	4,481	67
All ranks	53,420	41,004	46,200	70,545	84,086	58,944	17,103	305

(continued)

TABLE 5 (continued)
1998-99 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	<u>N</u>
PACIFIC (35 departments)								
Full professor								
12 or more years	88,550	62,490	71,185	106,300	116,050	90,154	21,733	132
6-11 years	77,800	57,797	65,986	89,434	104,478	79,157	17,474	71
3-5 years	73,900	54,765	63,600	84,460	95,900	74,548	16,306	38
Less than 3 years	63,600	45,687	53,569	80,100	88,160	65,959	17,602	50
All years	80,000	55,643	65,195	94,500	111,730	81,276	21,370	291
Associate professor								
6 or more years	55,951	46,365	50,499	62,705	67,952	57,089	9,411	51
3-5 years	55,541	42,336	46,756	59,800	67,500	55,091	8,797	46
Less than 3 years	46,948	38,446	43,000	55,452	62,200	49,110	9,122	55
All years	53,786	42,258	45,752	59,800	66,446	53,597	9,710	152
Assistant professor								
3 or more years	48,896	39,994	42,533	53,900	59,260	48,661	7,306	51
Less than 3 years	43,886	35,720	39,882	48,663	52,500	44,387	6,371	68
All years	45,000	38,000	41,499	50,700	55,400	46,219	7,083	119
All ranks	59,900	41,686	48,390	80,300	101,690	65,959	22,858	571

Source: 1998-99 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those 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. Salary statistics for Lecturers/Instructors are not provided, 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
1998-99 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (174 departments)								
Full professor								
12 or more years	76,000	57,090	65,351	89,339	106,600	79,009	19,170	945
6-11 years	72,410	56,728	62,452	83,300	92,706	74,274	15,459	411
3-5 years	66,500	54,103	59,350	76,200	89,600	69,250	13,085	235
Less than 3 years	65,215	51,534	57,523	77,981	88,400	68,596	15,921	236
All years	72,796	55,409	62,444	84,490	98,475	75,334	17,778	1,828
Associate professor								
6 or more years	53,890	44,050	48,140	60,433	67,101	55,007	9,657	464
3-5 years	52,096	44,655	47,379	57,213	63,484	53,335	7,986	273
Less than 3 years	49,944	42,520	45,449	55,000	60,479	50,700	7,406	276
All years	52,034	43,729	46,959	58,121	65,000	53,383	8,825	1,013
Assistant professor								
3 or more years	44,111	38,561	41,006	47,783	52,466	44,764	5,746	360
Less than 3 years	43,000	37,509	40,000	46,000	49,920	43,345	5,257	456
All years	43,190	38,000	40,388	46,620	50,850	43,976	5,518	817
All ranks	57,811	41,800	46,879	73,197	88,413	62,036	19,249	3,692
NEW ENGLAND (7 departments)								
Full professor								
12 or more years	74,343	64,685	68,154	81,300	95,163	77,360	13,459	50
6-11 years	68,104	60,576	66,719	73,302	86,710	71,814	11,588	21
3-5 years	60,733	55,695	58,673	66,887	71,890	62,841	6,665	13
Less than 3 years	55,810	51,733	52,536	59,030	72,747	58,181	7,545	11
All years	69,180	57,310	64,187	76,160	88,707	71,927	13,563	95
Associate professor								
6 or more years	58,720	49,061	52,626	66,044	74,947	60,736	11,173	25
3-5 years								4
Less than 3 years	47,018	42,352	43,669	53,600	59,379	49,344	6,982	13
All years	53,503	44,062	49,025	62,542	72,047	56,607	10,876	42
Assistant professor								
3 or more years	42,581	36,116	37,230	45,389	48,391	42,059	4,495	11
Less than 3 years	44,871	41,750	43,303	46,814	53,550	45,742	4,395	13
All years	44,428	37,230	40,764	45,835	49,731	44,054	4,730	24
All ranks	64,187	43,904	52,254	72,477	81,525	63,545	16,023	163
MID ATLANTIC (20 departments)								
Full professor								
12 or more years	81,830	66,755	76,144	100,071	112,703	87,426	17,573	92
6-11 years	76,744	66,242	72,018	84,681	90,000	79,121	13,391	39
3-5 years	73,961	60,448	63,780	77,889	85,273	72,182	9,088	28
Less than 3 years	77,889	61,350	70,000	81,655	87,109	75,722	10,186	49
All years	77,889	64,458	71,437	86,801	105,823	81,060	15,480	208
Associate professor								
6 or more years	62,418	50,298	56,000	65,843	70,639	61,450	8,315	63
3-5 years	52,394	49,699	51,350	57,591	66,370	55,134	6,378	16
Less than 3 years	53,354	46,053	49,214	62,133	65,730	55,397	7,696	28
All years	58,711	47,817	51,859	65,000	69,842	58,921	8,398	107
Assistant professor								
3 or more years	45,404	42,431	43,698	47,643	53,232	46,105	4,657	30
Less than 3 years	45,000	42,003	43,029	48,127	53,046	46,163	4,597	54
All years	45,099	42,011	43,115	48,124	52,864	46,142	4,591	84
All ranks	65,691	44,811	51,696	77,889	91,782	67,649	19,003	401

(continued)

TABLE 6 (continued)
1998-99 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST NORTH CENTRAL (33 departments)								
Full professor								
12 or more years	78,283	60,210	69,318	93,311	107,600	81,950	19,744	205
6-11 years	74,312	57,540	64,746	84,974	97,165	76,815	16,446	89
3-5 years	68,428	58,428	61,870	80,136	91,344	71,779	12,429	65
Less than 3 years	65,678	52,794	58,374	73,649	92,216	68,994	15,027	46
All years	74,300	57,717	65,339	86,801	99,856	77,717	18,138	405
Associate professor								
6 or more years	54,770	45,983	49,220	59,500	68,248	55,676	9,276	111
3-5 years	52,185	43,880	47,205	58,464	65,671	53,717	8,030	70
Less than 3 years	50,704	44,343	47,394	55,931	63,782	52,352	7,425	64
All years	52,428	45,036	48,137	58,337	66,100	54,248	8,556	245
Assistant professor								
3 or more years	45,355	39,863	42,188	49,870	52,800	46,072	5,606	87
Less than 3 years	44,125	37,241	39,840	47,151	50,950	43,906	4,830	104
All years	44,786	38,574	41,062	48,360	51,334	44,893	5,295	191
All ranks	58,387	43,000	48,284	74,303	90,700	63,335	19,691	845
WEST NORTH CENTRAL (19 departments)								
Full professor								
12 or more years	71,276	51,071	60,284	82,125	93,831	72,059	16,293	101
6-11 years	71,880	51,001	54,211	88,941	94,084	72,623	17,035	32
3-5 years	65,100	57,080	59,780	72,920	93,871	69,120	14,194	22
Less than 3 years	64,125	52,233	55,388	77,393	83,564	65,735	11,687	12
All years	69,571	51,300	59,241	82,100	93,437	71,325	15,881	167
Associate professor								
6 or more years	54,348	45,011	48,637	59,576	67,000	55,216	9,174	45
3-5 years	53,126	45,140	48,096	58,189	63,593	53,951	8,343	33
Less than 3 years	51,000	38,110	46,284	54,258	60,000	50,246	6,783	29
All years	52,999	44,102	47,546	57,500	64,000	53,479	8,504	107
Assistant professor								
3 or more years	44,518	39,839	42,200	47,126	48,945	44,350	3,479	23
Less than 3 years	42,659	37,775	40,920	44,400	48,000	42,484	4,403	42
All years	43,100	38,000	41,137	46,000	48,000	43,218	4,181	66
All ranks	56,410	42,608	47,302	69,736	85,591	60,214	16,749	341
SOUTH ATLANTIC (28 departments)								
Full professor								
12 or more years	75,927	56,026	64,918	87,576	110,840	78,560	19,983	168
6-11 years	71,197	55,762	62,871	81,211	93,972	73,562	16,056	76
3-5 years	68,300	54,418	60,182	76,924	94,317	70,776	14,004	42
Less than 3 years	63,363	52,508	58,772	79,314	95,000	70,446	19,848	55
All years	71,963	55,513	62,011	83,500	100,194	75,131	18,741	342
Associate professor								
6 or more years	51,808	41,490	47,955	57,904	62,136	52,482	8,540	99
3-5 years	55,920	46,288	50,030	58,535	66,605	56,378	9,567	42
Less than 3 years	51,700	44,216	46,000	57,435	62,287	52,526	7,735	47
All years	52,275	44,197	48,010	57,903	63,056	53,363	8,697	188
Assistant professor								
3 or more years	45,240	38,860	41,179	49,161	55,525	45,665	6,035	60
Less than 3 years	43,796	38,500	41,000	45,738	47,570	43,663	4,828	81
All years	44,223	38,500	41,084	46,566	51,123	44,515	5,446	141
All ranks	58,467	42,000	47,642	72,953	87,503	62,373	19,532	677

(continued)

TABLE 6 (continued)
1998-99 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST SOUTH CENTRAL (19 departments)								
Full professor								
12 or more years	64,221	52,326	57,441	71,294	75,100	65,299	11,529	75
6-11 years	60,456	52,060	56,230	66,330	69,307	61,619	8,870	35
3-5 years	58,320	50,470	51,292	66,703	74,890	59,847	8,755	17
Less than 3 years	54,174	45,400	51,000	59,697	110,000	61,484	21,230	18
All years	61,114	51,436	55,349	68,186	74,890	63,298	12,377	145
Associate professor								
6 or more years	46,457	42,058	43,908	50,306	53,248	46,982	4,848	26
3-5 years	46,006	42,275	43,843	48,378	56,069	47,231	5,635	24
Less than 3 years	43,574	38,950	40,912	45,396	47,111	43,108	2,714	18
All years	45,322	40,610	43,401	47,693	53,032	46,044	4,970	68
Assistant professor								
3 or more years	41,543	36,630	38,807	44,008	46,824	41,350	3,411	38
Less than 3 years	40,158	34,000	37,500	42,200	45,054	40,760	7,078	39
All years	40,800	35,700	37,960	42,897	45,221	41,051	5,550	77
All ranks	50,890	38,821	42,862	61,353	70,737	53,345	13,881	290
WEST SOUTH CENTRAL (17 departments)								
Full professor								
12 or more years	68,691	49,903	60,473	77,148	89,543	69,545	13,984	84
6-11 years	72,000	54,000	60,470	80,000	89,236	70,845	12,935	47
3-5 years	57,098	52,164	54,197	62,765	69,880	58,995	6,305	12
Less than 3 years	56,605	52,889	54,697	62,704	73,268	59,729	7,319	12
All years	66,620	52,907	57,779	76,900	85,338	68,363	13,316	155
Associate professor								
6 or more years	46,352	39,700	43,422	50,574	55,755	47,913	7,600	39
3-5 years	48,383	45,648	46,537	53,081	56,158	49,811	4,207	25
Less than 3 years	46,690	41,461	43,763	50,000	55,000	47,174	6,113	35
All years	47,157	41,294	44,421	51,862	55,755	48,131	6,384	99
Assistant professor								
3 or more years	41,101	38,160	38,809	42,400	44,898	40,931	3,141	46
Less than 3 years	40,000	36,553	38,104	42,000	45,882	40,282	3,919	58
All years	40,488	37,076	38,510	42,285	45,093	40,569	3,594	104
All ranks	49,000	38,493	41,639	63,633	77,357	54,028	15,715	372
MOUNTAIN (13 departments)								
Full professor								
12 or more years	76,454	57,772	63,800	87,571	94,950	77,033	14,822	71
6-11 years	76,950	51,749	60,229	81,557	88,776	72,817	12,519	31
3-5 years	54,036	46,300	52,449	69,495	78,000	60,006	11,191	15
Less than 3 years	53,420	47,485	49,185	66,426	72,173	57,902	10,195	13
All years	71,578	51,946	59,906	83,418	91,851	72,150	15,158	130
Associate professor								
6 or more years	53,636	44,689	46,950	55,865	61,592	53,214	5,862	27
3-5 years	50,300	44,250	47,302	55,237	60,980	51,808	7,270	35
Less than 3 years	50,159	40,041	46,190	51,970	55,664	48,881	5,413	19
All years	51,101	44,309	46,895	55,251	60,453	51,590	6,548	81
Assistant professor								
3 or more years	42,684	38,963	40,066	47,915	50,618	43,752	4,909	29
Less than 3 years	41,662	34,400	39,148	45,000	45,897	41,387	4,393	26
All years	41,800	35,350	39,148	45,973	48,867	42,634	4,780	55
All ranks	54,036	41,004	46,617	70,948	84,151	59,461	17,097	269

(continued)

TABLE 6 (continued)
1998-99 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
PACIFIC (18 departments)								
Full professor								
12 or more years	93,800	67,400	80,300	111,100	118,700	93,616	20,040	99
6-11 years	83,300	60,124	75,925	90,261	107,550	83,851	15,449	41
3-5 years	76,200	57,720	69,248	89,825	103,110	78,636	15,073	21
Less than 3 years	67,100	55,717	63,600	79,503	92,810	71,255	14,740	20
All years	87,100	62,644	73,393	102,375	114,500	87,195	19,541	181
Associate professor								
6 or more years	61,300	42,100	53,962	65,812	75,500	60,215	10,813	29
3-5 years	56,850	46,413	53,611	59,800	67,940	56,675	7,217	24
Less than 3 years	53,316	42,305	45,423	56,600	57,420	50,796	6,557	23
All years	56,600	44,089	48,649	61,250	67,500	56,246	9,354	76
Assistant professor								
3 or more years	49,350	41,500	42,848	54,225	59,800	49,394	7,741	36
Less than 3 years	45,000	39,700	41,500	48,717	55,400	45,860	5,544	39
All years	45,500	40,428	42,003	52,000	57,100	47,556	6,876	75
All ranks	65,400	43,002	51,400	87,100	106,320	70,992	23,604	334

Source: 1998-99 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those 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 of faculty is less than 10. Salary statistics for Lecturers/Instructors are not provided, 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
1998-99 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (92 departments)								
Full professor								
12 or more years	84,000	63,525	71,400	103,693	117,470	88,712	23,089	271
6-11 years	77,805	58,715	65,400	90,417	108,675	79,906	18,670	148
3-5 years	69,475	55,708	61,896	80,570	98,345	73,177	16,459	80
Less than 3 years	64,663	51,543	55,879	77,400	85,750	67,498	16,430	112
All years	77,900	55,950	65,025	92,600	111,835	80,656	21,731	611
Associate professor								
6 or more years	55,969	45,420	50,499	62,255	71,749	56,789	10,073	178
3-5 years	53,142	45,313	47,355	57,238	65,198	53,525	7,586	91
Less than 3 years	50,800	40,614	44,565	57,675	66,110	52,169	9,902	144
All years	53,400	43,129	48,000	59,313	67,527	54,459	9,725	413
Assistant professor								
3 or more years	46,850	39,364	43,010	50,902	55,216	47,558	7,251	169
Less than 3 years	44,000	36,020	40,000	47,175	52,066	43,765	5,846	181
All years	45,000	37,370	41,100	49,000	53,311	45,551	6,830	352
All ranks	56,949	41,900	47,345	74,725	94,890	63,452	22,140	1,397
NEW ENGLAND (10 departments)								
Full professor								
12 or more years	96,200	67,920	75,850	113,100	120,320	94,828	20,479	43
6-11 years	78,011	54,700	75,530	109,000	110,000	85,206	20,314	10
3-5 years								9
Less than 3 years								8
All years	87,200	64,805	74,700	109,300	120,110	91,360	21,453	70
Associate professor								
6 or more years	56,638	46,225	50,600	62,041	74,000	56,630	10,756	16
3-5 years								7
Less than 3 years	55,700	48,000	52,275	62,675	67,600	57,934	8,541	16
All years	56,500	48,000	50,600	62,255	67,600	57,283	8,980	39
Assistant professor								
3 or more years	49,584	44,675	46,200	54,250	57,238	50,622	5,492	22
Less than 3 years	45,542	42,275	43,200	53,000	58,525	48,249	6,330	22
All years	47,850	43,130	44,663	54,088	57,470	49,436	5,978	44
All ranks	63,000	45,500	50,900	83,694	110,000	70,617	24,755	153
MID ATLANTIC (19 departments)								
Full professor								
12 or more years	88,460	65,452	77,600	110,771	118,549	92,093	24,365	75
6-11 years	83,930	66,942	77,671	97,019	115,000	87,185	17,115	45
3-5 years	75,368	59,550	70,522	85,500	98,345	78,077	13,367	18
Less than 3 years	70,390	55,500	62,738	76,058	80,475	68,817	9,314	29
All years	81,159	62,214	71,400	96,780	115,229	85,218	21,217	167
Associate professor								
6 or more years	58,330	40,112	49,500	67,030	72,354	57,827	11,958	52
3-5 years	53,628	43,000	47,331	57,238	61,518	52,517	6,304	19
Less than 3 years	59,460	45,258	49,947	65,820	72,227	58,421	9,451	28
All years	57,238	43,000	49,080	63,414	71,756	56,976	10,543	99
Assistant professor								
3 or more years	49,000	38,007	44,833	53,572	57,000	48,984	7,774	37
Less than 3 years	48,175	41,820	44,800	50,000	52,945	47,835	3,735	31
All years	48,391	41,000	44,813	52,071	55,000	48,460	6,249	68
All ranks	64,396	44,800	50,000	81,159	98,345	68,988	23,067	338

(continued)

TABLE 7 (continued)
1998-99 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	<u>N</u>
EAST NORTH CENTRAL (16 departments)								
Full professor								
12 or more years	86,935	60,800	80,096	97,400	117,500	89,299	20,368	37
6-11 years	87,245	58,811	70,025	101,402	119,938	85,626	20,885	20
3-5 years	65,945	60,021	64,400	73,600	89,500	70,234	12,104	18
Less than 3 years	65,700	57,343	59,700	81,200	85,500	68,024	10,947	15
All years	79,906	58,811	65,644	90,700	112,580	81,124	19,825	90
Associate professor								
6 or more years	54,500	49,500	51,400	63,729	74,048	58,886	10,974	39
3-5 years	53,200	48,098	49,228	56,158	57,600	53,750	5,971	16
Less than 3 years	50,100	41,056	44,581	52,352	56,190	50,020	8,667	34
All years	51,700	44,560	49,390	56,219	69,366	54,576	10,131	89
Assistant professor								
3 or more years	45,408	40,810	43,250	50,825	65,137	48,827	9,433	40
Less than 3 years	41,982	36,604	38,884	45,000	48,404	42,235	4,312	40
All years	44,091	37,598	41,000	48,000	52,874	45,531	8,007	80
All ranks	53,900	41,000	45,258	70,244	90,000	60,541	20,504	265
WEST NORTH CENTRAL (3 departments) (Insufficient <u>N</u> of faculty)								
SOUTH ATLANTIC (13 departments)								
Full professor								
12 or more years	87,900	64,174	73,050	99,510	113,882	88,017	20,340	31
6-11 years	77,900	55,800	61,592	95,900	104,790	77,703	17,704	15
3-5 years								9
Less than 3 years	65,000	54,735	58,772	75,659	100,900	69,939	16,202	13
All years	76,868	55,800	65,094	96,013	104,790	79,446	19,650	68
Associate professor								
6 or more years	56,465	48,800	49,560	58,497	65,250	55,672	6,011	20
3-5 years	51,200	45,340	48,317	57,563	67,085	53,695	7,984	13
Less than 3 years	51,725	39,140	42,143	55,700	65,800	49,792	9,407	19
All years	52,051	42,674	47,909	58,053	65,550	53,029	8,152	52
Assistant professor								
3 or more years	45,038	38,992	39,975	47,822	48,800	43,983	4,656	16
Less than 3 years	40,608	32,720	35,305	44,854	47,550	40,265	5,881	29
All years	43,260	32,960	36,500	46,200	48,300	41,415	5,650	47
All ranks	55,000	38,296	45,025	70,122	96,050	60,284	21,259	169
EAST SOUTH CENTRAL (4 departments) (Insufficient <u>N</u> of faculty)								
WEST SOUTH CENTRAL (6 departments) (Insufficient <u>N</u> of faculty)								
MOUNTAIN (4 departments) (Insufficient <u>N</u> of faculty)								

(continued)

TABLE 7 (continued)
1998-99 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
PACIFIC (17 departments)								
Full professor								
12 or more years	70,155	59,434	63,694	99,250	114,750	79,768	23,566	33
6-11 years	67,665	53,605	62,291	83,463	100,475	72,742	18,278	30
3-5 years	65,195	53,361	55,775	80,190	84,460	69,498	16,788	17
Less than 3 years	56,402	37,055	52,036	82,833	85,846	62,428	18,680	30
All years	66,902	52,082	56,736	82,833	101,959	71,536	20,749	110
Associate professor								
6 or more years	53,335	46,752	47,678	55,951	60,034	52,968	4,866	22
3-5 years	53,833	41,509	45,313	58,931	67,543	53,363	10,139	22
Less than 3 years	44,027	37,707	41,083	53,817	66,638	47,898	10,526	32
All years	50,412	40,682	43,693	55,951	65,986	50,948	9,385	76
Assistant professor								
3 or more years	48,896	38,367	40,800	51,367	54,399	46,903	6,011	15
Less than 3 years	42,200	34,282	35,924	48,626	52,500	42,406	6,950	29
All years	44,346	34,356	38,092	49,441	52,581	43,939	6,919	44
All ranks	54,106	38,367	45,313	67,311	84,460	58,867	19,734	237

Source: 1998-99 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those 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** of faculty is less than 10. Salary statistics for Lecturers/Instructors are not provided, 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 8
1998-99 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
PSYCHOLOGY (173 departments)								
Full professor								
12 or more years	78,236	58,676	68,110	93,633	112,268	82,439	20,986	1,013
6-11 years	75,000	57,387	64,799	85,289	99,823	76,876	17,214	441
3-5 years	68,712	55,321	60,563	79,010	93,060	71,505	14,706	237
Less than 3 years	66,250	52,586	58,377	79,442	89,335	69,970	15,908	231
All years	75,212	56,555	64,415	88,500	106,300	78,305	19,501	1,923
Associate professor								
6 or more years	54,403	44,000	48,697	60,266	68,250	55,337	9,956	505
3-5 years	52,263	45,105	47,641	57,313	65,250	53,625	8,043	269
Less than 3 years	50,420	42,949	45,801	55,664	63,032	51,586	8,093	295
All years	52,513	43,908	47,365	58,370	66,050	53,871	9,138	1,069
Assistant professor								
3 or more years	44,727	38,809	41,465	49,000	53,900	45,782	6,652	425
Less than 3 years	43,571	37,671	40,287	46,970	50,950	43,912	5,554	467
All years	44,106	38,431	40,984	48,000	52,316	44,806	6,167	893
All ranks	58,462	42,000	47,459	75,331	91,917	63,612	20,901	3,929
EDUCATIONAL/COUNSELING/SCHOOL PSYCHOLOGY (58 departments)								
Full professor								
12 or more years	71,927	55,419	61,063	81,838	93,743	73,022	14,462	145
6-11 years	70,790	56,230	60,810	80,084	89,292	72,107	13,300	69
3-5 years	65,500	51,734	57,415	71,145	79,344	65,739	10,367	40
Less than 3 years	64,760	50,410	55,000	75,415	82,950	67,310	16,703	74
All years	68,664	53,420	59,567	79,717	89,367	70,653	14,574	328
Associate professor								
6 or more years	56,675	47,342	51,100	65,000	70,825	58,448	9,121	87
3-5 years	53,100	44,058	48,311	57,701	63,200	53,883	7,679	54
Less than 3 years	50,140	41,099	45,664	57,767	64,993	52,209	8,973	72
All years	54,348	44,662	48,675	61,055	66,508	55,182	9,125	213
Assistant professor								
3 or more years	44,946	39,015	41,346	48,000	51,382	45,219	5,217	63
Less than 3 years	43,000	37,000	40,170	45,400	48,759	42,926	4,689	110
All years	43,029	37,614	41,136	46,360	49,997	43,761	4,997	173
All ranks	56,638	42,003	47,000	68,657	81,095	59,266	15,953	722

(continued)

TABLE 8 (continued)
1998-99 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	<u>N</u>
HUMAN DEVELOPMENT (6 departments)								
Full professor								
12 or more years	81,000	64,786	74,272	94,000	106,100	83,030	14,960	18
6-11 years	72,021	65,336	66,942	81,669	89,442	74,902	9,877	15
3-5 years								8
Less than 3 years								9
All years	73,640	58,385	65,336	82,297	94,709	75,424	13,519	50
Associate professor								
6 or more years	51,862	45,042	47,520	58,447	61,269	52,487	5,786	11
3-5 years								9
Less than 3 years								5
All years	51,862	47,520	49,451	56,240	60,000	52,876	4,645	25
Assistant professor								
3 or more years	42,444	39,288	40,590	45,576	48,466	43,123	3,214	11
Less than 3 years	42,316	38,670	39,616	45,000	47,943	42,904	3,922	14
All years	42,444	38,824	39,904	45,576	47,578	43,001	3,556	25
All ranks	58,000	41,844	47,367	73,324	88,173	61,516	17,366	101
PROFESSIONAL SCHOOL (24 departments)								
Full professor								
12 or more years	67,563	55,583	62,148	73,167	110,779	72,848	20,721	33
6-11 years	65,421	53,605	58,850	75,401	89,361	68,311	14,054	30
3-5 years	64,388	53,240	54,904	68,950	84,460	64,790	12,866	26
Less than 3 years	57,015	38,037	52,668	66,105	83,948	59,060	14,712	32
All years	63,937	51,559	55,863	71,770	85,272	66,345	16,730	121
Associate professor								
6 or more years	50,003	40,385	45,303	55,297	62,705	51,006	8,186	36
3-5 years	46,756	42,336	45,175	54,037	56,806	49,264	6,443	29
Less than 3 years	44,560	37,740	40,682	50,325	59,386	46,353	8,388	43
All years	47,221	39,600	43,165	53,779	60,519	48,685	8,031	108
Assistant professor								
3 or more years	45,037	38,367	40,005	48,986	51,367	44,787	5,361	26
Less than 3 years	37,950	34,282	35,720	42,601	46,117	39,162	4,489	38
All years	40,003	34,356	37,000	45,999	48,986	41,329	5,524	66
All ranks	51,367	37,700	43,133	62,291	71,860	54,157	15,942	297
OTHER DEPARTMENTS (5 departments) (Insufficient <u>N</u>s of faculty)								

Source: 1998-99 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who hold the doctoral degree, and who are in departments 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 9-10-month salaries. No statistics are provided where the N of faculty is less than 10. Salary statistics for Lecturers/Instructors are not provided, 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
1998-99 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	<u>N</u>
PSYCHOLOGY (171 departments)								
35 years or more	81,598	54,693	68,818	96,200	114,307	83,315	23,725	274
30-34 years	74,033	51,121	62,164	88,948	106,400	76,683	21,289	452
25-29 years	69,700	49,984	58,318	82,986	99,090	72,751	20,196	573
20-24 years	70,088	50,406	58,250	83,100	101,146	72,933	19,996	559
17-19 years	62,159	47,436	54,938	74,925	89,640	66,091	16,500	284
14-16 years	57,400	46,049	51,301	68,632	81,921	60,855	14,066	292
11-13 years	53,512	44,572	48,697	62,001	70,519	56,358	11,633	314
8-10 years	49,686	41,658	44,836	54,516	60,000	50,304	8,113	326
6-7 years	45,836	39,352	42,000	50,159	55,000	46,750	6,657	227
4-5 years	43,901	38,500	41,000	46,931	51,000	44,210	5,842	236
2-3 years	43,159	37,192	40,139	46,970	49,722	43,615	5,899	194
0-1 year	41,000	36,689	38,500	44,493	48,000	41,670	4,650	124
EDUCATIONAL/COUNSELING/SCHOOL (56 departments)								
35 years or more	71,990	53,273	65,498	85,000	94,150	74,311	14,783	22
30-34 years	69,347	52,494	58,984	81,000	87,553	70,570	13,952	75
25-29 years	65,700	51,655	57,306	78,500	93,343	69,564	16,750	119
20-24 years	66,171	51,534	59,000	76,000	85,145	67,555	14,042	98
17-19 years	58,379	48,803	52,957	73,500	81,321	62,722	12,981	54
14-16 years	55,000	45,834	48,570	64,885	69,760	56,484	10,074	61
11-13 years	56,156	45,982	48,720	61,165	65,850	55,954	8,213	52
8-10 years	49,795	42,150	44,327	56,088	61,818	50,717	8,090	60
6-7 years	46,763	39,780	42,261	50,394	57,400	46,985	8,168	45
4-5 years	44,172	35,020	39,258	46,581	49,181	43,261	5,582	45
2-3 years	42,416	38,029	40,608	44,327	47,782	42,734	3,407	43
0-1 year	43,000	37,771	39,033	45,000	46,150	42,400	3,852	34
HUMAN DEVELOPMENT (6 departments) (Insufficient <u>N</u>s of faculty)								
PROFESSIONAL SCHOOL (25 departments)								
35 years or more								8
30-34 years	64,490	47,120	56,243	77,730	110,440	69,497	19,942	17
25-29 years	62,966	47,244	57,314	68,576	84,754	66,796	19,481	37
20-24 years	55,935	43,354	49,054	68,950	85,072	60,393	15,117	58
17-19 years	54,806	40,357	45,225	64,528	70,169	55,793	12,416	33
14-16 years	49,859	39,839	43,926	56,059	63,220	51,167	10,146	28
11-13 years	50,080	42,336	45,970	54,117	58,078	50,465	6,022	29
8-10 years	43,423	34,478	39,854	47,272	52,266	44,234	7,134	20
6-7 years	44,075	33,538	38,182	47,820	49,477	42,832	6,535	25
4-5 years	42,759	36,401	38,395	48,248	51,725	43,438	5,454	16
2-3 years	37,220	33,406	35,051	40,005	44,520	38,054	3,690	18
0-1 year								8
OTHER DEPARTMENTS (5 departments) (Insufficient <u>N</u>s of faculty)								

Source: 1998-99 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

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

TABLE 10
1998-99 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 (173 departments)								
Full professor								
12 or more years	78,236	58,676	68,110	93,633	112,268	82,439	20,986	1013
6-11 years	75,000	57,387	64,799	85,289	99,823	76,876	17,214	441
3-5 years	68,712	55,321	60,563	79,010	93,060	71,505	14,706	237
Less than 3 years	66,250	52,586	58,377	79,442	89,335	69,970	15,908	231
All years	75,212	56,555	64,415	88,500	106,300	78,305	19,501	1,923
Associate professor								
6 or more years	54,403	44,000	48,697	60,266	68,250	55,337	9,956	505
3-5 years	52,263	45,105	47,641	57,313	65,250	53,625	8,043	269
Less than 3 years	50,420	42,949	45,801	55,664	63,032	51,586	8,093	295
All years	52,513	43,908	47,365	58,370	66,050	53,871	9,138	1,069
Assistant professor								
3 or more years	44,727	38,809	41,465	49,000	53,900	45,782	6,652	425
Less than 3 years	43,571	37,671	40,287	46,970	50,950	43,912	5,554	467
All years	44,106	38,431	40,984	48,000	52,316	44,806	6,167	893
All ranks	58,462	42,000	47,459	75,331	91,917	63,612	20,901	3,929
NEW ENGLAND (13 departments)								
Full professor								
12 or more years	78,150	65,003	71,140	102,075	115,200	86,162	19,565	82
6-11 years	69,868	60,524	66,763	78,428	109,000	75,008	15,238	27
3-5 years	64,275	56,365	59,359	69,856	100,370	69,738	19,104	20
Less than 3 years	59,030	52,358	54,498	77,675	87,600	67,460	15,927	17
All years	72,944	59,127	65,940	90,800	111,678	79,672	19,755	146
Associate professor								
6 or more years	58,283	48,000	50,600	64,642	73,429	58,882	10,893	35
3-5 years								8
Less than 3 years	53,100	43,402	46,075	56,125	64,010	52,070	7,365	21
All years	55,458	45,832	49,228	61,205	67,387	56,189	9,703	64
Assistant professor								
3 or more years	45,984	37,230	43,600	49,423	54,440	46,615	6,452	27
Less than 3 years	45,186	42,500	43,571	52,500	58,030	47,771	5,948	30
All years	45,500	40,185	43,574	50,550	57,000	47,223	6,164	57
All ranks	63,920	44,441	51,449	75,539	102,075	66,951	21,095	269
MID ATLANTIC (23 departments)								
Full professor								
12 or more years	85,374	68,069	77,600	104,220	115,765	90,165	21,172	135
6-11 years	82,178	70,459	75,000	94,804	115,000	86,749	17,298	56
3-5 years	74,427	60,448	68,423	83,510	93,098	75,838	11,693	36
Less than 3 years	75,525	57,000	65,508	81,655	82,500	73,862	11,119	58
All years	79,929	63,348	73,569	93,207	111,450	84,366	18,973	285
Associate professor								
6 or more years	60,887	46,935	56,450	65,843	71,191	60,497	9,731	70
3-5 years	52,524	45,400	48,700	58,600	61,800	53,755	6,747	19
Less than 3 years	57,900	47,817	50,158	64,266	71,756	57,609	8,566	39
All years	59,000	47,331	52,184	65,000	70,742	58,616	9,255	128
Assistant professor								
3 or more years	45,981	38,007	43,220	50,000	55,900	47,519	7,456	48
Less than 3 years	45,835	42,500	44,000	49,158	53,000	47,070	4,215	55
All years	45,940	41,244	43,770	50,000	54,931	47,279	5,922	103
All ranks	68,624	45,017	52,798	81,655	100,142	70,322	21,931	520

(continued)

TABLE 10 (continued)
1998-99 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 (34 departments)								
Full professor								
12 or more years	81,824	62,481	71,772	93,798	114,886	84,601	20,591	199
6-11 years	78,000	58,146	66,271	89,630	108,675	79,493	18,420	89
3-5 years	68,428	60,140	62,474	79,227	92,096	72,026	12,485	61
Less than 3 years	65,446	52,472	57,348	79,000	91,108	68,393	14,330	42
All years	76,216	58,082	66,084	90,000	107,117	79,735	19,304	391
Associate professor								
6 or more years	54,355	46,449	49,945	60,338	70,000	56,427	10,142	136
3-5 years	51,125	45,055	47,463	56,600	66,100	53,413	8,011	67
Less than 3 years	50,961	44,217	47,541	55,975	63,647	52,533	7,942	79
All years	52,414	45,338	48,930	58,005	67,711	54,620	9,227	282
Assistant professor								
3 or more years	45,685	40,248	42,876	50,850	55,945	47,345	7,552	106
Less than 3 years	44,000	37,500	40,040	47,300	50,950	43,974	4,667	111
All years	44,786	39,000	41,354	48,850	52,000	45,621	6,455	217
All ranks	57,110	42,485	48,019	74,260	91,540	63,221	20,516	900
WEST NORTH CENTRAL (13 departments)								
Full professor								
12 or more years	70,737	50,974	60,269	83,163	94,179	73,044	19,254	73
6-11 years	68,930	50,705	56,209	85,128	93,900	70,390	16,210	25
3-5 years	64,100	54,000	57,921	70,497	101,069	67,983	17,253	13
Less than 3 years								9
All years	68,559	51,013	57,840	82,919	94,231	71,496	18,172	120
Associate professor								
6 or more years	53,909	43,040	47,172	57,140	64,600	54,121	9,536	29
3-5 years	51,853	45,965	48,096	56,411	63,520	53,152	6,423	25
Less than 3 years	50,388	37,764	43,352	52,488	53,772	48,129	5,737	20
All years	51,804	43,027	47,262	55,791	62,615	52,174	7,958	74
Assistant professor								
3 or more years	43,542	40,208	42,293	46,200	47,263	43,796	3,032	24
Less than 3 years	43,500	36,463	40,251	46,511	48,267	42,882	4,994	32
All years	43,799	38,000	41,256	46,380	48,000	43,357	4,264	57
All ranks	54,313	42,639	46,577	68,187	85,029	59,409	18,003	251
SOUTH ATLANTIC (29 departments)								
Full professor								
12 or more years	77,187	59,526	66,867	91,374	112,041	81,468	20,208	183
6-11 years	72,402	55,985	62,871	82,506	102,507	75,516	16,621	80
3-5 years	70,121	55,883	60,882	79,042	94,317	71,956	13,545	42
Less than 3 years	64,002	53,621	58,973	77,508	97,500	70,829	19,584	52
All years	73,853	57,246	63,327	85,890	103,000	77,414	19,110	358
Associate professor								
6 or more years	52,504	44,230	48,686	57,913	62,932	53,234	8,223	107
3-5 years	55,399	46,072	50,030	60,407	66,766	56,314	9,762	46
Less than 3 years	51,700	42,000	46,000	55,700	65,208	52,098	7,981	47
All years	52,366	44,285	48,613	57,911	65,246	53,675	8,637	200
Assistant professor								
3 or more years	45,240	39,000	41,172	48,800	52,700	45,666	5,831	66
Less than 3 years	43,470	36,210	40,000	45,745	47,880	43,035	5,551	81
All years	44,000	37,822	40,860	46,970	50,800	44,216	5,809	147
All ranks	58,829	42,000	48,030	74,705	90,781	63,469	20,483	713

(continued)

TABLE 10 (continued)
1998-99 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 (14 departments)								
Full professor								
12 or more years	68,168	51,870	61,875	75,756	89,552	71,700	19,684	79
6-11 years	62,114	51,865	58,269	70,383	87,500	66,695	14,297	36
3-5 years	58,074	50,733	53,247	64,531	79,610	60,491	9,983	12
Less than 3 years	55,619	45,400	51,000	80,000	110,000	65,998	23,306	15
All years	65,354	51,537	57,828	75,000	88,964	68,881	18,421	142
Associate professor								
6 or more years	46,955	42,058	44,389	53,928	64,500	50,061	8,597	29
3-5 years	46,443	43,346	44,678	50,669	65,075	49,569	7,752	25
Less than 3 years	44,595	40,812	42,150	53,000	56,005	46,685	6,250	14
All years	46,501	42,058	43,929	53,194	60,000	49,185	7,854	68
Assistant professor								
3 or more years	42,448	37,875	39,702	45,618	50,990	43,218	4,463	40
Less than 3 years	39,890	34,900	37,509	41,341	45,578	40,796	7,439	34
All years	41,000	36,537	38,394	44,535	50,351	42,105	6,094	74
All ranks	52,524	39,712	43,972	66,246	78,500	57,171	18,320	285
WEST SOUTH CENTRAL (19 departments)								
Full professor								
12 or more years	69,279	49,495	60,046	77,681	91,979	70,726	16,218	86
6-11 years	69,173	53,038	58,080	77,895	84,134	69,249	12,701	44
3-5 years	62,116	51,867	53,696	73,346	106,237	67,904	19,620	11
Less than 3 years	56,667	45,985	54,243	61,879	69,298	57,509	6,865	10
All years	67,600	52,512	57,774	77,000	91,504	69,215	15,308	151
Associate professor								
6 or more years	47,000	39,700	43,422	55,987	57,869	49,243	8,769	47
3-5 years	48,383	44,001	46,204	52,256	53,500	49,079	3,932	19
Less than 3 years	46,752	41,461	43,822	50,000	55,000	47,303	6,386	36
All years	46,960	41,294	44,266	52,077	57,146	48,528	7,262	102
Assistant professor								
3 or more years	41,000	38,043	38,660	43,806	47,969	41,753	4,390	49
Less than 3 years	40,836	36,557	38,513	42,084	47,000	40,884	4,243	60
All years	40,864	37,106	38,548	43,099	47,000	41,275	4,311	109
All ranks	49,000	38,540	42,000	63,847	77,359	54,574	16,509	371
MOUNTAIN (11 departments)								
Full professor								
12 or more years	76,739	57,993	63,800	89,000	95,525	77,528	15,147	74
6-11 years	77,314	52,805	64,795	81,563	89,304	73,531	12,452	33
3-5 years	55,718	46,299	52,791	69,495	78,250	60,546	11,409	14
Less than 3 years								5
All years	73,727	54,036	62,772	83,942	92,004	74,270	14,709	126
Associate professor								
6 or more years	53,636	46,289	48,038	56,366	61,592	53,454	5,811	25
3-5 years	50,800	44,738	47,027	55,588	61,286	52,326	7,263	33
Less than 3 years	50,355	40,041	48,172	52,025	55,664	49,486	5,340	17
All years	51,257	44,689	47,302	55,293	60,484	52,058	6,491	75
Assistant professor								
3 or more years	44,429	38,963	41,011	47,946	50,618	44,273	4,758	28
Less than 3 years	41,900	39,000	40,296	45,000	46,100	42,616	3,828	26
All years	43,330	38,996	40,858	46,090	48,996	43,475	4,375	54
All ranks	55,265	41,800	46,724	73,200	87,571	60,860	17,502	258

(continued)

TABLE 10 (continued)
1998-99 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	<u>N</u>
PACIFIC (17 departments)								
Full professor								
12 or more years	94,500	67,850	83,600	111,100	120,550	95,225	20,926	102
6-11 years	83,300	60,124	70,400	94,300	107,550	83,700	17,002	51
3-5 years	76,315	63,600	65,521	89,300	106,200	78,630	15,643	28
Less than 3 years	68,100	54,529	61,331	83,600	96,060	72,218	16,109	23
All years	87,100	61,707	70,725	102,450	114,600	87,472	20,510	204
Associate professor								
6 or more years	59,800	42,100	54,100	66,749	75,500	59,537	11,217	27
3-5 years	57,200	46,548	53,700	59,800	71,900	57,983	8,000	27
Less than 3 years	48,110	42,284	43,300	56,600	64,967	50,848	8,975	22
All years	56,600	43,000	48,278	61,225	70,000	56,470	10,092	76
Assistant professor								
3 or more years	48,000	40,214	42,003	54,525	59,800	49,186	7,943	37
Less than 3 years	46,900	41,000	42,700	50,700	55,400	47,302	5,316	38
All years	48,000	40,900	42,561	52,500	58,000	48,232	6,762	75
All ranks	67,432	43,151	52,497	88,400	108,050	71,953	24,333	362

Source: 1998-99 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those 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 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. Salary statistics for Lecturers/Instructors are not provided, 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
1998-99 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 (119 departments)								
Full professor								
12 or more years	76,128	57,621	66,062	90,400	107,174	79,719	19,442	782
6-11 years	72,730	57,035	62,832	83,431	94,290	74,941	15,940	341
3-5 years	66,604	54,316	59,513	77,339	89,980	69,801	13,562	185
Less than 3 years	65,600	52,463	57,751	79,277	89,144	69,488	16,130	183
All years	73,250	55,706	62,984	85,677	100,683	76,128	18,112	1,492
Associate professor								
6 or more years	53,248	43,433	47,582	59,500	66,848	54,490	9,737	375
3-5 years	51,891	44,655	47,205	57,200	63,593	53,305	8,148	213
Less than 3 years	49,775	42,470	45,396	54,300	60,017	50,508	7,555	223
All years	51,700	43,504	46,728	57,900	65,000	53,084	8,919	811
Assistant professor								
3 or more years	44,001	38,540	40,877	47,946	52,905	44,873	6,025	296
Less than 3 years	42,780	37,525	40,000	46,497	50,599	43,569	5,543	350
All years	43,371	38,043	40,287	47,035	51,261	44,173	5,799	647
All ranks	58,166	41,662	46,956	74,245	89,318	62,577	19,732	2,976
NEW ENGLAND (6 departments)								
Full professor								
12 or more years	72,838	64,667	67,941	80,108	95,160	76,273	12,698	45
6-11 years	68,104	60,524	66,763	71,999	82,051	71,510	11,242	19
3-5 years	60,062	55,318	57,764	66,303	73,144	62,356	6,717	12
Less than 3 years	55,810	51,733	52,536	59,030	72,747	58,181	7,545	11
All years	68,818	56,260	64,000	75,445	86,025	71,026	12,938	87
Associate professor								
6 or more years	58,720	49,061	52,626	66,044	74,947	60,736	11,173	25
3-5 years								4
Less than 3 years	46,620	41,082	43,631	55,616	62,591	48,911	7,541	11
All years	54,578	43,758	48,316	64,007	73,153	56,851	11,090	40
Assistant professor								
3 or more years	42,581	36,116	37,230	45,389	48,391	42,059	4,495	11
Less than 3 years	44,435	41,250	42,768	48,443	54,250	45,804	4,585	12
All years	43,999	37,230	40,185	45,984	50,346	44,013	4,832	23
All ranks	63,960	43,657	51,769	71,913	79,555	62,865	15,481	152
MID ATLANTIC (11 departments)								
Full professor								
12 or more years	81,830	68,070	76,908	99,715	111,120	86,890	15,900	70
6-11 years	77,618	69,270	72,850	85,226	102,558	81,433	14,492	28
3-5 years	74,811	60,538	65,405	78,615	86,871	74,209	9,312	20
Less than 3 years	78,645	61,350	70,000	81,655	87,109	76,194	10,267	46
All years	77,951	65,440	72,269	87,062	104,034	81,412	14,420	164
Associate professor								
6 or more years	62,725	51,859	57,494	65,000	68,795	61,497	6,691	36
3-5 years								8
Less than 3 years	53,760	47,817	50,158	63,032	67,749	56,289	7,702	22
All years	59,005	49,080	52,513	65,000	68,795	59,036	7,493	66
Assistant professor								
3 or more years	45,180	42,431	43,371	48,114	55,000	46,314	5,590	19
Less than 3 years	45,606	42,644	44,280	49,000	55,436	47,077	4,367	34
All years	45,483	42,479	43,912	48,903	55,131	46,804	4,802	53
All ranks	69,768	45,523	55,152	79,442	93,255	69,712	18,502	283

(continued)

TABLE 11 (continued)
1998-99 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 (23 departments)								
Full professor								
12 or more years	78,236	62,280	70,612	93,582	110,615	83,208	20,577	165
6-11 years	74,278	58,062	65,660	85,935	97,363	77,787	17,112	72
3-5 years	68,014	58,627	61,875	79,500	92,739	71,525	12,235	50
Less than 3 years	65,446	52,081	55,811	77,500	92,222	68,103	14,795	34
All years	74,378	57,742	65,837	88,742	103,842	78,572	18,923	321
Associate professor								
6 or more years	53,998	45,036	49,005	59,193	69,600	55,358	9,588	99
3-5 years	50,860	43,711	47,143	58,378	66,100	53,356	8,458	53
Less than 3 years	50,732	44,217	47,010	56,000	65,000	52,332	7,692	58
All years	51,932	44,231	47,682	58,185	67,108	54,017	8,876	210
Assistant professor								
3 or more years	44,938	39,853	41,932	50,137	53,750	46,001	5,988	72
Less than 3 years	44,516	37,800	39,947	48,360	50,950	44,189	4,832	81
All years	44,760	38,672	40,946	48,657	51,658	45,042	5,464	153
All ranks	58,030	42,681	48,057	74,260	91,200	63,421	20,250	688
WEST NORTH CENTRAL (11 departments)								
Full professor								
12 or more years	70,688	50,557	57,690	82,100	94,674	71,535	17,582	62
6-11 years	70,809	47,693	53,102	88,068	94,158	70,902	17,614	21
3-5 years	64,510	52,000	57,894	72,112	103,621	68,622	17,859	12
Less than 3 years								6
All years	68,187	50,781	57,384	82,125	94,158	70,565	17,274	101
Associate professor								
6 or more years	53,435	42,892	46,645	56,683	59,743	52,832	9,086	24
3-5 years	51,686	45,560	48,125	58,967	63,642	53,458	6,691	22
Less than 3 years	49,775	37,726	42,906	52,650	53,800	47,938	5,828	19
All years	51,000	42,906	46,835	54,743	61,764	51,613	7,723	65
Assistant professor								
3 or more years	43,200	38,547	41,073	45,290	48,493	43,429	3,403	17
Less than 3 years	43,100	35,226	40,007	46,511	48,533	42,587	5,258	28
All years	43,200	37,700	40,408	46,577	48,493	43,016	4,630	46
All ranks	53,763	42,000	46,578	67,769	85,518	58,777	17,337	212
SOUTH ATLANTIC (21 departments)								
Full professor								
12 or more years	76,248	59,077	66,270	90,130	111,706	80,133	19,985	152
6-11 years	72,245	57,646	63,722	81,808	100,000	74,865	16,379	66
3-5 years	70,179	54,519	60,421	79,281	98,033	71,788	14,276	37
Less than 3 years	62,300	52,331	58,624	76,262	90,031	69,698	20,068	44
All years	72,805	57,086	62,392	84,118	101,759	76,343	18,983	300
Associate professor								
6 or more years	51,992	43,342	48,010	57,877	62,826	52,789	8,602	88
3-5 years	56,152	46,072	50,113	59,802	66,766	56,651	10,159	36
Less than 3 years	50,715	42,665	45,978	55,776	64,263	51,986	8,003	41
All years	52,249	44,216	47,891	57,901	65,000	53,432	8,940	165
Assistant professor								
3 or more years	44,992	38,877	41,129	49,841	55,917	45,773	6,286	53
Less than 3 years	42,999	38,500	40,590	45,410	47,960	43,536	5,358	60
All years	44,000	38,500	41,000	46,843	52,006	44,585	5,893	113
All ranks	59,258	42,000	48,347	74,243	89,529	63,323	20,104	584

(continued)

TABLE 11 (continued)
1998-99 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 (11 departments)								
Full professor								
12 or more years	64,890	51,600	58,090	71,733	75,756	65,841	10,493	59
6-11 years	60,722	51,696	58,162	66,508	70,741	62,408	9,274	29
3-5 years	58,074	50,632	53,046	59,350	75,674	58,954	7,776	10
Less than 3 years	52,614	44,400	47,775	75,364	115,000	64,059	25,730	12
All years	62,789	51,118	55,663	69,660	76,270	64,116	12,542	110
Associate professor								
6 or more years	46,070	40,885	43,541	51,244	54,609	46,958	5,216	22
3-5 years	46,104	42,643	44,193	48,486	56,556	47,593	5,856	21
Less than 3 years								9
All years	45,455	41,995	43,553	48,262	54,609	46,586	5,272	52
Assistant professor								
3 or more years	41,662	37,629	39,352	44,008	45,154	41,467	3,055	31
Less than 3 years	39,890	34,500	37,502	41,419	47,672	40,872	7,668	32
All years	40,800	35,670	38,000	42,630	45,104	41,165	5,831	63
All ranks	50,920	38,807	42,630	63,058	71,552	53,638	14,195	225
WEST SOUTH CENTRAL (14 departments)								
Full professor								
12 or more years	67,600	48,649	58,699	75,712	89,407	68,415	14,210	71
6-11 years	69,264	52,956	57,779	78,231	85,338	69,771	13,074	39
3-5 years								9
Less than 3 years								8
All years	66,393	52,500	57,746	76,226	84,000	67,613	13,424	127
Associate professor								
6 or more years	45,813	39,670	42,724	49,012	55,632	47,105	7,923	33
3-5 years	48,138	44,001	46,204	52,256	53,500	49,042	4,043	18
Less than 3 years	46,206	41,377	43,435	49,972	54,924	46,536	5,670	32
All years	46,410	41,269	44,001	50,000	54,894	47,305	6,399	83
Assistant professor								
3 or more years	40,561	38,154	38,540	43,098	44,912	40,845	3,066	34
Less than 3 years	40,000	36,000	38,000	42,000	45,882	40,233	4,081	47
All years	40,360	36,660	38,500	42,195	44,997	40,490	3,681	81
All ranks	48,766	38,500	41,731	62,989	76,863	53,799	15,517	300
MOUNTAIN (10 departments)								
Full professor								
12 or more years	77,023	57,662	63,672	87,928	95,357	77,374	14,899	69
6-11 years	77,507	50,956	65,137	81,574	88,792	73,800	12,686	28
3-5 years	55,718	46,299	52,791	69,495	78,250	60,546	11,409	14
Less than 3 years								5
All years	73,727	53,730	62,747	83,930	91,917	74,135	14,638	116
Associate professor								
6 or more years	53,636	46,289	48,038	56,366	61,592	53,454	5,811	25
3-5 years	50,969	44,320	48,857	56,639	61,899	52,707	7,446	30
Less than 3 years	50,355	40,041	48,172	52,025	55,664	49,486	5,340	17
All years	51,321	44,569	48,488	55,397	60,732	52,206	6,551	72
Assistant professor								
3 or more years	44,727	38,963	40,795	48,032	50,618	44,326	5,034	25
Less than 3 years	41,800	37,905	40,000	45,000	46,131	42,214	3,893	23
All years	42,475	38,963	40,374	46,531	50,159	43,314	4,601	48
All ranks	55,237	41,523	47,302	73,200	86,424	60,792	17,399	239

(continued)

TABLE 11 (continued)
1998-99 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	<u>N</u>
PACIFIC (12 departments)								
Full professor								
12 or more years	94,300	67,400	84,926	111,100	119,800	94,383	20,271	89
6-11 years	83,300	59,427	76,800	90,300	108,000	84,313	15,707	39
3-5 years	76,200	57,720	69,248	89,825	103,110	78,636	15,073	21
Less than 3 years	68,100	55,597	63,600	80,975	93,300	71,888	15,657	17
All years	87,100	62,234	73,800	102,600	114,600	87,721	19,756	166
Associate professor								
6 or more years	61,300	41,740	48,794	67,141	77,103	60,160	12,081	23
3-5 years	57,100	45,604	53,399	59,800	68,270	56,449	7,284	21
Less than 3 years	48,110	41,646	43,300	56,600	56,850	49,221	7,003	14
All years	56,600	42,337	48,204	61,000	69,400	56,176	10,220	58
Assistant professor								
3 or more years	49,350	41,371	42,829	54,300	59,910	49,446	7,853	34
Less than 3 years	45,576	40,970	42,445	49,550	55,580	46,823	5,448	33
All years	47,900	41,000	42,561	52,300	59,800	48,154	6,853	67
All ranks	67,464	43,423	51,350	88,584	107,020	72,129	24,036	293

Source: 1998-99 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those 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 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. Salary statistics for Lecturers/Instructors are not provided, 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
1998-99 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 (54 departments)								
Full professor								
12 or more years	88,177	65,541	76,069	109,100	119,335	91,647	23,325	231
6-11 years	79,679	59,701	68,050	96,669	112,880	83,472	19,687	100
3-5 years	72,667	60,660	65,371	82,375	102,932	77,565	17,006	52
Less than 3 years	70,155	54,500	59,775	80,970	100,000	71,807	15,051	48
All years	82,000	60,411	70,045	99,510	115,349	85,842	22,113	431
Associate professor								
6 or more years	56,765	47,028	51,300	62,860	72,541	57,781	10,210	130
3-5 years	53,514	46,474	48,775	58,848	66,350	54,843	7,575	56
Less than 3 years	53,889	44,050	49,499	59,279	67,306	54,925	8,820	72
All years	55,725	46,200	50,200	61,000	69,201	56,346	9,391	258
Assistant professor								
3 or more years	46,400	39,900	43,475	50,450	55,900	47,867	7,523	129
Less than 3 years	44,781	38,000	41,991	47,539	52,500	44,938	5,480	117
All years	45,500	39,264	42,690	49,200	53,600	46,474	6,777	246
All ranks	59,679	43,035	48,751	80,000	102,632	66,843	23,916	953
NEW ENGLAND (7 departments)								
Full professor								
12 or more years	104,751	69,500	80,175	114,225	120,600	98,188	19,834	37
6-11 years								8
3-5 years								8
Less than 3 years								6
All years	88,600	64,650	75,400	109,700	120,200	92,421	21,213	59
Associate professor								
6 or more years	54,475	36,345	50,600	61,400	66,037	54,248	9,053	10
3-5 years								4
Less than 3 years	55,200	48,055	53,100	56,200	66,560	55,545	5,635	10
All years	55,700	48,000	50,600	59,697	62,675	55,088	6,877	24
Assistant professor								
3 or more years	48,300	44,650	45,525	53,050	55,000	49,747	5,745	16
Less than 3 years	46,342	42,500	43,700	57,000	58,950	49,082	6,496	18
All years	47,550	43,200	44,650	53,600	58,185	49,395	6,071	34
All ranks	63,000	45,300	50,900	89,150	113,100	72,259	25,804	117
MID ATLANTIC (12 departments)								
Full professor								
12 or more years	91,568	65,452	78,811	111,961	119,350	93,691	25,330	65
6-11 years	85,418	74,160	78,586	101,950	119,150	92,064	18,464	28
3-5 years	73,519	59,550	70,131	90,038	98,345	77,874	14,185	16
Less than 3 years	62,275	54,288	55,825	74,198	80,141	64,919	9,974	12
All years	84,000	60,090	74,025	100,158	117,753	88,370	23,267	121
Associate professor								
6 or more years	59,438	39,008	53,000	67,357	72,728	59,437	12,177	34
3-5 years	53,000	43,720	47,331	58,600	61,560	52,477	6,507	11
Less than 3 years	60,000	45,258	50,250	65,838	72,227	59,317	9,536	17
All years	58,852	43,300	50,401	64,858	71,992	58,170	10,868	62
Assistant professor								
3 or more years	48,431	37,118	42,773	51,495	63,000	48,308	8,462	29
Less than 3 years	47,000	41,030	43,943	50,124	52,847	47,059	4,062	21
All years	48,148	39,274	43,770	50,906	54,862	47,784	6,931	50
All ranks	66,050	44,000	50,301	85,037	110,771	71,051	25,449	237

(continued)

TABLE 12 (continued)
1998-99 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
EAST NORTH CENTRAL (11 departments)								
Full professor								
12 or more years	87,482	72,967	81,196	102,500	118,167	91,361	19,566	34
6-11 years	90,000	58,715	68,237	105,019	120,553	86,719	22,323	17
3-5 years	70,674	60,396	64,800	79,136	101,843	74,303	13,956	11
Less than 3 years								8
All years	82,986	59,730	70,000	93,100	115,840	85,069	20,255	70
Associate professor								
6 or more years	55,512	49,500	51,450	64,122	74,048	59,287	11,131	37
3-5 years	53,200	48,035	49,080	56,033	58,200	53,630	6,294	14
Less than 3 years	51,000	45,570	49,850	54,998	58,610	53,089	8,770	21
All years	53,900	49,000	50,243	56,975	72,680	56,379	10,042	72
Assistant professor								
3 or more years	48,000	42,930	44,200	51,738	66,119	50,191	9,593	34
Less than 3 years	42,900	37,320	41,000	46,000	49,482	43,394	4,210	30
All years	45,000	39,926	42,325	49,100	54,250	47,005	8,249	64
All ranks	54,400	42,258	48,000	74,765	92,540	62,570	21,392	212
WEST NORTH CENTRAL (2 departments) (Insufficient <u>N</u>s of faculty)								
SOUTH ATLANTIC (8 departments)								
Full professor								
12 or more years	87,900	64,174	73,050	99,510	113,882	88,017	20,340	31
6-11 years	79,675	55,780	61,592	95,900	104,811	78,583	18,028	14
3-5 years								5
Less than 3 years								8
All years	81,725	60,300	68,712	97,611	105,000	82,950	18,967	58
Associate professor								
6 or more years	56,300	48,800	49,054	58,100	65,300	55,293	5,925	19
3-5 years	51,968	45,590	48,656	65,250	68,555	55,099	8,547	10
Less than 3 years								6
All years	52,943	47,300	49,054	58,100	65,800	54,821	7,032	35
Assistant professor								
3 or more years	46,200	39,420	42,563	48,122	49,079	45,229	3,563	13
Less than 3 years	44,000	32,569	36,396	46,088	48,565	41,606	5,972	21
All years	44,121	35,983	39,000	47,000	48,820	42,991	5,425	34
All ranks	57,500	41,100	47,075	78,050	99,510	64,133	22,189	129
EAST SOUTH CENTRAL(3 departments) (Insufficient <u>N</u>s of faculty)								
WEST SOUTH CENTRAL(5 departments) (Insufficient <u>N</u>s of faculty)								
MOUNTAIN(1 department) (Insufficient <u>N</u>s of faculty)								
PACIFIC(5 departments) (Insufficient <u>N</u>s of faculty)								

Source: 1998-99 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those 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 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. Salary statistics for Lecturers/Instructors are not provided, 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.

FACULTY SALARIES IN U.S. MASTER'S DEPARTMENTS OF PSYCHOLOGY

- Table 13. Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank: 1996-97 to 1998-99
- Table 14. Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank: 1996-97 to 1998-99
- Table 15. Distribution of 1998-99 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank
- Table 16. 1998-99 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank
- Table 17. 1998-99 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Type of Department, Rank, and Years in Rank
- Table 18. 1998-99 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Region, Rank, and Years in Rank
- Table 19. 1998-99 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Type of Institution, Rank, and Years in Rank
- Table 20. 1998-99 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Years Since Doctorate



TABLE 13
Changes in Average Salaries of Full-time Faculty in U.S. Master's
Departments of Psychology by Rank: 1996-97 to 1998-99

	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	All ranks
U.S. Master's Departments					
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
1998-99 (106 departments)	\$61,493 N=591	\$47,546 N=364	\$39,631 N=367	a N=8	\$51,470 N=1,330
Percent change in monetary salary					
1996-97 to 1997-98	+2.8%	+3.5%	+1.7%	+4.4%	+3.0%
1997-98 to 1998-99	+2.3%	+1.0%	+2.8%	a	+1.8%
Percent change in real terms					
1996-97 to 1997-98	+0.6%	+1.3%	-0.5%	+2.2%	+0.8%
1997-98 to 1998-99	+0.7%	-0.6%	+1.2%	a	+0.2%
All U.S. Departments					
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
1998-99 (372 departments)	\$73,708 N=3,030	\$52,444 N=1,790	\$43,299 N=1,536	\$38,385 N=63	\$60,155 N=6,419
Percent change in monetary salary					
1996-97 to 1997-98	+4.0%	+3.0%	+3.2%	+4.5%	+3.6%
1997-98 to 1998-99	+2.7%	+2.8%	+3.4%	+2.5%	+2.6%
Percent change in real terms					
1996-97 to 1997-98	+1.8%	+0.8%	+1.0%	+2.3%	+1.4%
1997-98 to 1998-99	+1.1%	+1.2%	+1.8%	+0.9%	+1.0%

Source: 1997-98 and 1998-99 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 2.2% for the period from September 1996 to September 1997 and 1.6% for the period from September 1997 to September 1998.

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

TABLE 14
Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology
by Rank and Years in Rank: 1996-97 to 1998-99

	Full Professor				Associate Professor			Assistant Professor	
	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
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
1998-99 (106 departments)	\$64,894 N=286	\$60,637 N=137	\$57,876 N=85	\$54,889 N=83	\$49,741 N=134	\$47,276 N=98	\$45,519 N=132	\$40,833 N=168	\$38,616 N=199
Percentage change in monetary salary									
1996-97 to 1997-98	+0.7%	+3.1%	+5.1%	+3.7%	+1.3%	+4.4%	+6.6%	+1.9%	+2.4%
1997-98 to 1998-99	+3.4%	+3.3%	+1.1%	+0.7%	+2.4%	+0.8%	+0.3%	+2.2%	+3.2%
Percentage change in real terms									
1996-97 to 1997-98	-1.5%	+0.9%	+2.9%	+1.5%	-0.9%	+2.2%	+4.4%	-0.3%	+0.2%
1997-98 to 1998-99	+1.8%	+1.7%	-0.5%	-0.9%	+0.8%	-0.8%	-1.3%	+0.6%	+1.6%

Source: 1997-98 and 1998-99 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 2.2% for the period from September 1996 to September 1997 and 1.6% for the period from September 1997 to September 1998.

TABLE 15
Distribution of 1998-99 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						Assoc. 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
\$79,000 or more	7	5	2	2							
78,000-78,999	2	2	2	1							
77,000-77,999	2	6	7	5	1	1					
76,000-76,999					1						
75,000-75,999			2	1	1						
\$74,000-74,999		1		3	3	2					
73,000-73,999		2	2	2	1						
72,000-72,999	1	1	1		1						
71,000-71,999	2	4	1	3	1						
70,000-70,999		2	1				1				
\$69,000-69,999	2	4	8	2	1		2				
68,000-68,999	2	3	5	9	5						
67,000-67,999	1	5	1	6							
66,000-66,999	19	26	25	16	4						
65,000-65,999		8	2	2	2		5				
\$64,000-64,999		1	4	1	3	3			3		
63,000-63,999	1	1	4	5	1	2			1		
62,000-62,999	3	2	2	5	1	1		1			
61,000-61,999	4	5	3	3	1	3	3	3	3		
60,000-60,999	1		4	6	7	4	3	1	1		
\$59,000-59,999		3	4	3	4	7	3	1			
58,000-58,999	1	6	4	5	3	3	2	1	1	1	
57,000-57,999		7	5	4	3	10	2				
56,000-56,999		2	4	7	3	3	2	2			
55,000-55,999	1	1	7	4	2	4	2	4	3		
\$54,000-54,999	1	3	7	5	1	2	1	4	2		
53,000-53,999		1	6	11	5	4	7	4	2	4	1
52,000-52,999		2	4	2	1	2	15	5	2	1	
51,000-51,999		2	2	3	6	7	7	3	8		
50,000-50,999			1	3	6	3	6	6	6	3	1
\$49,000-49,999		1	3	6	4	8	4	2	3	2	
48,000-48,999		1	2	3		1	9	2	3	2	2
47,000-47,999			1	1	2	3	7	2	4	6	2
46,000-46,999			1	1	5	2	9	4	6	4	1
45,000-45,999		1		2	2	3	7	8	14	9	4
\$44,000-44,999		1			1	1	9	7	9	7	9
43,000-43,999				3	1		6	14	10	13	12
42,000-42,999					1	2	3	3	11	10	7
41,000-41,999						1	6	3	12	9	8
40,000-40,999				1		1	3	6	4	18	13
\$39,000-39,999							2	8	6	19	21
38,000-38,999					1		4		5	11	28
37,000-37,999							2	3	3	13	25
36,000-36,999							1	1	8	8	23
35,000-35,999							1			11	14
\$34,000-34,999									1	9	16
33,000-33,999				1						4	4
32,000-32,999									1	1	3
31,000-31,999										2	1
30,000-30,999											1
Less than 30,000										1	3

Source: 1998-99 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

TABLE 16
1998-99 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								
24 or more years	66,444	61,328	66,444	71,959	85,732	69,494	9,199	50
18-23 years	66,444	54,370	58,993	68,608	77,889	65,237	8,356	109
12-17 years	63,408	52,406	55,554	67,482	75,537	62,789	8,115	127
6-11 years	60,656	49,407	53,771	66,907	73,640	60,637	9,220	137
3-5 years	57,700	46,500	50,822	64,991	71,408	57,876	9,123	85
Less than 3	55,068	46,055	49,610	59,421	62,655	54,889	7,070	83
All years	61,320	49,692	54,493	66,444	73,985	61,493	9,425	591
Associate professor								
11 or more years	50,724	40,890	44,717	53,482	61,692	50,352	7,845	84
6-10 years	47,127	42,561	44,585	52,764	60,123	48,714	6,242	50
3-5 years	45,265	39,810	43,020	52,491	55,382	47,276	6,342	98
Less than 3	44,443	37,675	41,260	49,214	54,448	45,519	6,659	132
All years	46,023	39,555	42,554	52,214	57,304	47,546	7,043	364
Assistant professor								
3 or more years	40,269	34,509	37,427	43,650	47,664	40,833	4,948	168
Less than 3	38,007	34,356	36,048	40,692	44,000	38,616	3,873	199
All years	39,000	34,500	36,500	42,507	45,625	39,631	4,529	367

Source: 1998-99 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 and counseling psychology departments). All salaries are 9-10-month salaries. No statistics are provided where the N of faculty is less than 10.

TABLE 17
1998-99 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology
by Type of Department, Rank, and Years in Rank

Rank and Years In Rank		Percentiles				Mean	SD	N
		Median	10%	25%	75%			
PSYCHOLOGY (95 departments)								
Full professor								
12 or more years	66,444	54,037	58,630	68,473	77,889	65,065	8,678	277
6-11 years	60,621	49,689	53,800	67,027	73,640	60,677	9,159	128
3-5 years	57,842	46,842	51,077	65,108	71,167	58,123	8,865	80
Less than 3 years	55,119	46,277	49,704	59,366	62,472	54,903	6,435	76
All years	61,549	49,870	54,644	66,484	73,857	61,698	9,312	561
Associate professor								
6 or more years	48,955	41,155	44,680	53,426	60,385	49,841	7,316	130
3-5 years	45,265	39,948	43,227	52,525	55,225	47,337	6,169	92
Less than 3 years	44,443	38,240	41,373	49,194	53,336	45,345	6,084	120
All years	46,105	39,784	42,775	52,200	56,485	47,590	6,859	342
Assistant professor								
3 or more years	40,538	35,511	37,642	43,830	47,759	41,056	4,904	161
Less than 3 years	38,010	34,500	36,081	40,692	43,584	38,623	3,562	183
All years	39,102	34,580	36,717	42,577	45,482	39,762	4,408	344
All ranks	50,052	37,232	41,455	60,586	67,848	51,655	12,151	1,255

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

Source: 1998-99 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 9-10-month salaries. No statistics are provided where the N of faculty 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
1998-99 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 (95 departments)								
Full professor								
12 or more years	66,444	54,037	58,630	68,473	77,889	65,065	8,678	277
6-11 years	60,621	49,689	53,800	67,027	73,640	60,677	9,159	128
3-5 years	57,842	46,842	51,077	65,108	71,167	58,123	8,865	80
Less than 3 years	55,119	46,277	49,704	59,366	62,472	54,903	6,435	76
All years	61,549	49,870	54,644	66,484	73,857	61,698	9,312	561
Associate professor								
6 or more years	48,955	41,155	44,680	53,426	60,385	49,841	7,316	130
3-5 years	45,265	39,948	43,227	52,525	55,225	47,337	6,169	92
Less than 3 years	44,443	38,240	41,373	49,194	53,336	45,345	6,084	120
All years	46,105	39,784	42,775	52,200	56,485	47,590	6,859	342
Assistant professor								
3 or more years	40,538	35,511	37,642	43,830	47,759	41,056	4,904	161
Less than 3 years	38,010	34,500	36,081	40,692	43,584	38,623	3,562	183
All years	39,102	34,580	36,717	42,577	45,482	39,762	4,408	344
All ranks	50,052	37,232	41,455	60,586	67,848	51,655	12,151	1,255
NEW ENGLAND (4 departments) (Insufficient <u>N</u>s of faculty)								
MID ATLANTIC (13 departments)								
Full professor								
12 or more years	77,889	54,685	69,350	77,899	84,404	73,496	11,118	30
6-11 years								8
3-5 years	68,125	49,251	57,984	74,180	76,009	65,542	10,128	14
Less than 3 years								3
All years	74,180	53,082	61,549	77,889	78,513	70,286	11,114	55
Associate professor								
6 or more years	53,123	41,570	46,080	59,289	65,000	52,941	7,903	18
3-5 years	51,800	42,366	47,969	60,271	61,028	52,518	6,826	12
Less than 3 years	51,463	40,131	47,937	57,430	61,028	51,668	7,216	12
All years	52,659	42,699	47,486	58,122	61,028	52,456	7,256	42
Assistant professor								
3 or more years	44,698	39,284	41,000	49,500	52,811	45,174	5,216	30
Less than 3 years	39,339	36,100	37,574	43,130	45,000	40,112	3,282	17
All years	43,300	37,015	39,339	46,421	50,207	43,343	5,191	47
All ranks	52,876	39,339	44,198	68,000	77,889	55,933	14,560	146
EAST NORTH CENTRAL (9 departments)								
Full professor								
12 or more years	61,697	53,791	58,320	65,756	67,952	62,322	7,474	30
6-11 years	59,293	53,620	54,767	66,998	73,145	61,207	7,495	12
3-5 years	51,854	49,219	50,790	53,000	59,925	53,016	3,613	10
Less than 3 years	51,660	49,055	49,986	55,170	60,777	52,912	4,022	11
All years	58,320	50,055	53,088	63,279	67,453	58,989	7,696	63
Associate professor								
6 or more years	49,362	42,102	45,910	53,816	59,755	50,171	5,972	12
3-5 years								3
Less than 3 years	44,496	41,147	42,147	53,405	61,154	47,539	7,170	11
All years	47,884	40,982	42,516	53,405	58,185	48,394	6,488	26
Assistant professor								
3 or more years	38,633	33,404	36,648	40,171	40,750	37,706	3,697	14
Less than 3 years	38,000	35,046	36,081	39,140	42,157	37,913	2,695	30
All years	38,004	34,904	36,186	39,356	41,573	37,847	3,007	44
All ranks	49,986	36,500	39,253	58,320	64,933	49,777	11,357	134

(continued)

TABLE 18 (continued)
1998-99 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
WEST NORTH CENTRAL (6 departments) (Insufficient Ns of faculty)								
SOUTH ATLANTIC (17 departments)								
Full professor								
12 or more years	60,957	52,206	54,644	68,385	80,000	63,255	10,338	38
6-11 years	56,827	49,226	53,133	63,812	68,683	58,723	8,650	25
3-5 years	51,448	47,491	50,028	60,425	66,672	54,987	7,925	14
Less than 3 years								8
All years	56,827	49,090	51,687	66,202	72,400	59,346	9,935	85
Associate professor								
6 or more years	46,856	38,880	44,491	52,357	61,624	48,855	8,249	28
3-5 years	44,990	37,416	40,211	46,467	51,566	44,331	4,572	11
Less than 3 years	42,396	36,831	38,292	45,294	46,841	42,203	4,512	24
All years	45,000	37,195	41,145	47,905	53,580	45,531	7,077	63
Assistant professor								
3 or more years	42,170	38,292	40,125	44,090	47,102	42,533	3,509	34
Less than 3 years	37,724	34,500	36,120	40,500	43,200	38,435	3,321	35
All years	40,297	36,000	37,598	43,111	45,625	40,454	3,969	69
All ranks	46,242	37,244	40,880	55,161	66,700	49,328	11,250	217
EAST SOUTH CENTRAL (10 departments)								
Full professor								
12 or more years	61,068	56,741	57,571	66,750	74,567	63,197	7,165	23
6-11 years	56,741	51,996	53,800	60,096	64,254	57,067	6,246	15
3-5 years								6
Less than 3 years								8
All years	57,759	51,736	56,661	63,848	67,696	59,442	7,078	52
Associate professor								
6 or more years	46,148	37,800	41,280	51,246	55,116	47,106	8,663	14
3-5 years	43,931	40,819	43,204	45,288	46,392	44,027	1,815	19
Less than 3 years	41,879	40,759	41,245	42,844	45,178	42,140	1,891	14
All years	43,676	40,632	41,500	45,468	50,661	44,382	5,230	47
Assistant professor								
3 or more years	36,690	35,342	35,902	39,052	43,404	38,165	4,028	24
Less than 3 years	36,099	33,506	34,147	37,429	40,281	36,326	2,287	20
All years	36,293	33,969	35,574	38,533	41,285	37,329	3,442	44
All ranks	43,931	35,902	38,316	56,741	63,117	47,688	10,858	143
WEST SOUTH CENTRAL (12 departments)								
Full professor								
12 or more years	54,829	50,998	53,202	62,080	65,722	56,846	5,321	12
6-11 years	52,050	47,879	49,877	53,855	56,893	52,063	3,346	13
3-5 years	51,364	39,720	43,988	55,352	70,973	52,152	9,909	11
Less than 3 years								7
All years	52,868	45,147	49,849	55,352	60,380	53,110	6,591	43
Associate professor								
6 or more years	43,065	38,758	39,986	47,189	50,620	43,636	4,165	10
3-5 years	41,081	36,489	39,494	44,500	45,188	41,395	2,917	10
Less than 3 years	40,778	36,000	38,831	44,168	45,593	41,134	3,624	13
All years	41,040	37,744	39,399	44,517	47,202	41,971	3,668	33
Assistant professor								
3 or more years	36,712	33,475	35,100	38,934	40,240	37,063	3,268	15
Less than 3 years	34,850	34,126	34,500	37,227	38,110	35,764	2,886	15
All years	35,750	33,540	34,500	38,072	40,156	36,413	3,101	30
All ranks	43,954	34,500	37,898	51,350	55,352	44,677	8,756	108

(continued)

TABLE 18 (continued)
1998-99 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
MOUNTAIN (6 departments) (Insufficient <u>N</u>s of faculty)								
PACIFIC (18 departments)								
Full professor								
12 or more years	66,444	58,047	66,444	68,076	71,330	66,185	6,014	121
6-11 years	66,444	48,333	63,166	68,000	71,376	63,310	9,432	38
3-5 years	60,480	57,696	58,856	66,444	68,000	61,715	4,876	19
Less than 3 years	57,696	46,110	55,000	60,480	63,400	57,356	5,357	18
All years	66,444	55,000	61,956	67,118	69,910	64,384	7,164	196
Associate professor								
6 or more years	52,536	45,795	48,884	54,451	60,400	52,666	5,859	29
3-5 years	54,858	44,628	52,338	55,382	59,974	53,471	4,416	19
Less than 3 years	50,100	43,500	45,000	51,348	51,926	49,248	5,264	25
All years	51,926	43,925	48,398	54,858	60,056	51,705	5,546	73
Assistant professor								
3 or more years	41,807	35,487	39,799	45,672	47,804	42,291	4,794	24
Less than 3 years	40,596	36,327	38,352	42,612	44,628	40,434	3,145	34
All years	40,692	35,692	38,352	43,584	45,795	41,203	3,982	58
All ranks	59,088	40,692	47,844	66,444	69,708	57,312	11,205	329

Source: 1998-99 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those 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., counseling psychology departments). All salaries are 9-10-month salaries. No statistics are provided where the N of faculty is less than 10. Salary statistics for Lecturers/Instructors are not provided, 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
1998-99 Salaries for Full-time Faculty in U.S. Master's *Psychology* Departments
by Type of Institution, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
PUBLIC INSTITUTIONS (71 departments)								
Full professor								
12 or more years	66,444	54,560	59,445	68,076	77,770	64,864	7,590	242
6-11 years	60,341	49,435	53,582	66,444	71,895	60,404	9,090	110
3-5 years	58,420	49,088	51,571	65,833	72,400	58,918	8,688	66
Less than 3 years	55,000	46,110	49,514	58,039	62,472	54,630	6,523	69
All years	61,837	49,986	54,768	66,444	72,900	61,601	8,755	487
Associate professor								
6 or more years	48,583	41,485	44,680	52,536	59,577	49,636	7,192	103
3-5 years	45,186	39,872	42,593	52,200	55,068	46,909	6,190	72
Less than 3 years	44,534	38,969	41,853	49,194	53,405	45,573	5,719	108
All years	45,925	39,954	42,775	51,348	55,529	47,392	6,628	283
Assistant professor								
3 or more years	40,559	35,434	37,500	43,778	47,664	40,963	4,711	118
Less than 3 years	38,091	34,500	36,081	40,692	43,584	38,653	3,537	154
All years	39,038	34,505	36,525	42,455	45,332	39,655	4,238	272
All ranks	50,207	37,373	41,969	61,086	67,312	51,906	11,929	1,048
PRIVATE (24 departments)								
Full professor								
12 or more years	64,890	48,624	54,642	75,795	92,116	66,460	14,165	35
6-11 years	63,865	49,758	55,624	68,683	73,950	62,346	9,667	18
3-5 years	53,000	44,368	46,740	61,750	68,325	54,376	9,043	14
Less than 3 years								7
All years	59,965	48,313	53,919	69,000	77,674	62,335	12,425	74
Associate professor								
6 or more years	51,180	40,188	44,016	56,378	61,445	50,624	7,866	27
3-5 years	49,704	40,835	43,931	53,885	57,738	48,875	5,993	20
Less than 3 years	41,791	34,196	36,065	49,313	57,893	43,294	8,786	12
All years	49,500	38,000	42,436	53,900	59,974	48,540	7,867	59
Assistant professor								
3 or more years	40,538	35,812	37,800	44,000	48,255	41,312	5,451	43
Less than 3 years	38,000	34,000	36,326	40,921	44,200	38,465	3,754	29
All years	39,298	35,000	37,112	43,238	46,235	40,165	5,011	72
All ranks	47,443	36,401	40,000	58,000	68,385	50,385	13,177	207

Source: 1998-99 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those 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., counseling psychology departments). All salaries are 9-10-month salaries. No statistics are provided where the N of faculty is less than 10. Salary statistics for Lecturers/Instructors are not provided, 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
1998-99 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 (91 departments)								
35 years or more	66,444	53,946	61,383	71,736	78,513	66,455	11,986	28
30-34 years	66,440	48,837	57,008	69,708	78,513	63,980	11,426	85
25-29 years	60,657	46,480	53,170	66,444	70,000	60,088	9,574	226
20-24 years	55,499	44,016	49,758	65,295	68,916	56,644	9,909	167
17-19 years	54,990	43,000	48,100	61,600	68,683	55,404	9,885	76
14-16 years	50,028	40,063	44,760	58,278	66,728	51,938	10,084	87
11-13 years	47,844	40,046	43,931	53,460	59,899	48,922	7,340	103
8-10 years	43,966	37,755	40,982	48,984	54,752	45,486	6,989	106
6-7 years	40,833	36,000	38,000	43,920	47,664	41,283	4,837	95
4-5 years	40,507	34,450	37,500	43,353	48,087	40,824	5,524	72
2-3 years	37,455	33,642	35,721	40,411	42,617	37,966	4,038	74
0-1 year	37,434	34,500	35,692	39,756	43,584	38,191	3,607	59

Source: 1998-99 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

Note. Included in this table are only those 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., counseling psychology departments). All salaries are 9-10-month salaries.

FACULTY SALARIES IN CANADIAN GRADUATE DEPARTMENTS OF PSYCHOLOGY

- Table 21. Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank: 1996-97 to 1998-99
- Table 22. Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank and Years in Rank: 1996-97 to 1998-99
- Table 23. Distribution of 1997-98 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank
- Table 24. 1998-99 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank
- Table 25. 1998-99 Salaries for Full-time Faculty in Canadian Doctoral Departments by Years Since Doctorate

TABLE 21
Changes in Average Salaries of Full-time Faculty in Canadian
Departments of Psychology by Rank: 1996-97 to 1998-99

	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	All ranks
All Canadian Departments					
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
1998-99 (17 departments)	\$87,817 N=234	\$71,606 N=192	\$53,400 N=65	a N=2	\$76,794 N=494
Percentage change in monetary salary					
1996-97 to 1997-98	+4.9%	+3.6%	+3.8%	a	+6.8%
1997-98 to 1998-99	+0.3%	+2.6%	+5.2%	a	-0.5%
Percentage change in real terms					
1996-97 to 1997-98	+3.3%	+2.0%	+2.2%	a	+5.2%
1997-98 to 1998-99	-0.4%	+1.9%	+4.5%	a	-1.2%

Source: 1997-98 and 1998-99 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 1.6% for the period from September 1996 to September 1997 and 0.7% for the period from September 1997 to September 1998.

^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: 1996-97 to 1998-99

	Full Professor				Associate Professor			Assistant Professor	
	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
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
1998-99 (17 departments)	\$94,854 N=108	\$84,372 N=66	\$80,763 N=27	\$77,445 N=33	\$76,204 N=126	\$64,647 N=31	\$61,217 N=35	\$54,354 N=39	\$51,969 N=26
Percentage change in monetary salary									
1996-97 to 1997-98	+3.0%	+2.6%	+10.3%	+14.1%	+5.0%	+4.3%	+5.1%	+3.7%	+8.3%
1997-98 to 1998-99	-0.5%	+0.0%	+0.9%	-1.6%	+1.6%	+1.2%	+2.4%	+3.9%	+2.2%
Percentage change in real terms									
1996-97 to 1997-98	+1.4%	+1.0%	+8.7%	+12.5%	+3.4%	+2.7%	+3.5%	+2.1%	+6.7%
1997-98 to 1998-99	-1.2%	-0.7%	+0.2%	-2.3%	+0.9%	+0.5%	+1.7%	+3.2%	+1.5%

Source: 1997-98 and 1998-99 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 1.6% for the period from September 1996 to September 1997 and 0.7% for the period from September 1997 to September 1998.

TABLE 23
Distribution of 1998-99 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

11-12-month salary	Full Professor						Assoc. 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	5	1	1	3							
105,000-109,999	1	2	2								
100,000-104,999	3	8	6	1	1		1				
95,000-99,999	2	13	11	3	1	3	3				
90,000-94,999		7	10	7	1		7				
85,000-89,999		8	13	11	7	3	15				
80,000-84,999	1	1	6	18	5	7	7	1			
\$79,000-79,999		1	2		1	3	2				
78,000-78,999		1	1	1		1	14	1			
77,000-77,999				2	1	2	12	1			
76,000-76,999				2	1	1	3				
75,000-75,999				2			4		1		
\$74,000-74,999				3		1	4	1			
73,000-73,999				2	1		8	1			
72,000-72,999				6	2		7		2		
71,000-71,999					2		6	2			
70,000-70,999				2	3	5	6				
\$69,000-69,999					1		2		2		
68,000-68,999				1			3	3	1	1	
67,000-67,999							2	1	1		
66,000-66,999			1	1		2	5		2		
65,000-65,999						1	1	1	2	1	
\$64,000-64,999						1	1	1	1		
63,000-63,999							3	5	1	3	
62,000-62,999								3	2		
61,000-61,999						1		1	3	1	1
60,000-60,999							4	2	2	2	
\$59,000-59,999							2		1	1	1
58,000-58,999							1	1	4	1	1
57,000-57,999							1	1		3	3
56,000-56,999						1	2	2	2	1	
55,000-55,999									2	2	2
\$54,000-54,999									2	3	1
53,000-53,999									1	3	2
52,000-52,999									2	3	3
51,000-51,999										4	1
50,000-50,999										1	1
\$49,000-49,999										2	2
48,000-48,999										1	3
47,000-47,999										1	2
46,000-46,999										1	2
Less than \$46,000										3	

Source: 1998-99 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

TABLE 24
1998-99 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	105,491	88,797	99,689	114,498	122,059	106,177	11,446	12
18-23 years	95,000	85,857	88,663	100,000	104,216	95,356	8,499	42
12-17 years	91,811	83,257	85,804	99,541	103,687	92,085	8,624	53
6-11 years	83,213	72,472	75,672	87,776	97,807	84,281	12,281	65
3-5 years	80,096	70,000	72,120	85,880	92,552	80,763	8,751	27
Less than 3	78,949	64,724	70,244	82,768	92,801	77,813	10,357	32
All years	85,857	72,080	79,785	96,000	103,595	87,916	12,510	231
Associate professor								
6 or more	76,371	63,727	70,794	81,746	88,891	76,204	9,373	126
3-5 years	63,737	57,595	61,494	70,551	77,600	66,002	6,772	28
Less than 3	61,418	54,642	56,862	66,025	70,180	61,755	6,138	34
All years	72,109	58,355	63,484	78,393	87,257	72,072	10,410	188
Assistant professor								
3 or more years	53,858	46,312	51,208	58,825	63,042	54,655	5,838	38
Less than 3	52,000	47,205	48,000	55,500	58,392	52,391	4,333	25
All years	53,412	46,937	49,755	57,369	61,005	53,756	5,372	63

Source: 1998-99 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.

TABLE 25
1998-99 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 (16 departments)								
35 years or more	102,319	78,776	87,572	109,382	119,344	99,426	13,953	20
30-34 years	92,760	78,397	84,462	99,580	104,000	92,289	12,876	68
25-29 years	85,857	72,080	77,000	96,000	102,679	86,654	11,159	87
20-24 years	80,000	67,882	74,005	85,928	91,385	80,059	9,106	73
17-19 years	79,274	67,868	72,138	83,758	88,015	77,577	8,663	39
14-16 years	71,825	60,168	66,992	81,976	85,510	73,096	9,496	43
11-13 years	67,274	58,058	63,434	74,433	77,922	67,864	9,231	39
8-10 years	61,873	52,102	56,780	66,843	72,806	62,532	9,673	33
6-7 years	56,069	49,240	52,146	61,051	64,133	56,636	5,641	21
4-5 years	56,051	50,866	53,476	59,915	71,933	57,328	7,331	24
2-3 years	51,000	45,769	47,747	54,072	66,318	53,154	8,766	13
0-1 year								6

Source: 1998-99 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 reported where the N of faculty is less than 10.

**OTHER SALARIES AND BENEFITS FOR SPECIFIC FACULTY POSITIONS
IN U.S. AND CANADIAN GRADUATE DEPARTMENTS OF PSYCHOLOGY**

- Table 26. 1998-99 Starting Salaries and Expected 1999-2000 Starting Salaries for Faculty in U.S. and Canadian Graduate Departments of Psychology
- Table 27. 1998-99 Salaries and Benefits for Department Chairs in U.S. and Canadian Graduate Departments of Psychology
- Table 28. Salary Raises and Decreases for Faculty in U.S. Graduate Departments of Psychology, by Geographic Region
- Table 29. Determinants of Salary Raises for Faculty in U.S. Graduate Departments of Psychology, by Geographic Region
- Table 30. 1998-99 Salaries for Full-time Faculty in U.S. Doctoral and Master's Departments of Psychology by Gender, Rank, and Years in Rank
- Table 31. 9-10-Month Salaries and Benefits for Selected Administrative Positions in U.S. Doctoral Departments of Psychology: 1998-99
- Table 32. Average Fees Paid Adjunct Faculty Per Course Taught in U.S. Graduate Departments of Psychology: 1998-99

TABLE 26
1998-99 Starting Salaries and Expected 1999-2000 Starting Salaries for Faculty in U.S. and Canadian
Departments of Psychology

		U.S. Departments ^a						Canadian
		Doctoral			Master's			Doctoral
		Public	Private	All	Public	Private	All	Depts ^b
Average starting salary in 1998-99 for a new faculty member who was a new doctorate recipient:								
	Median	\$42,000	\$42,768	\$42,000	\$36,250	*	\$36,500	*
	25%	\$39,000	\$40,000	\$39,000	\$34,500	*	\$35,000	*
	75%	\$45,500	\$45,500	\$45,500	\$39,000	*	\$39,000	*
	Mean	\$41,987	\$42,744	\$42,176	\$36,820	*	\$36,925	*
	S.D.	3,843	5,225	4,204	3,005	*	2,921	*
	N	54	18	72	30	7	37	4
Comparison with 1997-98 starting salaries:								
	Mean in 1997-98:	\$40,709	\$38,969	\$40,361	\$35,825	*	\$36,069	*
	Mean in 1998-99:	\$41,987	\$42,744	\$42,176	\$36,820	*	\$36,925	*
	Percentage change in monetary salary:	+3.1%	+9.7%	+4.5%	+2.8%	*	+2.4%	*
	Percentage change in real terms:	+1.5%	+8.1%	+2.9%	+1.2%	*	+0.8%	*
Expected salary offered to a new doctorate recipient in 1999-2000:								
	Median	\$42,000	\$42,000	\$42,000	\$37,500	\$36,000	\$37,000	45,000
	25%	\$39,000	\$36,578	\$38,000	\$35,000	\$33,000	\$35,000	44,155
	75%	\$44,000	\$45,000	\$44,444	\$39,000	\$40,000	\$39,141	48,000
	Mean	\$41,530	\$40,984	\$41,347	\$37,224	\$35,971	\$36,889	46,457
	S.D.	4,217	5,297	4,603	3,028	4,197	3,404	4,415
	N	159	80	239	74	27	101	18
Expected salary offered to a new faculty with 2 years postdoctoral experience in 1999-2000:								
	Median	\$44,000	\$44,000	\$44,000	\$38,000	\$38,000	\$38,000	50,000
	25%	\$41,000	\$38,335	\$40,000	\$36,000	\$34,000	\$35,900	47,000
	75%	\$47,000	\$47,000	\$47,000	\$41,075	\$42,000	\$41,300	51,000
	Mean	\$43,736	\$43,171	\$43,545	\$38,700	\$37,153	\$38,341	50,115
	S.D.	4,784	5,680	5,100	3,562	4,517	3,835	4,561
	N	158	81	239	73	22	95	18

Source: 1997-98 and 1998-99 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 1997 to September 1998, the percentage change was 1.6% 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
1998-99 Salaries and Benefits for Department Chairs
in U.S. and Canadian Graduate Departments of Psychology

		U.S. Departments ^a						Canadian Doctoral Depts ^b
		Public	Doctoral Private	All	Public	Master's Private	All	
Salary of the department chair								
	Median	\$72,900	\$70,963	\$72,142	\$61,301	\$53,133	\$60,225	82,229
	25%	\$63,635	\$60,000	\$62,910	\$53,251	\$43,369	\$50,797	78,986
	75%	\$87,200	\$82,127	\$84,638	\$66,488	\$66,250	\$66,484	94,100
	Mean	\$76,198	\$73,475	\$75,326	\$60,828	\$53,820	\$58,826	87,310
	S.D.	17,642	20,161	18,490	9,543	12,890	11,011	11,884
	N	174	82	256	75	30	105	17
Comparison with 1997-98 chair salaries								
	Mean in 1997-98	\$74,842	\$74,840	\$74,841	\$60,277	\$53,673	\$58,516	\$87,040
	Mean in 1998-99	\$76,198	\$73,475	\$75,326	\$60,828	\$53,820	\$58,826	\$87,310
	Percentage change in monetary salary:	+1.8%	-1.8%	+0.6%	+0.9%	+0.3%	+0.5%	+0.3%
	Percentage change in real terms:	+0.2%	-3.4%	-1.0%	-0.7%	-1.3%	-1.1%	-0.4%
Benefits received by the department chair:								
	Assistant chair position (%)	43	21	36	22	7	17	35
	Tenure-track (%)	39	18	32	22	7	17	33
	Extra secretarial support (%)	60	60	60	41	33	39	65
	Extra grad assistants (%)	28	29	29	13	7	11	12
	Summer salary (%)	76	59	71	73	37	63	na
	Other stipend (%)	48	41	46	44	43	44	88
	Reduced teaching load (%)	87	85	86	99	80	93	76
	Other (%)	5	10	7	0	0	0	18

Source: 1997-98 and 1998-99 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 1997 to September 1998, the percentage change was 1.6% for the United States and 0.7% 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: 1998-99

	New England %	Middle Atlantic %	East North Central %	West North Central %	South Atlantic %	East South Central %	West South Central %	Mountain %	Pacific %
Doctoral departments									
Public									
Raises for all	71	85	94	79	90	82	59	92	84
Raises for some	14	10	6	16	10	12	35	8	11
No change	14	5	0	5	0	6	6	0	0
Private									
Raises for all	100	89	100	100	92	100	67	100	59
Raises for some	0	5	0	0	8	0	33	0	35
Salary decreases	0	5	0	0	0	0	0	0	0
No change	0	0	0	0	0	0	0	0	6
Master's departments									
Public									
Raises for all	100	90	100	86	91	100	64	83	25
Raises for some	0	10	0	0	0	0	9	17	31
No change	0	0	0	14	9	0	27	0	44
Private									
Raises for all	100	100	100	67	100	0	100	0	83
Raises for some	0	0	0	0	0	0	0	0	17
Salary decreases	0	0	0	0	0	100	0	0	0
No change	0	0	0	33	0	0	0	0	0

Source: 1998-99 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology.

Note. Information on salary increases and reductions pertains to those that were effective in 1998-99. 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: 1998-99

	New England %	Middle Atlantic %	East North Central %	West North Central %	South Atlantic %	East South Central %	West South Central %	Mountain %	Pacific %
Doctoral departments									
Public									
Promotion	43	40	59	53	38	47	53	46	63
Other merit increase	43	65	91	74	83	82	82	100	89
Standard adjustment	43	30	38	42	52	59	18	38	63
Union	71	60	29	5	17	0	0	8	11
Other raise	14	0	9	21	17	18	12	23	21
Private									
Promotion	55	37	43	33	31	50	33	0	41
Other merit increase	82	68	86	67	69	75	83	50	12
Standard adjustment	45	26	43	33	62	75	33	50	59
Union	0	16	0	0	0	0	0	0	6
Other raise	18	0	0	33	8	0	0	0	18
Master's departments									
Public									
Promotion	0	60	57	57	55	50	36	17	38
Other merit increase	0	40	57	57	91	90	45	83	31
Standard adjustment	0	40	57	29	45	70	45	83	25
Union	100	90	57	29	18	0	0	0	25
Other raise	0	0	0	0	0	10	9	33	0
Private									
Promotion	0	50	50	0	33	0	0	0	33
Other merit increase	100	63	75	33	50	0	100	0	17
Standard adjustment	100	100	75	33	100	0	0	0	67

Source: 1998-99 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology.

Note. Information on salary increases pertains to those that were effective in 1998-99. Percentages are column percentages and do not sum to 100% given that raises were often determined by multiple factors.

TABLE 30
1998-99 Salaries for Full-time Faculty in U.S. Doctoral and Master's Departments of Psychology
by Gender, Rank, and Years in Rank

	Full Professor				Associate Professor			Assistant Professor	
	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	77,050	72,890	67,968	65,300	54,004	52,245	50,355	45,161	43,999
Q1	66,096	62,564	60,451	56,950	48,236	47,331	45,421	41,659	41,000
Q3	91,579	83,423	77,068	77,786	59,971	56,806	55,618	49,390	46,763
Mean	80,707	75,136	70,136	68,861	54,998	53,338	51,127	46,298	44,196
SD	20,330	16,631	13,687	16,749	9,788	8,050	8,045	6,845	5,215
N	1,057	401	204	221	440	207	221	256	298
WOMEN									
Median	81,458	76,639	66,397	63,600	55,792	52,524	49,944	44,130	42,500
Q1	68,400	65,096	59,079	55,619	49,509	47,973	44,990	41,176	39,033
Q3	95,630	87,232	77,467	77,229	63,180	57,751	55,664	48,000	45,672
Mean	84,315	77,279	69,572	66,465	56,597	53,441	51,143	45,056	42,800
SD	21,469	16,271	14,092	13,952	9,756	7,671	8,501	5,888	5,533
N	158	157	108	123	202	157	198	273	338
Master's departments									
MEN									
Median	66,440	59,391	55,352	55,085	48,925	45,163	44,532	39,998	38,500
Q1	58,008	53,256	51,272	49,090	44,790	43,343	42,540	37,208	36,091
Q3	68,241	66,686	62,824	59,801	53,814	52,536	50,100	42,860	42,111
Mean	64,673	59,845	57,596	55,380	49,916	47,400	46,064	40,161	39,268
SD	8,781	9,372	9,024	7,888	7,462	6,404	5,661	4,329	3,970
N	242	99	53	50	85	50	56	75	92
WOMEN									
Median	66,444	63,408	59,932	55,068	48,984	45,378	43,920	40,408	38,000
Q1	61,327	56,741	49,134	50,060	44,332	42,019	40,833	37,452	36,000
Q3	69,708	68,000	66,444	57,831	52,536	51,679	47,880	44,254	40,411
Mean	66,104	62,701	58,362	54,143	49,437	47,146	45,042	41,369	38,037
SD	8,394	8,589	9,565	5,644	7,095	6,341	7,339	5,386	3,764
N	43	38	31	33	49	48	75	92	103

Source: 1998-99 Faculty Salary Surveys, APA Research Office and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Salaries 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: 1998-99

	Graduate Training	Undergrad Training	Clinical Training	Associate Chair
Full professor				
Median	\$74,116	\$70,632	\$71,573	\$74,045
Q1	\$62,587	\$59,965	\$61,152	\$65,888
Q3	\$84,960	\$78,725	\$78,000	\$81,384
Mean	\$74,745	\$70,670	\$72,569	\$78,839
SD	13,058	13,892	13,274	23,217
N	54	29	66	24
Benefits^a				
Extra secretarial support	56%	59%	52%	38%
Extra graduate assistants	19%	17%	15%	21%
Summer salary	28%	24%	39%	42%
Other stipend	15%	24%	24%	29%
Reduced teaching load	74%	83%	74%	71%
Other benefit	2%	3%	3%	4%
Associate professor				
Median	\$58,000	\$55,025	\$52,534	
Q1	\$48,367	\$49,198	\$47,614	
Q3	\$59,074	\$61,380	\$62,617	
Mean	\$54,428	\$55,262	\$55,337	
SD	6,654	7,931	9,642	
N	16	24	52	9
Benefits^a				
Extra secretarial support	25%	46%	52%	22%
Extra graduate assistants	13%	0%	21%	22%
Summer salary	6%	33%	27%	33%
Other stipend	19%	21%	23%	33%
Reduced teaching load	50%	54%	73%	67%
Other benefit	0%	0%	6%	0%

Source: 1998-99 Faculty Salary Survey, APA Research Office and Council of Graduate Departments of Psychology.

^aPercentages 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: 1998-99

	Amount faculty paid per course							
	Median	10%	25%	75%	90%	Mean	S.D.	N
Doctoral departments								
Public	\$3,000	\$1,766	\$2,400	\$3,875	\$5,190	\$3,263	1,404	150
Private	\$2,700	\$2,000	\$2,400	\$4,000	\$5,100	\$3,297	1,513	82
Psychology	\$3,000	\$1,800	\$2,500	\$4,000	\$5,700	\$3,550	1,561	147
Educational/ Counseling/School	\$2,700	\$1,770	\$2,250	\$3,000	\$3,500	\$2,719	786	46
Human Development								4
Professional School	\$2,225	\$1,680	\$2,000	\$2,500	\$2,715	\$2,213	386	24
Other	\$3,000	\$2,300	\$2,400	\$4,542	\$5,700	\$3,540	1,260	11
All	\$3,000	\$1,800	\$2,400	\$4,000	\$5,150	\$3,275	1,440	232
Master's departments								
Public	\$2,000	\$1,300	\$1,700	\$3,000	\$3,764	\$2,329	918	69
Private	\$2,010	\$1,450	\$1,800	\$2,625	\$4,000	\$2,388	971	29
Psychology	\$2,010	\$1,310	\$1,750	\$3,000	\$4,000	\$2,381	962	87
Educational/ Counseling/School	\$1,955	\$1,500	\$1,685	\$2,400	\$3,400	\$2,080	600	10
Other								1
All	\$2,000	\$1,350	\$1,750	\$3,000	\$3,764	\$2,346	930	98

Source: 1998-99 Faculty Salary Survey, 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 is less than 10.



APPENDIX A

Response Rates for Selected Subgroups: 1998-99 Survey of Graduate Departments of Psychology

APPENDIX A
Response Rates for Selected Subgroups:
1998-99 Survey of Faculty Salaries in Graduate Departments of Psychology

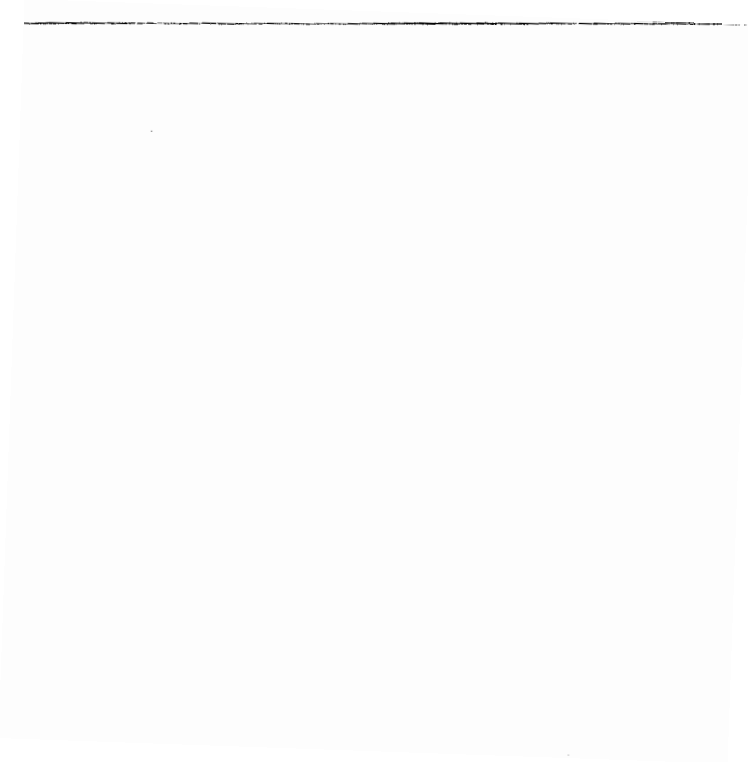
	U.S. Departments						Canadian Depts.	
	<u>Doctoral</u>			<u>Master's</u>			<u>Doctoral</u>	<u>Master's</u>
	<u>Public</u>	<u>Private</u>	<u>Total</u>	<u>Public</u>	<u>Private</u>	<u>Total</u>		
	(N=238) %	(N=149) %	(N=387) %	(N=148) %	(N=67) %	(N=215) %	(N=28) %	(N=5) %
Total	74	62	70	54	46	52	64	20
New England	78	52	60	33	20	25	na	na
Middle Atlantic	68	56	61	47	42	45	na	na
East North Central	80	67	75	39	67	46	na	na
West North Central	77	60	74	50	100	59	na	na
South Atlantic	74	62	70	46	67	51	na	na
East South Central	90	80	88	77	100	79	na	na
West South Central	63	86	68	58	20	50	na	na
Mountain	68	67	68	75	0	75	na	na
Pacific	73	65	69	64	43	56	na	na
Psychology	84	68	78	57	52	55	64	20
Educational/Counseling/ School Psychology	65	50	62	50	33	43	100	na
Human Development	33	50	38	.0	.0	.0	na	na
Professional	100	55	60	.0	.0	.0	na	na
Other	46	70	57	.0	20	10	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

