

**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     |
|-------------------------------------------|--------|--------|--------|--------|---------|--------|--------|-------|
| <b>ALL U.S. REGIONS (119 departments)</b> |        |        |        |        |         |        |        |       |
| <b>Full professor</b>                     |        |        |        |        |         |        |        |       |
| 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 |
| <b>Associate professor</b>                |        |        |        |        |         |        |        |       |
| 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   |
| <b>Assistant professor</b>                |        |        |        |        |         |        |        |       |
| 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 |
| <b>NEW ENGLAND (6 departments)</b>        |        |        |        |        |         |        |        |       |
| <b>Full professor</b>                     |        |        |        |        |         |        |        |       |
| 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    |
| <b>Associate professor</b>                |        |        |        |        |         |        |        |       |
| 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    |
| <b>Assistant professor</b>                |        |        |        |        |         |        |        |       |
| 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   |
| <b>MID ATLANTIC (11 departments)</b>      |        |        |        |        |         |        |        |       |
| <b>Full professor</b>                     |        |        |        |        |         |        |        |       |
| 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   |
| <b>Associate professor</b>                |        |        |        |        |         |        |        |       |
| 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    |
| <b>Assistant professor</b>                |        |        |        |        |         |        |        |       |
| 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   |
|--------------------------------------------|--------|--------|--------|--------|---------|--------|--------|-----|
| <b>EAST NORTH CENTRAL (23 departments)</b> |        |        |        |        |         |        |        |     |
| <b>Full professor</b>                      |        |        |        |        |         |        |        |     |
| 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 |
| <b>Associate professor</b>                 |        |        |        |        |         |        |        |     |
| 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 |
| <b>Assistant professor</b>                 |        |        |        |        |         |        |        |     |
| 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 |
| <b>WEST NORTH CENTRAL (11 departments)</b> |        |        |        |        |         |        |        |     |
| <b>Full professor</b>                      |        |        |        |        |         |        |        |     |
| 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 |
| <b>Associate professor</b>                 |        |        |        |        |         |        |        |     |
| 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  |
| <b>Assistant professor</b>                 |        |        |        |        |         |        |        |     |
| 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 |
| <b>SOUTH ATLANTIC (21 departments)</b>     |        |        |        |        |         |        |        |     |
| <b>Full professor</b>                      |        |        |        |        |         |        |        |     |
| 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 |
| <b>Associate professor</b>                 |        |        |        |        |         |        |        |     |
| 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 |
| <b>Assistant professor</b>                 |        |        |        |        |         |        |        |     |
| 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   |
|--------------------------------------------|--------|--------|--------|--------|---------|--------|--------|-----|
| <b>EAST SOUTH CENTRAL (11 departments)</b> |        |        |        |        |         |        |        |     |
| <b>Full professor</b>                      |        |        |        |        |         |        |        |     |
| 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 |
| <b>Associate professor</b>                 |        |        |        |        |         |        |        |     |
| 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  |
| <b>Assistant professor</b>                 |        |        |        |        |         |        |        |     |
| 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 |
| <b>WEST SOUTH CENTRAL (14 departments)</b> |        |        |        |        |         |        |        |     |
| <b>Full professor</b>                      |        |        |        |        |         |        |        |     |
| 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 |
| <b>Associate professor</b>                 |        |        |        |        |         |        |        |     |
| 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  |
| <b>Assistant professor</b>                 |        |        |        |        |         |        |        |     |
| 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 |
| <b>MOUNTAIN (10 departments)</b>           |        |        |        |        |         |        |        |     |
| <b>Full professor</b>                      |        |        |        |        |         |        |        |     |
| 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 |
| <b>Associate professor</b>                 |        |        |        |        |         |        |        |     |
| 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  |
| <b>Assistant professor</b>                 |        |        |        |        |         |        |        |     |
| 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> |
|---------------------------------|--------|--------|--------|---------|---------|--------|--------|----------|
| <b>PACIFIC (12 departments)</b> |        |        |        |         |         |        |        |          |
| <b>Full professor</b>           |        |        |        |         |         |        |        |          |
| 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      |
| <b>Associate professor</b>      |        |        |        |         |         |        |        |          |
| 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       |
| <b>Assistant professor</b>      |        |        |        |         |         |        |        |          |
| 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.