

Salaries in
The Oklahoma State System of Higher Education
2016-2017

*Faculty and Selected
Administrative Positions*



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HIGHLIGHTS

For the purposes of this report, the term “research universities” includes OU and OSU; the term “four-year universities” includes the eleven regional universities (UCO, ECU, NSU, SEOSU, SWOSU, Cameron, Langston, NWOSU, Panhandle, RSU and USAO). “Constituent agencies” refer to the OU Health Sciences Center, the OU Law Center, the OSU Agriculture Experiment Station, the OSU Cooperative Extension Service, the OSU College of Veterinary Medicine, the OSU Center for Health Sciences, OSU-Tulsa, OSU Technical Branch at Okmulgee and OSU Oklahoma City.

Average Salary: The average salary for all full-time faculty equated to a 9-10 month basis in Oklahoma state-supported colleges and universities, excluding the constituent agencies, is \$68,464 for the year 2016-2017 (Table 1). This is an increase of \$645 or 1.0 percent above 2015-2016.

Increase/Decrease by Type of Institution: Average salaries increased \$87 at the research universities, increased by \$356 at the four-year universities, and a decrease of \$297 at the two-year colleges. These salaries represent changes of 0.1 percent--research, 0.6 percent—four-year, and -0.6 percent—two-year, over 2015-2016.

Increase/Decrease by Rank: Among the three categories of institutions, the rank of Assistant Professor showed the greatest dollar increase over 2015-2016--\$1,395 or 2.2 percent. All other percent changes in salaries range from increase of \$172 or 0.4 percent for Instructors, to an increase of \$1,013 or 1.4 percent for Associate Professors. (see Figure 2).

Total Faculty: Total full-time faculty in 2016-2017 is 5,096 an decrease of 10 or -0.2 percent over 2015-2016 (Figure 1). The

total number of faculty when the constituent agencies are added is 6,709 a decrease of 55 or 0.8 percent.

Salary Range: Full-time salaries on a 9-10 month basis in the 25 institutions in 2016-2017 range from a minimum of \$11,760, compared to \$15,302 as a low in 2015-2016, to a maximum of \$303,867, compared to \$303,867 in 2015-2016 (Table 9). On an 11-12 month basis, full-time salaries range from a minimum of \$4,725, the same low in 2015-2016, to a maximum of \$425,004, the same high salary as in 2015-2016. These data exclude salaries for deans and other administrative personnel.

Increase in Benefits: The average fringe benefits paid for faculty on a 9-10 month contract basis for 2016-2017 are \$23,061, a slight decrease over 2015-2016 of \$667, or 2.8 percent (Table 5); for faculty on an 11-12 month contract basis, average benefits total \$33,453, a decrease of \$2,604 or 8.4 percent (Table 7).

Oklahoma Average Salaries Compared to National: Research universities' average salary is 92.71 percent of the national average, compared to 89.01 percent in 2015-2016. In all ranks the average rate for Oklahoma has increased, by 0.5 percent, from the 2015-2016 average to 86.52 percent. (Table 17)

NOTE: *The changes in average salaries are only partially related to salary actions by governing boards. Other factors, such as resignations and retirements, can have an impact as well, particularly if new junior faculty are hired at lower salaries to replace departing senior faculty.*

TABLE 1

Table 1 presents the 2016-2017 average salaries paid all full-time faculty by rank and by all 25 colleges and universities in The Oklahoma State System of Higher Education. These data include salaries of full-time faculty employed on a 9-10 month contract basis and full-time faculty employed on an 11-12 month contract basis with salaries equated to 9-10 months. Table 1 also includes the number of full-time faculty by rank and by institution.

The average salary equated to a 9-10 month basis paid in the 25 institutions in 2016-2017 is \$68,464. This represents an increase over 2015-2016 of \$645 or 1.0 percent (see Figure 2). The average for research universities is \$85,497, for four-year universities, \$59,581, and for two-year colleges, \$48,988. These salaries represent increases over 2015-2016 of 0.1 percent and 0.6 percent and a decrease of 0.6 percent, respectively, for the research, regional universities, and two-year colleges. The 2016-2017 median of all institutions' average salaries is \$49,601.

Average salaries for instructors are highest at the two-year colleges, and lowest at the four-year regional universities.

Faculty distribution by rank may influence the salary averages of the various faculty ranks within an institution. Table 1 shows a smaller proportion of faculty in the upper two ranks (professor and associate professor) at four-year universities than at the research universities. The research universities' average salary for all ranks is 30.3 percent higher than the average salary of all ranks for four-year universities. By rank, the research universities' average salary exceeds the four-year universities' average salary in the rank of professor by 33.0 percent, associate professor by 23.8 percent, and assistant professor by 27.5 percent. However, in the rank of instructor, the two-year universities' average salary exceeds the system average salary by 9.5 percent.

The total number of full-time faculty reported in the 25 institutions in 2016-2017 is 5,096—2,243 at research universities, 1,885 at four-year universities, and 968 at two-year colleges. These figures compare to a total of 5,106; 2,173; 1,922; and 1,011 at the research, four-year and two-year tiers, respectively in 2016.

TABLE 1
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
2016-2017

| Institution | Academic Rank | | | | | | | | | |
|---|---------------|-------------------|---------------------|------------------|---------------------|------------------|--------------|------------------|--------------------|------------------|
| | Professor | | Associate Professor | | Assistant Professor | | Instructor | | Average, All Ranks | |
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| University of Oklahoma | 424 | \$ 116,921 | 279 | \$ 81,564 | 307 | \$ 72,841 | 190 | \$ 43,927 | 1,200 | \$ 85,866 |
| Oklahoma State University | 284 | 115,471 | 275 | 83,315 | 304 | 78,318 | 180 | 51,204 | 1,043 | 85,073 |
| Research Universities | 708 | \$ 116,339 | 554 | \$ 82,433 | 611 | \$ 75,566 | 370 | \$ 47,467 | 2,243 | \$ 85,497 |
| Research Tier Salaries Greater than 4-Yr Tier: | | 33.0% | | 23.8% | | 27.5% | | | | 30.3% |
| University of Central Oklahoma | 193 | \$ 86,939 | 82 | \$ 73,683 | 118 | \$ 61,077 | 148 | \$ 41,270 | 541 | \$ 66,795 |
| East Central University | 32 | 69,637 | 20 | 56,722 | 50 | 53,196 | 45 | 49,878 | 147 | 56,239 |
| Northeastern State University | 78 | 74,703 | 69 | 61,015 | 87 | 53,876 | 78 | 44,504 | 312 | 58,319 |
| Northwestern Oklahoma State University | 23 | 68,364 | 10 | 67,574 | 25 | 57,854 | 27 | 39,336 | 85 | 55,959 |
| Southeastern Oklahoma State University | 53 | 75,972 | 22 | 61,660 | 22 | 59,123 | 14 | 38,620 | 111 | 65,085 |
| Southwestern Oklahoma State University | 37 | 85,258 | 49 | 65,133 | 52 | 59,314 | 69 | 49,090 | 207 | 61,921 |
| Cameron University | 39 | 71,672 | 38 | 60,271 | 40 | 50,030 | 37 | 40,098 | 154 | 55,652 |
| Langston University | 7 | 75,616 | 36 | 58,077 | 50 | 50,934 | 31 | 47,289 | 124 | 53,490 |
| Oklahoma Panhandle State University | 5 | 46,063 | 9 | 46,764 | 22 | 42,822 | 19 | 33,202 | 55 | 40,439 |
| Rogers State University | 23 | 60,302 | 23 | 52,816 | 30 | 46,501 | 23 | 39,728 | 99 | 49,601 |
| University of Science & Arts | 17 | 59,602 | 14 | 51,976 | 11 | 46,039 | 8 | 40,896 | 50 | 51,490 |
| Regional Four-Year Universities | 507 | \$ 77,994 | 372 | \$ 62,781 | 507 | \$ 54,787 | 499 | \$ 43,357 | 1,885 | \$ 59,581 |
| 4-Yr Tier Salaries Greater than Research Tier: | | | | | | | | -9.5% | | |
| Carl Albert State College | - | \$ - | - | \$ - | - | \$ - | 50 | \$ 39,100 | 50 | \$ 39,100 |
| Connors State College | - | - | - | - | - | - | 43 | 43,637 | 43 | 43,637 |
| Eastern Oklahoma State College | - | - | - | - | - | - | 38 | 42,072 | 38 | 42,072 |
| Murray State College | - | - | - | - | - | - | 53 | 44,151 | 53 | 44,151 |
| Northeastern Oklahoma A&M College | - | - | - | - | - | - | 56 | 45,779 | 56 | 45,779 |
| Northern Oklahoma College | - | - | - | - | - | - | 100 | 49,178 | 100 | 49,178 |
| Oklahoma City Community College | - | - | - | - | - | - | 143 | 48,523 | 143 | 48,523 |
| Redlands Community College | - | - | - | - | - | - | 26 | 45,318 | 26 | 45,318 |
| Rose State College | - | - | - | - | - | - | 105 | 46,267 | 105 | 46,267 |
| Seminole State College | - | - | - | - | - | - | 40 | 41,074 | 40 | 41,074 |
| Tulsa Community College | - | - | - | - | - | - | 287 | 57,002 | 287 | 57,002 |
| Western Oklahoma State College | - | - | - | - | - | - | 27 | 44,110 | 27 | 44,110 |
| Two-Year Colleges | - | \$ - | - | \$ - | - | \$ - | 968 | \$ 48,988 | 968 | \$ 48,988 |
| 2-Yr Tier Salaries Greater than System Avg: | | | | | | | | 3.7% | | |
| All Colleges and Universities | 1,215 | \$ 100,338 | 926 | \$ 73,227 | 1,118 | \$ 64,895 | 1,837 | \$ 47,152 | 5,096 | \$ 68,464 |
| FY2017 Median Salary: | | | | | | | | | | \$ 49,601 |

NOTE: Includes all full-time faculty salaries on a 9-10 month basis. All 11-12 month salaries have been equated to 9-10 month salaries by multiplying the 11-12 month salaries by 9/11.

FIGURE 1

**CHANGE IN NUMBER OF FULL-TIME FACULTY
2015-2016 TO 2016-2017**

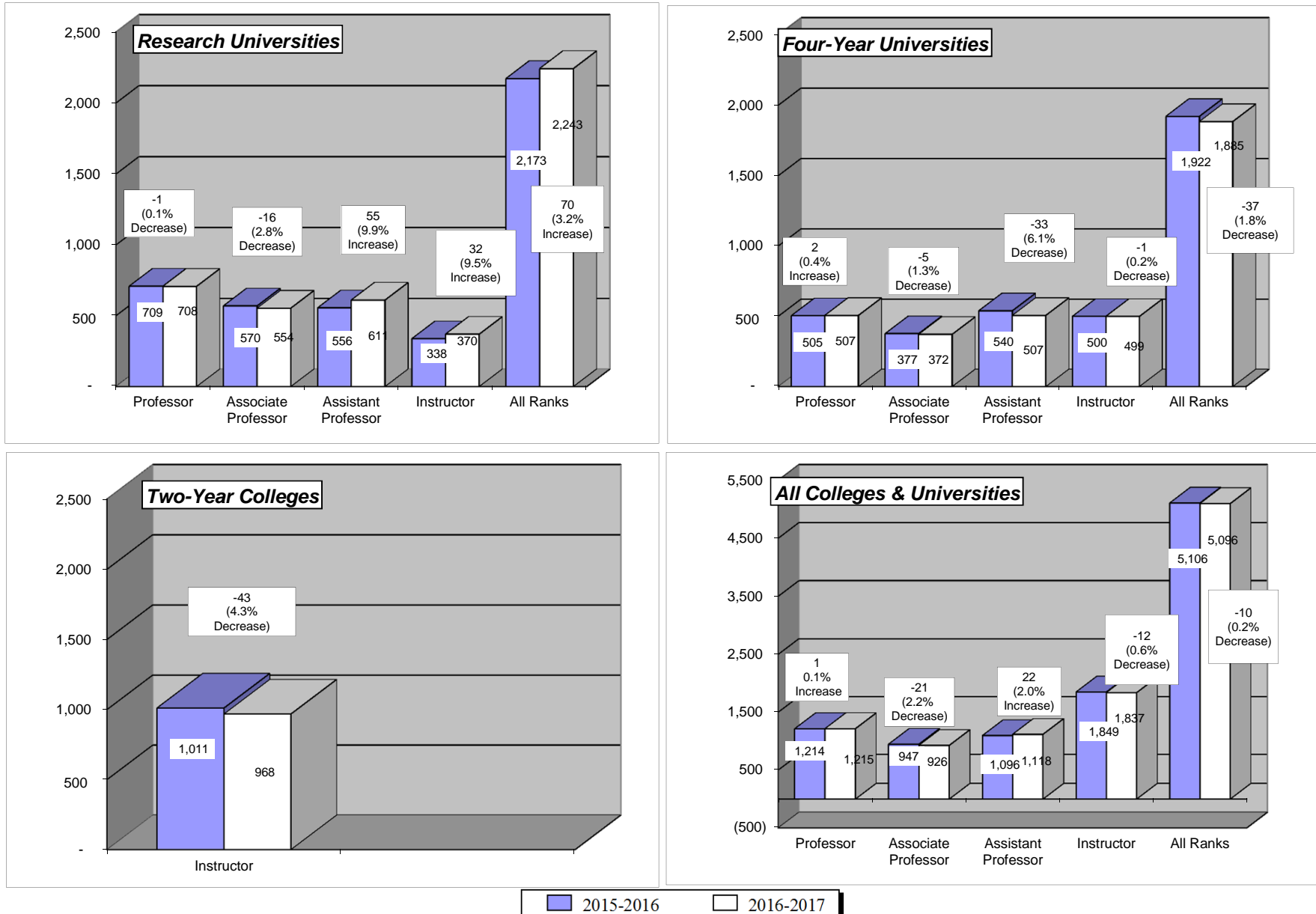


FIGURE 2

CHANGE IN SALARIES OF FULL-TIME FACULTY 2015-2016 TO 2016-2017

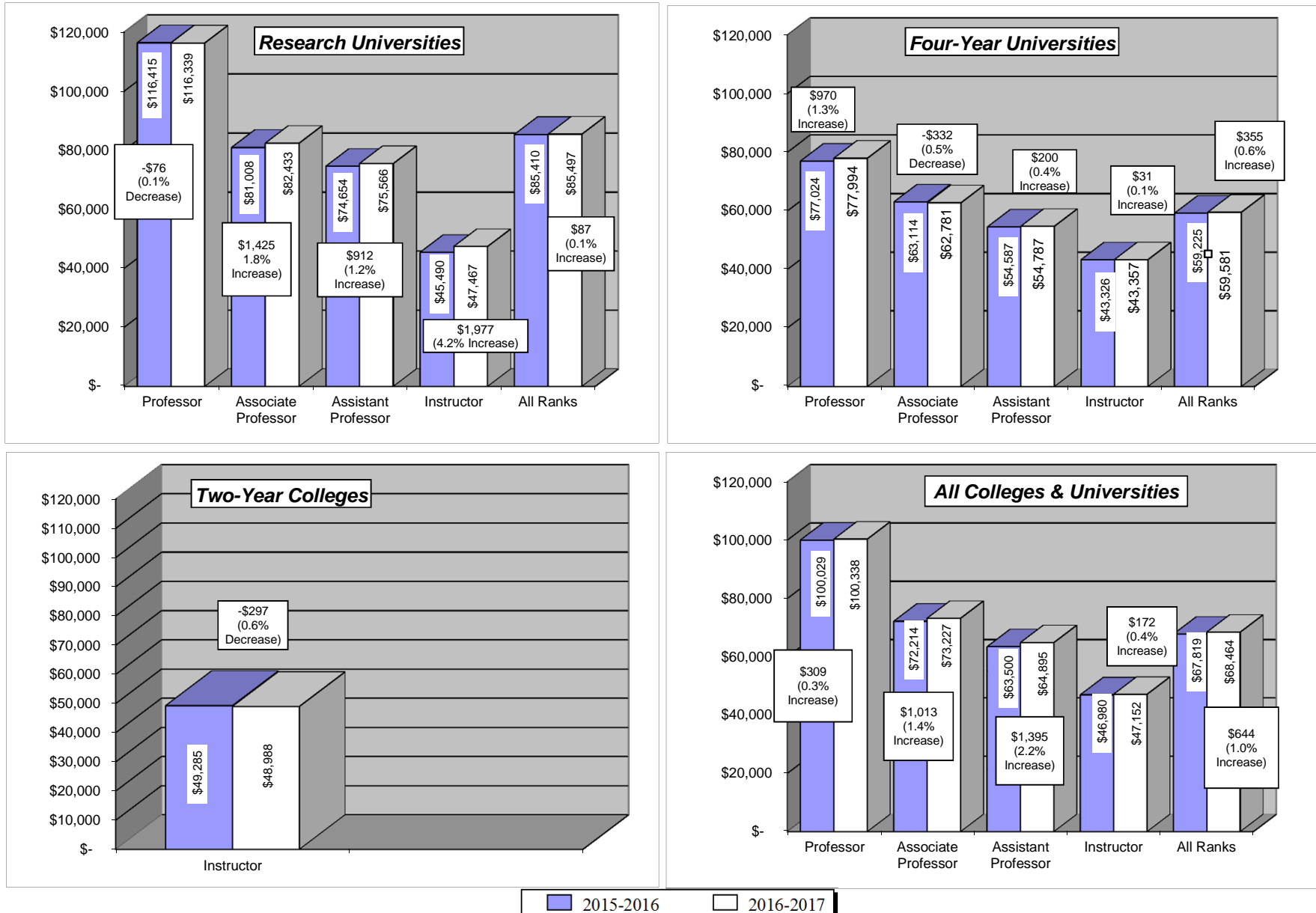


TABLE 2

Table 2 presents the 9-10 month average salaries of all full-time faculty members for the three years, 2014-2015 through 2016-2017, from which salary trends by institution and by rank may be analyzed.

Certain factors may influence salary averages so that they do not accurately indicate long-term salary trends. For example: a senior full professor receiving a top salary could retire and at the same time an associate professor be promoted to full professor at the bottom of the salary scale for full professors. The net result, with respect to individual faculty still employed, would be that at least one person would be receiving more salary than in the previous year. Yet, the effect upon the average salary for full professors at the institution would show a decline. The average salary for an entire institution could be affected in the same manner. Another factor causing the same effect could occur as a result of hiring new faculty to meet the demands of expanding enrollment; new faculty members would normally be hired at a salary level below the institution's salary average. Several of the state system institutions are showing a decline in salary due to the aforementioned factors.

Analyses of the data contained in Table 2 may be made in a variety of meaningful ways. No attempt is made here to provide an exhaustive analysis; however, certain observations are noted. The dollar increases in average salaries are not the same between different ranks in the same institution. For example, changes for 2014-2015 to 2016-2017 show the University of Oklahoma decreased the average of all ranks \$15 or 0.0 percent, while Oklahoma State University increased \$1,668 or 2.0 percent. At Oklahoma State University, the salary for the rank of professor decreased by \$3,503; the increase for associate professors was

\$3,843; the increase for assistant professor was \$4,555; and the rank of instructor showed an increase of \$6,608. At the University of Oklahoma, comparable figures were changes of \$439; \$4,453; \$1,309 and \$1,272 for professors, associate professors, assistant professors and instructors, respectively. Such differences may result from factors suggested above or could also result from salary administration policy and faculty qualifications as well as the number of positions represented in each rank. Although Table 2 does not provide specific reasons for observed salary averages and comparisons, the three-year trend of institutions' average salaries by rank may provide helpful data.

TABLE 2
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
2014-2015 THROUGH 2016-2017

| Institution | Period | Professor | Associate Professor | Assistant Professor | Instructor | Average, All Ranks |
|--|-----------------|------------------|----------------------------|----------------------------|-------------------|---------------------------|
| University of Oklahoma | 2014-2015 | 116,482 | 77,111 | 71,532 | 42,655 | 85,881 |
| | 2015-2016 | 117,347 | 80,056 | 72,249 | 43,752 | 86,640 |
| | 2016-2017 | 116,921 | 81,564 | 72,841 | 43,927 | 85,866 |
| | \$ Chg, 15-2017 | 439 | 4,453 | 1,309 | 1,272 | (15) |
| % Chg, 15-2017 | 0.4% | 5.8% | 1.8% | 3.0% | 0.0% | |
| Oklahoma State University | 2014-2015 | 118,974 | 79,472 | 73,764 | 44,596 | 83,405 |
| | 2015-2016 | 115,020 | 81,954 | 77,730 | 46,980 | 83,957 |
| | 2016-2017 | 115,471 | 83,315 | 78,318 | 51,204 | 85,073 |
| | \$ Chg, 15-2017 | (3,503) | 3,843 | 4,555 | 6,608 | 1,668 |
| % Chg, 15-2017 | -2.9% | 4.8% | 6.2% | 14.8% | 2.0% | |
| University of Central Oklahoma | 2014-2015 | 86,116 | 73,502 | 61,750 | 42,666 | 68,626 |
| | 2015-2016 | 86,186 | 75,233 | 61,231 | 39,823 | 67,420 |
| | 2016-2017 | 86,939 | 73,683 | 61,077 | 41,270 | 66,795 |
| | \$ Chg, 15-2017 | 823 | 181 | (673) | (1,396) | (1,830) |
| % Chg, 15-2017 | 1.0% | 0.2% | -1.1% | -3.3% | -2.7% | |
| East Central University | 2014-2015 | 72,167 | 56,289 | 50,416 | 43,057 | 55,815 |
| | 2015-2016 | 70,561 | 54,760 | 50,519 | 45,840 | 54,574 |
| | 2016-2017 | 69,637 | 56,722 | 53,196 | 49,878 | 56,239 |
| | \$ Chg, 15-2017 | (2,530) | 433 | 2,780 | 6,821 | 424 |
| % Chg, 15-2017 | -3.5% | 0.8% | 5.5% | 15.8% | 0.8% | |
| Northeastern State University | 2014-2015 | 75,458 | 61,280 | 53,736 | 42,219 | 57,393 |
| | 2015-2016 | 74,984 | 61,831 | 53,551 | 46,898 | 58,786 |
| | 2016-2017 | 74,703 | 61,015 | 53,876 | 44,504 | 58,319 |
| | \$ Chg, 15-2017 | (755) | (265) | 140 | 2,286 | 926 |
| % Chg, 15-2017 | -1.0% | -0.4% | 0.3% | 5.4% | 1.6% | |
| Northwestern Oklahoma State University | 2014-2015 | 68,122 | 61,309 | 54,287 | 41,586 | 53,311 |
| | 2015-2016 | 61,021 | 55,747 | 57,056 | 40,286 | 51,827 |
| | 2016-2017 | 68,364 | 67,574 | 57,854 | 39,336 | 55,959 |
| | \$ Chg, 15-2017 | 241 | 6,266 | 3,567 | (2,250) | 2,648 |
| % Chg, 15-2017 | 0.4% | 10.2% | 6.6% | -5.4% | 5.0% | |
| Southeastern Oklahoma State University | 2014-2015 | 80,020 | 71,599 | 61,923 | 42,235 | 69,384 |
| | 2015-2016 | 74,224 | 61,478 | 57,130 | 41,869 | 63,185 |
| | 2016-2017 | 75,972 | 61,660 | 59,123 | 38,620 | 65,085 |
| | \$ Chg, 15-2017 | (4,048) | (9,939) | (2,800) | (3,615) | (4,300) |
| % Chg, 15-2017 | -5.1% | -13.9% | -4.5% | -8.6% | -6.2% | |
| Southwestern Oklahoma State University | 2014-2015 | 82,132 | 67,296 | 55,246 | 48,415 | 60,304 |
| | 2015-2016 | 83,379 | 66,732 | 56,618 | 47,714 | 60,164 |
| | 2016-2017 | 85,258 | 65,133 | 59,314 | 49,090 | 61,921 |
| | \$ Chg, 15-2017 | 3,126 | (2,163) | 4,068 | 675 | 1,617 |
| % Chg, 15-2017 | 3.8% | -3.2% | 7.4% | 1.4% | 2.7% | |
| Cameron University | 2014-2015 | 71,810 | 59,645 | 50,953 | 40,019 | 54,130 |
| | 2015-2016 | 71,490 | 60,804 | 50,117 | 39,593 | 54,493 |
| | 2016-2017 | 71,672 | 60,271 | 50,030 | 40,098 | 55,652 |
| | \$ Chg, 15-2017 | (138) | 626 | (923) | 79 | 1,522 |
| % Chg, 15-2017 | -0.2% | 1.0% | -1.8% | 0.2% | 2.8% | |
| Langston University | 2014-2015 | 81,580 | 57,591 | 52,146 | 48,083 | 53,790 |
| | 2015-2016 | 65,641 | 55,064 | 52,956 | 46,768 | 53,359 |
| | 2016-2017 | 75,616 | 58,077 | 50,934 | 47,289 | 53,490 |
| | \$ Chg, 15-2017 | (5,964) | 487 | (1,211) | (794) | (300) |
| % Chg, 15-2017 | -7.3% | 0.8% | -2.3% | -1.7% | -0.6% | |
| Oklahoma Panhandle State University | 2014-2015 | 40,673 | 49,941 | 41,970 | 35,520 | 39,771 |
| | 2015-2016 | 43,104 | 49,759 | 42,730 | 34,206 | 41,032 |
| | 2016-2017 | 46,063 | 46,764 | 42,822 | 33,202 | 40,439 |
| | \$ Chg, 15-2017 | 5,390 | (3,177) | 852 | (2,318) | 668 |
| % Chg, 15-2017 | 13.3% | -6.4% | 2.0% | -6.5% | 1.7% | |
| Rogers State University | 2014-2015 | 63,182 | 56,644 | 49,757 | 40,421 | 52,338 |
| | 2015-2016 | 64,872 | 60,842 | 51,423 | 46,553 | 55,798 |
| | 2016-2017 | 60,302 | 52,816 | 46,501 | 39,728 | 49,601 |
| | \$ Chg, 15-2017 | (2,880) | (3,828) | (3,255) | (693) | (2,737) |
| % Chg, 15-2017 | -4.6% | -6.8% | -6.5% | -1.7% | -5.2% | |
| University of Science & Arts of Oklahoma | 2014-2015 | 60,409 | 50,875 | 46,480 | 41,306 | 51,346 |
| | 2015-2016 | 60,128 | 51,503 | 46,313 | 41,556 | 50,791 |
| | 2016-2017 | 59,602 | 51,976 | 46,039 | 40,896 | 51,490 |
| | \$ Chg, 15-2017 | (806) | 1,101 | (441) | (410) | 145 |
| % Chg, 15-2017 | -1.3% | 2.2% | -0.9% | -1.0% | 0.3% | |

TABLE 2 (continued)
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
2014-15 thru 2016-17

| Institution | Period | Professor | Associate Professor | Assistant Professor | Instructor | Average, All Ranks |
|-----------------------------------|-----------------|------------------|----------------------------|----------------------------|-------------------|---------------------------|
| Carl Albert State College | 2014-2015 | | | | 43,252 | 43,252 |
| | 2015-2016 | | | | 42,248 | 42,248 |
| | 2016-2017 | | | | 39,100 | 39,100 |
| | \$ Chg, 15-2017 | | | | (4,152) | (4,152) |
| | % Chg, 15-2017 | | | | -9.6% | -9.6% |
| Connors State College | 2014-2015 | | | | 43,450 | 43,450 |
| | 2015-2016 | | | | 43,993 | 43,993 |
| | 2016-2017 | | | | 43,637 | 43,637 |
| | \$ Chg, 15-2017 | | | | 187 | 187 |
| | % Chg, 15-2017 | | | | 0.4% | 0.4% |
| Eastern Oklahoma State College | 2014-2015 | | | | 43,254 | 43,254 |
| | 2015-2016 | | | | 42,511 | 42,511 |
| | 2016-2017 | | | | 42,072 | 42,072 |
| | \$ Chg, 15-2017 | | | | (1,182) | (1,182) |
| | % Chg, 15-2017 | | | | -2.7% | -2.7% |
| Murray State College | 2014-2015 | | | | 45,998 | 45,998 |
| | 2015-2016 | | | | 46,473 | 46,473 |
| | 2016-2017 | | | | 44,151 | 44,151 |
| | \$ Chg, 15-2017 | | | | (1,847) | (1,847) |
| | % Chg, 15-2017 | | | | -4.0% | -4.0% |
| Northeastern Oklahoma A&M College | 2014-2015 | | | | 45,078 | 45,078 |
| | 2015-2016 | | | | 45,855 | 45,855 |
| | 2016-2017 | | | | 45,779 | 45,779 |
| | \$ Chg, 15-2017 | | | | 701 | 701 |
| | % Chg, 15-2017 | | | | 1.6% | 1.6% |
| Northern Oklahoma College | 2014-2015 | | | | 48,487 | 48,487 |
| | 2015-2016 | | | | 49,457 | 49,457 |
| | 2016-2017 | | | | 49,178 | 49,178 |
| | \$ Chg, 15-2017 | | | | 691 | 691 |
| | % Chg, 15-2017 | | | | 1.4% | 1.4% |
| Oklahoma City Community College | 2014-2015 | | | | 49,352 | 49,352 |
| | 2015-2016 | | | | 48,844 | 48,844 |
| | 2016-2017 | | | | 48,523 | 48,523 |
| | \$ Chg, 15-2017 | | | | (829) | (829) |
| | % Chg, 15-2017 | | | | -1.7% | -1.7% |
| Redlands Community College | 2014-2015 | | | | 40,481 | 40,481 |
| | 2015-2016 | | | | 43,240 | 43,240 |
| | 2016-2017 | | | | 45,318 | 45,318 |
| | \$ Chg, 15-2017 | | | | 4,836 | 4,836 |
| | % Chg, 15-2017 | | | | 11.9% | 11.9% |
| Rose State College | 2014-2015 | | | | 46,815 | 46,815 |
| | 2015-2016 | | | | 46,566 | 46,566 |
| | 2016-2017 | | | | 46,267 | 46,267 |
| | \$ Chg, 15-2017 | | | | (548) | (548) |
| | % Chg, 15-2017 | | | | -1.2% | -1.2% |
| Seminole State College | 2014-2015 | | | | 43,688 | 43,688 |
| | 2015-2016 | | | | 41,191 | 41,191 |
| | 2016-2017 | | | | 41,074 | 41,074 |
| | \$ Chg, 15-2017 | | | | (2,613) | (2,613) |
| | % Chg, 15-2017 | | | | -6.0% | -6.0% |
| Tulsa Community College | 2014-2015 | | | | 57,285 | 57,285 |
| | 2015-2016 | | | | 56,906 | 56,906 |
| | 2016-2017 | | | | 57,002 | 57,002 |
| | \$ Chg, 15-2017 | | | | (283) | (283) |
| | % Chg, 15-2017 | | | | -0.5% | -0.5% |
| Western Oklahoma State College | 2014-2015 | | | | 44,538 | 44,538 |
| | 2015-2016 | | | | 43,567 | 43,567 |
| | 2016-2017 | | | | 44,110 | 44,110 |
| | \$ Chg, 15-2017 | | | | (428) | (428) |
| | % Chg, 15-2017 | | | | -1.0% | -1.0% |

TABLE 3

Table 3 presents the average salaries of all full-time faculty members equated to a 9-10 month basis for the three years, 2014-2015 through 2016-2017, classified by rank and by type of institution.

Dollar increases in average annual salaries of all ranks in 2016-2017 over 2015-2016 are greatest for the research universities, The four-year universities, and for two-year colleges show declines. The changes in averages of all ranks by type of institution in 2016-2017 over 2015-2016 were \$87, \$355, and -\$297 for research universities, four-year universities, and two-year colleges, respectively. The average salary at research universities was \$26,185 greater than the average at four-year universities in 2015-2016, and \$25,917 greater in 2016-2017. The average salary at four-year universities was \$10,593 greater than the average at two-year colleges in 2016-2017, and \$9,940 greater in 2015-2016.

Averages by rank show that research universities' faculty receive higher salaries than four-year universities' faculty in the all ranks in 2016-2017. Instructors at two-year colleges receive higher average salaries than instructors at both research universities and four-year universities.

Over the three-year period, the percentage increase in average salaries for all ranks was largest for research faculty (0.4%), and least for two-year faculty, (0.5%) and research universities showed an increase percentage of (0.0%.)

The annual increases in average salaries for 2015-2016 and 2016-2017 for research universities have been an increase of 0.8 and 0.1 percent. The four-year regional universities experienced a decrease of 0.7 and increase of 0.6 percent. The two-year colleges experienced a 0.4 percent increase in 2015-2016 and a 0.6 percent increase in 2016-2017, with an average increase of 0.6 percent.

TABLE 3
AVERAGE SALARIES PAID FULL-TIME FACULTY
25 OKLAHOMA STATE COLLEGES AND UNIVERSITIES
2014-2015 THROUGH 2016-2017

| Rank | Type of Institution | | | | |
|------------------------------------|-----------------------|--|------------------------|---|-------------------|
| | Research Universities | Research Univ Salary Greater than 4-Yr Univ Salary by: | Four-Year Universities | 4-Yr Univ Salary Greater than 2-Yr Salary by: | Two-Year Colleges |
| Professor | | | | | |
| 2014-2015 | \$ 117,491 | \$ 39,439 | \$ 78,052 | | -- |
| 2015-2016 | \$ 116,415 | \$ 39,391 | \$ 77,024 | | -- |
| 2016-2017 | \$ 116,339 | \$ 38,346 | \$ 77,994 | | -- |
| Associate Professor | | | | | |
| 2014-2015 | \$ 78,266 | \$ 14,058 | \$ 64,208 | | -- |
| 2015-2016 | \$ 81,008 | \$ 17,895 | \$ 63,114 | | -- |
| 2016-2017 | \$ 82,433 | \$ 19,652 | \$ 62,781 | | -- |
| Assistant Professor | | | | | |
| 2014-2015 | \$ 72,509 | \$ 18,089 | \$ 54,420 | | - |
| 2015-2016 | \$ 74,654 | \$ 20,067 | \$ 54,587 | | - |
| 2016-2017 | \$ 75,566 | \$ 20,780 | \$ 54,787 | | - |
| Instructor | | | | | |
| 2014-2015 | \$ 43,726 | \$ 565 | \$ 43,161 | \$ (6,342) | \$ 49,503 |
| 2015-2016 | \$ 45,490 | \$ 2,164 | \$ 43,326 | \$ (5,959) | \$ 49,285 |
| 2016-2017 | \$ 47,467 | \$ 4,110 | \$ 43,357 | \$ (5,631) | \$ 48,988 |
| Average, All Ranks | | | | | |
| 2014-2015 | \$ 84,746 | \$ 25,110 | \$ 59,636 | \$ 10,133 | \$ 49,503 |
| 2015-2016 | \$ 85,410 | \$ 26,185 | \$ 59,225 | \$ 9,940 | \$ 49,285 |
| 2016-2017 | \$ 85,497 | \$ 25,917 | \$ 59,581 | \$ 10,593 | \$ 48,988 |
| Dollar Increase, All Ranks | | | | | |
| 2015-2016 | \$ 665 | | \$ (411) | | \$ (218) |
| 2016-2017 | \$ 87 | | \$ 355 | | \$ (297) |
| Percent Increase, All Ranks | | | | | |
| 2015-2016 | 0.8% | | -0.7% | | 0.4% |
| 2016-2017 | 0.1% | | 0.6% | | 0.6% |
| Avg Annual % Increase | 0.4% | | 0.0% | | 0.5% |

TABLE 4

Table 4 presents the average salaries and the number of full-time faculty employed on a 9-10 month basis only. Faculty who are employed on an 11-12 month basis are not included in this table. Individual faculty members included in Table 4 may or may not be employed by separate contract for summer teaching. The criterion for inclusion in Table 4 is that the basic contract is for a regular 9-10 month academic year. Whereas many interpretations may be made from data in Table 4 alone, depth may be gained by comparing the data with those contained in Tables 1 and 6.

The average salary paid in the 25 institutions in 2016-2017 to 9-10 month employed faculty is \$67,909. This represents a increase from 2015-2016 of \$288 or 0.4%. As is true with other consolidated data in this report, the research universities exert heavy influence on this average, as they claim more than one-third of the faculty and their average is 40.8 percent higher than that of the four-year universities. Likewise, within the two-year tier, Tulsa Community College employs just over one quarter of the total faculty and shows an average salary 17.3 percent above the mean. This influence is indicated by observing that the average salary for the research universities is \$83,064 the average salary for four-year universities is \$59,011 and the average salary for two-year colleges is \$49,022. The 2016-2017 median of all institutions' average salaries is \$49,174.

Table 4 reveals that the research universities report a lower average salary for the ranks of professor employed on a 9-10 month contract when compared to the average shown in Table 1. The data for the research universities reflect a higher average monthly rate of pay for 11-12 month contract faculty (Table 6) than average monthly salary rates for 9-10 month contract faculty. The same is true of the data for four-year universities and two-year colleges, which both reflect a higher average monthly salary rate of pay for 11-12 month contract faculty (Table 6) than average monthly salary rates for 9-10 month contract faculty at all ranks.

The number of full-time faculty employed on a 9-10 month contract in 2016-2017 is 4,504. This number represents 88.4 percent of the total full-time faculty in the 25 institutions. In 2015-2016, the number was 4,495 or 88.0 percent of the total. In 2016-2017, four-year regional universities employ 91.7 percent of their full-time faculty on a 9-10 month basis. The two-year colleges employ 90.7 percent on a 9-10 month basis. The two research universities combined employ 84.6 percent of their full-time faculty on a 9-10 month basis.

TABLE 4
AVERAGE SALARIES PAID 9-10 MONTH FULL-TIME FACULTY
2016-2017

| Institution | Academic Rank | | | | | | | | | | No. of 9-10mo. Faculty as % of Total Faculty |
|--|---------------|-------------------|---------------------|------------------|---------------------|------------------|--------------|------------------|--------------------|------------------|--|
| | Professor | | Associate Professor | | Assistant Professor | | Instructor | | Average, All Ranks | | |
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | |
| University of Oklahoma | 334 | \$ 113,873 | 248 | \$ 79,676 | 289 | \$ 72,983 | 169 | \$ 43,002 | 1,040 | 82,839 | |
| Oklahoma State University | 215 | 110,884 | 233 | 83,227 | 276 | 79,034 | 134 | 48,185 | 858 | 83,336 | |
| Research Universities | 549 | \$ 112,703 | 481 | \$ 81,396 | 565 | \$ 75,939 | 303 | \$ 45,295 | 1,898 | \$ 83,064 | 84.6% |
| University of Central Oklahoma | 193 | 86,939 | 82 | 73,683 | 118 | 61,077 | 148 | \$ 41,270 | 541 | 66,795 | |
| East Central University | 32 | \$ 69,637 | 19 | 55,229 | 49 | 53,035 | 43 | 49,771 | 143 | 56,060 | |
| Northeastern State University | 67 | 72,761 | 63 | 59,603 | 74 | 51,378 | 73 | 43,746 | 277 | 56,410 | |
| Northwestern Oklahoma State University | 22 | 68,310 | 9 | 66,719 | 24 | 58,527 | 26 | 38,888 | 81 | 55,790 | |
| Southeastern Oklahoma State University | 47 | \$ 73,431 | 21 | 61,251 | 18 | 60,794 | 13 | 38,068 | 99 | 63,906 | |
| Southwestern Oklahoma State University | 32 | 79,900 | 40 | 60,289 | 41 | 52,979 | 66 | 49,167 | 179 | 58,020 | |
| Cameron University | 39 | 71,672 | 38 | 60,271 | 40 | 50,030 | 35 | 39,914 | 152 | 55,814 | |
| Langston University | 3 | 64,794 | 19 | 57,191 | 31 | 52,813 | 25 | 47,936 | 78 | 52,777 | |
| Oklahoma Panhandle State University | 4 | 50,939 | 7 | 45,853 | 21 | 43,411 | 15 | 32,702 | 47 | 40,997 | |
| Rogers State University | 15 | 62,201 | 18 | 50,664 | 29 | 46,544 | 23 | 39,728 | 85 | 48,335 | |
| University of Science & Arts | 15 | 59,018 | 12 | 50,548 | 11 | 46,039 | 8 | 40,896 | 46 | 50,553 | |
| Regional Four-Year Universities | 469 | \$ 77,623 | 328 | \$ 62,076 | 456 | \$ 54,134 | 475 | \$ 43,199 | 1,728 | \$ 59,011 | 91.7% |
| Carl Albert State College | | | | | | | 44 | \$ 39,721 | 44 | 39,721 | |
| Connors State College | | | | | | | 42 | 43,819 | 42 | 43,819 | |
| Eastern Oklahoma State College | | | | | | | 38 | 42,072 | 38 | 42,072 | |
| Murray State College | | | | | | | 38 | 44,090 | 38 | 44,090 | |
| Northeastern Oklahoma A&M College | | | | | | | 56 | 45,779 | 56 | 45,779 | |
| Northern Oklahoma College | | | | | | | 98 | 49,174 | 98 | 49,174 | |
| Oklahoma City Community College | | | | | | | 143 | 48,523 | 143 | 48,523 | |
| Redlands Community College | | | | | | | 23 | 46,122 | 23 | 46,122 | |
| Rose State College | | | | | | | 95 | 45,898 | 95 | 45,898 | |
| Seminole State College | | | | | | | 32 | 40,747 | 32 | 40,747 | |
| Tulsa Community College | | | | | | | 244 | 57,526 | 244 | 57,526 | |
| Western Oklahoma State College | | | | | | | 25 | 43,840 | 25 | 43,840 | |
| Two-Year Colleges | - | \$ - | - | \$ - | - | \$ - | 878 | \$ 49,022 | 878 | \$ 49,022 | 90.7% |
| All Colleges and Universities | 1,018 | \$ 97,458 | 809 | \$ 74,690 | 1,021 | \$ 67,522 | 1,656 | \$ 46,670 | 4,504 | \$ 67,909 | 88.4% |

FY16 9-10mo Faculty as % of Total Faculty: 88.0%

| | | |
|-------------------------------|--|-----------|
| Research University Tier | Number of 9-10 month Faculty as Percent of Total 9-10 month Faculty: | 42.1% |
| | Average Salary Greater than Four-Year Tier by: | 40.8% |
| Two-Year College Tier | TCC Number of Faculty as Percent of Two-Year: | 27.8% |
| | TCC Average Salary Above Mean: | 17.3% |
| All Colleges and Universities | Median of All Institutions' Average Salaries: | \$ 49,174 |

FIGURE 3

CHANGE IN NUMBER OF 9-10 MONTH FULL-TIME FACULTY

2015-2016 TO 2016-2017

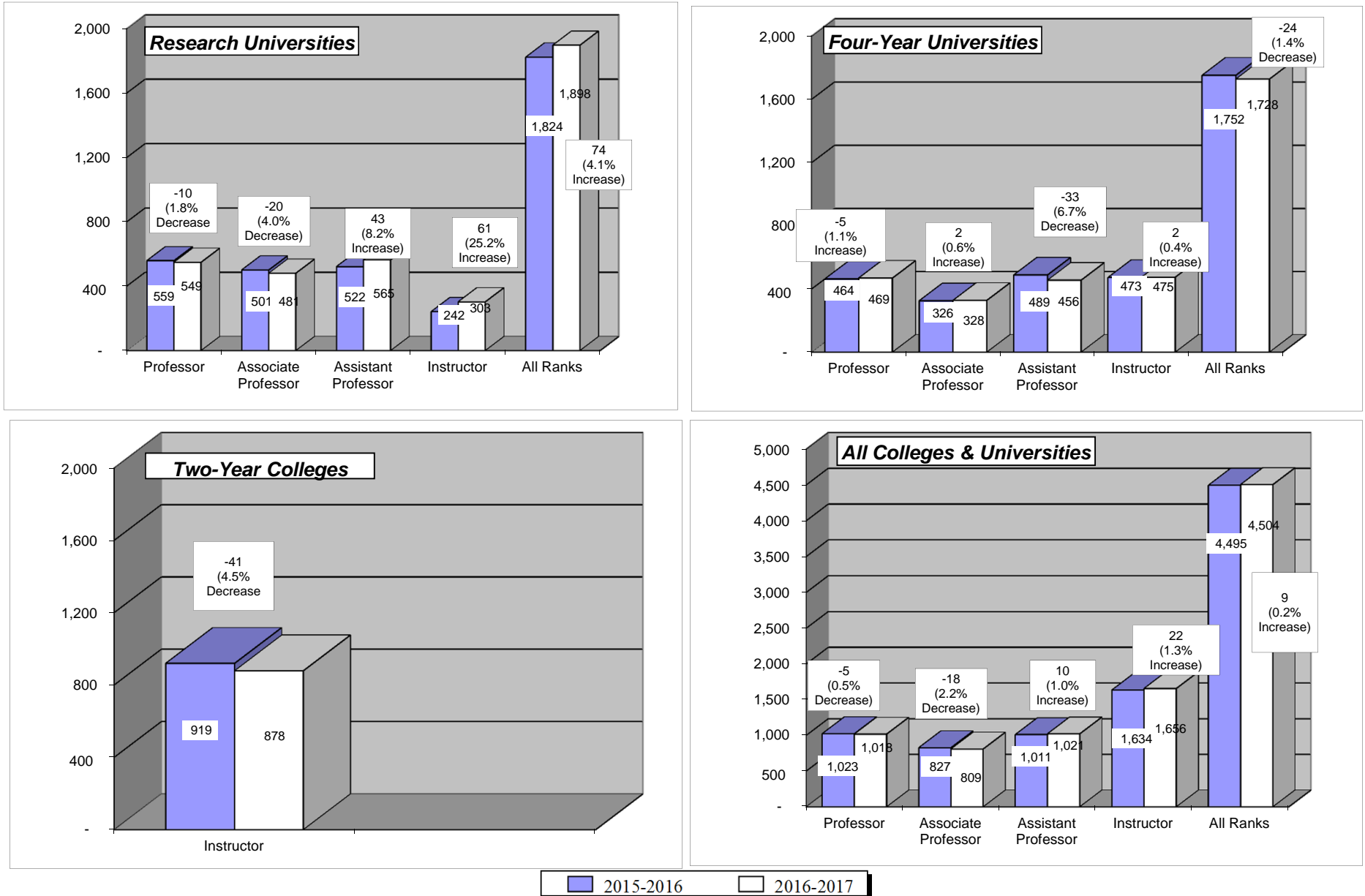


FIGURE 4

CHANGE IN SALARIES OF 9-10 MONTH FULL-TIME FACULTY 2015-2016 TO 2016-2017

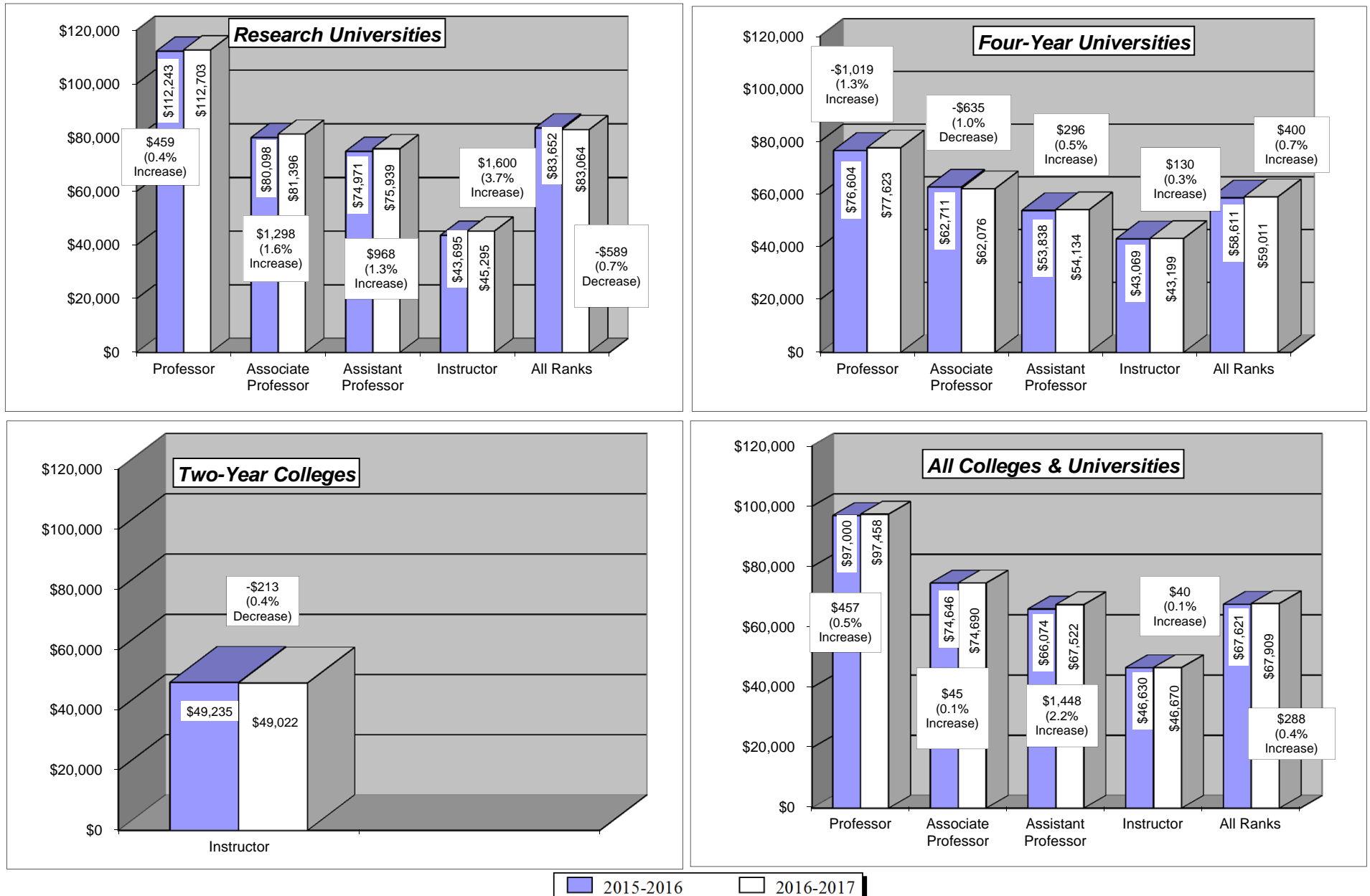


TABLE 5

Table 5 presents the average fringe benefits on a 9-10 month basis paid to or on behalf of all 9-10 month full-time faculty by all 25 colleges and universities in The Oklahoma State System of Higher Education. The average fringe benefits paid for 2016-2017 is \$23,061, a decrease over 2015-2016 of \$667 or 2.8 percent.

Fringe benefits as a percent of average salaries may be computed from the data in Tables 4 and 5. For all institutions, 2016-2017 fringe benefits are 34.0 percent of the average salary; compared to 35.1 percent in 2015-2016. For the research universities, four-year universities, and two-year colleges, the fringe benefits for 2016-2017 as a percent of average salaries are 34.1 percent, 31.4 percent, and 42.1 percent, respectively. Comparative percentages for 2015-2016 were 33.6 percent, 33.9 percent, and 45.4 percent, respectively.

Retirement plan payments are the largest fringe benefit for all institutions combined. 2016-2017 payments comprise 51.7 percent of the average total fringe benefits for the State System, a slight increase from the 50.4 percent in 2015-2016. For the research universities, four-year universities, and two-year colleges, retirement plan payments are 56.5 percent, 45.1 percent, and 49.1 percent, respectively, of the total average fringe benefits. Comparable 2015-2016 figures were 56.3 percent, 42.4 percent, and 49.4 percent, respectively (see Figure 5).

All institutions provide medical and life insurance benefits, the second largest fringe benefit paid by institutions. Social security taxes are the third largest fringe benefit paid by institutions and are required by law, as are unemployment compensation and worker's compensation payments.

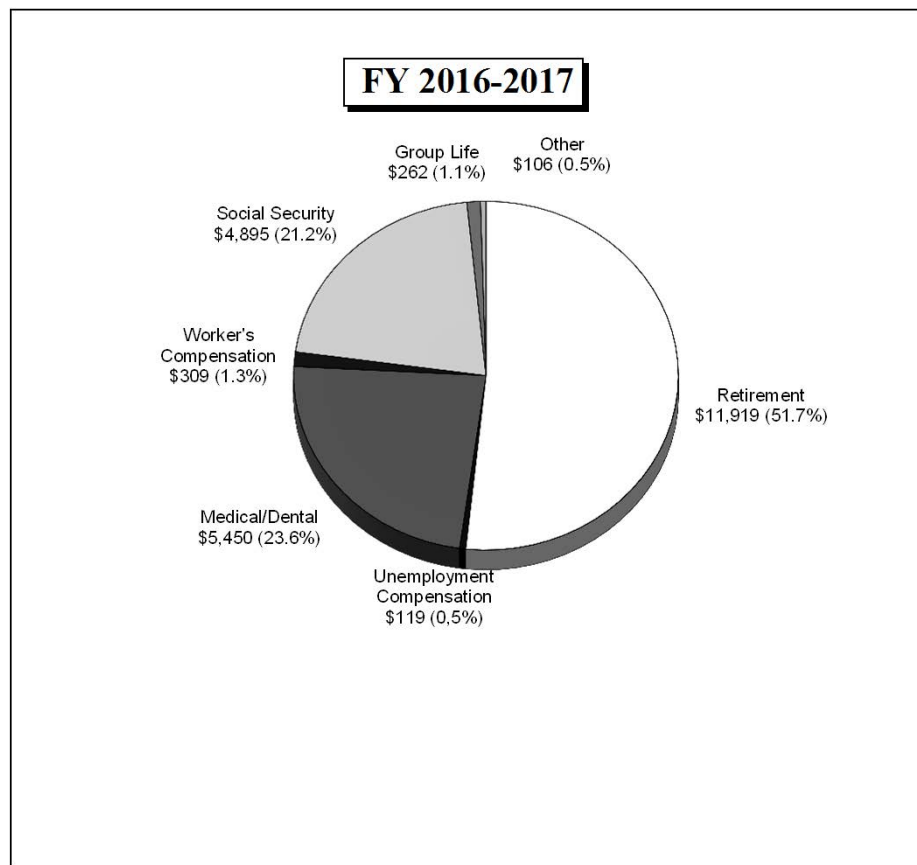
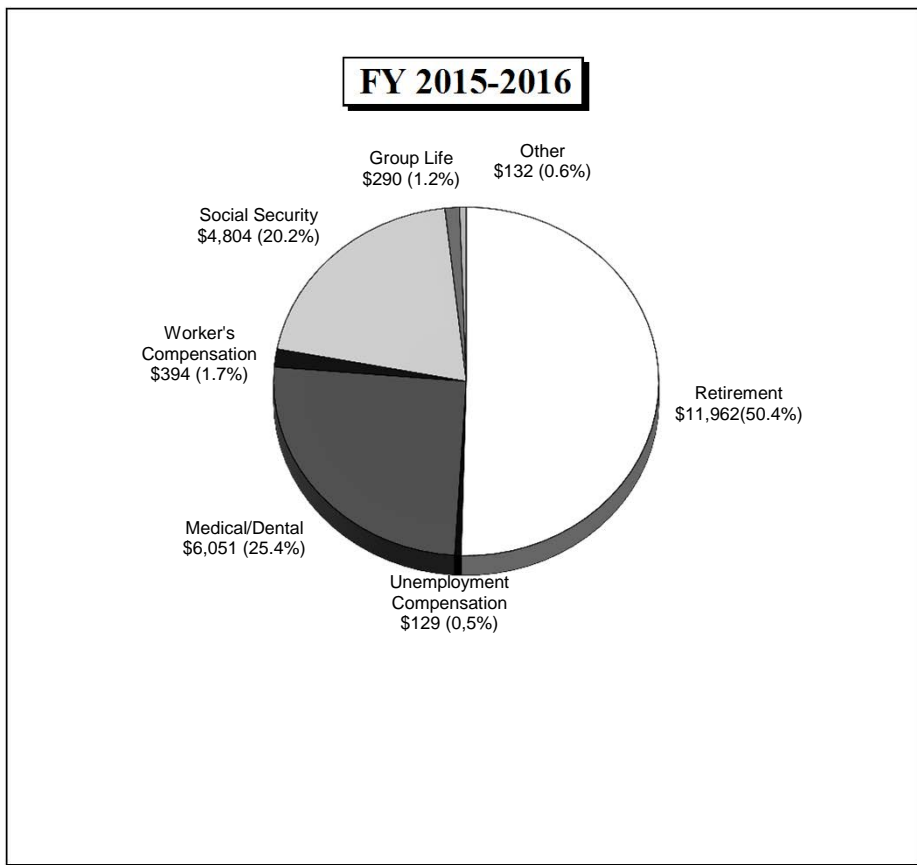
TABLE 5

**AVERAGE STAFF BENEFITS PAID 9-10 MONTH FULL-TIME FACULTY
2016-2017**

| Institution | Number of Faculty | Retirement Plan | Medical Dental Plan | Social Security Taxes | Unemployment Compensation | Group Life Insurance | Workers' Compensation | Other | Total | Benefits as % of Salary | FY16 Benefits as % of Salary |
|--|-------------------|-----------------|---------------------|-----------------------|---------------------------|----------------------|-----------------------|--------------|-----------------|-------------------------|------------------------------|
| University of Oklahoma | 1,040 | \$17,178 | \$5,537 | \$6,101 | \$4 | \$142 | \$207 | \$2 | 29,171 | | |
| Oklahoma State University | 858 | 14,543 | 5,530 | 6,099 | 54 | 456 | 541 | - | 27,223 | | |
| Research Universities | 1,898 | \$15,987 | \$5,534 | \$6,100 | \$27 | \$284 | \$358 | \$1 | \$28,290 | 34.1% | 33.9% |
| University of Central Oklahoma | 541 | \$5,221 | \$2,981 | \$5,110 | \$420 | \$219 | \$2 | \$90 | 14,043 | | |
| East Central University | 143 | 8,244 | 537 | 3,287 | - | 184 | - | 85 | 12,337 | | |
| Northeastern State University | 277 | 9,048 | 6,800 | 4,311 | 149 | 349 | 550 | 209 | 21,416 | | |
| Northwestern Oklahoma State University | 81 | 10,917 | 6,805 | 4,445 | 177 | 202 | 639 | 174 | 23,359 | | |
| Southeastern Oklahoma State University | 99 | 11,171 | 6,420 | 4,846 | 45 | 201 | 524 | 189 | 23,396 | | |
| Southwestern Oklahoma State University | 179 | 14,031 | 6,646 | 4,628 | 100 | 211 | 606 | 569 | 26,791 | | |
| Cameron University | 152 | 11,344 | 5,916 | 4,202 | 109 | 582 | 467 | 244 | 22,864 | | |
| Langston University | 78 | 3,998 | 4,960 | 3,341 | 557 | 390 | 278 | 167 | 13,691 | | |
| Oklahoma Panhandle State University | 47 | 6,889 | 5,822 | 2,847 | 170 | 303 | 257 | 176 | 16,465 | | |
| Rogers State University | 85 | 9,488 | 6,588 | 1,990 | 174 | 254 | 195 | 68 | 18,757 | | |
| University of Science & Arts | 46 | 5,722 | 7,264 | 3,867 | 177 | 147 | 516 | 188 | 17,881 | | |
| Regional Four-Year Universities | 1,728 | \$8,357 | \$4,863 | \$4,327 | \$229 | \$276 | \$295 | \$189 | \$18,537 | 31.4% | 34.2% |
| Carl Albert State College | 44 | \$7,496 | \$6,727 | \$3,047 | \$177 | \$185 | \$64 | \$64 | 17,760 | | |
| Connors State College | 42 | 8,895 | 5,985 | 3,352 | 131 | 295 | 271 | 214 | 19,143 | | |
| Eastern Oklahoma State College | 38 | 8,712 | 6,986 | 3,218 | 201 | 48 | 421 | - | 19,586 | | |
| Murray State College | 38 | 8,388 | 6,837 | 3,396 | 225 | 154 | 333 | - | 19,333 | | |
| Northeastern Oklahoma A&M College | 56 | 7,533 | 5,400 | 2,838 | - | 312 | - | 39 | 16,122 | | |
| Northern Oklahoma College | 98 | 10,777 | 7,707 | 3,762 | 187 | 171 | 263 | 73 | 22,940 | | |
| Oklahoma City Community College | 143 | 7,702 | 4,455 | 2,247 | 49 | 218 | 295 | - | 14,966 | | |
| Redlands Community College | 23 | 9,454 | 6,900 | 3,528 | 461 | 73 | 484 | 192 | 21,092 | | |
| Rose State College | 95 | 10,972 | 7,919 | 3,518 | 149 | 72 | 299 | 155 | 23,085 | | |
| Seminole State College | 31 | 10,173 | 7,089 | 3,117 | 165 | 150 | 252 | - | 20,947 | | |
| Tulsa Community College | 244 | 12,937 | 6,500 | 4,238 | - | 222 | 126 | 442 | 24,465 | | |
| Western Oklahoma State College | 25 | 8,889 | 6,046 | 2,718 | 101 | 153 | 568 | 65 | 18,540 | | |
| Two-Year Colleges | 877 | \$10,133 | \$6,426 | \$3,408 | \$99 | \$188 | \$232 | \$171 | \$20,657 | 42.1% | 44.3% |
| All Colleges & Universities | 4,503 | \$11,919 | \$5,450 | \$4,895 | \$119 | \$262 | \$309 | \$106 | \$23,061 | 34.0% | 35.1% |
| FY16 Total Benefits | | | | | | | | | \$23,727 | | |
| FY2017 Dollar and Percent Increase in Total Benefits | | | | | | | | | (\$667) | -2.8% | |

FIGURE 5

CHANGE IN AVERAGE BENEFITS PAID TO 9-10 MONTH FULL-TIME FACULTY ALL INSTITUTIONS 2015-2016 TO 2016-2017



RETIREMENT PLAN PAYMENTS - PERCENT OF TOTAL BENEFITS BY TIER

| | <u>FY16</u> | <u>FY17</u> |
|------------------------|-------------|-------------|
| Research Universities | 56.3% | 56.5% |
| Four-Year Universities | 42.4% | 45.1% |
| Two-Year Colleges | 49.4% | 49.1% |

TABLE 6

Table 6 presents the average salaries and the number of full-time faculty employed in the 25 institutions on an 11-12 month basis only.

The average salary paid in the 25 institutions in 2016-2017 to 11-12 month employed faculty is \$100,819, an increase over 2015-2016 of \$3,322 or 3.4 percent. The average 11-12 month salary for research universities is \$120,859; the average for four-year regional universities is \$80,487; and the average for two-year colleges is \$59,468. The 2016-2017 median of the average salaries for 22 institutions reporting 11-12 month full-time faculty is \$66,035.

The number of full-time faculty employed on an 11-12 month contract basis is 592 or 11.6 percent of the total full-time faculty in the 25 institutions. In 2015-2016 the number was 944 or 12.0 percent. The percent of faculty employed on an 11-12 month basis is 15.4 percent at research universities; 8.3 percent at four-year universities, and 9.3 percent at two-year colleges. The number of full-time faculty employed on an 11-12 month basis varies by institution. For example, twelve institutions employ five or less faculty on an 11-12 month basis; while over 37.1 percent of Langston University's faculty (46 out of 124) is employed on an 11-12 month basis.

TABLE 6

**AVERAGE SALARIES PAID 11-12 MONTH FULL-TIME FACULTY
2016-2017**

| Institution | Academic Rank | | | | | | | | | | No. of 11-12mo. Faculty as % of Total Faculty |
|--|---------------|-------------------|---------------------|-------------------|---------------------|------------------|------------|------------------|--------------------|-------------------|---|
| | Professor | | Associate Professor | | Assistant Professor | | Instructor | | Average, All Ranks | | |
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount | |
| University of Oklahoma | 90 | \$ 156,728 | 31 | \$ 118,148 | 18 | \$ 86,250 | 21 | \$ 62,782 | 160 | 128,994 | |
| Oklahoma State University | 69 | 158,599 | 42 | 102,429 | 28 | 87,101 | 46 | 73,332 | 185 | 113,824 | |
| Research Universities | 159 | \$ 157,540 | 73 | \$ 109,104 | 46 | \$ 86,768 | 67 | \$ 70,025 | 345 | \$ 120,859 | 15.4% |
| University of Central Oklahoma | | | | | | | | | | | |
| East Central University | | | 1 | 104,000 | 1 | 74,645 | 2 | 63,777 | 4 | 76,550 | |
| Northeastern State University | 11 | 105,759 | 6 | 92,694 | 13 | 83,227 | 5 | 67,915 | 35 | 89,744 | |
| Northwestern Oklahoma State University | 1 | 85,000 | 1 | 92,000 | 1 | 50,963 | 1 | 62,300 | 4 | 72,566 | |
| Southeastern Oklahoma State University | 6 | 117,182 | 1 | 85,855 | 4 | 63,071 | 1 | 55,966 | 12 | 91,433 | |
| Southwestern Oklahoma State University | 5 | 146,119 | 9 | 105,920 | 11 | 101,357 | 3 | 57,938 | 28 | 106,165 | |
| Cameron University | | | | | | | 2 | 52,950 | 2 | 52,950 | |
| Langston University | 4 | 102,339 | 17 | 72,194 | 19 | 58,507 | 6 | 54,500 | 46 | 66,854 | |
| Oklahoma Panhandle State University | 1 | 32,461 | 2 | 61,055 | 1 | 37,235 | 4 | 42,871 | 8 | 45,412 | |
| Rogers State University | 8 | 69,349 | 5 | 74,021 | 1 | 55,328 | | | 14 | 70,016 | |
| University of Science & Arts | 2 | 78,205 | 2 | 74,000 | | | | | 4 | 76,103 | |
| Regional Four-Year Universities | 38 | \$ 100,923 | 44 | \$ 83,155 | 51 | \$ 74,097 | 24 | \$ 56,816 | 157 | \$ 80,487 | 8.3% |
| Carl Albert State College | | | | | | | 6 | \$ 42,225 | 6 | 42,225 | |
| Connors State College | | | | | | | 1 | \$ 44,000 | 1 | 44,000 | |
| Eastern Oklahoma State College | | | | | | | | | | | |
| Murray State College | | | | | | | 15 | 54,151 | 15 | 54,151 | |
| Northeastern Oklahoma A&M College | | | | | | | | | | | |
| Northern Oklahoma College | | | | | | | 2 | 60,323 | 2 | 60,323 | |
| Oklahoma City Community College | | | | | | | | | | | |
| Redlands Community College | | | | | | | 3 | 47,851 | 3 | 47,851 | |
| Rose State College | | | | | | | 10 | 60,835 | 10 | 60,835 | |
| Seminole State College | | | | | | | 8 | 51,802 | 8 | 51,802 | |
| Tulsa Community College | | | | | | | 43 | 66,035 | 43 | 66,035 | |
| Western Oklahoma State College | | | | | | | 2 | 58,038 | 2 | 58,038 | |
| Two-Year Colleges | - | \$ - | - | \$ - | - | \$ - | 90 | \$ 59,468 | 90 | \$ 59,468 | 9.3% |
| All Colleges and Universities | 197 | \$ 146,619 | 117 | \$ 99,345 | 97 | \$ 80,106 | 181 | \$ 63,024 | 592 | \$ 100,819 | 11.6% |

FY16 11-12mo Faculty as % of Total Faculty: 12.0%

| | | |
|-------------------------------|---|-----------|
| All Colleges and Universities | Median of All Institutions' Average Salaries: | \$ 66,035 |
|-------------------------------|---|-----------|

FIGURE 6

CHANGE IN NUMBER OF 11-12 MONTH FULL-TIME FACULTY 2015-2016 TO 2016-2017

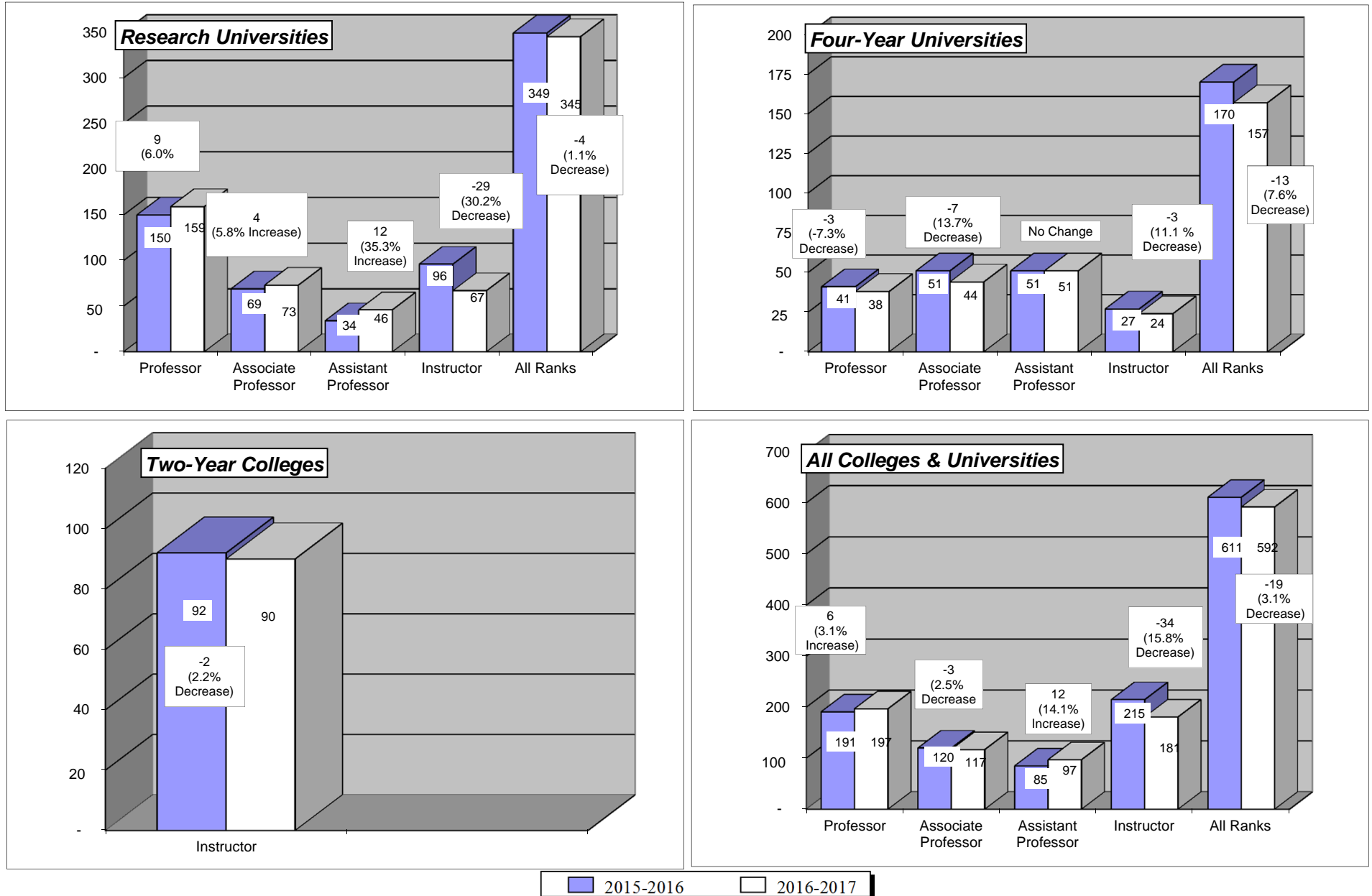


FIGURE 7

CHANGE IN SALARIES OF 11-12 MONTH FULL-TIME FACULTY 2015-2016 TO 2016-2017

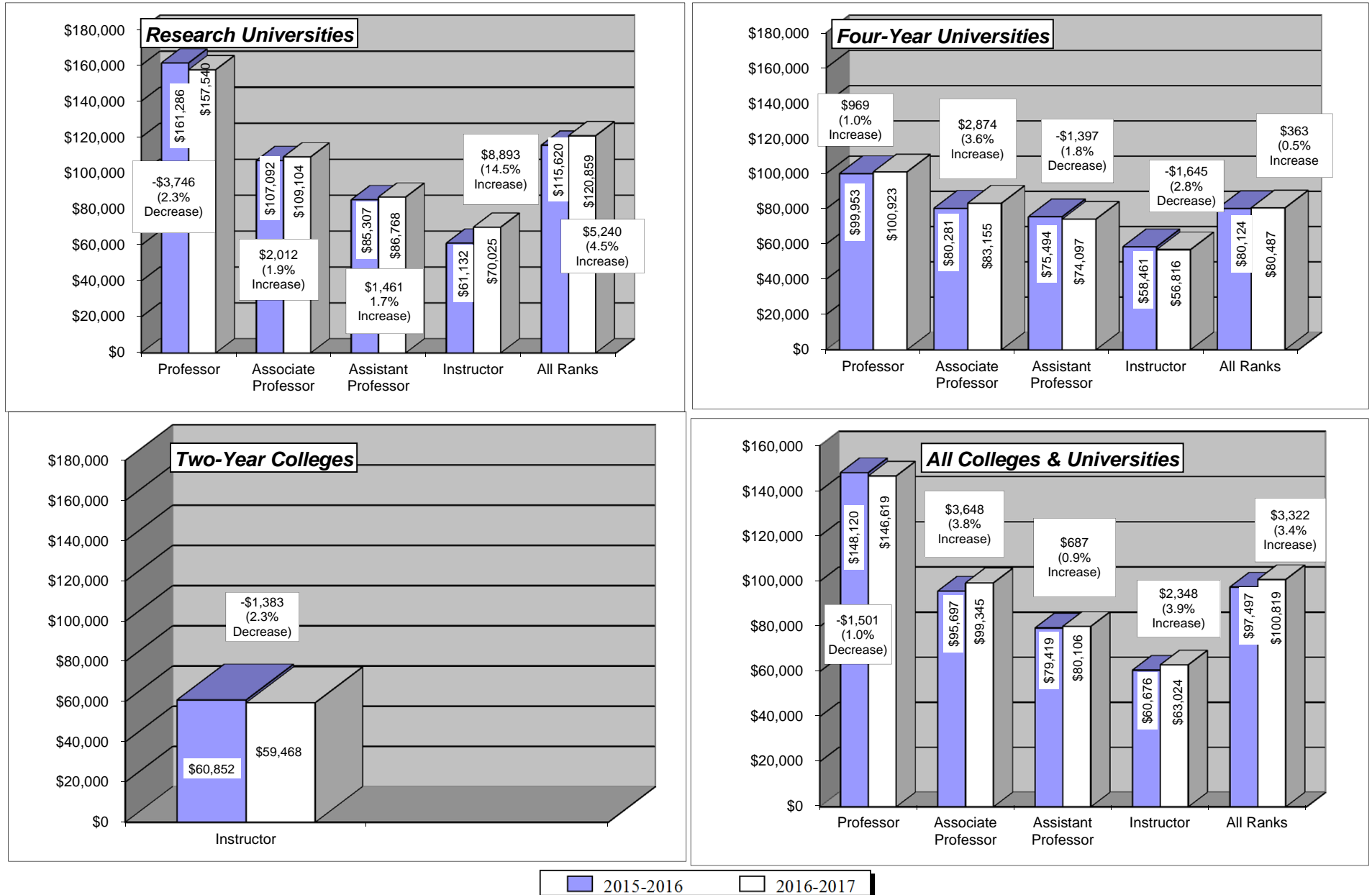


Table 7

Table 7 represents the 2016-2017 average fringe benefits on an 11-12 month basis to or on behalf of all 11-12 month full-time faculty by all 25 institutions in The Oklahoma State System of Higher Education. The average fringe benefit paid for 2016-2017 is \$33,453 and represents an increase of \$2,604 or 8.4 percent.

Fringe benefits as a percent of average salaries may be computed from the data in Tables 6 and 7. For all institutions, 2016-2017 fringe benefits are 33.2 percent of the average salary, a decrease from 31.6 percent in 2015-2016. For the research universities, four-year regional universities, and two-year colleges, the fringe benefits as a percent of average salaries are 32.6 percent, 30.9 percent, and 33.3 percent, respectively. Comparable 2015-2016 figures were 31.8 percent, 30.8 percent, and 32.1 percent, respectively.

Retirement plan payments are the largest fringe benefit for all institutions combined. Such payments comprise 57.5 percent of the average total fringe benefits for the State System for 2016-2017 as compared with 57.5 percent for 2015-2016. For the research universities, four-year regional universities, and two-year colleges, the payments are 60.7 percent, 50.7 percent, and 65.7 percent, respectively, of the total average fringe benefits. Comparable figures for 2015-2016 were 58.9 percent, 49.9 percent, and 67.0 percent respectively (see Figure 8).

Social security taxes are the second largest fringe benefit paid by institutions and are required by law, as are unemployment compensation and worker's compensation payments.

All 22 institutions reporting 11-12 month full-time faculty provide medical and life insurance benefits. Institutions also provide other fringe benefits not specifically identified.

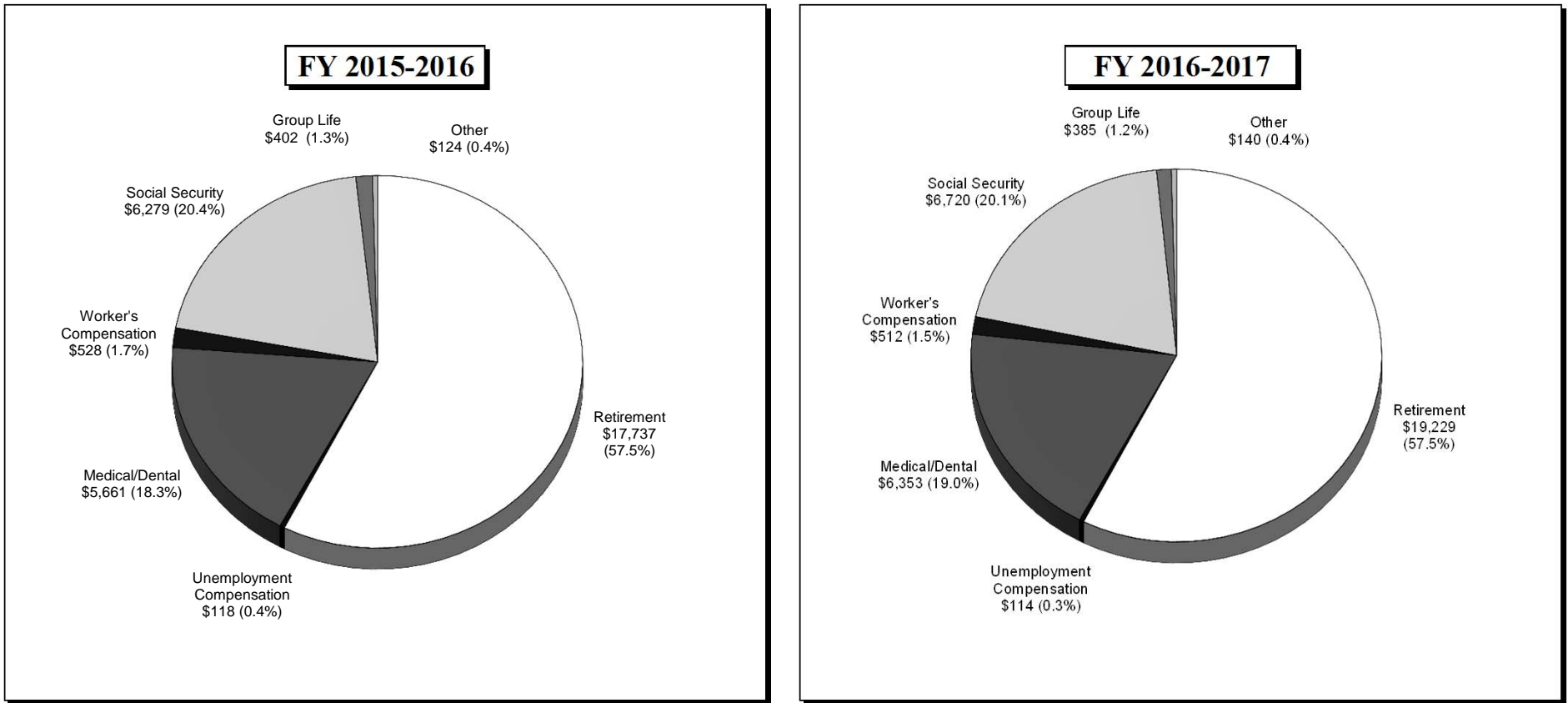
TABLE 7

AVERAGE STAFF BENEFITS PAID 11-12 MONTH FULL-TIME FACULTY
2016-2017

| Institution | Number of Faculty | Retirement Plan | Medical Dental Plan | Social Security Taxes | Unemployment Compensation | Group Life Insurance | Workers' Compensation | Other | Total | Benefits as % of Salary | FY16 Benefits as % of Salary |
|--|-------------------|-----------------|---------------------|-----------------------|---------------------------|----------------------|-----------------------|--------------|------------------|-------------------------|------------------------------|
| University of Oklahoma | 160 | \$29,317 | \$5,329 | \$8,478 | \$6 | \$221 | \$323 | \$2 | 43,676 | | |
| Oklahoma State University | 185 | 19,241 | 7,194 | 7,315 | 53 | 563 | 738 | - | 35,104 | | |
| Research Universities | 345 | \$23,914 | \$6,329 | \$7,854 | \$31 | \$404 | \$546 | \$1 | 39,390 | 32.6% | 31.8% |
| University of Central Oklahoma | - | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$- | | |
| East Central University | 4 | 12,565 | 537 | 5,010 | - | 281 | - | 126 | 18,519 | | |
| Northeastern State University | 35 | 14,858 | 6,800 | 6,766 | 149 | 556 | 550 | 332 | 30,011 | | |
| Northwestern Oklahoma State University | 7 | 13,735 | 6,805 | 5,728 | 177 | 261 | 824 | 201 | 27,731 | | |
| Southeastern Oklahoma State University | 12 | 16,437 | 6,646 | 6,889 | 73 | 286 | 750 | 237 | 31,318 | | |
| Southwestern Oklahoma State University | 28 | 23,031 | 6,646 | 7,574 | 100 | 358 | 1,028 | 1,028 | 39,765 | | |
| Cameron University | 2 | 10,127 | 5,916 | 4,104 | 109 | 570 | 455 | 247 | 21,528 | | |
| Langston University | 46 | 5,026 | 5,358 | 4,308 | 718 | 503 | 359 | 215 | 16,487 | | |
| Oklahoma Panhandle State University | 8 | 6,846 | 6,727 | 3,561 | 170 | 331 | 704 | 174 | 18,512 | | |
| Rogers State University | 14 | 12,461 | 6,588 | 2,766 | 175 | 371 | 280 | 102 | 22,743 | | |
| University of Science & Arts | 4 | 7,907 | 7,264 | 5,822 | 177 | 221 | 776 | 226 | 22,393 | | |
| Regional Four-Year Universities | 160 | \$12,630 | \$6,169 | \$5,554 | \$299 | \$430 | \$581 | \$370 | \$ 24,901 | 30.9% | 30.8% |
| Carl Albert State College | 6 | \$8,125 | \$6,727 | \$3,505 | \$177 | \$141 | \$73 | \$49 | \$ 18,797 | | |
| Connors State College | 1 | \$8,932 | \$5,985 | \$3,366 | \$132 | \$296 | \$272 | \$215 | 19,198 | | |
| Eastern Oklahoma State College | - | - | - | - | - | - | - | - | - | | |
| Murray State College | 15 | 10,293 | 6,837 | 4,166 | 225 | 189 | 408 | - | 22,118 | | |
| Northeastern Oklahoma A&M College | - | - | - | - | - | - | - | - | - | | |
| Northern Oklahoma College | 2 | 12,622 | 7,706 | 4,615 | 187 | 209 | 577 | 89 | 26,005 | | |
| Oklahoma City Community College | 5 | 15,271 | 5,276 | 4,654 | 99 | 443 | 593 | - | 26,336 | | |
| Redlands Community College | 3 | 11,163 | 6,900 | 3,661 | 479 | 75 | 502 | 195 | 22,975 | | |
| Rose State College | 5 | 16,966 | 7,919 | 5,729 | 149 | 117 | 487 | 203 | 31,570 | | |
| Seminole State College | 8 | 10,325 | 7,088 | 3,170 | 165 | 153 | 257 | - | 21,157 | | |
| Tulsa Community College | 43 | 14,718 | 6,736 | 4,845 | - | 268 | 126 | 500 | 27,193 | | |
| Western Oklahoma State College | 2 | 11,421 | 6,046 | 3,598 | 101 | 204 | 568 | 86 | 22,024 | | |
| Two-Year Colleges | 90 | \$13,003 | \$6,771 | \$4,443 | \$102 | \$229 | \$261 | \$266 | 19,781 | 33.3% | 32.1% |
| All Colleges & Universities | 595 | \$19,229 | \$6,353 | \$6,720 | \$114 | \$385 | \$512 | \$140 | \$33,453 | 33.2% | 31.6% |
| FY16 Total Average Benefits | | | | | | | | | \$30,849 | | |
| FY17 Dollar and Percent Increase in Total Benefits | | | | | | | | | \$2,604 | 8.4% | |

FIGURE 8

CHANGE IN AVERAGE BENEFITS PAID TO 11-12 MONTH FULL-TIME FACULTY ALL INSTITUTIONS 2015-2016 TO 2016-2017



RETIREMENT PLAN PAYMENTS - PERCENT OF TOTAL BENEFITS BY TIER

| | <u>FY16</u> | <u>FY17</u> |
|----------------------------|-------------|-------------|
| Comprehensive Universities | 58.9% | 60.7% |
| Four-Year Universities | 49.9% | 50.7% |
| Two-Year Colleges | 67.0% | 65.7% |

TABLE 8

Table 8 presents the 2016-2017 average total compensation paid to the full-time faculty on both 9-10 month and 11-12 month contracts by all 25 institutions in The Oklahoma State System of Higher Education.

Average total compensation for 9-10 month faculty in 2016-2017 is \$90,970 compared with \$91,349 in 2015-2016, and represents a decrease of \$379 or 0.2 percent. The 2016-2017 average for research universities is \$111,354, for four-year universities, \$77,548, and for two-year colleges, \$69,678. The median of the average total compensation for all 25 institutions reporting is \$68,397.

Average total compensation for 11-12 month faculty in 2016-2017 is \$134,272 compared with \$128,346 in 2015-2016, and represents an increase of \$5,926 or 4.6 percent. The 2016-2017 average for research universities is \$160,249, for four-year universities, \$105,388, and for two-year colleges, \$79,250. The median of the average total compensation of the 22 institutions reporting 11-12 month faculty is \$84,835.

TABLE 8

**AVERAGE TOTAL COMPENSATION PAID
9-10 MONTH AND 11-12 MONTH FULL-TIME FACULTY
2016-2017**

| Institution | 9-10 Month | | | 11-12 Month | | |
|--|------------------|------------------------|----------------------------|-------------------|------------------------|----------------------------|
| | Average Salaries | Average Staff Benefits | Average Total Compensation | Average Salaries | Average Staff Benefits | Average Total Compensation |
| University of Oklahoma | \$ 82,839 | \$ 29,171 | \$ 112,010 | \$ 128,994 | \$ 43,676 | \$ 172,670 |
| Oklahoma State University | 83,336 | 27,223 | 110,559 | 113,824 | 35,104 | 148,928 |
| Research Universities | \$ 83,064 | \$ 28,290 | \$ 111,354 | \$ 120,859 | \$ 39,390 | \$ 160,249 |
| University of Central Oklahoma | \$ 66,795 | \$ 14,043 | \$ 80,838 | \$ - | \$ - | \$ - |
| East Central University | 56,060 | 12,337 | 68,397 | 76,550 | 18,519 | 95,069 |
| Northeastern State University | 56,410 | 21,416 | 77,826 | 89,744 | 30,011 | 119,755 |
| Northwestern Oklahoma State University | 55,790 | 23,359 | 79,149 | 72,566 | 27,731 | 100,297 |
| Southeastern Oklahoma State University | 63,906 | 23,396 | 87,302 | 91,433 | 31,318 | 122,751 |
| Southwestern Oklahoma State University | 58,020 | 26,791 | 84,811 | 106,165 | 39,765 | 145,930 |
| Cameron University | 55,814 | 22,864 | 78,678 | 52,950 | 21,528 | 74,478 |
| Langston University | 52,777 | 13,691 | 66,468 | 66,854 | 16,487 | 83,341 |
| Oklahoma Panhandle State University | 40,997 | 16,465 | 57,462 | 45,412 | 18,512 | 63,924 |
| Rogers State University | 48,335 | 18,757 | 67,092 | 70,016 | 22,743 | 92,759 |
| University of Science & Arts of Oklahoma | 50,553 | 17,881 | 68,434 | 76,103 | 22,393 | 98,496 |
| Four-Year Universities | \$ 59,011 | \$ 18,537 | \$ 77,548 | \$ 80,487 | \$ 24,901 | \$ 105,388 |
| Carl Albert State College | \$ 39,721 | \$ 17,760 | \$ 57,481 | \$ 42,225 | \$ 18,797 | \$ 61,022 |
| Connors State College | 43,819 | 19,143 | 62,962 | 44,000 | 19,198 | 63,198 |
| Eastern Oklahoma State College | 42,072 | 19,586 | 61,658 | - | - | - |
| Murray State College | 44,090 | 19,333 | 63,423 | 54,151 | 22,118 | 76,269 |
| Northeastern Oklahoma A&M College | 45,779 | 16,122 | 61,900 | - | - | - |
| Northern Oklahoma College | 49,174 | 22,940 | 72,114 | 60,323 | 26,005 | 86,328 |
| Oklahoma City Community College | 48,523 | 14,966 | 63,489 | - | 26,336 | 26,336 |
| Redlands Community College | 46,122 | 21,092 | 67,214 | 47,851 | 22,975 | 70,826 |
| Rose State College | 45,898 | 23,085 | 68,983 | 60,835 | 31,570 | 92,405 |
| Seminole State College | 40,747 | 20,947 | 61,694 | 51,802 | 21,157 | 72,959 |
| Tulsa Community College | 57,526 | 24,465 | 81,991 | 66,035 | 27,193 | 93,228 |
| Western Oklahoma State College | 43,840 | 18,540 | 62,380 | 58,038 | 22,024 | 80,062 |
| Two-Year Colleges | \$ 49,022 | \$ 20,657 | \$ 69,678 | \$ 59,468 | \$ 19,781 | \$ 79,250 |
| All Colleges & Universities | \$ 67,909 | \$ 23,061 | \$ 90,970 | \$ 100,819 | \$ 33,453 | \$ 134,272 |
| Median Average Total Compensation: | | | \$ 68,397 | | | \$ 84,835 |
| Average Total Compensation, FY15: | | | \$ 91,349 | | | \$ 128,346 |
| | | | \$ (379) | | | \$ 5,926 |
| FY17 Dollar Increase | | | -0.4% | | | 4.6% |

FY17 Percent Increase

FIGURE 9

**AVERAGE TOTAL COMPENSATION PAID 9-10 MONTH & 11-12 MONTH FULL-TIME FACULTY
2015-2016 COMPARED TO 2016-2017**

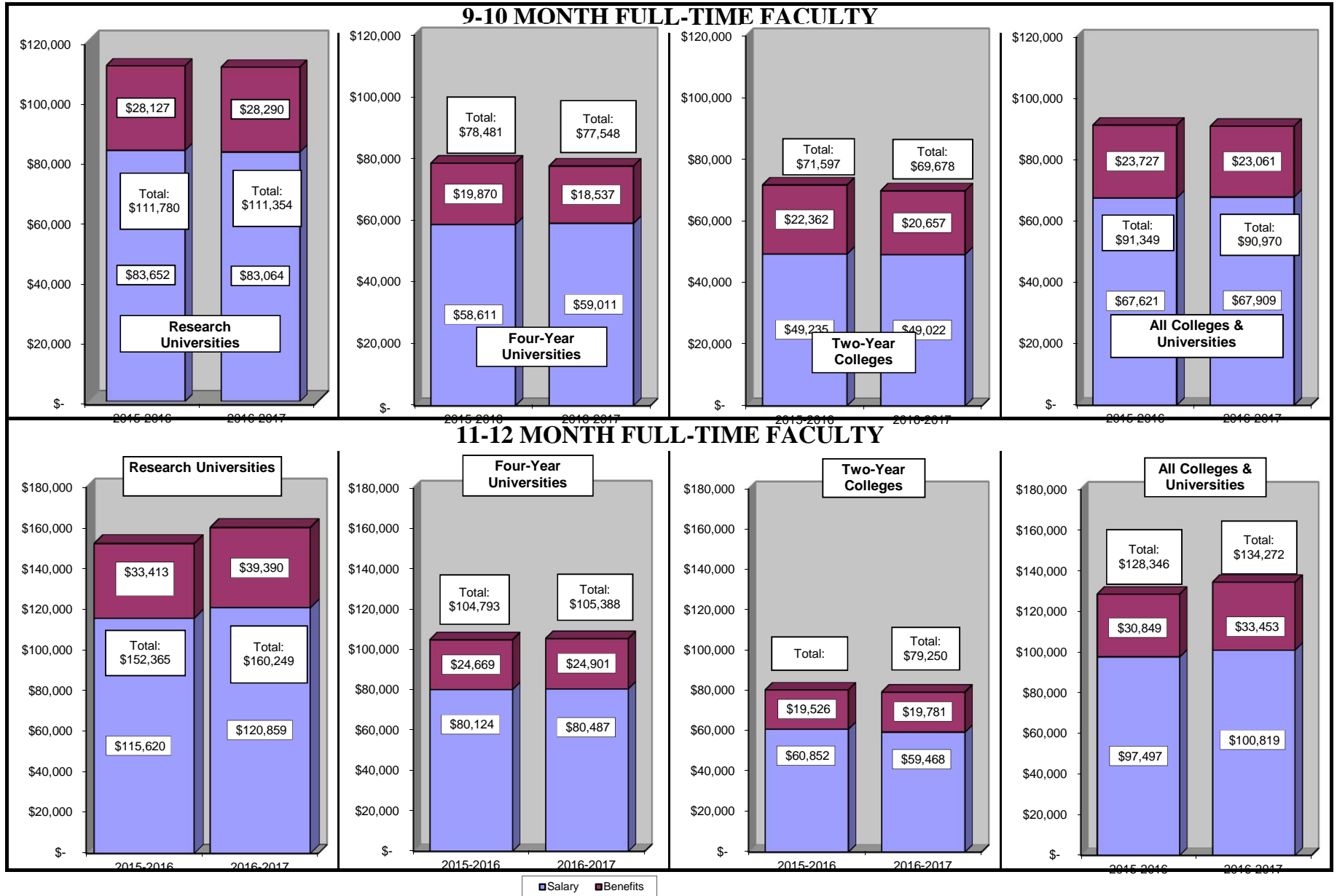


TABLE 9

Table 9 presents the highest and lowest salaries paid to academic deans and full-time faculty classified both by contract period and by type of institution. The number of individuals and the number of institutions in each classification are also presented.

The average (mean) salaries for academic deans employed on an 11-12 month contract basis in 2016-2017 for the three classifications of institutions are: research universities, \$236,180; four-year universities, \$110,175; and two-year colleges, \$73,124. For 2015-2016 the average salaries were \$240,036, \$113,918, and \$73,812, respectively. Average salaries for academic deans in 2016-2017, decreased 1.6 percent at the research universities, decreased 3.3 percent at the regional universities, and increased 1.8 at the two-year colleges.

The highest salary paid academic deans in the 25 institutions on an 11-12 month contract basis in 2016-2017 is \$367,093 for research universities, \$201,900 for four-year universities, and \$88,307 for two-year colleges. The highest salary for these categories in 2015-2016 was \$378,446, \$201,900, and \$96,345 for the research universities, four-year universities, and two-year colleges, respectively. The 2016-2017 lowest salary for academic deans is \$154,440 for research universities, \$55,709 for four-year universities, and \$70,000 for two-year colleges. The lowest salaries for these categories in 2015-2016, were \$154,440; \$55,709; and \$44,289, respectively.

For full-time faculty on 9-10 month contracts in the state system, the highest salary paid in 2016-2017 is \$303,867, compared to \$308,867 2015-2016. The lowest salary is \$11,760, compared to \$15,302 in 2015-2016.

For 2016-2017, the highest salary for a full-time faculty member employed on a 9-10 month contract basis by a four-year university is \$163,000, compared to \$139,380 in 2015-2016. The lowest salary for a full-time faculty member employed on a 9-10 month contract basis by a four-year university in 2016-2017 is \$15,479, compared to the same in 2015-2016. For two-year colleges, the 2016-2017 high is \$89,132 compared to 86,779 in 2015-2016. Finally, the 2016-2017 low two-year college salary is \$27,200, compared to \$24,000 in 2015-2016.

The highest salary paid an 11-12 month contract full-time faculty member in the 25 institutions in 2016-2017 is \$425,004, compared to the same in 2015-2016. The lowest salary in 2016-2017 is \$22,320 compared to \$4,725 in 2015-2016. For 2016-2017, the highest salary for a full-time faculty member employed on an 11-12 month contract basis by a four-year university is \$201,900 compared to 163,392 in 2015-2016; the lowest salary in 2016-2017 is \$31,961, compared to \$36,997 in 2015-2016. For 2016-2017, the highest salary for a full-time faculty member employed on an 11-12 month contract basis by a two-year college is \$90,833, as compared to \$85,971 in 2015-2016; the lowest salary is \$29,950 compared to \$32,526 in 2015-2016. These data exclude academic deans.

TABLE 9

**RANGE OF SALARIES PAID 9-10 AND 11-12 MONTH
ACADEMIC DEANS AND FULL-TIME FACULTY
2016-2017**

| Rank | 9-10 Month | | | 11-12 Month | | |
|-----------------------------------|-----------------------|------------------------|-------------------|-----------------------|------------------------|-------------------|
| | Research Universities | Four-Year Universities | Two-Year Colleges | Research Universities | Four-Year Universities | Two-Year Colleges |
| <u>Academic Deans</u> | | | | | | |
| Number: Institutions | - | - | 1 | 2 | 9 | 6 |
| Individuals | - | - | 5 | 26 | 34 | 11 |
| Salary: Highest (FY17) | - | - | 57,433 | \$367,093 | \$201,900 | \$88,307 |
| <i>FY16 High</i> | 133,902 | 64,515 | N/A | \$378,446 | \$201,900 | \$96,345 |
| Lowest (FY17) | - | - | 50,140 | 154,440 | 55,709 | 70,000 |
| <i>FY16 Low</i> | 133,902 | 64,515 | N/A | 154,440 | 55,709 | 44,289 |
| Average (FY17) | - | - | 53,272 | 236,180 | 110,175 | 75,124 |
| <i>FY16 Average</i> | 133,902 | 61,515 | N/A | 240,036 | 113,918 | 73,812 |
| % Change in Avg Salary | | | | -1.6% | -3.3% | 1.8% |
| <u>Professor</u> | | | | | | |
| Number: Institutions | 2 | 11 | | 2 | 9 | |
| Individuals | 549 | 469 | | 159 | 38 | |
| Salary: Highest | \$303,867 | \$163,000 | | \$425,004 | \$163,392 | |
| Lowest | 52,542 | 28,636 | | 67,815 | 31,961 | |
| Average | 112,703 | 77,623 | | 157,540 | 100,923 | |
| <u>Associate Professor</u> | | | | | | |
| Number: Institutions | 2 | 11 | | 2 | 9 | |
| Individuals | 481 | 328 | | 73 | 44 | |
| Salary: Highest | \$198,563 | \$115,000 | | \$258,840 | \$108,888 | |
| Lowest | 45,000 | 50,000 | | 51,777 | 56,000 | |
| Average | 81,396 | 62,076 | | 109,104 | 83,155 | |

TABLE 9 (continued)
RANGE OF SALARIES PAID 9-10 AND 11-12 MONTH

| Rank | 9-10 Month | | | 11-12 Month | | |
|-----------------------------------|-----------------------|------------------------|-------------------|-----------------------|------------------------|-------------------|
| | Research Universities | Four-Year Universities | Two-Year Colleges | Research Universities | Four-Year Universities | Two-Year Colleges |
| <u>Assistant Professor</u> | | | | | | |
| Number: Institutions | 2 | 11 | | 2 | 8 | |
| Individuals | 565 | 456 | | 46 | 51 | |
| Salary: Highest | \$190,000 | \$125,000 | | \$309,996 | \$120,254 | |
| Lowest | 40,005 | 31,000 | | 48,850 | 37,235 | |
| Average | 75,939 | 54,134 | | 86,768 | 74,097 | |
| <u>Instructor</u> | | | | | | |
| Number: Institutions | 2 | 11 | 12 | 2 | 8 | 8 |
| Individuals | 303 | 475 | 878 | 67 | 24 | 90 |
| Salary: Highest | \$100,000 | \$93,278 | \$89,132 | \$295,460 | \$90,312 | \$90,833 |
| Lowest | 11,760 | 15,479 | 27,200 | 22,320 | 34,960 | 29,950 |
| Average | 45,295 | 43,199 | 49,022 | 70,025 | 56,816 | 59,468 |
| <u>All Ranks</u> | | | | | | |
| Number: Institutions | 2 | 11 | 12 | 2 | 10 | 9 |
| Individuals | 1,898 | 1,728 | 878 | 345 | 157 | 90 |
| Salary: Highest (FY17) | 303,867 | 163,000 | 89,132 | 425,004 | 201,900 | 90,833 |
| <i>FY16 High</i> | <i>\$303,867</i> | <i>\$139,380</i> | <i>\$86,779</i> | <i>\$425,004</i> | <i>\$163,392</i> | <i>\$85,971</i> |
| Lowest (FY17) | 11,760 | 15,479 | 27,200 | 22,320 | 31,961 | 29,950 |
| <i>FY16 Low</i> | <i>15,302</i> | <i>15,479</i> | <i>24,000</i> | <i>4,725</i> | <i>36,997</i> | <i>32,526</i> |
| Average (FY17) | 83,064 | 59,011 | 49,022 | 120,859 | 80,487 | 59,468 |
| <i>FY16 Average</i> | <i>83,427</i> | <i>54,770</i> | <i>45,940</i> | <i>117,522</i> | <i>75,133</i> | <i>55,298</i> |
| % Change in Avg Salary | -0.4% | 7.7% | 6.7% | 2.8% | 7.1% | 7.5% |

TABLE 10

Table 10 presents income earned by full-time faculty members from activities that are specifically authorized by the institution in addition to primary employment duties. Income from summer-term employment for faculty employed on a 9-10 month contract basis is excluded from Table 10. These data are presented as “actual” for the completed year of 2015-2016 and “estimated” for the current year, 2016-2017.

The “estimated” average mean income in the 25 institutions from extra teaching assignments and approved non-institutional employment for 2016-2017 is \$5,345 for those faculty members earning such income. The “actual” figure for 2015-2016 was \$5,706. In 2016-2017, the median of the “estimated” averages is \$5,412; in 2016-2017, the median of the “actual” averages was \$4,772. In 2016-2017, the highest “estimated” average income from extra assignments is \$9,592; in 2015-2016, the highest “actual” average was \$11,515.

TABLE 10

**ADDITIONAL INCOME FROM EXTRA TEACHING ASSIGNMENTS
AND APPROVED NONINSTITUTIONAL EMPLOYMENT
2015-2016 AND 2016-2017**

| Institution | Income from Extra Assignments | | | |
|--|-------------------------------|----------------|---------------------|----------------|
| | 2015-2016 ACTUAL | | 2016-2017 ESTIMATED | |
| | Number of Faculty | Average Income | Number of Faculty | Average Income |
| University of Oklahoma | 490 | \$8,596 | 505 | \$9,000 |
| Oklahoma State University | 88 | \$2,242 | 88 | \$2,242 |
| Research Universities | 578 | \$7,629 | 593 | \$7,997 |
| University of Central Oklahoma | 303 | \$1,338 | 296 | \$1,519 |
| East Central University | 53 | 1,504 | 33 | 1,859 |
| Northeastern State University | 97 | 2,126 | 158 | 3,721 |
| Northwestern Oklahoma State University | 76 | 3,122 | 68 | 2,977 |
| Southeastern Oklahoma State University | 82 | 4,451 | 66 | 6,354 |
| Southwestern Oklahoma State University | 162 | 6,743 | 150 | 6,125 |
| Cameron University | 91 | 3,306 | 87 | 1,225 |
| Langston University | 39 | 3,220 | 17 | 3,006 |
| Oklahoma Panhandle State University | - | - | - | - |
| Rogers State University | 75 | 5,346 | 69 | 4,198 |
| University of Science & Arts of Oklahoma | 28 | 3,269 | 34 | 5,802 |
| Four-Year Universities | 1,006 | \$2,651 | 978 | \$2,855 |
| Carl Albert State College | 54 | \$6,326 | 55 | \$6,326 |
| Connors State College | 47 | 2,000 | 51 | 2,400 |
| Eastern Oklahoma State College | 29 | 5,093 | 38 | 6,299 |
| Murray State College | 33 | 2,410 | 42 | 4,314 |
| Northeastern Oklahoma A&M College | 56 | 5,795 | 56 | 5,795 |
| Northern Oklahoma College | 76 | 5,354 | 77 | 5,360 |
| Oklahoma City Community College | 149 | 11,515 | 143 | 9,592 |
| Redlands Community College | 18 | 7,039 | 20 | 5,463 |
| Rose State College | 94 | 8,922 | 89 | 5,575 |
| Seminole State College | 34 | 7,351 | 33 | 9,020 |
| Tulsa Community College | 208 | 8,240 | 225 | 7,691 |
| Western Oklahoma State College | 28 | 4,109 | 23 | 4,746 |
| Two-Year Colleges | 826 | \$7,058 | 852 | \$6,359 |
| All Colleges & Universities | 2,410 | \$5,355 | 2,423 | \$5,345 |
| Median of Averages: | | \$ 4,772 | | \$ 5,412 |
| Highest Average: | | \$ 11,515 | | \$ 9,592 |

FIGURE 10
NUMBER OF FACULTY RECEIVING ADDITIONAL INCOME FROM EXTRA TEACHING ASSIGNMENTS
AND APPROVED NONINSTITUTIONAL EMPLOYMENT
2014-2015 TO 2015-2016

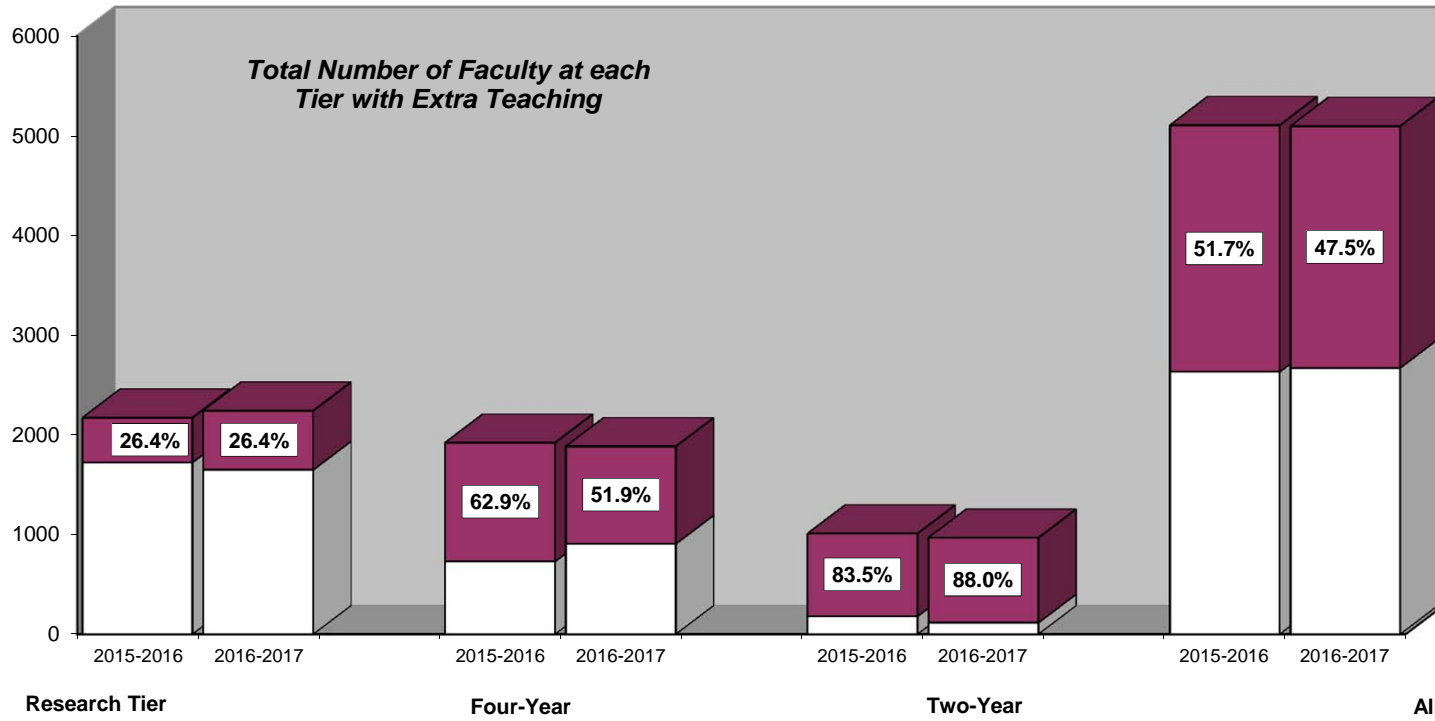


TABLE 11

Table 11 presents 2016-2017 salary data for selected administrative positions on an 11-12 month employment period by type of institution. The positions selected for inclusion are those most commonly staffed at higher education institutions. The average amount of fringe benefits is also included in the table. In some institutions, one individual may hold two or more administrative titles. In these instances, the salary has been reported under that heading most commonly associated with the highest salary.

Research University presidents' salaries average \$393,021 in 2016-2017, \$5,583 less than in 2015-2016. Fringe benefits for the president average \$117,488.

Four-year university presidents receive an average salary of \$209,139 in 2016-2017, up from \$203,722 in 2015-2016 average salary. The highest salary for a four-year university president in 2016-2017 is \$281,000, compared to \$280,000 in 2015-2016. Fringe benefits average \$51,668 or 25.7 percent of the average salary.

Two-year college presidents receive an average salary of \$174,632 in 2016-2017, down slightly from the 2015-2016 average salary of \$177,940. The highest salary for a two-year college president in 2016-2017 is \$280,800, compared to \$270,000 in 2015-2016. Fringe benefits average \$62,013 or 35.5 percent of the average salary (see Figure 11).

College and university vice presidents' salary information include those positions surveyed in the Administrative Compensation Survey from the College and University Personnel Association (CUPA). These positions surveyed at the Vice President level are: Chief Academic Officer, Chief Business Officer, Chief Development Officer, and Chief Student Affairs Officer.

TABLE 11

**11-12 MONTH AVERAGE SALARIES OF SELECTED ADMINISTRATIVE POSITIONS
2016-2017**

| Position | | Type of Institution | | | Position | | Type of Institution | | |
|--------------------------------------|--------------|-----------------------|------------------------|--|-------------------------|--------------|-----------------------|------------------------|-------------------|
| | | Research Universities | Four-Year Universities | Two-Year Colleges | | | Research Universities | Four-Year Universities | Two-Year Colleges |
| <u>President</u> | | | | <u>Chief Development Officer</u> | | | | | |
| Number: | Institutions | 2 | 11 | 12 | Number: | Institutions | 2 | 11 | 12 |
| | Individuals | 2 | 11 | 12 | | Individuals | 1 | 5 | 4 |
| Salary: | Highest | \$425,004 | \$281,000 | \$280,800 | Salary: | Highest | \$226,083 | \$117,000 | \$115,000 |
| | Lowest | 361,037 | 171,000 | 115,000 | | Lowest | 226,083 | 86,470 | 47,700 |
| | Average | 393,021 | 209,139 | 174,632 | | Average | 226,083 | 107,444 | 82,275 |
| Fringe Benefits: | Highest | \$137,640 | \$67,091 | \$127,265 | Fringe Benefits: | Highest | \$90,700 | \$36,598 | \$43,593 |
| | Lowest | 97,256 | 39,404 | 38,174 | | Lowest | 90,700 | 19,883 | 19,602 |
| | Average | 117,448 | 51,668 | 62,013 | | Average | 90,700 | 28,342 | 32,083 |
| <u>Chief Academic Officer</u> | | | | <u>Chief Student Affairs Officer</u> | | | | | |
| Number: | Institutions | 2 | 11 | 12 | Number: | Institutions | 2 | 11 | 12 |
| | Individuals | 2 | 11 | 9 | | Individuals | 2 | 9 | 10 |
| Salary: | Highest | \$328,041 | \$160,000 | \$190,000 | Salary: | Highest | \$218,250 | \$132,000 | \$120,000 |
| | Lowest | 315,250 | 107,673 | 75,162 | | Lowest | 201,312 | 84,640 | 55,746 |
| | Average | 321,646 | 134,250 | 107,110 | | Average | 209,781 | 105,706 | 85,047 |
| Fringe Benefits: | Highest | \$79,010 | \$50,428 | \$61,956 | Fringe Benefits: | Highest | \$87,972 | \$40,834 | \$44,248 |
| | Lowest | 49,232 | 24,497 | 27,749 | | Lowest | 69,314 | 20,858 | 24,860 |
| | Average | 64,121 | 37,113 | 37,563 | | Average | 78,643 | 30,551 | 32,015 |
| <u>Chief Business Officer</u> | | | | <u>Director of Institutional Research</u> | | | | | |
| Number: | Institutions | 2 | 11 | 12 | Number: | Institutions | 2 | 11 | 12 |
| | Individuals | 2 | 10 | 12 | | Individuals | 2 | 8 | 7 |
| Salary: | Highest | \$301,670 | \$162,106 | \$144,000 | Salary: | Highest | \$156,780 | \$97,550 | \$99,662 |
| | Lowest | 237,636 | 90,012 | 83,000 | | Lowest | 121,631 | 43,000 | 35,700 |
| | Average | 269,653 | 121,036 | 104,394 | | Average | 139,206 | 73,778 | 65,940 |
| Fringe Benefits: | Highest | \$116,990 | \$49,057 | \$54,203 | Fringe Benefits: | Highest | \$50,085 | \$33,284 | \$31,730 |
| | Lowest | 77,349 | 21,435 | 30,298 | | Lowest | 45,269 | 14,336 | 16,705 |
| | Average | 97,170 | 33,923 | 37,402 | | Average | 47,677 | 23,103 | 24,658 |

TABLE 11 (cont.)

| Position | Type of Institution | | | Position | Type of Institution | | | | |
|--|-----------------------|------------------------|-------------------|---|-------------------------|------------------------|-------------------|-----------|-----------|
| | Research Universities | Four-Year Universities | Two-Year Colleges | | Research Universities | Four-Year Universities | Two-Year Colleges | | |
| <u>Chief Public Relations Officer</u> | | | | <u>Chief Admissions Officer</u> | | | | | |
| Number: | Institutions | 2 | 11 | 12 | Number: | Institutions | 2 | 11 | 12 |
| | Individuals | 2 | 8 | 10 | | Individuals | 1 | 5 | 4 |
| Salary: | Highest | \$228,840 | \$118,000 | \$155,000 | Salary: | Highest | \$165,000 | \$114,462 | \$88,000 |
| | Lowest | 154,488 | 45,000 | 30,105 | | Lowest | 165,000 | 40,423 | 51,398 |
| | Average | 191,664 | 73,578 | 59,767 | | Average | 165,000 | 74,088 | 65,655 |
| Fringe Benefits: | Highest | \$91,655 | \$29,312 | \$53,327 | Fringe Benefits: | Highest | \$35,736 | \$36,304 | \$33,615 |
| | Lowest | 37,052 | 17,114 | 14,395 | | Lowest | 35,736 | - | 24,673 |
| | Average | 64,354 | 23,353 | 23,410 | | Average | 35,736 | 18,340 | 27,558 |
| <u>Director of Libraries</u> | | | | <u>Registrar</u> | | | | | |
| Number: | Institutions | 2 | 11 | 12 | Number: | Institutions | 2 | 11 | 12 |
| | Individuals | 2 | 10 | 10 | | Individuals | 2 | 10 | 8 |
| Salary: | Highest | \$272,085 | \$86,408 | \$70,380 | Salary: | Highest | \$185,335 | \$98,108 | \$57,340 |
| | Lowest | 173,976 | 58,710 | 40,000 | | Lowest | 128,400 | 50,000 | 38,000 |
| | Average | 223,031 | 68,359 | 54,215 | | Average | 156,868 | 65,463 | 49,452 |
| Fringe Benefits: | Highest | \$79,635 | \$29,068 | \$30,144 | Fringe Benefits: | Highest | \$76,522 | \$26,742 | \$25,792 |
| | Lowest | 52,919 | 314 | 17,872 | | Lowest | 44,403 | 255 | 16,038 |
| | Average | 66,277 | 20,897 | 23,231 | | Average | 60,462 | 20,450 | 21,499 |
| <u>Director of Purchasing</u> | | | | <u>Chief Physical Plant & Facilities</u> | | | | | |
| Number: | Institutions | 2 | 11 | 12 | Number: | Institutions | 2 | 11 | 12 |
| | Individuals | 2 | 7 | 5 | | Individuals | 2 | 9 | 10 |
| Salary: | Highest | \$166,801 | \$68,000 | \$73,536 | Salary: | Highest | \$157,820 | \$94,992 | \$100,000 |
| | Lowest | 127,500 | 40,000 | 37,822 | | Lowest | 147,300 | 60,000 | 39,000 |
| | Average | 147,151 | 53,094 | 53,861 | | Average | 152,560 | 78,442 | 63,495 |
| Fringe Benefits: | Highest | \$57,672 | \$23,311 | \$30,330 | Fringe Benefits: | Highest | \$55,276 | \$39,560 | \$50,610 |
| | Lowest | 42,259 | 11,054 | 19,293 | | Lowest | 42,029 | 396 | 20,413 |
| | Average | 49,965 | 16,712 | 24,225 | | Average | 48,652 | 25,090 | 27,081 |

TABLE 11 (cont.)

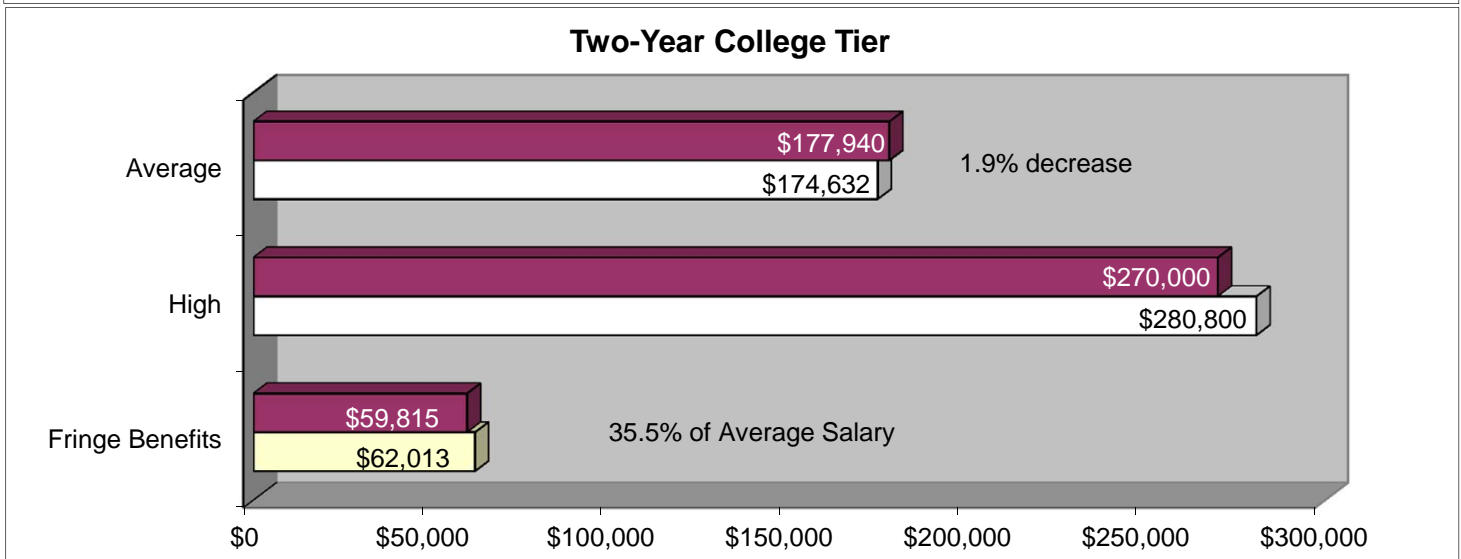
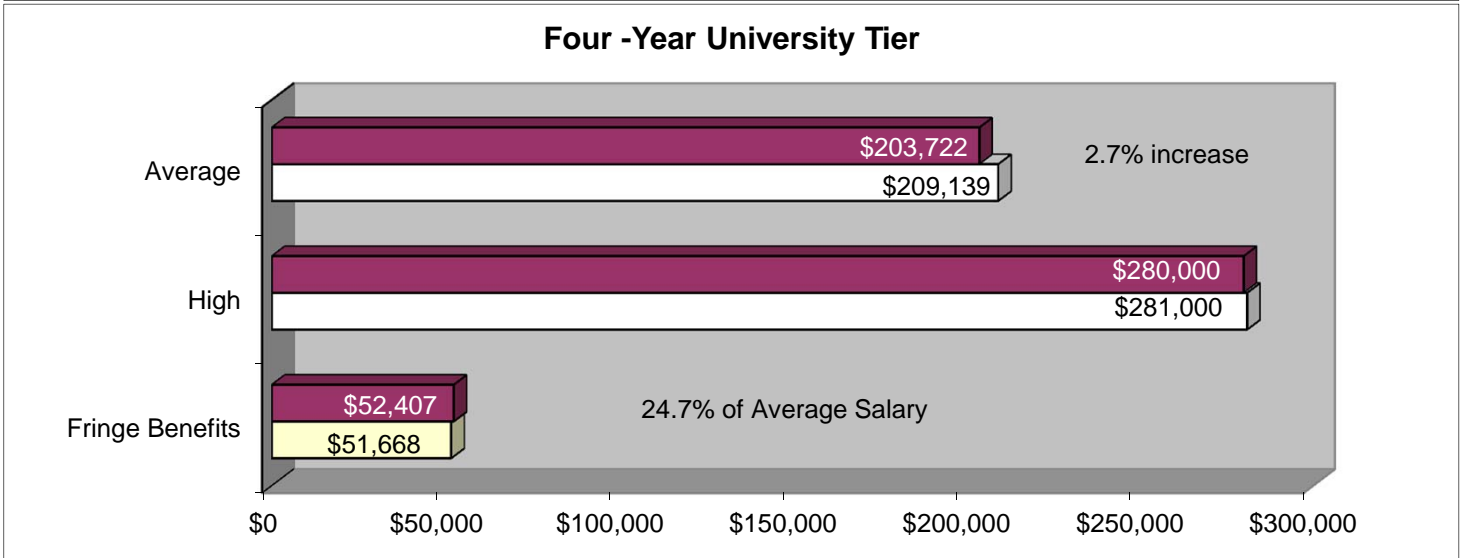
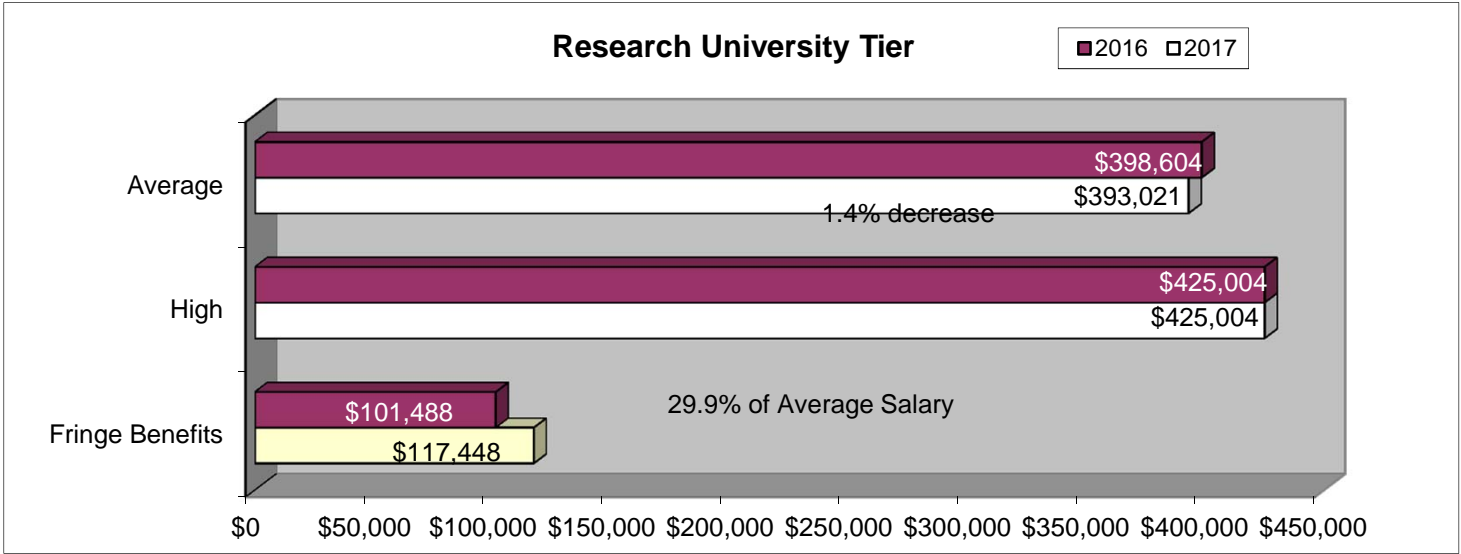
| Position | Type of Institution | | | Position | Type of Institution | | | | |
|--|-----------------------|------------------------|-------------------|--|-------------------------|------------------------|-------------------|----------|----------|
| | Research Universities | Four-Year Universities | Two-Year Colleges | | Research Universities | Four-Year Universities | Two-Year Colleges | | |
| <u>Chief Budgeting Officer</u> | | | | <u>Director of Campus Security</u> | | | | | |
| Number: | Institutions | 2 | 11 | 12 | Number: | Institutions | 2 | 11 | 12 |
| | Individuals | 2 | 3 | 3 | | Individuals | 2 | 9 | 9 |
| Salary: | Highest | \$153,789 | \$99,176 | \$71,500 | Salary: | Highest | \$142,300 | \$83,364 | \$80,000 |
| | Lowest | 130,012 | 62,112 | 47,000 | | Lowest | 97,852 | 40,959 | 30,979 |
| | Average | 141,901 | 84,429 | 62,553 | | Average | 120,076 | 61,583 | 51,962 |
| Fringe Benefits: | Highest | \$65,910 | \$33,569 | \$31,497 | Fringe Benefits: | Highest | \$37,792 | \$28,046 | \$41,022 |
| | Lowest | 43,900 | 19,618 | 19,498 | | Lowest | 19,033 | 210 | 12,345 |
| | Average | 54,905 | 25,365 | 26,961 | | Average | 28,413 | 19,873 | 23,243 |
| <u>Chief Personnel/HR Officer</u> | | | | <u>Chief Payroll Officer</u> | | | | | |
| Number: | Institutions | 2 | 11 | 12 | Number: | Institutions | 2 | 11 | 12 |
| | Individuals | 1 | 10 | 9 | | Individuals | 2 | 5 | 7 |
| Salary: | Highest | \$143,504 | \$93,464 | \$0 | Salary: | Highest | \$99,541 | \$60,048 | \$61,270 |
| | Lowest | 143,504 | 49,500 | - | | Lowest | 87,812 | 36,090 | 32,000 |
| | Average | 143,504 | 70,720 | - | | Average | 93,677 | 48,639 | 46,341 |
| Fringe Benefits: | Highest | \$50,429 | \$35,508 | \$44,468 | Fringe Benefits: | Highest | \$40,864 | \$24,530 | \$26,541 |
| | Lowest | 50,429 | 14,566 | - | | Lowest | 36,490 | 8,573 | 16,625 |
| | Average | 50,429 | 23,332 | 22,843 | | Average | 38,677 | 17,875 | 21,728 |
| <u>Director of Alumni Affairs</u> | | | | <u>Director of Telecommunications</u> | | | | | |
| Number: | Institutions | 2 | 11 | 12 | Number: | Institutions | 2 | 11 | 12 |
| | Individuals | 1 | 8 | 2 | | Individuals | 1 | 3 | 2 |
| Salary: | Highest | \$105,790 | \$60,000 | \$64,000 | Salary: | Highest | \$105,199 | \$68,550 | \$68,000 |
| | Lowest | 105,790 | 21,000 | 52,050 | | Lowest | 105,199 | 61,089 | 53,000 |
| | Average | 105,790 | 48,698 | 58,025 | | Average | 105,199 | 64,497 | 60,500 |
| Fringe Benefits: | Highest | \$40,057 | \$22,125 | \$28,806 | Fringe Benefits: | Highest | \$36,481 | \$25,595 | \$29,548 |
| | Lowest | 40,057 | 111 | - | | Lowest | 36,481 | 14,748 | 19,997 |
| | Average | 40,057 | 16,199 | 16,880 | | Average | 36,481 | 21,082 | 24,773 |

TABLE 11 (cont.)

| Position | Type of Institution | | | Position | Type of Institution | | | | |
|---|-----------------------|------------------------|-------------------|--|-------------------------|------------------------|-------------------|-----------|-----------|
| | Research Universities | Four-Year Universities | Two-Year Colleges | | Research Universities | Four-Year Universities | Two-Year Colleges | | |
| <u>Comptroller</u> | | | | <u>Bursar</u> | | | | | |
| Number: | Institutions | 2 | 11 | 12 | Number: | Institutions | 2 | 11 | 12 |
| | Individuals | 2 | 8 | 7 | | Individuals | 2 | 8 | 6 |
| Salary: | Highest | \$200,000 | \$98,246 | \$85,000 | Salary: | Highest | \$101,469 | \$56,042 | \$71,500 |
| | Lowest | 180,000 | 48,000 | 47,476 | | Lowest | 97,000 | 37,621 | 31,620 |
| | Average | 190,000 | 70,240 | 56,472 | | Average | 99,235 | 48,807 | 47,968 |
| Fringe Benefits: | Highest | \$75,028 | \$35,352 | \$37,157 | Fringe Benefits: | Highest | \$44,631 | \$23,873 | \$31,274 |
| | Lowest | 60,504 | 329 | 18,760 | | Lowest | 36,249 | 11,110 | 17,650 |
| | Average | 67,766 | 22,133 | 23,425 | | Average | 40,440 | 18,452 | 22,525 |
| <u>Director of Financial Aid</u> | | | | <u>Director of Athletics</u> | | | | | |
| Number: | Institutions | 2 | 11 | 12 | Number: | Institutions | 2 | 11 | 12 |
| | Individuals | 2 | 11 | 12 | | Individuals | 2 | 9 | 3 |
| Salary: | Highest | \$105,336 | \$79,989 | \$83,780 | Salary: | Highest | \$564,372 | \$120,000 | \$0 |
| | Lowest | 97,000 | 48,500 | 43,571 | | Lowest | 363,750 | 25,000 | - |
| | Average | 101,168 | 64,864 | 53,780 | | Average | 464,061 | 87,873 | - |
| Fringe Benefits: | Highest | \$45,858 | \$38,107 | \$32,360 | Fringe Benefits: | Highest | \$164,300 | \$34,929 | \$30,135 |
| | Lowest | 37,513 | 319 | 18,597 | | Lowest | 81,354 | 2,255 | - |
| | Average | 41,686 | 21,036 | 22,984 | | Average | 122,827 | 25,713 | 16,528 |
| <u>Chief Legal Counsel</u> | | | | <u>Chief Information System Officer</u> | | | | | |
| Number: | Institutions | 2 | 11 | 12 | Number: | Institutions | 2 | 11 | 12 |
| | Individuals | 2 | 2 | - | | Individuals | 2 | 10 | 9 |
| Salary: | Highest | \$315,250 | \$82,051 | \$0 | Salary: | Highest | \$232,509 | \$126,000 | \$120,000 |
| | Lowest | 263,938 | 60,000 | - | | Lowest | 180,564 | 70,246 | 56,398 |
| | Average | 289,594 | 71,026 | - | | Average | 206,537 | 89,056 | 72,698 |
| Fringe Benefits: | Highest | \$68,772 | \$22,356 | \$0 | Fringe Benefits: | Highest | \$74,854 | \$36,988 | \$40,234 |
| | Lowest | 49,232 | 19,622 | - | | Lowest | 59,412 | 18,533 | 22,980 |
| | Average | 59,002 | 20,989 | - | | Average | 67,133 | 27,209 | 28,422 |

FIGURE 11

PRESIDENTS' SALARIES AND BENEFITS HIGH AND AVERAGE SALARY COMPARISONS, FY2016 TO FY2017



TABLES 12, 13, and 14

Tables 12, 13, and 14 present average salaries and fringe benefits of eight constituent agencies in the state higher education system. Each of the constituent agencies is unique with respect to average salary rates or professional classification. Consequently, salary data for each of the eight agencies are presented separately.

The University of Oklahoma Health Sciences Center average salaries are presented on an 11-12 month contract basis. ***The College of Medicine*** 2016-2017 average salary is \$83,787. ***The College of Dentistry*** 2016-2017 average salary is \$101,985. ***The College of Nursing*** 2016-2017 average salary is \$88,488. ***The College of Public Health*** 2016-2017 average salary is \$103,118. ***The College of Allied Health*** 2016-2017 average salary is \$77,114. ***The College of Pharmacy*** 2016-2017 average salary is \$108,695. ***The Tulsa Branch College of Medicine*** 2016-2017 average salary is \$106,223. ***The Tulsa Branch, College of Nursing*** average salary is \$67,299. ***The Tulsa Branch, College of Pharmacy*** average salary is \$108,400 and finally, ***The Tulsa Branch College of Allied Health*** average salary is \$80,251.

The University of Oklahoma Law Center full-time faculty average salary on a 9-10 month equivalent contract basis for 2016-2017 is \$133,285 a 4.8 percent increase from 2015-2016.

The Oklahoma State University College of Veterinary Medicine full-time faculty average salary on an 11-12 month contract basis for 2016-2017 of \$124,767 a 3.8 percent decrease from 2015-2016.

The Oklahoma State University Agricultural Experiment Station full-time faculty average salary on an 11-12 month contract basis for 2016-2017 of \$109,719 is an increase of 6.0 percent over 2015-2016.

The Oklahoma State University Cooperative Extension Service full-time faculty average salary on an 11-12 month contract basis for 2016-2017 of \$107,277 is a decrease of 0.4 percent under 2015-2016.

The Oklahoma State University Center for Health Sciences full-time faculty average salary on an 11-12 month contract basis for 2016-2017 of \$222,702, an increase of 6.4 over 2015-2016. Inverse relationships to salary and rank can attributed to the fact that the Ph.D. faculty is the highest ranking, while the physicians are the lowest ranking yet higher salaried individuals.

The Oklahoma State University Technical Branch, Okmulgee full-time faculty average salary on an 11-12 month contract basis for 2016-2017 of \$54,619, a decrease of 0.9% from 2015-2016.

The Oklahoma State University, Oklahoma City full-time faculty average salary on a 9-10 month contract basis for 2016-2017 of \$51,194, a decrease of 0.1% from 2015-2016.

TABLE 12

**UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER*
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
11-12-MONTH SALARIES FOR 2016-2017**

| College | Academic Rank | | | | | | | | | |
|---|---------------|------------------|---------------------|-----------------|---------------------|-----------------|------------|-----------------|--------------------|-----------------|
| | Professor | | Associate Professor | | Assistant Professor | | Instructor | | Average, All Ranks | |
| | Number | Amount | Number | Amount | Number | Amount | Number | Amount | Number | Amount |
| College of Medicine | 136 | \$133,147 | 164 | \$91,499 | 376 | \$69,530 | 110 | \$59,996 | 786 | \$83,787 |
| College of Dentistry | 12 | \$119,932 | 7 | \$108,955 | 17 | \$86,829 | 1 | \$95,500 | 37 | \$101,985 |
| College of Nursing | 3 | \$133,669 | 5 | \$87,045 | 13 | \$78,617 | | | 21 | \$88,488 |
| College of Nursing - Tulsa Branch | | | | | 1 | \$80,660 | 2 | \$60,619 | 3 | \$67,299 |
| College of Public Health | 9 | \$135,837 | 12 | \$107,691 | 20 | \$85,650 | | | 41 | \$103,118 |
| College of Allied Health | 5 | \$105,116 | 15 | \$78,951 | 21 | \$70,632 | 1 | \$45,675 | 42 | \$77,114 |
| College of Allied Health - Tulsa Branch | | | 5 | \$89,394 | 3 | \$65,013 | | | 8 | \$80,251 |
| College of Pharmacy | 10 | \$139,764 | 12 | \$109,833 | 20 | \$92,477 | | | 42 | \$108,695 |
| College of Pharmacy - Tulsa Branch | 2 | \$119,500 | 1 | \$103,500 | 2 | \$99,750 | | | 5 | \$108,400 |
| College of Medicine - Tulsa Branch | 14 | \$155,049 | 20 | \$151,005 | 67 | \$91,218 | 15 | \$67,965 | 116 | \$106,223 |
| TOTAL | 191 | \$133,527 | 241 | \$97,796 | 540 | \$74,582 | 129 | \$61,096 | 1,101 | \$88,309 |

*NOTE: Included faculty are those employed full-time for the Health Sciences Center and faculty members who devote a part of their time to the Health Sciences Center and to either the Veterans Administration or to the Medical Research Foundation but whose employment agreement anticipates the amount of income from these sources. Full-time faculty members prorate time among the various divisions. Time allocated to each division has been rounded to the nearest whole number of full-time faculty.

All 9-10 month salaries have been equated to 11-12 month basis by multiplying the 9-10 month salaries by 9/11.

TABLE 13
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
All Other Constituent Agencies
2016-2017

UNIVERSITY OF OKLAHOMA LAW CENTER
9-10 MONTH EQUIVALENT SALARIES FOR

| Rank | Number | Amount |
|---------------------|--------|------------|
| Professor | 21 | \$164,443 |
| Associate Professor | 7 | 107,248 |
| Assistant Professor | 8 | 70,308 |
| Instructor | | |
| All Ranks | 36 | \$133,285 |
| FY16 Average | | \$ 127,168 |
| % Change | | 4.8% |

NOTE: All 11-12 month salaries have been equated to 9-10 month basis by multiplying the 11-12 month salaries by 9/11.

OSU COLLEGE OF VETERINARY MEDICINE
11-12 MONTH EQUIVALENT SALARIES FOR

| Rank | Number | Amount |
|---------------------|--------|------------|
| Professor | 22 | \$154,081 |
| Associate Professor | 22 | 115,368 |
| Assistant Professor | 16 | 112,727 |
| Instructor | 6 | 83,793 |
| All Ranks | 66 | \$124,762 |
| FY16 Average | | \$ 129,738 |
| % Change | | -3.8% |

NOTE: All 9-10 month salaries have been equated to 11-12 month basis by multiplying the 9-10 month salaries by 9/11.

OSU AGRICULTURE EXPERIMENT STATION
11-12 MONTH EQUIVALENT SALARIES FOR

| Rank | Number | Amount |
|---------------------|--------|------------|
| Professor | 48 | \$130,113 |
| Associate Professor | 30 | 90,493 |
| Assistant Professor | 9 | 78,887 |
| Instructor | 2 | 47,380 |
| All Ranks | 89 | \$109,719 |
| FY16 Average | | \$ 103,537 |
| % Change | | 6.0% |

NOTE: All 9-10 month salaries have been equated to 11-12 month basis by multiplying the 9-10 month salaries by 9/11.

TABLE 13 (continued)

**AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
All Other Constituent Agencies**

OSU COOPERATIVE EXTENSION SERVICE
11-12 MONTH SALARIES FOR

| Rank | Number | Amount |
|---------------------|--------|------------|
| Professor | 19 | \$129,822 |
| Associate Professor | 14 | 95,375 |
| Assistant Professor | 8 | 78,518 |
| Instructor | 1 | 75,636 |
| All Ranks | 42 | \$107,277 |
| FY16 Average | | \$ 107,682 |
| % Change | | -0.4% |

OSU CENTER FOR HEALTH SCIENCES
11-12 MONTH EQUIVALENT SALARIES FOR

| Rank | Number | Amount |
|---------------------|--------|------------|
| Professor | 29 | \$231,134 |
| Associate Professor | 32 | 195,456 |
| Assistant Professor | 47 | 254,746 |
| Instructor | 17 | 171,009 |
| All Ranks | 125 | \$222,702 |
| FY16 Average | | \$ 209,400 |
| % Change | | 6.4% |

OSU INSTITUTE OF TECHNOLOGY, OKMULGEE
11-12 MONTH EQUIVALENT SALARIES FOR

| Rank | Number | Amount |
|---------------------|--------|-----------|
| Professor | | |
| Associate Professor | | |
| Assistant Professor | | |
| Instructor | 124 | \$54,619 |
| All Ranks | 124 | \$54,619 |
| FY16 Average | | \$ 55,134 |
| % Change | | -0.9% |

OSU TECHNICAL BRANCH, OKLAHOMA CITY
9-10 MONTH EQUIVALENT SALARIES FOR

| Rank | Number | Amount |
|---------------------|--------|-----------|
| Professor | 9 | 63,642 |
| Associate Professor | 25 | 55,603 |
| Assistant Professor | 9 | 50,710 |
| Instructor | 40 | 45,746 |
| All Ranks | 83 | \$51,194 |
| FY16 Average | | \$ 51,224 |
| % Change | | -0.1% |

NOTE: All 11-12 month salaries have been equated to 9-10 month basis by multiplying the 11-12 month salaries by 9/11.

TABLE 14

AVERAGE FRINGE BENEFITS PAID 9-10 MONTH FULL-TIME FACULTY, 2016-2017

| Institution | No. of Faculty | Retirement Plan | Medical & Dental | Social Security | Unemployment Compensation | Group Life Insurance | Workers' Compensation | Other | Total |
|------------------------------------|----------------|-----------------|------------------|-----------------|---------------------------|----------------------|-----------------------|-------|--------|
| OU Health Sciences Center | | | | | | | | | |
| College of Nursing | 15 | 4,028 | 6,532 | 2,592 | 34 | 235 | 274 | 4 | 13,699 |
| College of Nursing - Tulsa | 5 | 3,709 | 5,941 | 3,144 | 34 | 211 | 273 | 3 | 13,315 |
| OU Law Center | | | | | | | | | - |
| OSU Constituent Agencies | | | | | | | | | |
| College of Veterinary Medicine | 21 | 21,718 | 6,255 | 8,208 | 57 | 545 | 760 | | 37,543 |
| College of Veterinary Medicine - n | 4 | 22,088 | 10,122 | 7,932 | 57 | 540 | 743 | | 41,482 |
| Agriculture Experiment Station | 57 | 8,013 | 3,937 | 3,698 | 49 | 290 | 353 | - | 16,340 |

Technical Branch, Oklahoma City

AVERAGE FRINGE BENEFITS PAID 11-12 MONTH FULL-TIME FACULTY, 2016-2017

| Institution | No. of Faculty | Retirement Plan | Medical & Dental | Social Security | Unemployment Compensation | Group Life Insurance | Workers' Compensation | Other | Total |
|---|----------------|-----------------|------------------|-----------------|---------------------------|----------------------|-----------------------|-------|--------|
| OU Health Sciences Center | | | | | | | | | |
| College of Medicine | 748 | 6,259 | 5,772 | 3,322 | 34 | 328 | 500 | 4 | 16,219 |
| College of Dentistry | 35 | 7,861 | 4,662 | 3,369 | 34 | 354 | 564 | 4 | 16,848 |
| College of Nursing | 28 | 4,982 | 4,647 | 3,548 | 34 | 309 | 482 | 4 | 14,006 |
| College of Nursing - Tulsa Branch | 10 | 4,579 | 5,886 | 2,748 | 34 | 263 | 388 | 4 | 13,902 |
| College of Public Health | 40 | 7,247 | 5,251 | 3,930 | 34 | 400 | 606 | 4 | 17,472 |
| College of Allied Health | 41 | 6,658 | 5,447 | 2,865 | 34 | 329 | 492 | 4 | 15,829 |
| College of Allied Health - Tulsa Branch | 8 | 10,537 | 6,591 | 4,574 | 34 | 476 | 689 | 4 | 22,905 |
| College of Pharmacy | 42 | 6,890 | 6,091 | 3,354 | 34 | 361 | 552 | 4 | 17,286 |
| College of Pharmacy - Tulsa Branch | 5 | 9,735 | 6,432 | 2,834 | 34 | 576 | 819 | 5 | 20,435 |
| College of Pharmacy - Tulsa Branch | 102 | 8,260 | 5,851 | 3,543 | 34 | 410 | 601 | 4 | 18,703 |
| College of Medicine - Tulsa Branch | 5 | 15,502 | 5,384 | 7,313 | 5 | 186 | 272 | 2 | 28,664 |
| OU Law Center | | | | | | | | | |
| OSU Constituent Agencies | | | | | | | | | |
| College of Veterinary Medicine | 45 | 21,379 | 6,493 | 8,374 | 56 | 660 | 766 | | 37,728 |
| Agriculture Experiment Station | 85 | 19,540 | 7,690 | 7,766 | 57 | 629 | 667 | | 36,349 |
| Cooperative Extension Service | 42 | 19,476 | 8,105 | 7,730 | 56 | 614 | 698 | | 36,679 |
| Technical Branch, Okmulgee | 124 | 9,318 | 7,173 | 4,178 | 57 | 410 | 153 | | 21,289 |
| Technical Branch, Oklahoma City | 26 | 12,892 | 6,329 | 5,106 | 57 | 470 | 450 | - | 25,304 |
| Center for Health Sciences | 125 | 37,443 | 8,485 | 10,320 | 56 | 708 | 1,496 | | 58,508 |

Center for Health Sciences

TABLES 15 and 16

Tables 15 and 16 illustrate the number and average salaries of new full-time faculty hired in 2016-2017, as well as the number and average salaries of full-time faculty terminations in 2016-2017. A total of 334 faculty retired, resigned, or were terminated, while an additional 343 faculty were hired. “Terminated Faculty” on Table 16 includes faculty who departed for any of the noted reasons (retired or resigned).

When comparing average salaries of new faculty hires to faculty terminations, new faculty salaries were 4.3 percent higher at the research universities, 1.9 percent lower at four-year universities, and 4.8 percent lower at two-year colleges. The system average is 5.3 percent higher for new hires compared to terminated faculty.

It is significant that the average salary of new hired professors is higher at the research universities than the average salary of the professor rank as a whole (Table 15 vs. Table 1). At OSU, for example, at the professor level, new hires’ average salary is \$124,193, compared to \$115,471 average salary of currently employed professors. At OU, at the associate professor level, new hires average \$102,087, compared to \$81,564 average salary of currently employed associate professors. At the regional universities, newcomers’ average salaries are higher than the average salaries for all ranks, yet lower for the rank of instructor.

TABLE 15

NEW FACULTY HIRES - 2016-2017

| Institution | Professor | | Associate Professor | | Assistant Professor | | Instructor | | Total | |
|--|-----------|-------------------|---------------------|-------------------|---------------------|------------------|------------|------------------|------------|------------------|
| | Number | Avg. Salary | Number | Avg. Salary | Number | Avg. Salary | Number | Avg. Salary | Number | Avg. Salary |
| University of Oklahoma | 8 | \$151,051 | 10 | \$102,500 | 36 | \$74,943 | | | 54 | \$ 91,322 |
| Oklahoma State University | 2 | \$124,193 | 3 | \$100,709 | 50 | \$87,104 | | | 55 | \$ 89,195 |
| Research Universities | 10 | \$ 145,679 | 13 | \$ 102,087 | 86 | \$ 82,014 | 0 | | 109 | \$ 90,249 |
| University of Central Oklahoma | 0 | | 2 | \$67,293 | 21 | \$62,789 | 13 | \$49,411 | 36 | \$ 58,208 |
| East Central University | 0 | | 1 | \$85,091 | 13 | \$55,235 | 15 | \$48,557 | 29 | \$ 52,810 |
| Northeastern State University | 1 | \$48,600 | 1 | \$56,000 | 15 | \$53,900 | 15 | \$44,350 | 32 | \$ 49,323 |
| Northwestern Oklahoma State University | 0 | | 1 | \$81,818 | 1 | \$35,200 | 5 | \$37,869 | 7 | \$ 43,766 |
| Southeastern Oklahoma State University | 1 | \$136,000 | 0 | | 2 | \$78,955 | 2 | \$31,393 | 5 | \$ 71,339 |
| Southwestern Oklahoma State University | 0 | | 0 | | 6 | \$71,434 | 2 | \$40,941 | 8 | \$ 63,810 |
| Cameron University | 0 | | 0 | | 5 | \$44,000 | 5 | \$41,815 | 10 | \$ 42,907 |
| Langston University | 0 | | 0 | | 10 | \$47,373 | 2 | \$45,000 | 12 | \$ 46,977 |
| Oklahoma Panhandle State University | 0 | | 0 | | 1 | \$38,000 | 5 | \$38,727 | 6 | \$ 38,606 |
| Rogers State University | 0 | | 0 | | 2 | \$42,000 | 11 | \$47,318 | 13 | \$ 46,500 |
| University of Science & Arts of Oklahoma | 0 | | 0 | | 0 | | 1 | \$40,000 | 1 | \$ 40,000 |
| Regional 4-Year Tier | 2 | \$92,300 | 5 | \$71,499 | 76 | \$56,349 | 76 | \$45,042 | 159 | \$ 51,873 |
| Carl Albert State College | | | | | | | 5 | \$33,420 | 5 | \$ 33,420 |
| Connors State College | | | | | | | 7 | \$39,840 | 7 | \$ 39,840 |
| Eastern Oklahoma State College | | | | | | | 3 | \$41,853 | 3 | \$ 41,853 |
| Murray State College | | | | | | | 3 | \$43,129 | 3 | \$ 43,129 |
| Northeastern Oklahoma A&M College | | | | | | | 2 | \$41,050 | 2 | \$ 41,050 |
| Northern Oklahoma College | | | | | | | 8 | \$45,307 | 8 | \$ 45,307 |
| Oklahoma City Community College | | | | | | | 14 | \$43,237 | 14 | \$ 43,237 |
| Redlands Community College | | | | | | | 8 | \$43,349 | 8 | \$ 43,349 |
| Rose State College | | | | | | | 4 | \$42,575 | 4 | \$ 42,575 |
| Seminole State College | | | | | | | 6 | \$45,622 | 6 | \$ 45,622 |
| Tulsa Community College | | | | | | | 16 | \$53,415 | 16 | \$ 53,415 |
| Western Oklahoma State College | | | | | | | 4 | \$44,605 | 4 | \$ 44,605 |
| Two-Year Colleges | | | | | | | 75 | \$45,434 | 75 | \$ 45,434 |
| All Institutions | 12 | \$ 136,783 | 18 | \$ 93,590 | 162 | \$ 69,974 | 151 | \$ 45,237 | 343 | \$ 62,660 |

TABLE 16

FACULTY TERMINATIONS - 2016-2017

| Institution | Professor | | Associate Professor | | Assistant Professor | | Instructor | | Total | |
|--|-----------|-------------------|---------------------|------------------|---------------------|------------------|------------|------------------|------------|------------------|
| | Number | Avg. Salary | Number | Avg. Salary | Number | Avg. Salary | Number | Avg. Salary | Number | Avg. Salary |
| University of Oklahoma | 32 | \$ 106,883 | 14 | \$ 78,555 | 17 | \$ 68,887 | - | | 63 | \$ 90,335 |
| Oklahoma State University | 7 | \$ 116,958 | 6 | \$ 55,578 | 5 | \$ 63,056 | 3 | \$ 35,844 | 21 | \$ 74,999 |
| Research Universities | 39 | \$ 108,691 | 20 | \$ 71,662 | 22 | \$ 67,562 | 1 | \$ 51,237 | 84 | \$ 86,501 |
| University of Central Oklahoma | 8 | \$ 94,220 | 1 | \$ 63,251 | 4 | \$ 66,100 | 1 | \$ 68,693 | 14 | \$ 82,150 |
| East Central University | 1 | \$ 66,096 | 1 | \$ 70,021 | 2 | \$ 50,026 | 3 | \$ 37,005 | 7 | \$ 49,598 |
| Northeastern State University | 4 | \$ 67,601 | 2 | \$ 63,858 | 11 | \$ 53,249 | 10 | \$ 43,547 | 27 | \$ 52,568 |
| Northwestern Oklahoma State University | - | | - | | 1 | \$ 63,223 | - | | 1 | \$ 63,223 |
| Southeastern Oklahoma State University | 8 | \$ 86,206 | 1 | \$ 63,312 | 8 | \$ 52,806 | 7 | \$ 43,411 | 24 | \$ 61,637 |
| Southwestern Oklahoma State University | - | | 3 | \$ 82,522 | 1 | \$ 44,044 | 6 | \$ 47,165 | 10 | \$ 57,460 |
| Cameron University | 3 | \$ 75,387 | 2 | \$ 72,190 | 11 | \$ 49,748 | 5 | \$ 39,540 | 21 | \$ 53,118 |
| Langston University | 2 | \$ 60,238 | - | | 4 | \$ 65,148 | 3 | \$ 50,000 | 9 | \$ 59,007 |
| Oklahoma Panhandle State University | - | | - | | 1 | \$ 37,000 | 2 | \$ 33,997 | 3 | \$ 34,998 |
| Rogers State University | 1 | \$ 62,369 | 1 | \$ 84,585 | 2 | \$ 48,606 | 6 | \$ 46,167 | 10 | \$ 52,117 |
| University of Science & Arts of Oklahoma | 1 | \$ 57,505 | 1 | \$ 49,875 | 1 | \$ 45,650 | 2 | \$ 45,825 | 5 | \$ 48,936 |
| 4-year Universities | 28 | \$ 78,002 | 12 | \$ 63,843 | 46 | \$ 50,726 | 45 | \$ 36,475 | 131 | \$ 52,862 |
| Carl Albert State College | | | | | | | 13 | 47,548 | 13 | 47,548 |
| Connors State College | | | | | | | 22 | 38,640 | 22 | 38,640 |
| Eastern Oklahoma State College | | | | | | | 4 | 42,924 | 4 | 42,924 |
| Murray State College | | | | | | | 2 | 40,414 | 2 | 40,414 |
| Northeastern Oklahoma A&M College | | | | | | | 7 | 41,296 | 7 | 41,296 |
| Northern Oklahoma College | | | | | | | 8 | 49,908 | 8 | 49,908 |
| Oklahoma City Community College | | | | | | | 10 | 50,631 | 10 | 50,631 |
| Redlands Community College | | | | | | | 9 | 42,484 | 9 | 42,484 |
| Rose State College | | | | | | | 9 | 45,604 | 9 | 45,604 |
| Seminole State College | | | | | | | 7 | 47,165 | 7 | 47,165 |
| Tulsa Community College | | | | | | | 25 | 60,580 | 25 | 60,580 |
| Western Oklahoma State College | | | | | | | 3 | 41,234 | 3 | 41,234 |
| 2-year Colleges | | | | | | | 119 | \$ 47,702 | 119 | \$ 47,702 |
| All Institutions | 67 | \$ 95,866 | 32 | \$ 68,730 | 68 | \$ 56,173 | 165 | \$ 44,662 | 334 | \$ 59,484 |

NOTE: Includes all full-time faculty salaries on a 9-10 month basis. All 11-12 month salaries have been equated to 9-10 month salaries by multiplying the 11-12 month salaries by 9/11.

TABLE 17

Table 17 illustrates average salaries by rank and by tier of Oklahoma institutions compared to national averages.

Oklahoma institutions of higher education compete for talent at a national level. Oklahoma professors' salaries are at 97.4 percent of the national average (\$100,338 compared to \$103,019), associate professors are 91.3 percent of the national average (\$73,227 compared to \$80,202), and assistant professors are 93.1 percent of the national average (\$64,895 compared to \$69,725). Oklahoma instructor's salaries are 86.9 percent the national average (\$47,152 compared to \$54,256).

Instructors at Oklahoma's research universities have seen the largest 10-year growth in average salary, 25.8 percent, just slightly higher than assistant professors, when compared to other ranks and other tiers. Nationally, instructor's salaries at research universities grew by 35.6 percent, by comparison.

Overall, average Oklahoma salaries of all ranks have increased 17.2 percent over the 10-year period compared to 10.9 percent nationally, bringing Oklahoma average faculty salaries to 86.5 percent of the national average.

Figure 12 shows the annual percentage increases in average faculty salaries in Oklahoma and the nation over a 10-year period for each tier of institutions. Research universities have shown the greatest average annual percent increase at 2.2 percent. Overall, Oklahoma's average annual increase was 2.0 percent, compared to the national average of 1.3 percent.

Figure 13 shows annual percentage increases in faculty salaries in Oklahoma and the nation over a 10-year period by faculty rank. Assistant professors received the largest average annual increase, 2.5 percent, compared to 1.6 percent nationally. Average annual increases in Oklahoma for professors, associate professors, and instructors were 1.8 percent, 2.0 percent, and 2.5 percent, respectively.

FIGURE 12

**ANNUAL PERCENTAGE INCREASES IN FACULTY SALARIES, BY TIER
OKLAHOMA COMPARED TO NATIONAL PUBLIC INSTITUTIONS (10 Yr Period)**

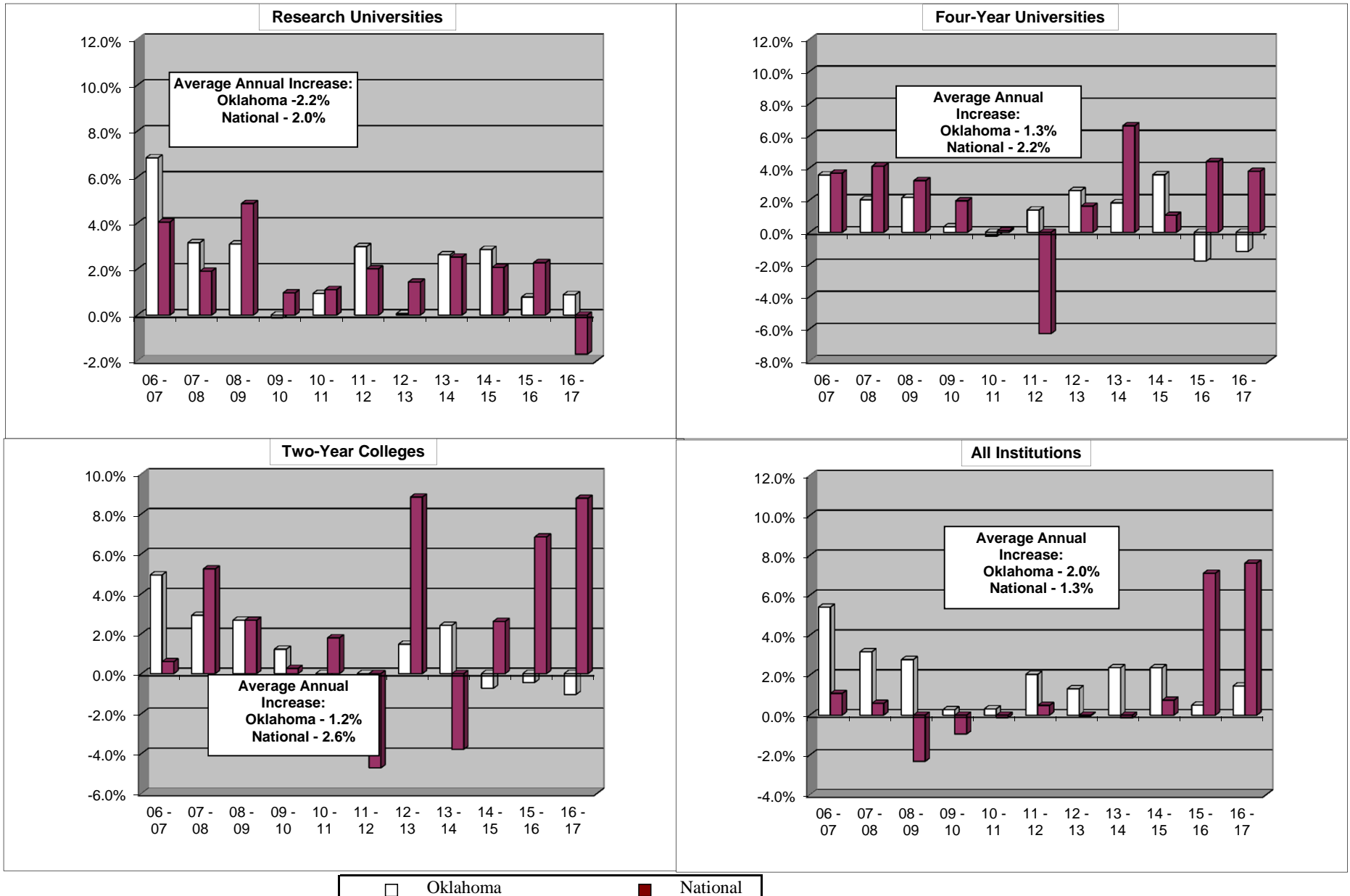


FIGURE 13

**ANNUAL PERCENTAGE INCREASES IN FACULTY SALARIES, BY RANK
OKLAHOMA COMPARED TO NATIONAL PUBLIC INSTITUTIONS**

