

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.