



College and University Counseling Center Salary Tables

Reporting period: July 1, 2016 through June 30, 2017

Peter LeViness, Ph.D.

Director, Counseling and Psychological Services
University of Richmond

Carolyn Bershad, Ph.D.

Director, Counseling and Student Development
SUNY Cortland

Kim Gorman, Ph.D.

Director, Counseling and Psychological Services
Western Carolina University

Table of Contents

Director Salary Tables	4
Director FTE Salary x School Size x Director Gender Identity	4
Director FTE Salary x School Size x Total Years of Professional Experience x Gender Identity.....	5
Director FTE Salary x School Size x Years of Experience as a Director (ONLY) x Gender Identity.....	6
Director FTE Salary x School Status x Gender Identity	7
Director FTE Salary x Race/Ethnicity x Gender Identity.....	8
Director FTE Salary x Years of Professional Experience x School Size x Gender Identity.....	9
Director FTE Salary x School Size x Years of Professional Experience.....	10
Director FTE Salary x Type of School x Years of Professional Experience	10
 Other Clinical Staff Employees	 11
Asst/Assoc. Director FTE Salary x School Size x Years of Professional Experience.....	11
Clinical Director FTE Salary x School Size x Years of Professional Experience.....	11
Training Director FTE Salary x School Size x Years of Professional Experience	12
Counselor with Doctorate FTE Salary x School Size x Years of Professional Exp.....	12
Counselor with A.B.D. FTE Salary x School Size x Years of Professional Experience	13
Counselor with M.A. / M.S. FTE Salary x School Size x Years of Professional Exp.....	13
Counselor with M.S.W. FTE Salary x School Size x Years of Professional Exp.....	14
Psychiatrist FTE Salary x School Size x Years of Professional Experience	14
Psychiatric NP FTE Salary x School Size x Years of Professional Experience	14
 Independent Contractor (IC) Hourly Rates	 15
Master's Level IC Hourly Rate x School Size x Years of Professional Experience	15
Psychiatrist IC Hourly Rate x School Size x Years of Professional Experience.....	15
Doctorate Level IC Hourly Rate x School Size x Years of Professional Experience	15
Psychiatric NP IC Hourly Rate x School Size x Years of Professional Experience.....	15
 Regional Salary Classification	 16
 REGIONAL SALARY TABLES.....	 17
Director FTE Salaries: Years of Professional Experience x Gender Identity x Region.....	17
Assistant/Associate Director FTE Salaries: Years of Professional Experience x Public/Private x Region	17
Clinical Director FTE Salaries: Years of Professional Experience x Public/Private x Region	17
Training Director FTE Salaries: Years of Professional Experience x Public/Private x Region.....	18
Counselor with Doctorate FTE Salaries: Years of Professional Experience x Public/Private x Region	18
All-But-Doctorate (A.B.D.) FTE Salaries: Years of Professional Experience x Public/Private x Region	18
M.A. / M.S. FTE Salaries: Years of Professional Experience x Public/Private x Region	19
M.S.W. FTE Salaries: Years of Professional Experience x Public/Private x Region	19
Psychiatrist FTE Salaries: Years of Professional Experience x Public/Private x Region	19

Psychiatric Nurse Practitioner (PNP) FTE Salaries: Years of Professional Experience x Public/Private x Region	20
Masters Level Independent Contractor Hourly Salary Rates: Years of Professional Experience x Public/Private x Region	20
Doctoral Level Independent Contractor Hourly Salary Rates: Years of Professional Experience x Public/Private x Region	20
Psychiatrist Independent Contractor Hourly Salary Rates: Years of Professional Experience x Public/Private x Region.....	21
Psychiatric Nurse Practitioner Independent Contractor Hourly Salary Rates: Years of Professional Experience x Public/Private x Region.....	21

Director Salary Tables

Director FTE Salary x School Size x Director Gender Identity

School Size	Director Gender Identity							
	Female				Male			
	Count	Mean Salary	Minimum Salary	Maximum Salary	Count	Mean Salary	Minimum Salary	Maximum Salary
Under 1,500	43	75,401	43,727	126,020	11	87,291	60,273	136,667
1,501 - 2,500	61	85,596	35,000	201,627	23	98,375	54,000	235,000
2,501 - 5,000	75	79,354	42,500	130,000	24	92,331	41,675	123,000
5,001 - 7,500	43	85,780	44,999	145,000	16	115,898	55,000	265,000
7,501 - 10,000	35	89,103	46,000	168,649	15	97,856	51,000	200,000
10,001 - 15,000	27	107,190	61,164	290,000	31	94,758	65,000	128,500
15,001 - 20,000	16	94,391	53,000	149,500	19	113,284	76,000	165,000
20,001 - 25,000	22	106,265	75,000	133,000	10	115,235	61,750	156,000
25,001 - 30,000	8	107,071	93,300	124,000	15	124,156	99,000	170,000
30,001 - 35,000	9	116,435	79,000	149,000	6	118,581	109,778	135,000
35,001 - 45,000	13	123,417	79,000	164,000	5	146,788	110,334	192,605
45,001 and over	7	123,417	106,000	136,600	7	157,473	113,587	209,569

Director FTE Salary x School Size x Total Years of Professional Experience x Gender Identity

School Size	Director FTE Salary by Institution Size by Total Years of Professional Experience* by Gender Identity									
	Female					Male				
	Total Years as a Director:					Total Years as a Director:				
	0-6	7-12	13-18	19-24	25+	0-6	7-12	13-18	19-24	25+
Under 1,500	64,451	79,652	77,607	61,543	81,545	80,810	98,470	71,400	98,811	67,500
1,501 - 2,500	63,059	88,359	79,371	90,342	105,893	69,000	75,320	92,000	85,544	128,117
2,501 - 5,000	70,714	72,866	81,544	75,483	89,933	64,225	80,123	89,101	103,167	99,814
5,001 - 7,500	75,895	63,500	94,644	86,469	94,267	105,000	105,062	89,225	95,270	143,086
7,501 - 10,000	97,500	79,774	70,423	84,695	109,904	71,625	68,639	126,605	89,978	115,500
10,001 - 15,000	89,000	87,400	131,791	104,450	126,829	75,333	86,203	103,313	104,704	91,197
15,001 - 20,000		83,800	92,786	114,500	106,379		90,846	112,635	130,600	119,538
20,001 - 25,000		90,542	110,741	113,844	108,575	115,000		117,867	109,250	118,667
25,001 - 30,000			107,055	106,100	108,550		105,520	129,897	133,594	125,884
30,001 - 35,000		79,000	99,750	130,850	123,904			114,706	115,000	120,444
35,001 – 45,000		94,333	125,750	120,000	144,793			165,303	110,334	146,500
45,001 and over			106,000	130,667	121,974			167,045		133,544

*NOTE: "Total Years of Professional Experience" includes ALL relevant professional experience, NOT just years as a director.

Director FTE Salary x School Size x Years of Experience as a Director (ONLY) x Gender Identity

School Size	Director FTE Salary by Institution Size by Years of Experience* as Director (ONLY) by Gender Identity									
	Female					Male				
	Total Years as a Director:					Total Years as a Director:				
	0-3	4-6	7-12	13-18	19+	0-3	4-6	7-12	13-18	19+
Under 1,500	78,218	69,813	77,456	76,576	58,576	88,382	70,909	100,000	67,500	124,000
1,501 - 2,500	77,725	87,115	84,206	86,947	118,513	75,000	102,927	125,437	120,037	95,913
2,501 - 5,000	73,772	78,603	76,878	97,329	93,251	73,541	110,830	92,619	83,347	102,669
5,001 - 7,500	74,284	97,245	83,650	113,213	88,698	108,005	55,000	76,579	129,000	171,151
7,501 - 10,000	79,197	82,663	94,764	104,336	104,000	86,243	127,719		107,514	72,200
10,001 - 15,000	95,977	102,955	115,700	125,658	111,750	88,006	96,718	101,397	106,516	71,079
15,001 - 20,000	88,625	81,612	131,067			93,664	120,181	117,871	135,000	111,933
20,001 - 25,000	97,964	98,815	115,844	112,089	118,000	112,200	100,917	107,000	125,000	156,000
25,001 - 30,000	110,500	93,300	107,100	97,165	117,000	99,900	145,000	121,827	108,321	133,314
30,001 - 35,000	92,833		142,000	119,570	126,700	114,706	124,000	114,000	109,778	135,000
35,001 – 45,000	113,184	102,586	163,500	160,000		165,303	110,334		175,000	118,000
45,001 and over	108,000	132,000	126,441	136,600		129,000	173,500	157,605	153,500	

*NOTE: "Years of Experience as a Director (ONLY)" includes ONLY experience in a Director position.

Director FTE Salary x School Status x Gender Identity

School Status	Director Gender Identity					
	Female			Male		
	Director Salary			Director Salary		
	Count	Mean	Median	Count	Mean	Range
Two-year community college	17	67,718	67,000	10	94,889	91,939
Art School only (e.g., Culinary, Music, Design)	6	77,694	77,708	1	110,000	110,000
Health Profession School only (e.g., Chiropractic, Nursing)	12	87,150	90,000	3	152,667	123,000
Science, Technology, Engineering & Math School only	5	98,600	95,000	2	108,302	108,302
Four-Year Public College	27	89,020	85,000	8	87,055	86,000
Four-Year Public University	119	98,236	96,000	73	112,642	107,370
Four-Year Private College	66	85,763	82,500	26	92,995	86,500
Four-Year Private University	100	88,249	78,500	53	109,607	105,000
Other	1	72,000	72,000	2	109,997	109,997
TOTAL	353	90,105	87,750	178	107,302	103,160

Director FTE Salary x Race/Ethnicity x Gender Identity

Race / Ethnicity	Director Gender Identity				
	Female		Male		
	Director Salary		Director Salary		TOTAL
	Count	Mean	Count	Mean	MEAN
American/Indian/Native American	3	85,667	2	79.000	83,000
Arab/Arab American	2	71,864	0		71,864
Asian/Asian American	14	107,401	8	130,527	115,811
Black/African American	42	98,011	4	93,375	97,608
Latino/Latina	12	107,016	11	118,550	112,533
Multiracial	2	80,000	2	100,917	90,458
White/Caucasian	277	87,530	154	105,401	93,915
Other	2	68,170	0		68,170
TOTAL	354	89,963	181	106,703	95,627

Director FTE Salary x Years of Professional Experience x School Size x Gender Identity

Years of Experience	PUBLIC College/University School Size					
	1-5000		5001-20000		20001+	
	Female	Male	Female	Male	Female	Male
0-3	62,179	70,000	84,740	88,461	105,349	123,412
4-6	68,057		84,751	103,967	108,153	135,722
7-12	82,100		99,983	97,691	129,970	131,678
13-18			104,287	102,987	119,357	144,205
19+	98,494		90,389	112,440	121,850	123,669

Years of Experience	PRIVATE College/University School Size					
	1-5000		5001-20000		20001+	
	Female	Male	Female	Male	Female	Male
0-3	76,455	81,596	80,822	102,693	110,000	
4-6	82,758	96,524	123,786	120,464		149,000
7-12	81,053	95,447	110,222	126,667		107,000
13-18	88,392	91,684	109,083	118,450		109,889
19+	96,320	99,637	103,349	265,000		156,000

Director FTE Salary x School Size x Years of Professional Experience

DIRECTOR FTE SALARY FOUR-YEAR PUBLIC COLLEGE / UNIVERSITY			
School Size Years of Experience	<5,001	5,001 – 20,000	>20,000
0-3	62,961	86,410	110,593
4-6	68,057	88,447	121,938
7-12	84,083	97,214	130,149
13-18		105,608	124,609
19+	98,494	103,252	123,062

DIRECTOR FTE SALARY FOUR-YEAR PRIVATE COLLEGE / UNIVERSITY			
School Size Years of Experience	<5,001	5,001 – 20,000	>20,000
0-3	77,767	95,761	110,000
4-6	87,109	122,578	149,000
7-12	85,516	114,963	107,000
13-18	89,176	113,767	109,889
19+	96,660	137,610	137,000

Director FTE Salary x Type of School x Years of Professional Experience

DIRECTOR FTE SALARY			
Yrs Exp. As Director	ART SCHOOLS (e.g. Culinary, Music, Design, etc.)	COMMUNITY COLLEGES	HEALTH PROFESSION and STEM SCHOOLS
0-3	86,150	66,448	92,950
4-6	60,000	72,661	87,500
7-12	70,417	79,426	124,075
13-18			95,000
19+	110,000	145,792	114,201

DIRECTOR FTE SALARY			
Yrs Exp. As Director	OTHER SCHOOLS		CANADIAN SCHOOLS
0-3	110,333		105,000
4-6	119,660		86,499
7-12			124,000
13-18			133,000
19+	72,000		115,500

Other Clinical Staff Employees

Asst/Assoc. Director FTE Salary x School Size x Years of Professional Experience

ASSISTANT OR ASSOCIATE DIRECTOR (AD) FTE SALARY <u>FOUR-YEAR PUBLIC COLLEGE / UNIVERSITY</u>			
	Size of Institution (Enrollment)		
Years of Experience	<5,001	5,001 – 20,000	>20,000
0-5	64,000	64,819	82,419
6-10	78,694	74,900	82,105
11-15		69,570	
16-20	58,388	79,720	89,350
21-25		65,263	93,182
26-30		83,872	116,787
Over 30			97,796

ASSISTANT OR ASSOCIATE DIRECTOR (AD) FTE SALARY <u>FOUR-YEAR PRIVATE COLLEGE / UNIVERSITY</u>			
	Size of Institution (Enrollment)		
Years of Experience	<5,001	5,001 – 20,000	>20,000
0-5	67,279	80,774	76,149
6-10	75,589	96,165	81,201
11-15	86,021	80,918	
16-20	81,478	95,281	
21-25	75,395	178,356	87,415
26-30	54,737	91,896	
Over 30	102,632	129,382	

Clinical Director FTE Salary x School Size x Years of Professional Experience

CLINICAL DIRECTOR (CD) FTE SALARY <u>FOUR-YEAR PUBLIC COLLEGE / UNIVERSITY</u>			
	Size of Institution (Enrollment)		
Years of Experience	<5,001	5,001 – 20,000	>20,000
0-5		72,147	88,722
6-10	79,380	80,796	79,918
11-15		72,723	88,561
16-20		80,146	86,726
21-25	45,600	134,333	90,923
26-30		125,000	99,504
Over 30		110,000	

CLINICAL DIRECTOR (CD) FTE SALARY <u>FOUR-YEAR PRIVATE COLLEGE / UNIVERSITY</u>			
	Size of Institution (Enrollment)		
Years of Experience	<5,001	5,001 – 20,000	>20,000
0-5	61,472	82,000	
6-10		75,153	
11-15	77,600	88,000	100,000
16-20	57,998	95,685	
21-25	78,154	99,395	
26-30	83,114		
Over 30	58,047	93,764	

Training Director FTE Salary x School Size x Years of Professional Experience

TRAINING DIRECTOR (TD) FTE SALARY FOUR-YEAR <u>PUBLIC</u> COLLEGE / UNIVERSITY			
	Size of Institution (Enrollment)		
Years of Experience	<5,001	5,001 – 20,000	>20,000
0-5		74,220	78,435
6-10	74,339	66,611	77,807
11-15		74,273	84,817
16-20		93,406	84,891
21-25		68,499	89,275
26-30		96,300	96,286
Over 30			116,250

TRAINING DIRECTOR (TD) FTE SALARY FOUR-YEAR <u>PRIVATE</u> COLLEGE / UNIVERSITY			
	Size of Institution (Enrollment)		
Years of Experience	<5,001	5,001 – 20,000	>20,000
0-5	61,000	88,965	92,392
6-10	102,071	81,987	78,069
11-15	70,000	95,408	92,000
16-20	81,000	90,406	
21-25	134,333	94,800	
26-30		97,655	
Over 30		96,920	

Counselor with Doctorate FTE Salary x School Size x Years of Professional Exp.

COUNSELOR WITH DOCTORATE FTE SALARY FOUR-YEAR <u>PUBLIC</u> COLLEGE / UNIVERSITY			
	Size of Institution (Enrollment)		
Years of Experience	<5,001	5,001 – 20,000	>20,000
0-5	67,151	66,444	64,114
6-10	69,375	67,479	71,546
11-15		83,118	79,329
16-20		108,415	98,934
21-25		111,888	78,237
26-30		83,396	84,942
Over 30		87,400	98,148

COUNSELOR WITH DOCTORATE FTE SALARY FOUR-YEAR <u>PRIVATE</u> COLLEGE / UNIVERSITY			
	Size of Institution (Enrollment)		
Years of Experience	<5,001	5,001 – 20,000	>20,000
0-5	66,888	68,939	70,686
6-10	73,808	73,428	74,959
11-15	75,065	83,330	91,136
16-20	86,738	107,006	124,091
21-25	121,756	87,513	
26-30	60,969	88,700	
Over 30	110,635	109,971	84,848

Counselor with A.B.D. FTE Salary x School Size x Years of Professional Experience

COUNSELOR WITH A.B.D. FTE SALARY FOUR-YEAR <u>PUBLIC</u> and <u>PRIVATE</u> COLLEGE / UNIVERSITY			
	Size of Institution (Enrollment)		
Years of Experience	<5,001	5,001 – 20,000	>20,000
0-5	58,035	59,432	53,425
6-10		73,641	50,420
11-15	68,000	49,913	
16-20		55,000	
21-25			
26-30	50,186		
Over 30	75,000		

Counselor with M.A. / M.S. FTE Salary x School Size x Years of Professional Exp.

COUNSELOR WITH M.A. / M.S. FTE SALARY FOUR-YEAR <u>PUBLIC</u> COLLEGE / UNIVERSITY			
	Size of Institution (Enrollment)		
Years of Experience	<5,001	5,001 – 20,000	>20,000
0-5	52,376	51,552	54,318
6-10	51,369	53,977	57,503
11-15	44,756	60,603	60,925
16-20	52,548	71,536	62,020
21-25		67,203	71,150
26-30		65,400	65,445
Over 30		85,313	

COUNSELOR WITH M.A. / M.S. FTE SALARY FOUR-YEAR <u>PRIVATE</u> COLLEGE / UNIVERSITY			
	Size of Institution (Enrollment)		
Years of Experience	<5,001	5,001 – 20,000	>20,000
0-5	55,251	63,442	62,000
6-10	63,088	57,868	62,000
11-15	67,359	64,200	64,000
16-20	63,796	92,704	64,632
21-25	74,948		
26-30	94,236		
Over 30	86,235	63,000	

Counselor with M.S.W. FTE Salary x School Size x Years of Professional Exp.

COUNSELOR WITH M.S.W. FTE SALARY FOUR-YEAR <u>PUBLIC</u> COLLEGE / UNIVERSITY			
	Size of Institution (Enrollment)		
Years of Experience	<5,001	5,001 – 20,000	>20,000
0-5		52,640	56,437
6-10		59,289	59,868
11-15	56,287	84,648	60,703
16-20	58,467	78,770	65,509
21-25	51,511	66,365	67,016
26-30		84,392	71,202
Over 30		113,893	63,594

**COUNSELOR WITH M.S.W. FTE SALARY
FOUR-YEAR PRIVATE COLLEGE / UNIVERSITY**

	Size of Institution (Enrollment)		
Years of Experience	<5,001	5,001 – 20,000	>20,000
0-5	57,683	66,296	68,500
6-10	66,074	67,953	68,171
11-15	73,102	80,855	64,000
16-20	58,659	78,312	60,708
21-25	65,376	74,400	64,090
26-30	91,188		
Over 30	100,750	66,682	140,640

Psychiatrist FTE Salary x School Size x Years of Professional Experience

PSYCHIATRIST FTE SALARY FOUR-YEAR <u>PUBLIC</u> and <u>PRIVATE</u> COLLEGE / UNIVERSITY			
	Size of Institution (Enrollment)		
Years of Experience	<5,001	5,001 – 20,000	>20,000
0-5	255,530	221,408	182,168
6-10	288,270	218,272	183,073
11-15	224,000	184,610	213,586
16-20	433,333	187,071	227,017
21-25		240,699	185,000
26-30	255,634	179,295	156,344
Over 30	200,000	216,871	197,301

Psychiatric NP FTE Salary x School Size x Years of Professional Experience

PSYCHIATRIC NURSE PRACTITIONER FTE SALARY FOUR-YEAR <u>PUBLIC</u> and <u>PRIVATE</u> COLLEGE / UNIVERSITY			
	Size of Institution (Enrollment)		
Years of Experience	<5,001	5,001 – 20,000	>20,000
0-5	110,811	117,908	140,637
6-10	81,000	131,524	102,719
11-15		119,480	124,842
16-20	67,000	138,000	
21-25	111,120	154,000	
26-30			115,000
Over 30			

Independent Contractor (IC) Hourly Rates**Master's Level IC Hourly Rate x School Size x Years of Professional Experience**

MASTERS LEVEL INDEPENDENT CONTRACTORS – HOURLY RATE FOUR-YEAR PUBLIC and PRIVATE COLLEGE / UNIVERSITY			
Years of Experience	Size of Institution (Enrollment)		
	<5,001	5,001 – 20,000	>20,000
0-5	45.4	35.7	35.6
6-10	48.1	44.6	36.8
11-15	47.0	39.5	40.0
16-20	39.5	48.3	42.0
21-25	75.7	45.0	
26-30	53.5	52.7	
Over 30	65.0	38.5	32.5

Doctorate Level IC Hourly Rate x School Size x Years of Professional Experience

DOCTORATE LEVEL INDEPENDENT CONTRACTORS – HOURLY RATE FOUR-YEAR PUBLIC and PRIVATE COLLEGE / UNIVERSITY			
Years of Experience	Size of Institution (Enrollment)		
	<5,001	5,001 – 20,000	>20,000
0-5	77.1	50.6	68.3
6-10	58.6	56.6	54.8
11-15	68.8	55.0	58.6
16-20	50.0	57.5	80.0
21-25	65.0	50.0	80.0
26-30	57.5	39.8	110.0
Over 30	65.0	50.0	110.0

Psychiatrist IC Hourly Rate x School Size x Years of Professional Experience

PSYCHIATRIST INDEPENDENT CONTRACTORS – HOURLY RATE FOUR-YEAR PUBLIC and PRIVATE COLLEGE / UNIVERSITY			
Years of Experience	Size of Institution (Enrollment)		
	<5,001	5,001 – 20,000	>20,000
0-5	156.3	125.5	113.0
6-10	159.4	158.1	115.3
11-15	158.8	228.8	135.3
16-20	157.1	171.8	116.0
21-25	166.0	171.7	144.0
26-30	185.0	160.0	108.0
Over 30	173.4	140.0	152.0

Psychiatric NP IC Hourly Rate x School Size x Years of Professional Experience

PSYCHIATRIC NP INDEPENDENT CONTRACTORS – HOURLY RATE FOUR-YEAR PUBLIC and PRIVATE COLLEGE / UNIVERSITY			
Years of Experience	Size of Institution (Enrollment)		
	<5,001	5,001 – 20,000	>20,000
0-5	98.8		
6-10	111.7	83.8	
11-15	103.0	55.0	
16-20	150.0	135.0	
21-25		100.0	
26-30		60.0	
Over 30	130.0	55.0	

Regional Salary Classification



REGION	STATES
New England	Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont
Mid-Atlantic	Delaware, Maryland, New Jersey, New York, Pennsylvania
South	Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia
Midwest	Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Montana, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin
Southwest	Arizona, New Mexico, Oklahoma, Texas
West	Alaska, California, Colorado, Hawaii, Idaho, Nevada, Oregon, Utah, Washington, Wyoming

REGIONAL SALARY TABLES

Director FTE Salaries: Years of Professional Experience x Gender Identity x Region

		New England		Mid-Atlantic		South		Midwest		Southwest		West	
Position	Years Experience	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private
Director	0-6	69,073	71,200	115,000	90,714	87,250	49,100	75,200	66,762	65,000	90,310		98,000
	7-12		79,772	100,586	87,876	75,361	76,547	82,795	61,573	82,560	82,556	94,587	105,000
	13-18	108,638	107,396	106,651	96,996	119,677	83,936	100,411	77,569	93,064	113,918	99,953	82,714
	19-24	110,000	80,955	107,467	105,605	89,381	86,860	103,098	91,411	111,211	125,000	103,951	101,457
	25-30+	108,000	116,414	133,850	112,628	100,714	74,920	102,862	81,877	110,462	80,710	122,444	114,394

Assistant/Associate Director FTE Salaries: Years of Professional Experience x Public/Private x Region

		New England		Mid-Atlantic		South		Midwest		Southwest		West	
Position	Years Experience	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private
Assistant/ Associate Director	0-5		74,571	73,833	82,042	71,878	60,683	71,171	64,638	69,033	108,000	90,834	69,331
	6-10		104,670	79,369	86,358	74,222	71,317	78,597	73,196	75,528	93,896	95,277	85,747
	11-15		78,783		92,412			69,570	65,163		79,194		
	16-20	87,626	108,000	90,474	100,022	80,968	89,843	77,407	56,923	83,662		106,459	
	21-25		162,570	86,921	87,935	82,470	69,741	79,665	80,310	97,727	71,000		116,711
	26-30		110,688	80,015	54,737	103,023		77,256				133,095	82,500
	31+		102,632		165,000	100,000		97,062	93,764				

Clinical Director FTE Salaries: Years of Professional Experience x Public/Private x Region

		New England		Mid-Atlantic		South		Midwest		Southwest		West	
Position	Years Experience	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private
Clinical Director	0-5	75,000		70,694		66,174	42,000	72,294	68,805	65,000		104,798	78,000
	6-10			80,694		80,663	66,625	76,825	75,833	69,000		87,460	83,000
	11-15	130,000	58,000	75,872	99,000	86,311		75,760	64,801	85,980	100,000	82,750	
	16-20	89,000	98,000		94,545	80,198	77,973	81,735	62,755	84,000		100,146	
	21-25		58,500	106,608		72,076	90,431	93,190	64,801	93,068			93,000
	26-30		83,000	125,000	81,267	96,000		78,508	85,000			145,000	
	31+	110,000							75,906				

Training Director FTE Salaries: Years of Professional Experience x Public/Private x Region

		New England		Mid-Atlantic		South		Midwest		Southwest		West	
Position	Years Experience	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private
Training Director	0-5	89,500	92,392	93,146	92,038	67,765		70,209	57,464	65,000		90,503	88,250
	6-10	115,000	90,707	77,906	95,950	71,331	69,275	71,536	80,564	70,000	72,000	65,446	92,000
	11-15		109,000	71,268	76,500	88,541		77,895	75,500	95,000	103,066	79,071	
	16-20	89,000		94,117		90,411		75,530	80,906	81,462	100,000	101,000	
	21-25				105,111	85,984	103,400	73,722		100,057			
	26-30		80,464	88,572			129,500	104,000				96,300	83,000
	31+						96,920	116,250					

Counselor with Doctorate FTE Salaries: Years of Professional Experience x Public/Private x Region

		New England		Mid-Atlantic		South		Midwest		Southwest		West	
Position	Years Experience	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private
Counselor with Doctorate	0-5	68,000	69,618	64,840	70,301	65,957	64,342	60,471	66,215	64,456	59,562	70,877	69,053
	6-10	76,160	79,076	78,495	77,984	65,830	68,798	68,641	66,931	65,010	67,381	75,002	100,455
	11-15	120,000	87,876	87,049	85,657	71,967	74,340	72,822	73,407	85,000	72,000	86,764	105,144
	16-20	72,000	104,800	127,252	89,787	123,406		78,221	66,858	93,300	87,000	124,945	124,091
	21-25	79,213		113,226	121,756	76,217	125,000	84,583	77,625	67,981		84,454	69,800
	26-30		85,000	100,903	80,869	83,353	67,200	79,879	74,100			79,946	
	31+	110,000	104,040	110,000	101,358	107,200	111,000	72,436	84,848	68,000		120,814	135,613

All-But-Doctorate (A.B.D.) FTE Salaries: Years of Professional Experience x Public/Private x Region

		New England		Mid-Atlantic		South		Midwest		Southwest		West	
Position	Years Experience	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private
A.B.D.	0-5		65,827	61,621	69,789	50,602	45,950	56,843		51,000		56,750	
	6-10			77,000		60,351							
	11-15		68,000			49,913							
	16-20									55,000			
	21-25												
	26-30								50,186				
	31+										75,000		

M.A. / M.S. FTE Salaries: Years of Professional Experience x Public/Private x Region

		New England		Mid-Atlantic		South		Midwest		Southwest		West	
Position	Years Experience	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private
M.A. / M.S.	0-5	69,369	58,063	51,200	64,212	48,023	49,044	50,001	55,138	50,500	62,000	68,113	53,300
	6-10	69,037	64,753	55,877	61,278	52,102	53,493	50,966	57,551	55,891	69,692	63,216	91,455
	11-15	77,901	66,667	86,277	75,257	47,603	61,723	55,783	56,575	61,000	78,000	70,774	
	16-20	83,901		83,393	68,289	66,736	70,530	57,380	61,350	62,309	71,000	54,989	87,037
	21-25			79,062		72,000		61,551	49,795	78,089		62,636	100,100
	26-30					63,005		57,530	94,236	73,131			
	31+			85,313	61,905		63,000			72,000			124,800

M.S.W. FTE Salaries: Years of Professional Experience x Public/Private x Region

		New England		Mid-Atlantic		South		Midwest		Southwest		West	
Position	Years Experience	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private
M.S.W.	0-5	76,071	64,575	54,257	67,417	52,004	50,630	49,582	54,260		62,000	64,597	65,450
	6-10	65,500	72,132	60,866	72,045	55,583	53,781	55,964	62,925	62,045	64,468	67,464	66,250
	11-15	83,909	80,423	61,485	85,382	56,851	72,264	59,064	69,484	64,095	64,000	86,125	61,500
	16-20	69,669	76,437	59,797	85,793	68,371	70,120	65,000	62,254	66,000	64,000	76,670	
	21-25	51,511	60,160	82,887	76,817	52,000		63,054	61,083		62,000	67,498	
	26-30		91,188	56,937		92,524		78,612		64,450		57,938	
	31+		140,640	96,947	100,750	55,391			66,682				

Psychiatrist FTE Salaries: Years of Professional Experience x Public/Private x Region

		New England		Mid-Atlantic		South		Midwest		Southwest		West	
Position	Years Experience	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private
Psychiatrist	0-5	185,000	205,030	200,267	197,088	166,133	360,000	158,000	164,211		241,429	287,912	
	6-10			194,454	245,934	213,273		180,288	150,250		148,000	197,395	264,643
	11-15			183,558	184,750	196,121	191,900	176,614	200,000	380,000		207,973	
	16-20		196,000	170,000	202,420	100,000		185,617	170,131	237,500	326,667	446,600	
	21-25		209,596		220,418		346,000	185,000	226,667		130,000	362,897	
	26-30		303,896	194,583	216,532	135,600		138,848				172,000	
	31+		239,502		288,889			165,802	178,364	228,800		160,727	

Psychiatric Nurse Practitioner (PNP) FTE Salaries: Years of Professional Experience x Public/Private x Region

		New England		Mid-Atlantic		South		Midwest		Southwest		West	
Position	Years Experience	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private
Psychiatric Nurse Practitioner	0-5		110,811	104,000	130,000		125,000			177,273		98,725	
	6-10	90,000	114,786		156,000	100,682		103,200		120,000		95,875	
	11-15		106,000		197,080	93,512		118,750					
	16-20		138,000			67,000							
	21-25		130,560										
	26-30												158,000
	31+			115,000									

Masters Level Independent Contractor Hourly Salary Rates: Years of Professional Experience x Public/Private x Region

		New England		Mid-Atlantic		South		Midwest		Southwest		West	
Position	Years Experience	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private
Masters Level Independent Contractor	0-5	30.00	51.67	28.50	39.00	30.50	65.00	30.80		30.50	20.00		57.50
	6-10		53.33	38.00	56.25	34.50	54.50	33.00	37.50		50.00	33.00	
	11-15		50.00		47.50	30.00			37.50			38.00	
	16-20		37.50		43.25			42.00	32.50		75.00		
	21-25			35.00	55.00						50.00		
	26-30				57.50	33.00			75.00				
	31+				57.50	27.00		25.00		40.00			

Doctoral Level Independent Contractor Hourly Salary Rates: Years of Professional Experience x Public/Private x Region

		New England		Mid-Atlantic		South		Midwest		Southwest		West	
Position	Years Experience	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private
Doctoral Level Independent Contractor	0-5	42.50	80.00		49.00		60.00					42.50	65.00
	6-10	45.00	90.00		57.00	29.00	70.00		33.00			45.00	50.00
	11-15	50.00	90.00		61.25			52.50				45.00	50.00
	16-20				46.67		60.00	50.00	52.50		75.00		50.00
	21-25	50.00			53.75								
	26-30				57.50	33.00			50.00				36.40
	31+				57.50								

Psychiatrist Independent Contractor Hourly Salary Rates: Years of Professional Experience x Public/Private x Region

		New England		Mid-Atlantic		South		Midwest		Southwest		West	
Position	Years Experience	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private
Psychiatrist Independent Contractor	0-5		150.00	135.00		116.00							
	6-10		128.33	110.00	181.67	200.00	175.00	161.00	125.00	100.00		95.00	200.00
	11-15			185.00	130.00	355.00	135.00	115.00	166.67				
	16-20		188.33	150.00	158.75	179.00	125.00		135.00	150.00		200.00	
	21-25		228.50	130.00	157.00	150.00	150.00		140.00			200.00	
	26-30	135.00		125.00	200.00		165.00		156.67	100.00		200.00	
	31+	130.00			180.00		175.00	220.00	171.33	100.00			140.00

Psychiatric Nurse Practitioner Independent Contractor Hourly Salary Rates: Years of Professional Experience x Public/Private x Region

		New England		Mid-Atlantic		South		Midwest		Southwest		West	
Position	Years Experience	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private	Public	Private
Psychiatric Nurse Practitioner Independent Contractor	0-5				107.50				80.00				
	6-10	70.00	120.00		102.50	35.00							
	11-15	55.00	105.25		72.00				125.00				
	16-20							150.00	135.00				
	21-25			100.00						60.00			
	26-30						55.00						
	31+		130.00										

