

Salaries in  
The Oklahoma State System of Higher Education  
2017-2018

*Faculty and Selected  
Administrative Positions*



Oklahoma State Regents for Higher Education  
Research Park, Oklahoma City

September 2018

# **OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION**

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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 \$68,948 for the year 2017-2018 (Table 1). This is an increase of \$484 or 0.7 percent above 2016-2017.

**Increase/Decrease by Type of Institution:** Average salaries increased \$326 at the research universities, \$191 at the four-year universities, and \$632 at the two-year colleges. These salaries represent changes of 0.4 percent—research, 0.3 percent—four-year, and 1.3 percent—two-year, over 2016-2017.

**Increase/Decrease by Rank:** Among the three categories of institutions, the rank of Associate Professor showed the greatest dollar increase over 2016-2017—\$1,098 or 1.5 percent. All other percent changes in salaries range from increase of \$184 or 0.2 percent for Professors, to an increase of \$418 or 0.9 percent for Associate Professors. (see Figure 2).

**Total Faculty:** Total full-time faculty in 2017-2018 is 5,037 a decrease of 59 or -1.2 percent over 2016-2017 (Figure 1). The

total number of faculty when the constituent agencies are added is 6,392 a decrease of 317 or 4.7 percent.

**Salary Range:** Full-time salaries on a 9-10 month basis in the 25 institutions in 2017-2018 range from a minimum of \$11,760, compared to \$11,760 as a low in 2016-2017, to a maximum of \$300,000, compared to \$303,867 in 2016-2017 (Table 9). On an 11-12 month basis, full-time salaries range from a minimum of \$22,600, compared to \$22,320 in 2016-2017, to a maximum of \$425,004, the same high salary as in 2016-2017. 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 2017-2018 are \$24,748, a increase over 2016-2017 of \$1,687, or 7.3 percent (Table 5); for faculty on an 11-12 month contract basis, average benefits total \$35,404, an increase of \$1,951 or 5.8 percent (Table 7). The benefits figure represents the institution’s contribution on behalf of the faculty member. It is best viewed as an approximate “cost” figure for the institution rather than an amount received by the faculty member.

**Oklahoma Average Salaries Compared to National:** Research universities’ average salary is 96.99 percent of the national average, compared to 92.71 percent in 2016-2017. In all ranks the average rate for Oklahoma has increased, by 3.24 percent, from the 2016-2017 average to 89.32 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 2017-2018 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 2017-2018 is \$68,948. This represents an increase over 2016-2017 of \$484 or 0.7 percent (see Figure 2). The average for research universities is \$85,823, for four-year universities, \$59,772, and for two-year colleges, \$49,620. These salaries represent increases over 2016-2017 of 0.4 percent and 0.3 percent and a decrease of 1.3 percent, respectively, for the research, regional universities, and two-year colleges. The 2017-2018 median of all institutions' average salaries is \$50,914.

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 30.4 percent higher than the average salary of all ranks for four-year regional universities. By rank, the research universities' average salary exceeds the four-year regional universities' average salary in the rank of professor by 32.7 percent, associate professor by 24.6 percent, and assistant professor by 28.1 percent. However, in the rank of instructor, the two-year universities' average salary exceeds the system average salary by 4.1 percent.

The total number of full-time faculty reported in the 25 institutions in 2017-2018 is 4,989—2,215 at research universities, 1,837 at four-year regional universities, and 937 at two-year colleges. These figures compare to a total of 5,096; 2,243; 1,885; and 968 at the research, four-year and two-year tiers, respectively in 2016-2017.

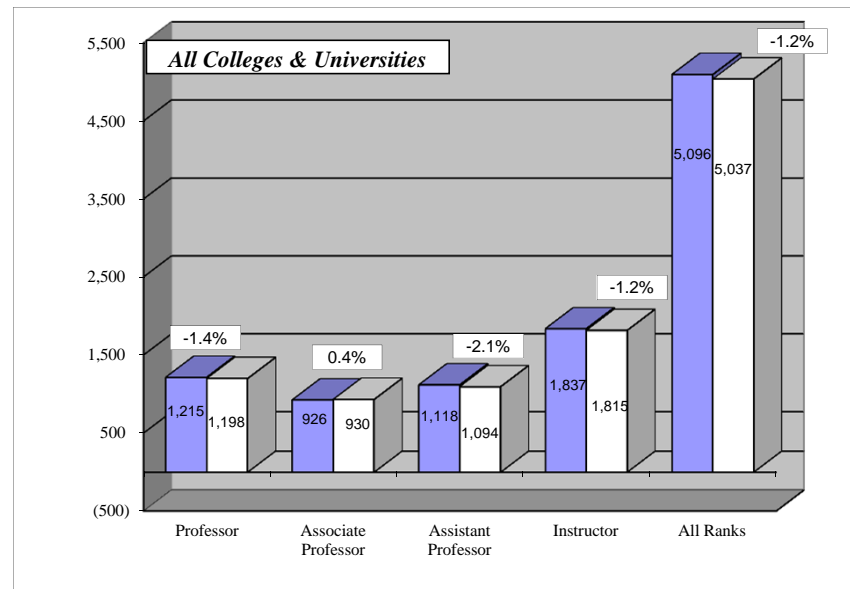
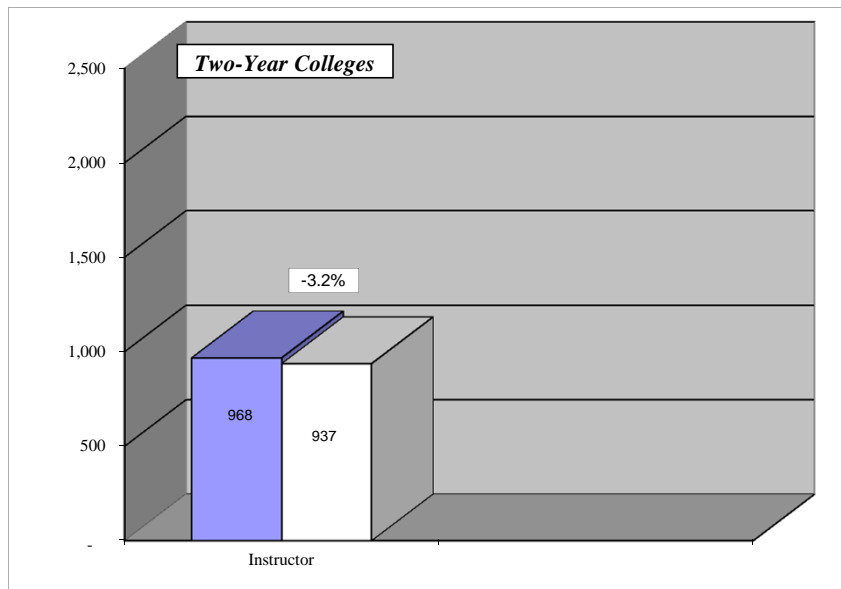
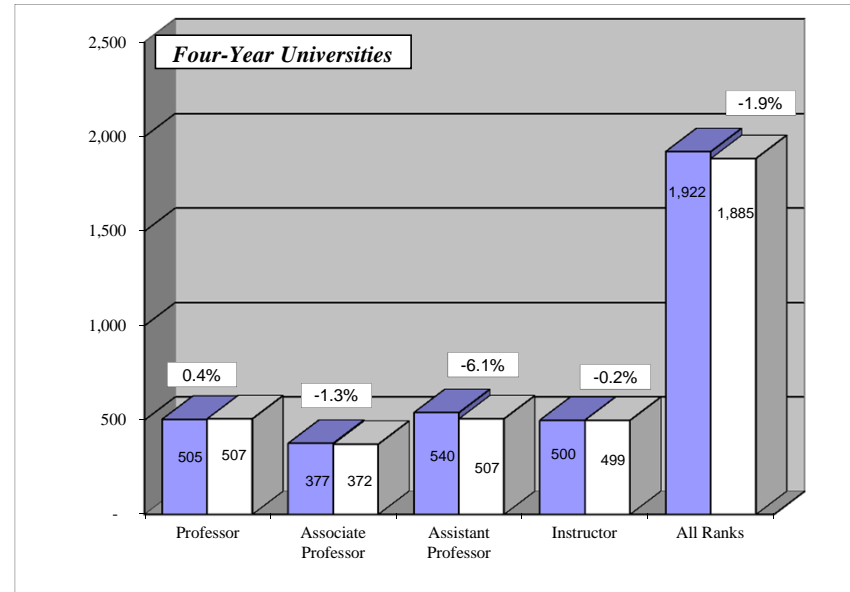
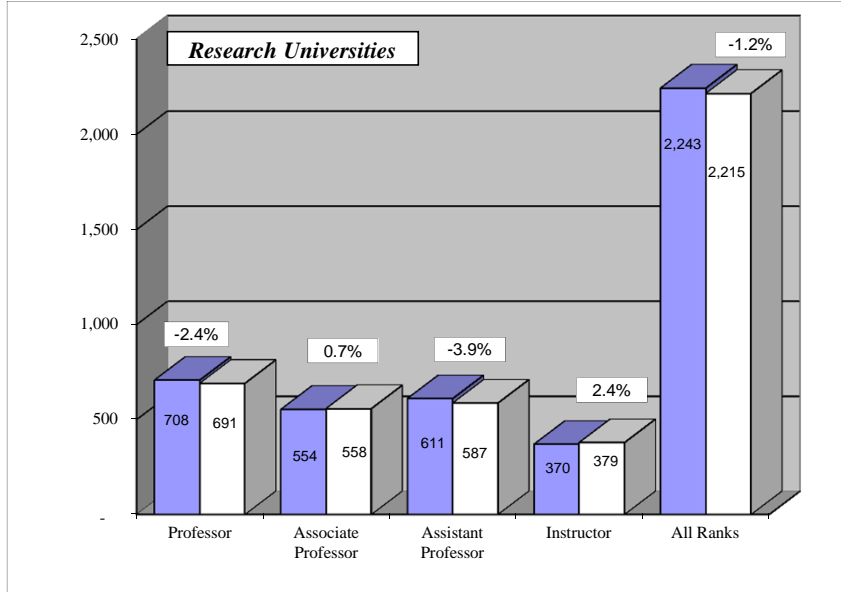
**TABLE 1**  
**AVERAGE SALARIES PAID ALL FULL-TIME FACULTY**  
**2017-2018**

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	403	\$ 118,739	292	\$ 83,843	300	\$ 75,549	203	\$ 43,925	1,198	\$ 86,741
Oklahoma State University	288	113,471	266	82,735	287	77,461	176	52,641	1,017	84,743
<b>Research Universities</b>	<b>691</b>	<b>\$ 116,544</b>	<b>558</b>	<b>\$ 83,315</b>	<b>587</b>	<b>\$ 76,484</b>	<b>379</b>	<b>\$ 47,972</b>	<b>2,215</b>	<b>\$ 85,823</b>
<b>Research Tier Salaries Greater than 4-Yr Tier:</b>		<b>32.7%</b>		<b>24.6%</b>		<b>28.1%</b>				<b>30.4%</b>
University of Central Oklahoma	200	\$ 87,685	78	\$ 72,274	114	\$ 62,591	148	\$ 41,284	540	\$ 67,444
East Central University	31	71,433	20	54,819	53	52,145	43	48,940	147	55,639
Northeastern State University	71	76,211	69	61,812	86	53,909	55	44,468	281	59,637
Northwestern Oklahoma State University	23	69,745	9	65,963	28	57,020	24	40,538	84	56,753
Southeastern Oklahoma State University	48	73,653	21	66,009	25	52,811	18	39,237	112	62,036
Southwestern Oklahoma State University	38	83,864	48	65,786	52	59,082	72	48,447	210	61,453
Cameron University	37	71,169	32	58,953	36	49,817	38	40,542	143	54,922
Langston University	7	66,098	31	56,839	47	51,724	35	48,096	120	52,826
Oklahoma Panhandle State University	7	45,191	7	49,965	18	43,205	19	32,306	51	40,345
Rogers State University	22	63,513	19	53,223	29	48,337	28	41,457	98	50,725
University of Science & Arts	17	58,349	15	52,566	10	45,953	9	40,269	51	51,027
<b>Regional Four-Year Universities</b>	<b>501</b>	<b>\$ 78,424</b>	<b>349</b>	<b>\$ 62,849</b>	<b>498</b>	<b>\$ 54,996</b>	<b>489</b>	<b>\$ 43,330</b>	<b>1,837</b>	<b>\$ 59,772</b>
<b>4-Yr Tier Salaries Greater than Research Tier:</b>								<b>-10.7%</b>		
Carl Albert State College	-	\$ -	-	\$ -	-	\$ -	44	\$ 41,834	44	\$ 41,834
Connors State College	-	-	-	-	-	-	42	40,601	42	40,601
Eastern Oklahoma State College	-	-	-	-	-	-	30	40,687	30	40,687
Murray State College	-	-	-	-	-	-	56	43,882	56	43,882
Northeastern Oklahoma A&M College	-	-	-	-	-	-	56	50,914	56	50,914
Northern Oklahoma College	-	-	-	-	-	-	103	49,266	103	49,266
Oklahoma City Community College	-	-	-	-	-	-	129	47,771	129	47,771
Redlands Community College	-	-	-	-	-	-	27	45,133	27	45,133
Rose State College	-	-	-	-	-	-	108	46,478	108	46,478
Seminole State College	-	-	-	-	-	-	43	41,000	43	41,000
Tulsa Community College	-	-	-	-	-	-	273	58,611	273	58,611
Western Oklahoma State College	-	-	-	-	-	-	26	45,394	26	45,394
<b>Two-Year Colleges</b>	<b>-</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>937</b>	<b>\$ 49,620</b>	<b>937</b>	<b>\$ 49,620</b>
<b>2-Yr Tier Salaries Greater than System Avg:</b>								<b>4.1%</b>		
<b>All Colleges and Universities</b>	<b>1,192</b>	<b>\$ 100,522</b>	<b>907</b>	<b>\$ 74,325</b>	<b>1,085</b>	<b>\$ 65,329</b>	<b>1,805</b>	<b>\$ 47,570</b>	<b>4,989</b>	<b>\$ 68,948</b>
<b>FY2018 Median Salary:</b>										<b>\$ 50,914</b>

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  
2016-2017 TO 2017-2018**

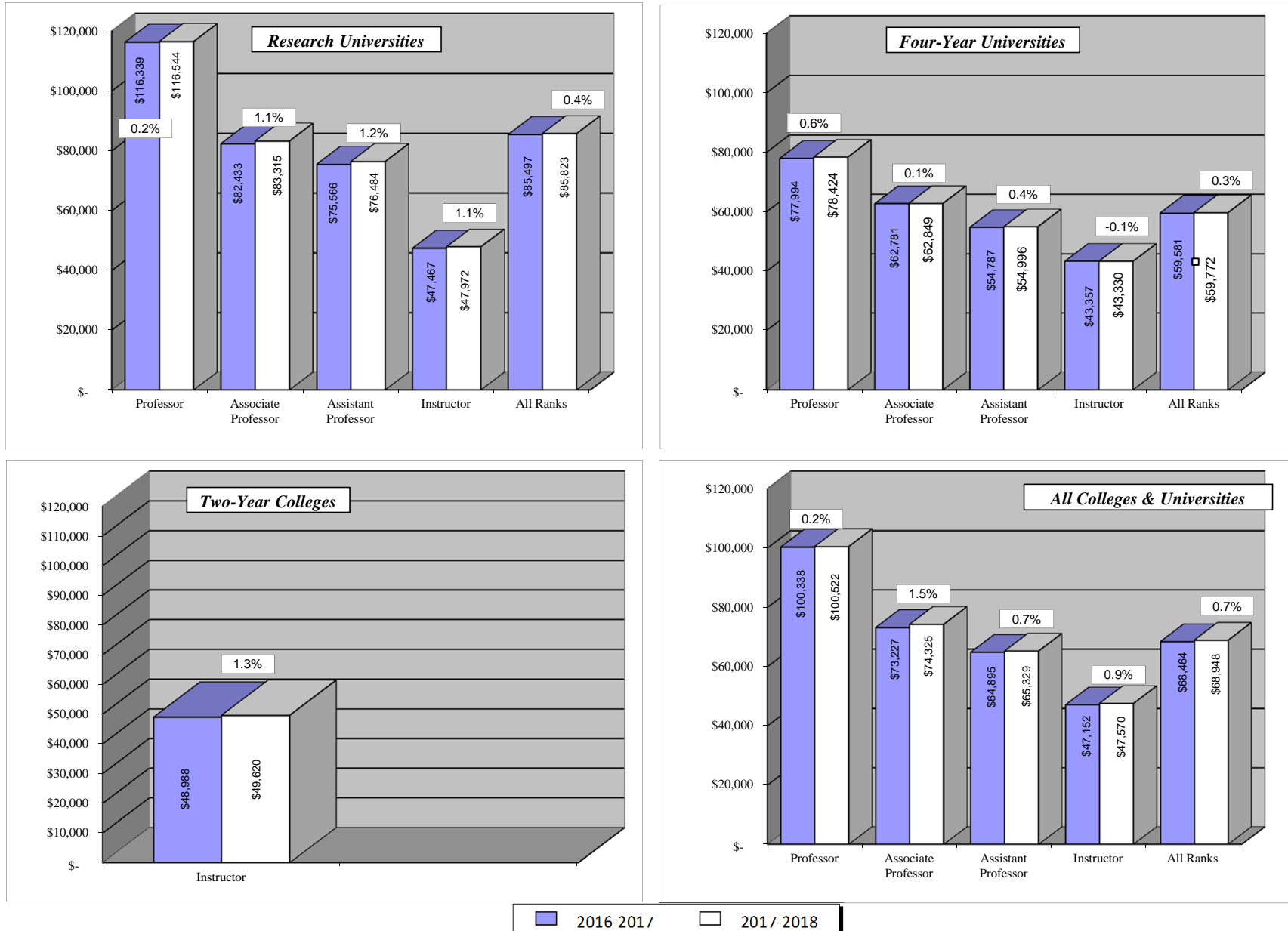


■ 2016-2017    □ 2017-2018



**FIGURE 2**

**CHANGE IN SALARIES OF FULL-TIME FACULTY  
2016-2017 TO 2017-2018**



## TABLE 2

Table 2 presents the 9-10 month average salaries of all full-time faculty members for the three years, 2015-2016 through 2017-2018, 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 2015-2016 to 2017-2018 show the University of Oklahoma increased the average of all ranks \$101 or 0.1 percent, while Oklahoma State University increased \$786 or 0.9 percent. At Oklahoma State University, the salary for the rank of professor decreased by \$1,549; the increase for associate professors was

\$781; the decrease for assistant professor was \$269; and the rank of instructor showed an increase of \$5,661. At the University of Oklahoma, comparable figures were changes of \$1,392; \$3,787; \$3,300 and \$173 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**  
**2015-2016 THROUGH 2017-2018**

<b>Institution</b>	<b>Period</b>	<b>Professor</b>	<b>Associate Professor</b>	<b>Assistant Professor</b>	<b>Instructor</b>	<b>Average, All Ranks</b>
University of Oklahoma	2015-2016	117,347	80,056	72,249	43,752	86,640
	2016-2017	116,921	81,564	72,841	43,927	85,866
	2017-2018	118,739	83,843	75,549	43,925	86,741
	\$ Chg, 15-2017	1,392	3,787	3,300	173	101
	% Chg, 15-2017	1.2%	4.7%	4.6%	0.4%	0.1%
Oklahoma State University	2015-2016	115,020	81,954	77,730	46,980	83,957
	2016-2017	115,471	83,315	78,318	51,204	85,073
	2017-2018	113,471	82,735	77,461	52,641	84,743
	\$ Chg, 15-2017	(1,549)	781	(269)	5,661	786
	% Chg, 15-2017	-1.3%	1.0%	-0.3%	12.0%	0.9%
University of Central Oklahoma	2015-2016	86,186	75,233	61,231	39,823	67,420
	2016-2017	86,939	73,683	61,077	41,270	66,795
	2017-2018	87,685	72,274	62,591	41,284	67,444
	\$ Chg, 15-2017	1,499	(2,959)	1,360	1,461	24
	% Chg, 15-2017	1.7%	-3.9%	2.2%	3.7%	0.0%
East Central University	2015-2016	70,561	54,760	50,519	45,840	54,574
	2016-2017	69,637	56,722	53,196	49,878	56,239
	2017-2018	71,433	54,819	52,145	48,940	55,639
	\$ Chg, 15-2017	872	59	1,626	3,100	1,065
	% Chg, 15-2017	1.2%	0.1%	3.2%	6.8%	2.0%
Northeastern State University	2015-2016	74,984	61,831	53,551	46,898	58,786
	2016-2017	74,703	61,015	53,876	44,504	58,319
	2017-2018	76,211	61,812	53,909	44,468	59,637
	\$ Chg, 15-2017	1,227	(19)	358	(2,430)	851
	% Chg, 15-2017	1.6%	0.0%	0.7%	-5.2%	1.4%
Northwestern Oklahoma State University	2015-2016	61,021	55,747	57,056	40,286	51,827
	2016-2017	68,364	67,574	57,854	39,336	55,959
	2017-2018	69,745	65,963	57,020	40,538	56,753
	\$ Chg, 15-2017	8,724	10,216	(36)	252	4,926
	% Chg, 15-2017	14.3%	18.3%	-0.1%	0.6%	9.5%
Southeastern Oklahoma State University	2015-2016	74,224	61,478	57,130	41,869	63,185
	2016-2017	75,972	61,660	59,123	38,620	65,085
	2017-2018	73,653	66,009	52,811	39,237	62,036
	\$ Chg, 15-2017	(571)	4,531	(4,319)	(2,632)	(1,149)
	% Chg, 15-2017	-0.8%	7.4%	-7.6%	-6.3%	-1.8%
Southwestern Oklahoma State University	2015-2016	83,379	66,732	56,618	47,714	60,164
	2016-2017	85,258	65,133	59,314	49,090	61,921
	2017-2018	83,864	65,786	59,082	48,447	61,453
	\$ Chg, 15-2017	485	(946)	2,464	733	1,289
	% Chg, 15-2017	0.6%	-1.4%	4.4%	1.5%	2.1%
Cameron University	2015-2016	71,490	60,804	50,117	39,593	54,493
	2016-2017	71,672	60,271	50,030	40,098	55,652
	2017-2018	71,169	58,953	49,817	40,542	54,922
	\$ Chg, 15-2017	(321)	(1,851)	(300)	949	429
	% Chg, 15-2017	-0.4%	-3.0%	-0.6%	2.4%	0.8%
Langston University	2015-2016	65,641	55,064	52,956	46,768	53,359
	2016-2017	75,616	58,077	50,934	47,289	53,490
	2017-2018	66,098	56,839	51,724	48,096	52,826
	\$ Chg, 15-2017	457	1,775	(1,232)	1,328	(533)
	% Chg, 15-2017	0.7%	3.2%	-2.3%	2.8%	-1.0%
Oklahoma Panhandle State University	2015-2016	43,104	49,759	42,730	34,206	41,032
	2016-2017	46,063	46,764	42,822	33,202	40,439
	2017-2018	45,191	49,965	43,205	32,306	40,345
	\$ Chg, 15-2017	2,087	206	475	(1,900)	(687)
	% Chg, 15-2017	4.8%	0.4%	1.1%	-5.6%	-1.7%
Rogers State University	2015-2016	64,872	60,842	51,423	46,553	55,798
	2016-2017	60,302	52,816	46,501	39,728	49,601
	2017-2018	63,513	53,223	48,337	41,457	50,725
	\$ Chg, 15-2017	(1,359)	(7,619)	(3,086)	(5,097)	(5,073)
	% Chg, 15-2017	-2.1%	-12.5%	-6.0%	-10.9%	-9.1%
University of Science & Arts of Oklahoma	2015-2016	60,128	51,503	46,313	41,556	50,791
	2016-2017	59,602	51,976	46,039	40,896	51,490
	2017-2018	58,349	52,566	45,953	40,269	51,027
	\$ Chg, 15-2017	(1,779)	1,063	(360)	(1,287)	236
	% Chg, 15-2017	-3.0%	2.1%	-0.8%	-3.1%	0.5%

**TABLE 2 (continued)**  
**AVERAGE SALARIES PAID ALL FULL-TIME FACULTY**  
**2015-2016 through 2017-18**

Institution	Period	Professor	Associate Professor	Assistant Professor	Instructor	Average, All Ranks
Carl Albert State College	2015-2016				42,248	42,248
	2016-2017				39,100	39,100
	2017-2018				41,834	41,834
	\$ Chg, 15-2017				(414)	(414)
	% Chg, 15-2017				-1.0%	-1.0%
Connors State College	2015-2016				43,993	43,993
	2016-2017				43,637	43,637
	2017-2018				40,601	40,601
	\$ Chg, 15-2017				(3,392)	(3,392)
	% Chg, 15-2017				-7.7%	-7.7%
Eastern Oklahoma State College	2015-2016				42,511	42,511
	2016-2017				42,072	42,072
	2017-2018				40,687	40,687
	\$ Chg, 15-2017				(1,824)	(1,824)
	% Chg, 15-2017				-4.3%	-4.3%
Murray State College	2015-2016				46,473	46,473
	2016-2017				44,151	44,151
	2017-2018				43,882	43,882
	\$ Chg, 15-2017				(2,591)	(2,591)
	% Chg, 15-2017				-5.6%	-5.6%
Northeastern Oklahoma A&M College	2015-2016				45,855	45,855
	2016-2017				45,779	45,779
	2017-2018				50,914	50,914
	\$ Chg, 15-2017				5,059	5,059
	% Chg, 15-2017				11.0%	11.0%
Northern Oklahoma College	2015-2016				49,457	49,457
	2016-2017				49,178	49,178
	2017-2018				49,266	49,266
	\$ Chg, 15-2017				(191)	(191)
	% Chg, 15-2017				-0.4%	-0.4%
Oklahoma City Community College	2015-2016				48,844	48,844
	2016-2017				48,523	48,523
	2017-2018				47,771	47,771
	\$ Chg, 15-2017				(1,073)	(1,073)
	% Chg, 15-2017				-2.2%	-2.2%
Redlands Community College	2015-2016				43,240	43,240
	2016-2017				45,318	45,318
	2017-2018				45,133	45,133
	\$ Chg, 15-2017				1,893	1,893
	% Chg, 15-2017				4.4%	4.4%
Rose State College	2015-2016				46,566	46,566
	2016-2017				46,267	46,267
	2017-2018				46,478	46,478
	\$ Chg, 15-2017				(88)	(88)
	% Chg, 15-2017				-0.2%	-0.2%
Seminole State College	2015-2016				41,191	41,191
	2016-2017				41,074	41,074
	2017-2018				41,000	41,000
	\$ Chg, 15-2017				(191)	(191)
	% Chg, 15-2017				-0.5%	-0.5%
Tulsa Community College	2015-2016				56,906	56,906
	2016-2017				57,002	57,002
	2017-2018				58,611	58,611
	\$ Chg, 15-2017				1,705	1,705
	% Chg, 15-2017				3.0%	3.0%
Western Oklahoma State College	2015-2016				43,567	43,567
	2016-2017				44,110	44,110
	2017-2018				45,394	45,394
	\$ Chg, 15-2017				1,827	1,827
	% Chg, 15-2017				4.2%	4.2%

### 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, 2015-2016 through 2017-2018, classified by rank and by type of institution.

Dollar increases in average annual salaries of all ranks in 2017-2018 over 2016-2017 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 2017-2018 over 2016-2017 were \$326, \$191, and \$632 for research universities, four-year universities, and two-year colleges, respectively. The average salary at research universities was \$25,917 greater than the average at four-year universities in 2016-2017, and \$26,052 greater in 2017-2018. The average salary at four-year universities was \$10,151 greater than the average at two-year colleges in 2017-2018, and \$10,593 greater in 2016-2017.

Averages by rank show that research universities' faculty receive higher salaries than four-year regional universities' faculty in the all ranks in 2017-2018. 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 average annual percentage increase in average salaries for all ranks was largest for four year universities (0.5%) and least for two-year faculty (-0.3%). Four year research universities showed an increase percentage of (0.2%).

The annual increases in average salaries for 2016-2017 and 2017-2018 for research universities have been an increase of 0.1 and 0.4 percent. The four-year regional universities experienced an increase of 0.6 and increase of 0.3 percent. The two-year colleges experienced a 0.6 percent increase in 2016-2017 and a 1.3 percent decrease in 2017-2018.

**TABLE 3**  
**AVERAGE SALARIES PAID FULL-TIME FACULTY**  
**25 OKLAHOMA STATE COLLEGES AND UNIVERSITIES**  
**2015-2016 THROUGH 2017-2018**

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
<b>Professor</b>					
2015-2016	\$ 116,415	\$ 39,391	\$ 77,024		
2016-2017	\$ 116,339	\$ 38,346	\$ 77,994		--
2017-2018	\$ 116,544	\$ 38,120	\$ 78,424		--
<b>Associate Professor</b>					
2015-2016	\$ 81,008	\$ 17,895	\$ 63,114		
2016-2017	\$ 82,433	\$ 19,652	\$ 62,781		--
2017-2018	\$ 83,315	\$ 20,466	\$ 62,849		--
<b>Assistant Professor</b>					
2015-2016	\$ 74,654	\$ 20,067	\$ 54,587		
2016-2017	\$ 75,566	\$ 20,780	\$ 54,787		--
2017-2018	\$ 76,484	\$ 21,488	\$ 54,996		--
<b>Instructor</b>					
2015-2016	\$ 45,490	\$ 2,164	\$ 43,326	\$ (5,959)	\$ 49,285
2016-2017	\$ 47,467	\$ 4,110	\$ 43,357	\$ (5,631)	\$ 48,988
2017-2018	\$ 47,972	\$ 4,642	\$ 43,330	\$ (6,290)	\$ 49,620
<b>Average, All Ranks</b>					
2015-2016	\$ 85,410	\$ 26,185	\$ 59,225	\$ 9,940	\$ 49,285
2016-2017	\$ 85,497	\$ 25,917	\$ 59,581	\$ 10,593	\$ 48,988
2017-2018	\$ 85,823	\$ 26,052	\$ 59,772	\$ 10,151	\$ 49,620
<b>Dollar Increase, All Ranks</b>					
2016-2017	\$ 87		\$ 356		\$ (297)
2017-2018	\$ 326		\$ 191		\$ 632
<b>Percent Increase, All Ranks</b>					
2016-2017	0.1%		0.6%		0.6%
2017-2018	0.4%		0.3%		-1.3%
<b>Avg Annual % Increase</b>	0.2%		0.5%		-0.3%

#### **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 2017-2018 to 9-10 month employed faculty is \$68,054. This represents an increase from 2016-2017 of \$145 or 0.2%. As is true with other consolidated data in this report, the research universities exert heavy influence on this average, as they claim more than 40 percent of the faculty and their average is 39.4 percent higher than that of the four-year universities. Likewise, within the two-year tier, Tulsa Community College employs over one quarter of the total faculty and shows an average salary 19.2 percent above the mean. This influence is indicated by observing that the average salary for the research universities is \$82,512, the average salary for four-year regional universities is \$59,179, and the average salary for two-year colleges is \$49,697. The 2017-2018 median of all institutions' average salaries is \$50,148.

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 2017-2018 is 4,410. This number represents 88.4 percent of the total full-time faculty in the 25 institutions. In 2016-2017, the number was 4,504 or 88.0 percent of the total. In 2017-2018, four-year regional universities employ 92.1 percent of their full-time faculty on a 9-10 month basis. The two-year colleges employ 89.3 percent on a 9-10 month basis. The two research universities combined employ 85.0 percent of their full-time faculty on a 9-10 month basis.

**TABLE 4**  
**AVERAGE SALARIES PAID 9-10 MONTH FULL-TIME FACULTY**  
**2017-2018**

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	313	\$ 114,406	257	\$ 81,314	281	\$ 75,917	180	\$ 42,548	1,031	\$ 83,121	
Oklahoma State University	209	109,020	223	83,022	264	78,223	155	49,294	851	81,775	
<b>Research Universities</b>	<b>522</b>	<b>\$ 112,249</b>	<b>480</b>	<b>\$ 82,108</b>	<b>545</b>	<b>\$ 77,034</b>	<b>335</b>	<b>\$ 45,669</b>	<b>1,882</b>	<b>\$ 82,512</b>	<b>85.0%</b>
University of Central Oklahoma	200	\$ 87,685	78	\$ 72,274	114	\$ 62,591	148	\$ 41,284	540	\$ 67,444	
East Central University	31	71,433	19	53,226	53	52,145	43	48,940	146	55,437	
Northeastern State University	63	74,505	63	60,476	73	51,433	54	43,928	253	57,828	
Northwestern Oklahoma State University	21	69,141	8	63,981	24	57,236	23	40,084	76	56,045	
Southeastern Oklahoma State University	44	71,624	20	65,217	19	54,011	18	39,237	101	61,270	
Southwestern Oklahoma State University	31	76,060	38	60,273	42	53,355	69	48,436	180	56,840	
Cameron University	37	71,169	32	58,953	36	49,817	32	39,061	137	55,205	
Langston University	2	69,691	17	56,265	32	52,734	30	48,339	81	52,266	
Oklahoma Panhandle State University	5	47,336	6	50,287	17	43,736	15	32,702	43	41,219	
Rogers State University	17	64,497	14	50,602	28	48,446	28	41,457	87	49,680	
University of Science & Arts	16	58,010	12	50,571	10	45,953	9	40,269	47	50,148	
<b>Regional Four-Year Universities</b>	<b>467</b>	<b>\$ 78,031</b>	<b>307</b>	<b>\$ 61,971</b>	<b>448</b>	<b>\$ 54,319</b>	<b>469</b>	<b>\$ 43,221</b>	<b>1,691</b>	<b>\$ 59,179</b>	<b>92.1%</b>
Carl Albert State College							40	\$ 42,287	40	\$ 42,287	
Connors State College							41	40,713	41	40,713	
Eastern Oklahoma State College							30	40,687	30	40,687	
Murray State College							36	43,854	36	43,854	
Northeastern Oklahoma A&M College							56	50,914	56	50,914	
Northern Oklahoma College							102	49,327	102	49,327	
Oklahoma City Community College							129	47,771	129	47,771	
Redlands Community College							23	46,122	23	46,122	
Rose State College							94	45,912	94	45,912	
Seminole State College							32	40,934	32	40,934	
Tulsa Community College							230	59,220	230	59,220	
Western Oklahoma State College							24	45,193	24	45,193	
<b>Two-Year Colleges</b>	<b>-</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>837</b>	<b>\$ 49,697</b>	<b>837</b>	<b>\$ 49,697</b>	<b>89.3%</b>
<b>All Colleges and Universities</b>	<b>989</b>	<b>\$ 97,200</b>	<b>787</b>	<b>\$ 75,153</b>	<b>993</b>	<b>\$ 68,152</b>	<b>1,641</b>	<b>\$ 47,024</b>	<b>4,410</b>	<b>\$ 68,054</b>	<b>88.4%</b>

FY2017 9-10mo Faculty as % of Total Faculty: **88.4%**

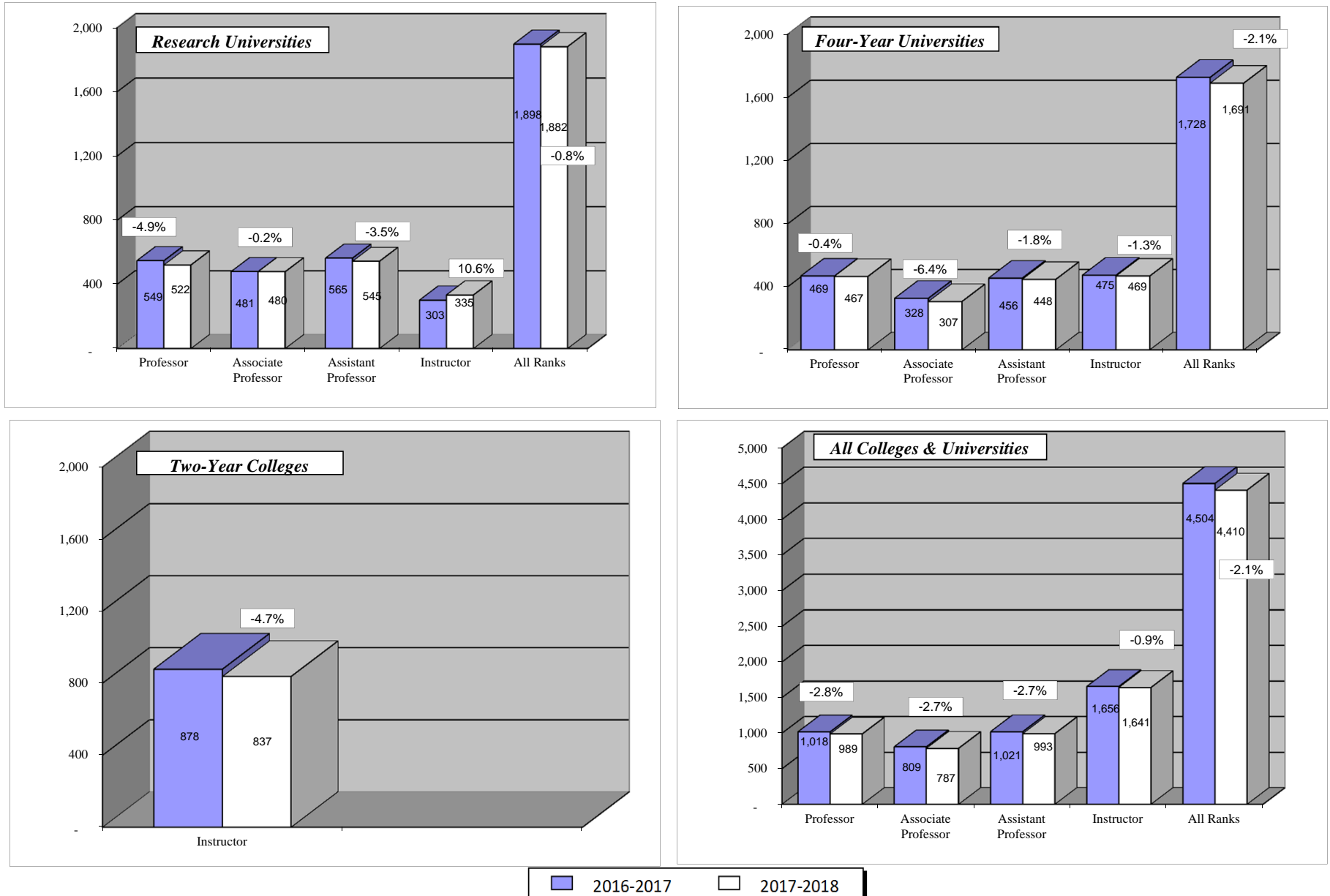
Research University Tier	Number of 9-10 month Faculty as Percent of Total 9-10 month Faculty:	42.7%
	Average Salary Greater than Four-Year Tier by:	39.4%
Two-Year College Tier	TCC Number of Faculty as Percent of Two-Year:	27.5%
	TCC Average Salary Above Mean:	19.2%
All Colleges and Universities	Median of All Institutions' Average Salaries:	\$ 50,148



**FIGURE 3**

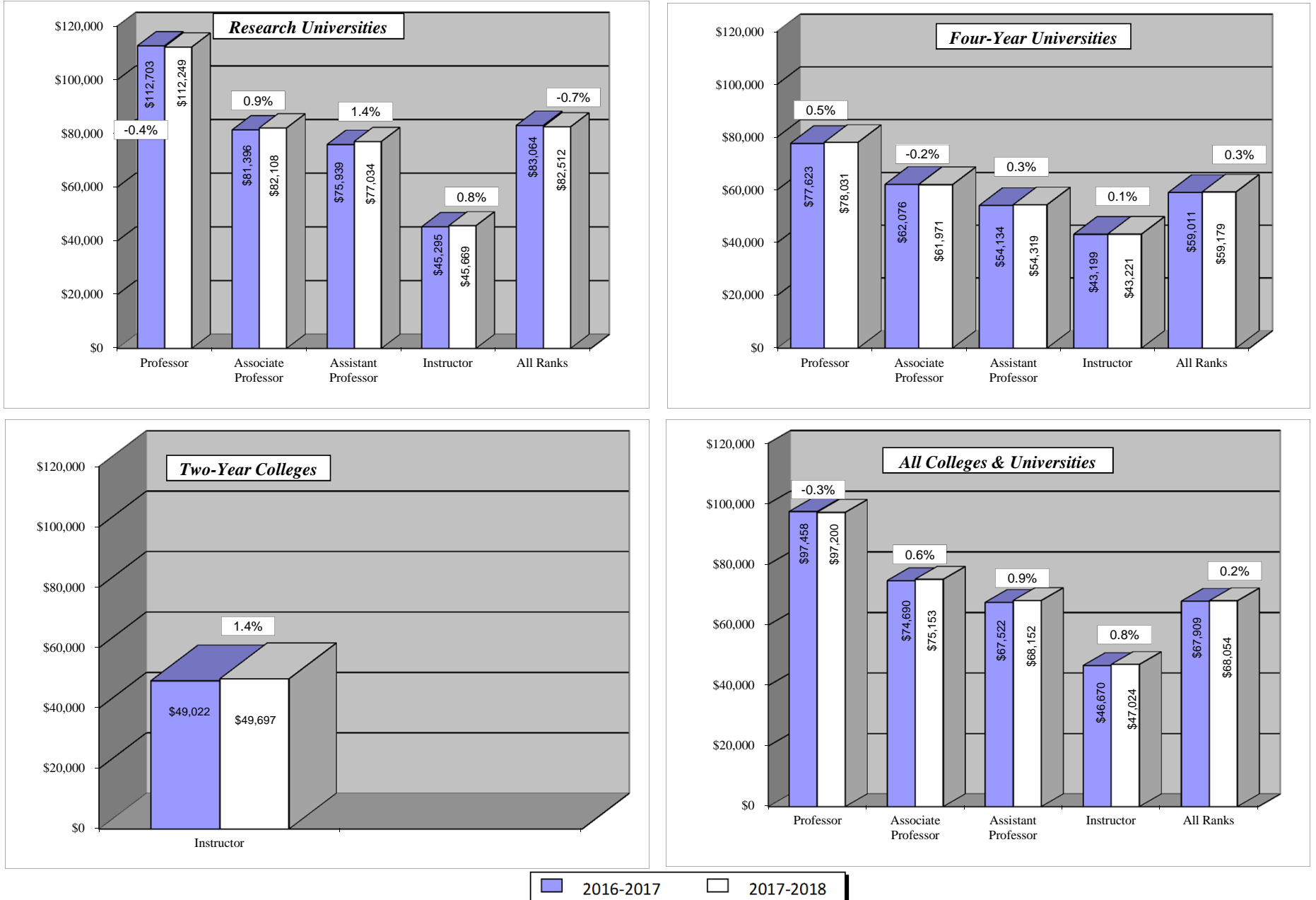
**CHANGE IN NUMBER OF 9-10 MONTH FULL-TIME FACULTY**

**2016-2017 TO 2017-2018**



**FIGURE 4**

**CHANGE IN SALARIES OF 9-10 MONTH FULL-TIME FACULTY  
2016-2017 TO 2017-2018**



## 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 2017-2018 is \$24,748, an increase over 2016-2017 of \$1,687 or 7.3 percent.

Fringe benefits as a percent of average salaries may be computed from the data in Tables 4 and 5. For all institutions, 2017-2018 fringe benefits are 36.4 percent of the average salary; compared to 34.0 percent in 2016-2017. For the research universities, four-year universities, and two-year colleges, the fringe benefits for 2017-2018 as a percent of average salaries are 34.5 percent, 36.5 percent, and 45.7 percent, respectively. Comparative percentages for 2016-2017 were 34.1 percent, 31.4 percent, and 42.1 percent, respectively.

Retirement plan payments are the largest fringe benefit for all institutions. 2017-2018 payments comprise 51.1 percent of the average total fringe benefits for the State System, a slight decrease from the 51.7 percent in 2016-2017. For the research universities, four-year regional universities, and two-year colleges, retirement plan payments are 55.1 percent, 46.8 percent, and 48.5 percent, respectively, of the total average fringe benefits.

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. Increases in retirement and medical plan payments are the largest drivers of increases in total benefit payments.

*NOTE: The benefits figure represents the institution's contribution on behalf of the faculty member. It is best viewed as an approximate "cost" figure for the institution rather than an amount received by the faculty member.*

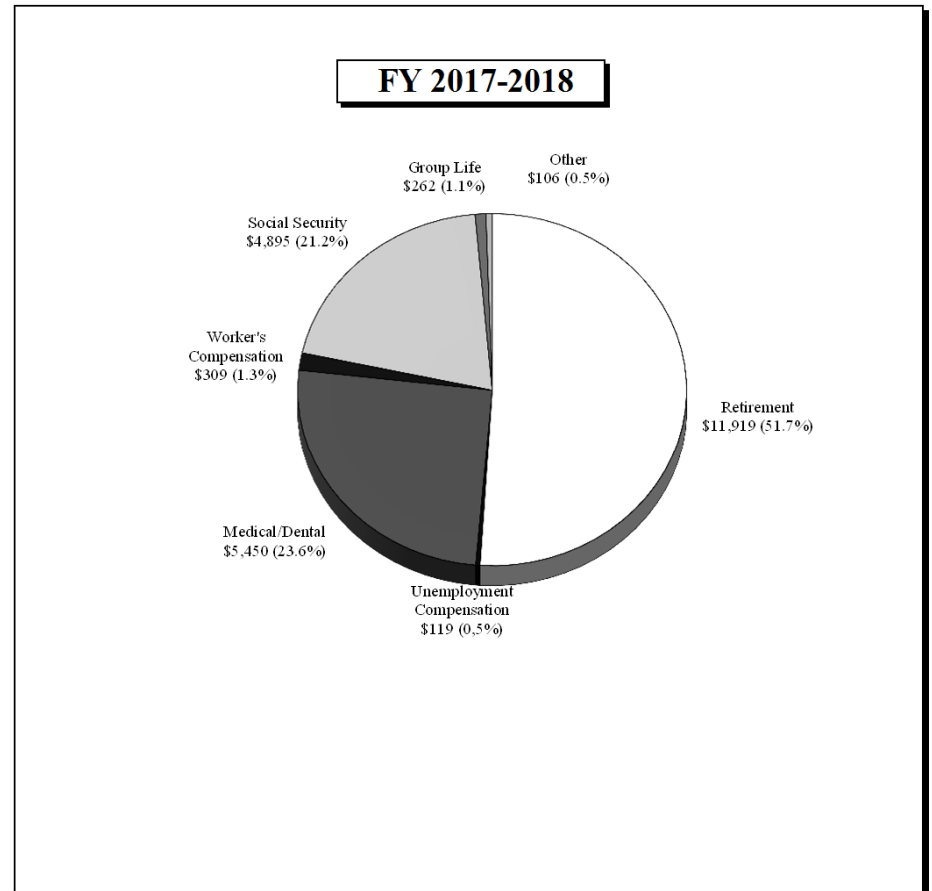
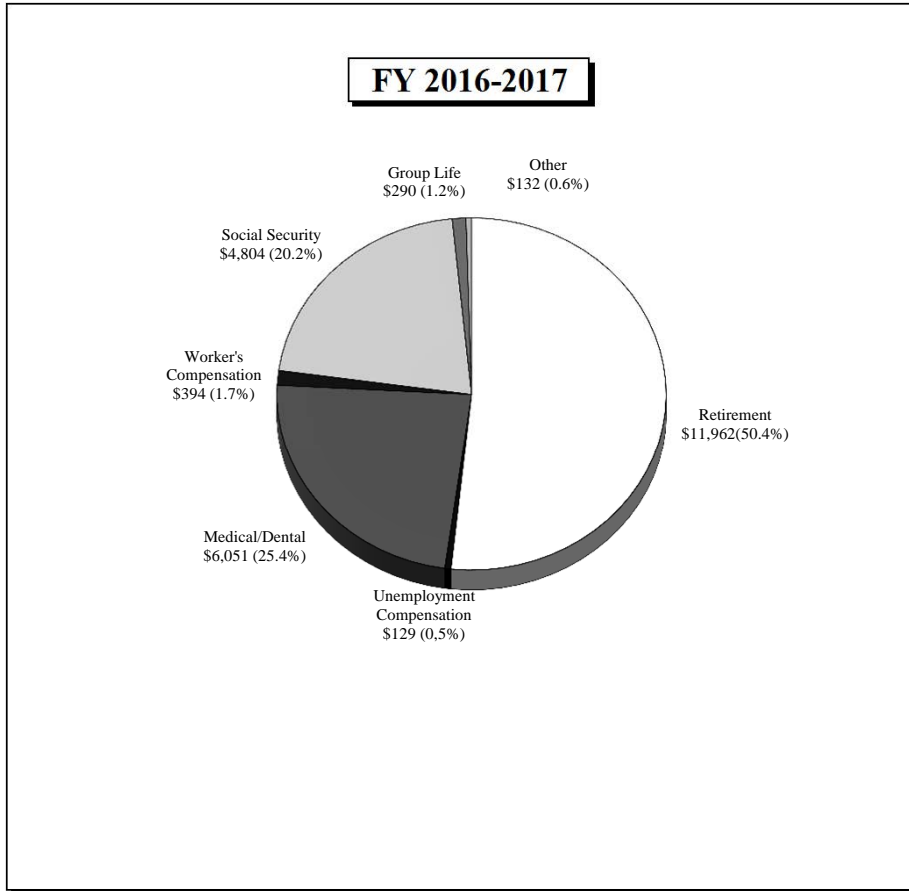
TABLE 5

**AVERAGE STAFF BENEFITS PAID 9-10 MONTH FULL-TIME FACULTY  
2017-2018**

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	FY17 Benefits as % of Salary
University of Oklahoma	1,031	\$16,637	\$5,737	\$6,129	\$17	\$52	\$565	\$2	\$29,139		
Oklahoma State University	851	14,497	6,236	6,073	53	371	400	-	27,629		
<b>Research Universities</b>	<b>1,882</b>	<b>\$15,670</b>	<b>\$5,962</b>	<b>\$6,103</b>	<b>\$33</b>	<b>\$196</b>	<b>\$490</b>	<b>\$2</b>	<b>\$28,456</b>	<b>34.5%</b>	<b>34.1%</b>
University of Central Oklahoma	540	\$11,832	\$6,738	\$5,157	\$101	\$212	\$2	\$83	\$24,126		
East Central University	146	8,620	568	3,437	-	193	-	89	12,907		
Northeastern State University	253	9,296	7,566	4,419	149	358	550	214	22,551		
Northwestern Oklahoma State University	76	10,576	6,842	4,287	176	195	617	170	22,863		
Southeastern Oklahoma State University	101	10,709	6,648	4,687	49	194	502	185	22,974		
Southwestern Oklahoma State University	180	10,663	6,982	4,348	100	198	568	407	23,266		
Cameron University	137	11,366	6,228	4,223	109	581	466	246	23,218		
Langston University	81	3,659	4,960	3,136	523	366	261	157	13,061		
Oklahoma Panhandle State University	43	7,454	6,441	3,145	174	277	238	78	17,807		
Rogers State University	87	10,079	6,697	4,164	-	250	-	67	21,257		
University of Science & Arts	47	5,688	7,608	3,836	176	145	512	167	18,132		
<b>Regional Four-Year Universities</b>	<b>1,691</b>	<b>\$10,126</b>	<b>\$6,242</b>	<b>\$4,433</b>	<b>\$138</b>	<b>\$268</b>	<b>\$315</b>	<b>\$166</b>	<b>\$21,626</b>	<b>36.5%</b>	<b>31.4%</b>
Carl Albert State College	40	\$8,570	\$7,543	\$3,210	\$176	\$194	\$0	\$68	\$19,761		
Connors State College	41	8,264	5,985	3,114	122	274	252	199	18,210		
Eastern Oklahoma State College	30	8,610	7,436	3,113	201	48	407	-	19,816		
Murray State College	36	8,531	6,814	3,440	225	153	442	65	19,670		
Northeastern Oklahoma A&M College	56	8,401	5,685	3,887	-	320	-	-	18,293		
Northern Oklahoma College	102	10,878	8,108	3,774	176	172	264	73	23,445		
Oklahoma City Community College	129	11,503	7,203	3,654	76	207	459	-	23,103		
Redlands Community College	24	9,794	7,256	3,647	477	75	501	195	21,945		
Rose State College	94	11,024	8,297	3,512	149	72	299	155	23,508		
Seminole State College	32	10,273	7,424	3,131	165	151	254	-	21,398		
Tulsa Community College	230	13,354	7,175	4,333	-	229	200	446	25,736		
Western Oklahoma State College	26	10,281	6,382	2,802	101	158	-	67	19,791		
<b>Two-Year Colleges</b>	<b>840</b>	<b>\$11,012</b>	<b>\$7,259</b>	<b>\$3,732</b>	<b>\$158</b>	<b>\$188</b>	<b>\$305</b>	<b>\$243</b>	<b>\$22,727</b>	<b>45.7%</b>	<b>42.1%</b>
<b>All Colleges &amp; Universities</b>	<b>4,413</b>	<b>\$12,659</b>	<b>\$6,317</b>	<b>\$5,012</b>	<b>\$90</b>	<b>\$222</b>	<b>\$395</b>	<b>\$129</b>	<b>\$24,748</b>	<b>36.4%</b>	<b>34.0%</b>
FY2017 Total Benefits									\$23,061		
FY2018 Dollar and Percent Increase in Total Benefits									\$1,687	7.3%	

**FIGURE 5**

**CHANGE IN AVERAGE BENEFITS PAID TO 9-10 MONTH FULL-TIME FACULTY  
ALL INSTITUTIONS  
2016-2017 TO 2017-2018**



**RETIREMENT PLAN PAYMENTS - PERCENT OF TOTAL BENEFITS BY TIER**

	<b>FY17</b>	<b>FY18</b>
Research Universities	56.3%	55.1%
Four-Year Universities	42.4%	46.8%
Two-Year Colleges	49.4%	48.5%

## 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 2017-2018 to 11-12 month employed faculty is \$104,359, an increase over 2016-2017 of \$3,540.17 or 3.5 percent. The average 11-12 month salary for research universities is \$127,766; the average for four-year regional universities is \$81,451; and the average for two-year colleges is \$59,860. The 2017-2018 median of the average salaries for 22 institutions reporting 11-12 month full-time faculty is \$59,209.

The number of full-time faculty employed on an 11-12 month contract basis is 579 or 11.6 percent of the total full-time faculty in the 25 institutions. In 2016-2017 the number was 592 or 11.6 percent. The percent of faculty employed on an 11-12 month basis is 15.0 percent at research universities; 7.9 percent at four-year regional universities, and 10.7 percent at two-year colleges. The number of full-time faculty employed on an 11-12 month basis varies by institution. For example, eleven institutions employ five or less faculty on an 11-12 month basis; while 32.5 percent of Langston University's faculty (39 out of 120) is employed on an 11-12 month basis.

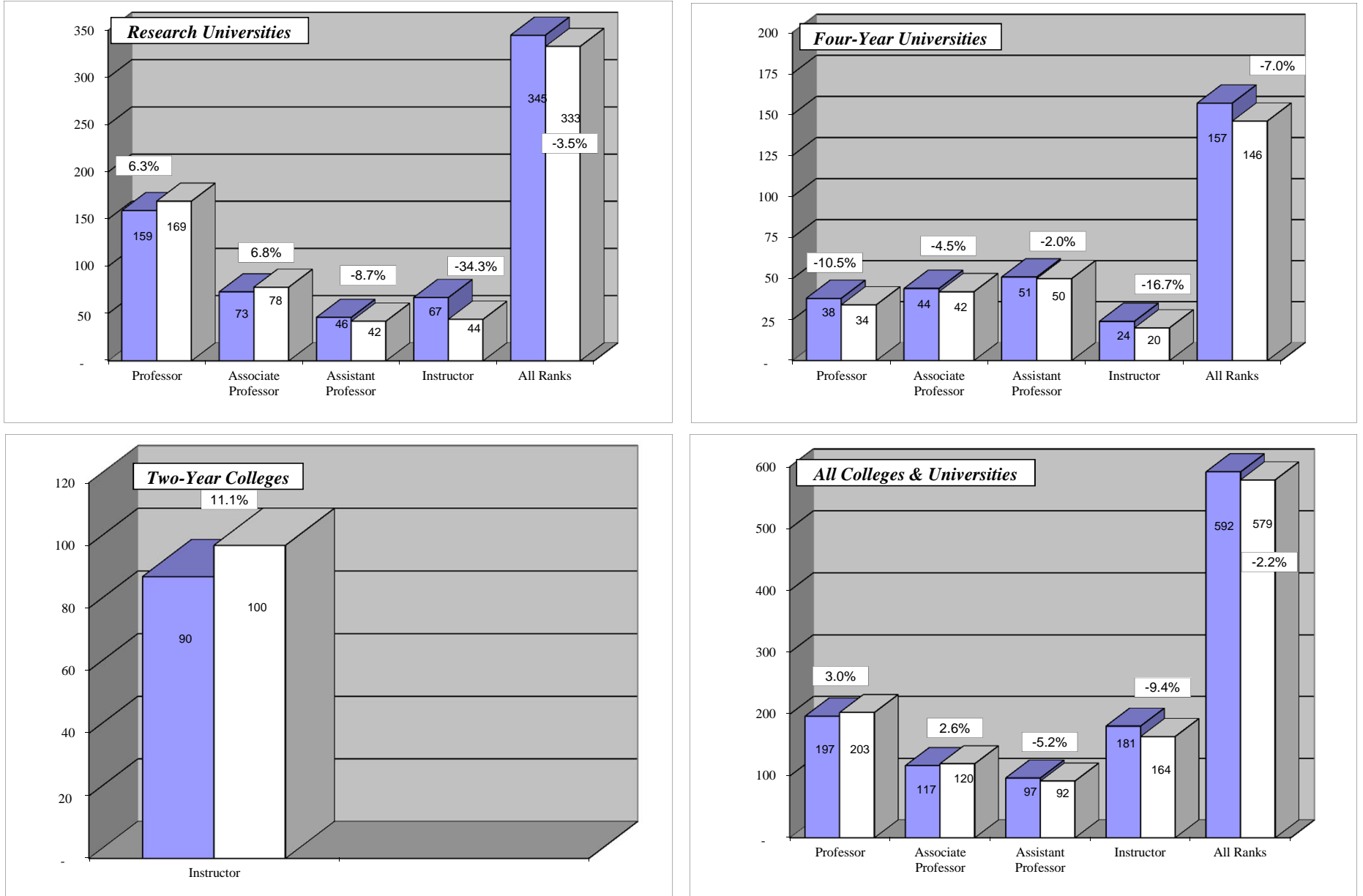
**TABLE 6**

**AVERAGE SALARIES PAID 11-12 MONTH FULL-TIME FACULTY  
2017-2018**

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	\$ 163,546	35	\$ 125,176	19	\$ 85,695	23	\$ 66,857	167	\$ 133,331	
Oklahoma State University	79	153,080	43	99,300	23	83,978	21	94,534	166	122,168	
<b>Research Universities</b>	<b>169</b>	<b>\$ 158,654</b>	<b>78</b>	<b>\$ 110,911</b>	<b>42</b>	<b>\$ 84,755</b>	<b>44</b>	<b>\$ 80,066</b>	<b>333</b>	<b>\$ 127,766</b>	<b>15.0%</b>
University of Central Oklahoma	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	
East Central University	-	-	1	104,000	-	-	-	-	1	104,000	
Northeastern State University	8	109,566	6	92,694	13	82,881	1	90,000	28	92,862	
Northwestern Oklahoma State University	2	93,000	1	100,000	4	68,106	1	62,300	8	77,591	
Southeastern Oklahoma State University	4	117,309	1	100,028	6	59,902	-	-	11	84,425	
Southwestern Oklahoma State University	7	144,741	10	106,008	10	101,613	3	59,535	30	108,933	
Cameron University	-	-	-	-	-	-	6	59,209	6	59,209	
Langston University	5	79,030	14	70,323	15	60,584	5	57,000	39	65,985	
Oklahoma Panhandle State University	2	48,681	1	58,710	1	41,782	4	37,673	8	43,568	
Rogers State University	5	73,535	5	74,021	1	55,328	-	-	11	72,101	
University of Science & Arts	1	77,935	3	74,000	-	-	-	-	4	74,984	
<b>Regional Four-Year Universities</b>	<b>34</b>	<b>\$ 102,443</b>	<b>42</b>	<b>\$ 84,657</b>	<b>50</b>	<b>\$ 74,626</b>	<b>20</b>	<b>\$ 56,093</b>	<b>146</b>	<b>\$ 81,451</b>	<b>7.9%</b>
Carl Albert State College							4	\$ 45,590	4	\$ 45,590	
Connors State College							1	44,000	1	44,000	
Eastern Oklahoma State College							-	-	-	-	
Murray State College							20	53,695	20	53,695	
Northeastern Oklahoma A&M College							-	-	-	-	
Northern Oklahoma College							1	52,651	1	52,651	
Oklahoma City Community College							-	-	-	-	
Redlands Community College							4	48,214	4	48,214	
Rose State College							14	61,451	14	61,451	
Seminole State College							11	50,347	11	50,347	
Tulsa Community College							43	67,656	43	67,656	
Western Oklahoma State College							2	58,433	2	58,433	
<b>Two-Year Colleges</b>	<b>-</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>100</b>	<b>\$ 59,860</b>	<b>100</b>	<b>\$ 59,860</b>	<b>10.7%</b>
<b>All Colleges and Universities</b>	<b>203</b>	<b>\$ 149,239</b>	<b>120</b>	<b>\$ 101,722</b>	<b>92</b>	<b>\$ 79,250</b>	<b>164</b>	<b>\$ 64,822</b>	<b>579</b>	<b>\$ 104,359</b>	<b>11.6%</b>
FY17 11-12 Faculty:										592	11.6%
FY17 Average:										\$ 100,819	3.5%
Median of All Institutions' Average Salaries:										\$ 59,209	

**FIGURE 6**

**CHANGE IN NUMBER OF 11-12 MONTH FULL-TIME FACULTY  
2016-2017 TO 2017-2018**

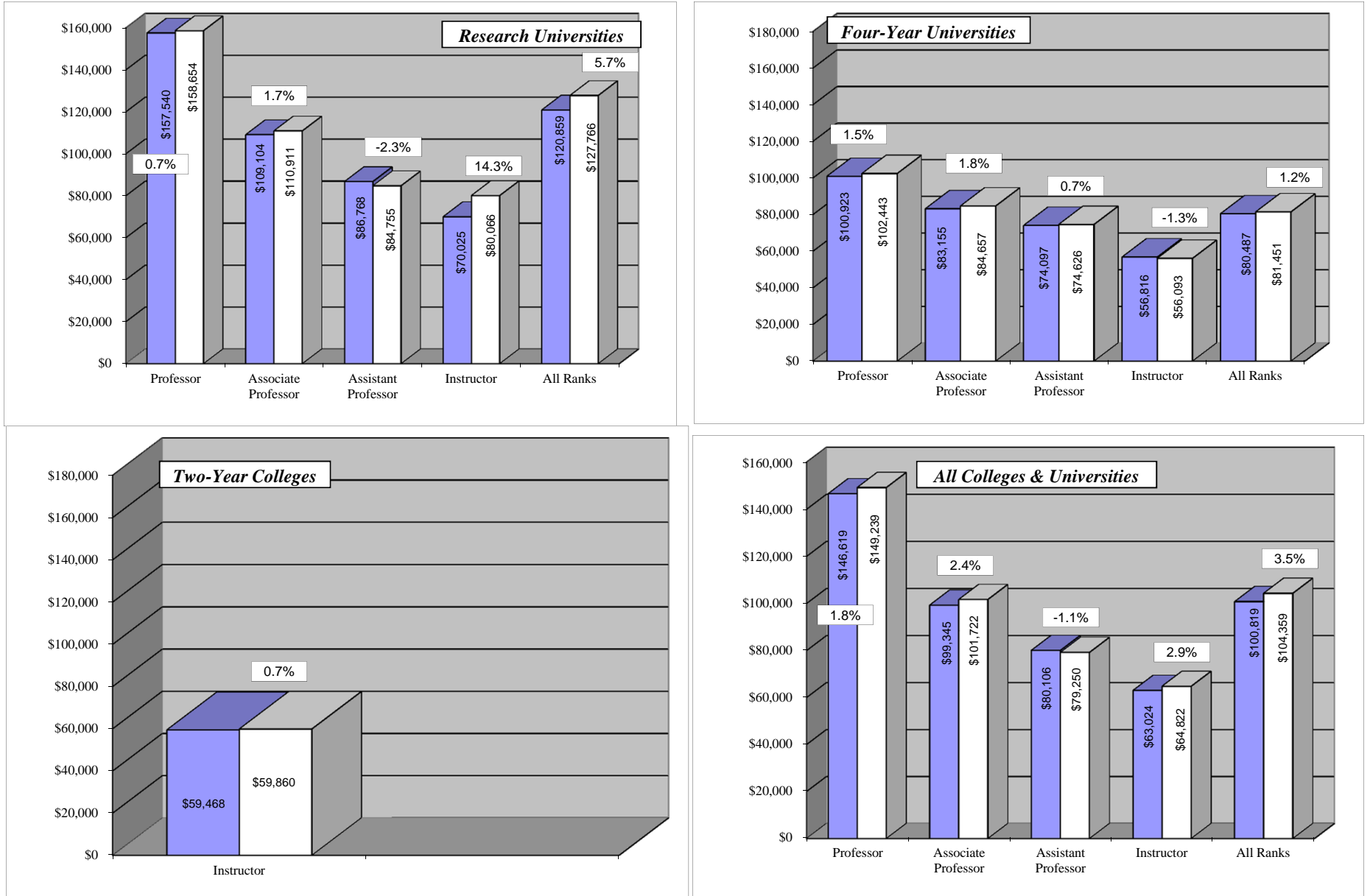


■ 2016-2017    □ 2017-2018



**FIGURE 7**

**CHANGE IN SALARIES OF 11-12 MONTH FULL-TIME FACULTY  
2016-2017 TO 2017-2018**



■ 2016-2017    □ 2017-2018

## Table 7

Table 7 represents the 2017-2018 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 2017-2018 is \$35,404 and represents an increase of \$1,951 or 5.8 percent.

Fringe benefits as a percent of average salaries may be computed from the data in Tables 6 and 7. For all institutions, 2017-2018 fringe benefits are 33.9 percent of the average salary, an increase from 33.2 percent in 2016-2017. For the research universities, four-year regional universities, and two-year colleges, the fringe benefits as a percent of average salaries are 33.2 percent, 32.1 percent, and 43.0 percent, respectively. Comparable 2016-2017 figures were 32.6 percent, 30.9 percent, and 33.3 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 2017-2018 as compared with 57.5 percent for 2016-2017. For the research universities, four-year regional universities, and two-year colleges, the payments are 61.6 percent, 47.0 percent, and 50.6 percent, respectively, of the total average fringe benefits. Comparable figures for 2016-2017 were 60.7 percent, 50.7 percent, and 65.7 percent respectively (see Figure 8).

Medical plans and social security taxes are the next largest fringe benefit paid by institutions. Rising insurance costs are driving increases in that category and social security taxes are required by law, as are unemployment compensation and worker's compensation payments.

All 21 institutions reporting 11-12 month full-time faculty provide medical and life insurance benefits. Institutions also provide other fringe benefits not specifically identified.

*NOTE: The benefits figure represents the institution's contribution on behalf of the faculty member. It is best viewed as an approximate "cost" figure for the institution rather than an amount received by the faculty member.*

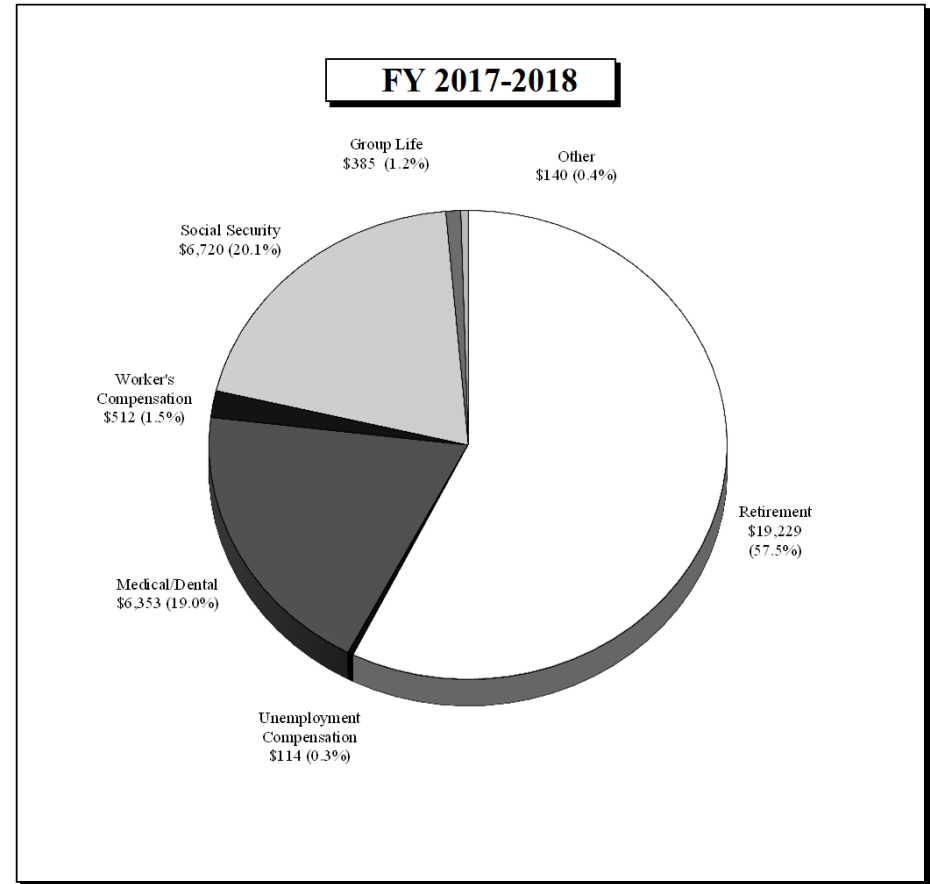
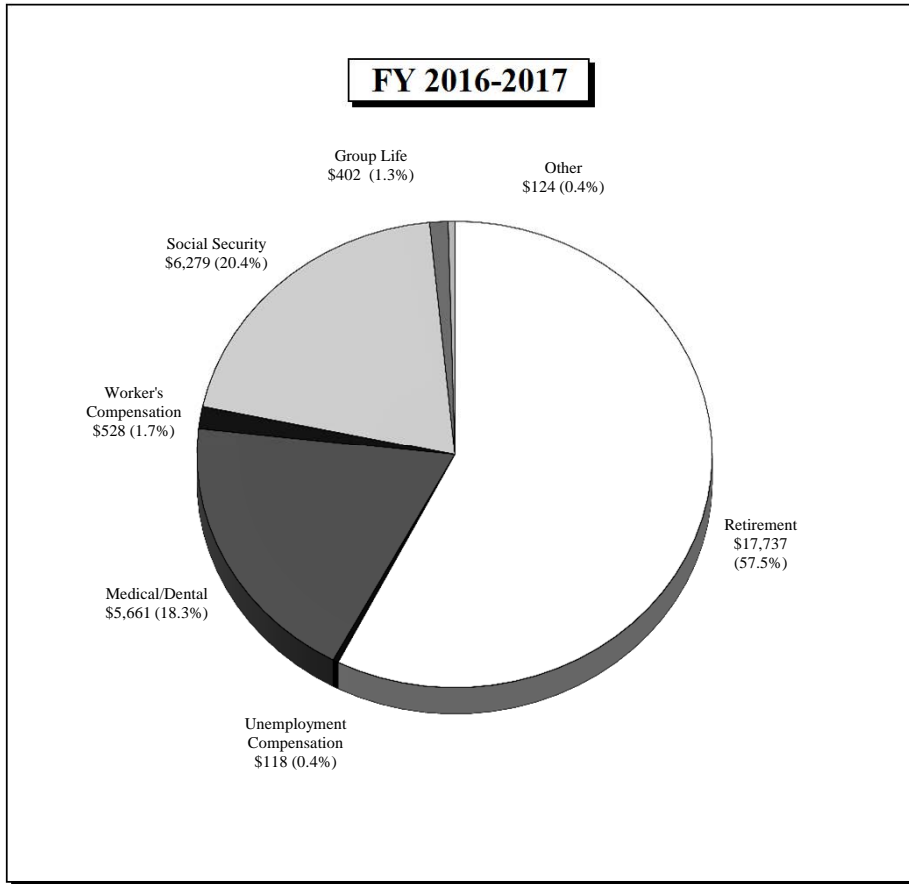
TABLE 7

AVERAGE STAFF BENEFITS PAID 11-12 MONTH FULL-TIME FACULTY  
2017-2018

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	FY17 Benefits as % of Salary
University of Oklahoma	167	\$29,327	\$5,457	\$8,605	\$27	\$84	\$907	\$2	44,408		
Oklahoma State University	166	22,828	8,188	8,098	56	561	610	-	40,341		
<b>Research Universities</b>	<b>333</b>	<b>\$26,087</b>	<b>\$6,818</b>	<b>\$8,352</b>	<b>\$41</b>	<b>\$322</b>	<b>\$759</b>	<b>\$2</b>	<b>42,381</b>	<b>33.2%</b>	<b>32.6%</b>
University of Central Oklahoma	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
East Central University	1	16,172	568	6,448	-	362	-	160	23,710		
Northeastern State University	28	15,402	7,566	6,979	149	575	550	344	31,564		
Northwestern Oklahoma State University	8	14,197	6,842	5,936	176	270	861	206	28,488		
Southeastern Oklahoma State University	11	15,057	6,347	6,429	68	267	692	218	29,079		
Southwestern Oklahoma State University	30	19,485	6,982	8,101	100	379	1,089	466	36,603		
Cameron University	6	11,168	6,228	4,529	109	627	503	272	23,436		
Langston University	39	4,619	4,960	3,959	660	462	330	198	15,188		
Oklahoma Panhandle State University	8	7,857	6,879	3,546	174	313	606	93	19,467		
Rogers State University	11	12,721	6,697	5,683	-	377	-	113	25,591		
University of Science & Arts	4	7,811	7,608	5,736	176	218	765	207	22,521		
<b>Regional Four-Year Universities</b>	<b>146</b>	<b>\$12,276</b>	<b>\$6,413</b>	<b>\$5,880</b>	<b>\$282</b>	<b>\$426</b>	<b>\$645</b>	<b>\$274</b>	<b>\$ 26,121</b>	<b>32.1%</b>	<b>30.9%</b>
Carl Albert State College	4	\$9,023	\$7,543	\$3,195	\$176	\$210	\$0	\$73	\$ 20,220		
Connors State College	1	8,932	5,985	3,366	132	296	272	215	19,198		
Eastern Oklahoma State College	-	-	-	-	-	-	-	-	-		
Murray State College	20	10,423	6,814	4,210	225	188	442	79	22,382		
Northeastern Oklahoma A&M College	-	-	-	-	-	-	-	-	-		
Northern Oklahoma College	1	10,832	8,108	4,028	176	183	280	78	23,685		
Oklahoma City Community College	-	-	-	-	-	-	-	-	-		
Redlands Community College	4	10,994	7,256	3,688	482	77	506	198	23,201		
Rose State College	14	14,247	8,297	4,701	149	96	399	181	28,070		
Seminole State College	11	12,333	7,424	3,852	165	184	165	-	24,122		
Tulsa Community College	43	14,774	7,411	4,894	-	272	200	482	28,032		
Western Oklahoma State College	2	11,282	6,382	3,623	101	204	568	87	22,246		
<b>Two-Year Colleges</b>	<b>100</b>	<b>\$13,013</b>	<b>\$7,388</b>	<b>\$4,450</b>	<b>\$203</b>	<b>\$208</b>	<b>\$297</b>	<b>\$296</b>	<b>25,724</b>	<b>43.0%</b>	<b>33.3%</b>
<b>All Colleges &amp; Universities</b>	<b>579</b>	<b>\$20,347</b>	<b>\$6,815</b>	<b>\$7,055</b>	<b>\$120</b>	<b>\$328</b>	<b>\$653</b>	<b>\$166</b>	<b>\$35,404</b>	<b>33.9%</b>	<b>33.2%</b>
FY17 Total Average Benefits									\$33,453		
FY18 Dollar and Percent Increase in Total Benefits									\$1,951	5.8%	

## FIGURE 8

### CHANGE IN AVERAGE BENEFITS PAID TO 11-12 MONTH FULL-TIME FACULTY ALL INSTITUTIONS 2016-2017 TO 2017-2018



#### RETIREMENT PLAN PAYMENTS - PERCENT OF TOTAL BENEFITS BY TIER

	<u>FY17</u>	<u>FY18</u>
Comprehensive Universities	58.9%	61.6%
Four-Year Universities	49.9%	47.0%
Two-Year Colleges	67.0%	50.6%

## TABLE 8

Table 8 presents the 2017-2018 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 2017-2018 is \$92,802 compared with \$90,970 in 2016-2017, and represents an increase of \$1,832 or 2.0 percent. The 2017-2018 average for research universities is \$110,969, for four-year regional universities, \$80,805, and \$59,860 for two-year colleges. The median of the average total compensation for all 25 institutions reporting is \$69,420.

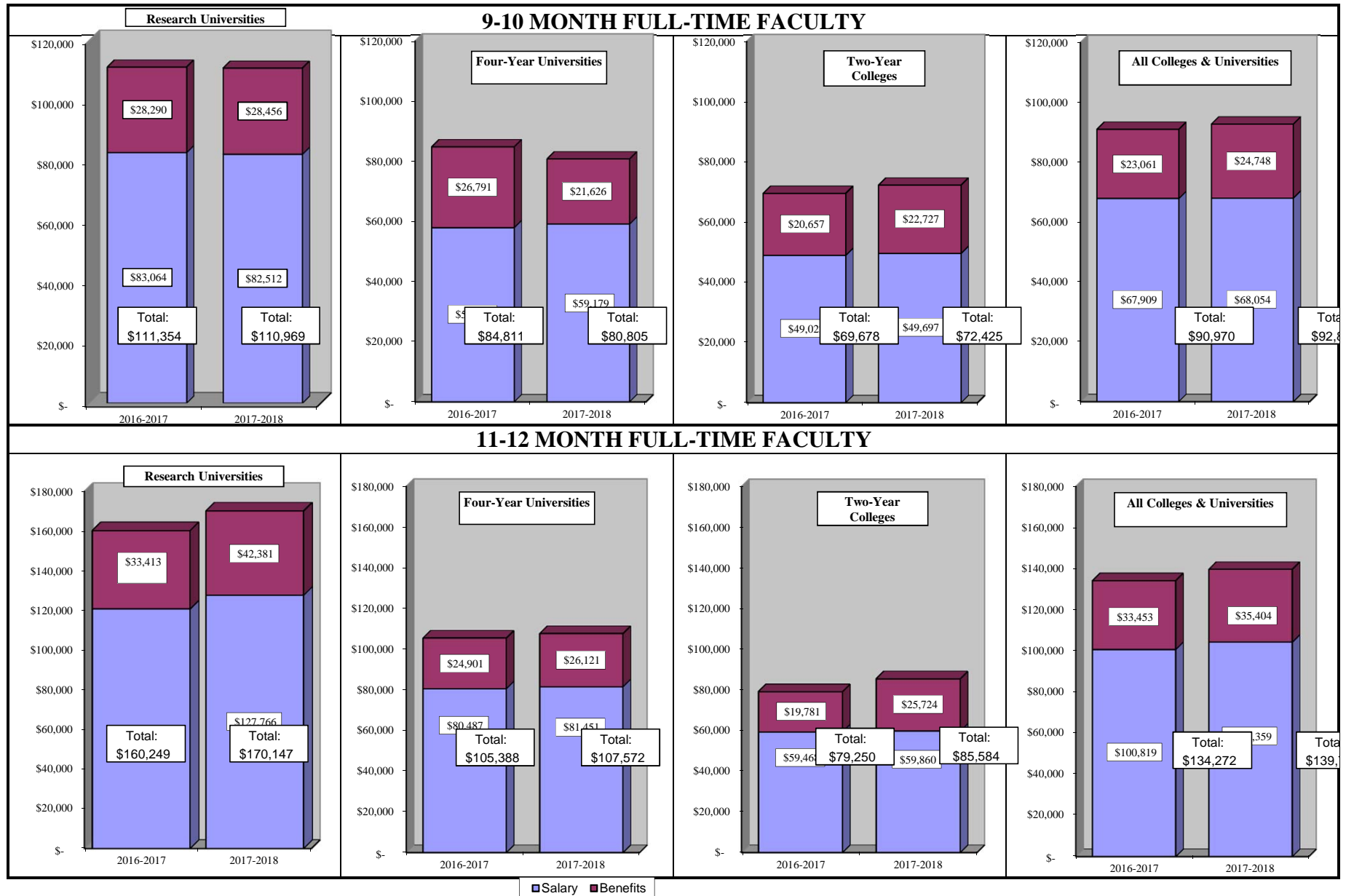
Average total compensation for 11-12 month faculty in 2017-2018 is \$139,763 compared with \$134,272 in 2016-2017, and represents an increase of \$5,491 or 4.1 percent. The 2017-2018 average is \$170,147 for research universities, \$107,572 for four-year regional universities, and \$85,584 for two-year colleges. The median of the average total compensation of the 21 institutions reporting 11-12 month faculty is \$81,909.

*NOTE: The total compensation figure includes benefits that are not received by the employee. It represents the institution's contribution on behalf of the faculty member. Therefore, it is best viewed as an approximate "cost" figure for the institution rather than an amount received by the faculty member.*

**TABLE 8**  
**AVERAGE TOTAL COMPENSATION PAID**  
**9-10 MONTH AND 11-12 MONTH FULL-TIME FACULTY**  
**2017-2018**

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	\$ 83,121	\$ 29,139	\$ 112,260	\$ 133,331	\$ 44,408	\$ 177,739
Oklahoma State University	81,775	27,629	109,404	122,168	40,341	162,509
<b>Research Universities</b>	<b>\$ 82,512</b>	<b>\$ 28,456</b>	<b>\$ 110,969</b>	<b>\$ 127,766</b>	<b>\$ 42,381</b>	<b>\$ 170,147</b>
University of Central Oklahoma	\$ 67,444	\$ 24,126	\$ 91,570	\$ -	\$ -	\$ -
East Central University	55,437	12,907	68,344	104,000	23,710	127,710
Northeastern State University	57,828	22,551	80,379	92,862	31,564	124,427
Northwestern Oklahoma State University	56,045	22,863	78,908	77,591	28,488	106,078
Southeastern Oklahoma State University	61,270	22,974	84,243	84,425	29,079	113,504
Southwestern Oklahoma State University	56,840	23,266	80,106	108,933	36,603	145,536
Cameron University	55,205	23,218	78,423	59,209	23,436	82,645
Langston University	52,266	13,061	65,327	65,985	15,188	81,173
Oklahoma Panhandle State University	41,219	17,807	59,027	43,568	19,467	63,035
Rogers State University	49,680	21,257	70,937	72,101	25,591	97,692
University of Science & Arts of Oklahoma	50,148	18,132	68,281	74,984	22,521	97,505
<b>Four-Year Universities</b>	<b>\$ 59,179</b>	<b>\$ 21,626</b>	<b>\$ 80,805</b>	<b>\$ 81,451</b>	<b>\$ 26,121</b>	<b>\$ 107,572</b>
Carl Albert State College	\$ 42,287	\$ 19,761	\$ 62,048	\$ 45,590	\$ 20,220	\$ 65,810
Connors State College	40,713	18,210	58,923	44,000	19,198	63,198
Eastern Oklahoma State College	40,687	19,816	60,503	-	-	-
Murray State College	43,854	19,670	63,524	53,695	22,382	76,077
Northeastern Oklahoma A&M College	50,914	18,293	69,207	-	-	-
Northern Oklahoma College	49,327	23,445	72,772	52,651	23,685	76,336
Oklahoma City Community College	47,771	23,103	70,874	-	-	-
Redlands Community College	46,122	21,945	68,067	48,214	23,201	71,414
Rose State College	45,912	23,508	69,420	61,451	28,070	89,521
Seminole State College	40,934	21,398	62,333	50,347	24,122	74,469
Tulsa Community College	59,220	25,736	84,956	67,656	28,032	95,689
Western Oklahoma State College	45,193	19,791	64,984	58,433	22,246	80,679
<b>Two-Year Colleges</b>	<b>\$ 49,697</b>	<b>\$ 22,727</b>	<b>\$ 72,425</b>	<b>\$ 59,860</b>	<b>\$ 25,724</b>	<b>\$ 85,584</b>
<b>All Colleges &amp; Universities</b>	<b>\$ 68,054</b>	<b>\$ 24,748</b>	<b>\$ 92,802</b>	<b>\$ 104,359</b>	<b>\$ 35,404</b>	<b>\$ 139,763</b>
Median Average Total Compensation:			\$ 69,420			\$ 81,909
Average Total Compensation, FY17:			\$ 90,970			\$ 134,272
FY18 Dollar Increase			\$ 1,832			\$ 5,491
FY18 Percent Increase			2.0%			4.1%

**FIGURE 9**  
**AVERAGE TOTAL COMPENSATION PAID 9-10 MONTH & 11-12 MONTH FULL-TIME FACULTY**  
**2016-2017 COMPARED TO 2017-2018**



## 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 2017-2018 for the three classifications of institutions are: research universities, \$241,263; four-year universities, \$110,857; and two-year colleges, \$88,307. For 2016-2017 the average salaries were \$236,180, \$110,175, and \$75,124, respectively. Average salaries for academic deans in 2017-2018, decreased 2.2 percent at the research universities, 0.6 percent at the regional universities, and 4.1 at two-year colleges.

The highest salary paid academic deans in the 25 institutions on an 11-12 month contract basis in 2017-2018 is \$367,093 for research universities, \$201,900 for four-year regional universities, and \$88,307 for two-year colleges. The highest salary for these categories remained the same as they were in 2016-2017. The 2017-2018 lowest salary for academic deans is \$154,440 for research universities, \$55,709 for four-year universities, and \$68,000 for two-year colleges. The lowest salaries for these categories in 2016-2017, were \$154,440; \$55,709; and \$70,000, respectively.

For full-time faculty on 9-10 month contracts in the state system, the highest salary paid in 2017-2018 is \$300,000, compared to \$300,867 in 2016-2017. The lowest salary is \$11,760, compared to \$11,760 in 2016-2017.

For 2017-2018, the highest salary for a full-time faculty member employed on a 9-10 month contract basis by a four-year regional university is \$144,955, compared to \$163,000 in 2016-2017. The lowest salary for a full-time faculty member employed on a 9-10 month contract basis by a four-year regional university in 2017-2018 is \$15,479, compared to the same in 2016-2017. For two-year colleges, the 2017-2018 high is \$88,949 compared to \$89,132 in 2016-2017. Finally, the 2017-2018 low two-year college salary is \$31,446, compared to \$27,200 in 2016-2017.

The highest salary paid an 11-12 month contract full-time faculty member in the 25 institutions in 2017-2018 is \$425,004, compared to the same in 2016-2017. The lowest salary in 2017-2018 is \$22,600 compared to \$22,320 in 2016-2017. For 2017-2018, the highest salary for a full-time faculty member employed on an 11-12 month contract basis by a four-year regional university is \$201,900 compared to the same amount in 2016-2017; the lowest salary in 2017-2018 is \$32,961, compared to the same amount in 2016-2017. For 2017-2018, the highest salary for a full-time faculty member employed on an 11-12 month contract basis by a two-year college is \$100,177, as compared to \$90,833 in 2016-2017; the lowest salary is \$36,500 compared to \$29,950 in 2016-2017. This data excludes academic deans.



**TABLE 9**

**RANGE OF SALARIES PAID 9-10 AND 11-12 MONTH  
ACADEMIC DEANS AND FULL-TIME FACULTY  
2017-2018**

Rank	9-10 Month			11-12 Month			
	Research Universities	Four-Year Universities	Two-Year Colleges	Research Universities	Four-Year Universities	Two-Year Colleges	
<b><u>Academic Deans</u></b>							
<b>Number:</b>	Institutions	-	-	2	2	9	5
	Individuals	-	-	6	23	35	13
<b>Salary:</b>	<b>Highest (FY18)</b>	-	-	70,000	\$367,093	\$201,900	\$88,307
	<i>FY17 High</i>	<i>N/A</i>	<i>N/A</i>	<i>57,433</i>	<i>\$367,093</i>	<i>\$201,900</i>	<i>\$88,307</i>
	<b>Lowest (FY18)</b>	-	-	42,459	154,440	55,709	68,000
	<i>FY17 Low</i>	<i>N/A</i>	<i>N/A</i>	<i>50,140</i>	<i>154,440</i>	<i>55,709</i>	<i>70,000</i>
	<b>Average (FY18)</b>	-	-	48,274	241,263	110,857	78,238
	<i>FY17 Average</i>	<i>N/A</i>	<i>N/A</i>	<i>53,272</i>	<i>236,180</i>	<i>110,175</i>	<i>75,124</i>
	% Change in Avg Salary				2.2%	0.6%	4.1%
<b><u>Professor</u></b>							
<b>Number:</b>	Institutions	2	11	2	9		
	Individuals	522	467	169	34		
<b>Salary:</b>	Highest	\$300,000	\$144,955	\$425,004	\$163,392		
	Lowest	36,074	42,706	50,000	32,961		
	Average	112,249	78,031	158,654	102,443		
<b><u>Associate Professor</u></b>							
<b>Number:</b>	Institutions	2	11	2	9		
	Individuals	480	307	78	42		
<b>Salary:</b>	Highest	\$220,000	\$128,036	\$258,840	\$108,888		
	Lowest	45,000	47,500	53,614	56,000		
	Average	82,108	61,971	110,911	84,657		

**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	
<b><u>Assistant Professor</u></b>							
<b>Number:</b>	Institutions	2	11		2	7	
	Individuals	545	448		42	50	
<b>Salary:</b>	Highest	\$205,000	\$120,000		\$140,556	\$120,254	
	Lowest	35,006	31,000		48,850	33,250	
	Average	77,034	54,319		84,755	74,626	
<b><u>Instructor</u></b>							
<b>Number:</b>	Institutions	2	11	12	2	6	9
	Individuals	335	469	837	44	20	100
<b>Salary:</b>	Highest	\$130,000	\$93,278	\$88,949	\$295,460	\$90,000	\$100,177
	Lowest	11,760	15,479	31,446	22,600	35,548	36,500
	Average	45,669	43,221	49,697	80,066	56,093	59,860
<b><u>All Ranks</u></b>							
<b>Number:</b>	Institutions	2	11	12	2	10	9
	Individuals	1,882	1,691	837	333	146	100
<b>Salary:</b>	<b>Highest (FY18)</b>	300,000	144,955	88,949	425,004	201,900	100,177
	<i>FY17 High</i>	<i>\$303,867</i>	<i>\$163,000</i>	<i>\$89,132</i>	<i>\$425,004</i>	<i>\$201,900</i>	<i>\$90,833</i>
	<b>Lowest (FY18)</b>	11,760	15,479	31,446	22,600	32,961	36,500
	<i>FY17 Low</i>	<i>11,760</i>	<i>15,479</i>	<i>27,200</i>	<i>22,320</i>	<i>31,961</i>	<i>29,950</i>
	<b>Average (FY18)</b>	82,512	59,179	49,697	127,766	81,451	59,860
	<i>FY17 Average</i>	<i>83,064</i>	<i>59,011</i>	<i>49,022</i>	<i>120,859</i>	<i>80,487</i>	<i>59,468</i>
	% Change in Avg Salary	-0.7%	0.3%	1.4%	5.7%	1.2%	0.7%

## **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 2016-2017 and “estimated” for the current year, 2017-2018.

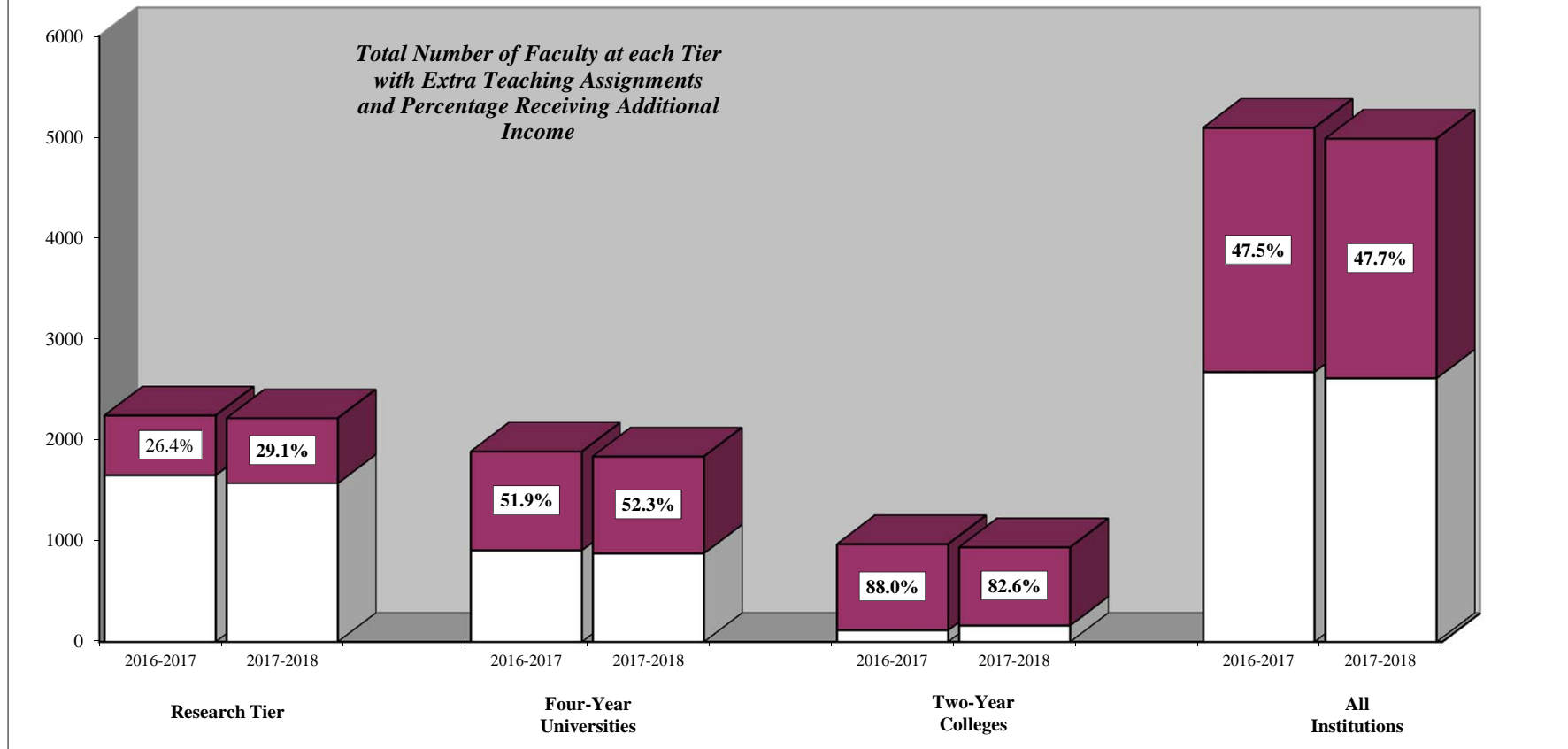
The “estimated” average mean income in the 25 institutions from extra teaching assignments and approved non-institutional employment for 2017-2018 is \$5,193 for those faculty members earning such income. The “actual” figure for 2016-2017 was \$5,238. In 2017-2018, the median of the “estimated” averages is \$3,353; in 2016-2017, the median of the “actual” averages was \$5,104. In 2017-2018, the highest “estimated” average income from extra assignments is 10,588; in 2016-2017, the highest “actual” average was \$11,565.

**TABLE 10**

**ADDITIONAL INCOME FROM EXTRA TEACHING ASSIGNMENTS  
AND APPROVED NONINSTITUTIONAL EMPLOYMENT  
2016-2017 AND 2017-2018**

Institution	Income from Extra Assignments			
	2016-2017 ACTUAL		2017-2018 ESTIMATED	
	Number of Faculty	Average Income	Number of Faculty	Average Income
University of Oklahoma	481	\$8,510	495	\$8,793
Oklahoma State University	149	1,331	149	1,331
<b>Research Universities</b>	<b>630</b>	<b>\$6,812</b>	<b>644</b>	<b>\$7,067</b>
University of Central Oklahoma	340	\$1,447	284	\$1,364
East Central University	83	2,059	39	1,097
Northeastern State University	97	2,146	163	3,408
Northwestern Oklahoma State University	71	3,180	69	2,256
Southeastern Oklahoma State University	48	6,593	61	6,218
Southwestern Oklahoma State University	158	7,379	161	6,854
Cameron University	60	2,144	56	2,015
Langston University	-	-	32	1,500
Oklahoma Panhandle State University	-	-	-	-
Rogers State University	76	4,848	69	3,299
University of Science & Arts of Oklahoma	33	1,636	26	767
<b>Four-Year Universities</b>	<b>966</b>	<b>\$2,625</b>	<b>960</b>	<b>\$2,760</b>
Carl Albert State College	54	\$6,018	54	\$6,018
Connors State College	51	2,400	49	2,200
Eastern Oklahoma State College	36	6,396	-	-
Murray State College	37	4,053	43	3,295
Northeastern Oklahoma A&M College	56	6,240	56	6,240
Northern Oklahoma College	77	5,360	78	5,656
Oklahoma City Community College	146	11,565	129	10,588
Redlands Community College	20	5,640	20	6,069
Rose State College	108	9,275	99	6,925
Seminole State College	27	6,010	34	6,624
Tulsa Community College	211	7,759	212	8,188
Western Oklahoma State College	-	-	-	-
<b>Two-Year Colleges</b>	<b>823</b>	<b>\$7,099</b>	<b>774</b>	<b>\$6,653</b>
<b>All Colleges &amp; Universities</b>	<b>2,419</b>	<b>\$5,238</b>	<b>2,378</b>	<b>\$5,193</b>
Median of Averages:		\$ 5,104		\$ 3,353
Highest Average:		\$ 11,565		\$ 10,588

**FIGURE 10**  
**NUMBER OF FACULTY RECEIVING ADDITIONAL INCOME FROM EXTRA TEACHING ASSIGNMENTS**  
**AND APPROVED NONINSTITUTIONAL EMPLOYMENT**  
**2016-2017 TO 2017-2018**



## TABLE 11

Table 11 presents 2017-2018 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 2017-2018, the same as in 2016-2017. Fringe benefits for the president average \$110,715.

Four-year regional university presidents receive an average salary of \$207,775 in 2017-2018, down from \$209,139 in 2016-2017. The highest salary for a four-year university president in 2017-2018 is \$281,000, compared to \$281,000 in 2016-2017. Fringe benefits average \$52,715 or 25.4 percent of the average salary.

Two-year college presidents receive an average salary of \$184,421 in 2017-2018, up from \$174,632 in 2016-2017. The highest salary for a two-year college president in 2017-2018 is \$292,032, compared to \$280,800 in 2016-2017. Fringe benefits average \$62,425 or 33.8 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  
2017-2018**

Position	Type of Institution			Position	Type of Institution				
	Research Universities	Four-Year Universities	Two-Year Colleges		Research Universities	Four-Year Universities	Two-Year Colleges		
<b><u>President</u></b>				<b><u>Chief Development Officer</u></b>					
<b>Number:</b>	Institutions	2	11	12	<b>Number:</b>	Institutions	2	11	12
	Individuals	2	11	12		Individuals	1	7	4
<b>Salary:</b>	Highest	\$425,004	\$281,000	\$292,032	<b>Salary:</b>	Highest	\$226,083	\$133,539	\$124,000
	Lowest	361,037	171,000	138,750		Lowest	226,083	86,470	50,100
	Average	393,021	207,775	184,421		Average	226,083	108,680	86,782
<b>Fringe Benefits:</b>	Highest	\$123,282	\$67,931	\$102,533	<b>Fringe Benefits:</b>	Highest	\$78,808	\$37,033	\$50,200
	Lowest	98,148	39,730	44,904		Lowest	78,808	17,825	21,902
	Average	110,715	52,715	62,425		Average	78,808	30,238	35,023
<b><u>Chief Academic Officer</u></b>				<b><u>Chief Student Affairs Officer</u></b>					
<b>Number:</b>	Institutions	2	11	12	<b>Number:</b>	Institutions	2	11	12
	Individuals	2	11	11		Individuals	2	8	11
<b>Salary:</b>	Highest	\$328,041	\$160,000	\$194,750	<b>Salary:</b>	Highest	\$218,250	\$132,000	\$123,000
	Lowest	315,250	110,000	75,000		Lowest	201,312	70,000	67,400
	Average	321,646	134,371	104,832		Average	209,781	104,284	89,207
<b>Fringe Benefits:</b>	Highest	\$80,058	\$48,048	\$64,263	<b>Fringe Benefits:</b>	Highest	\$76,226	\$39,871	\$46,413
	Lowest	36,322	20,460	28,871		Lowest	60,540	10,850	26,291
	Average	58,190	38,334	37,835		Average	68,383	30,498	33,749
<b><u>Chief Business Officer</u></b>				<b><u>Director of Institutional Research</u></b>					
<b>Number:</b>	Institutions	2	11	12	<b>Number:</b>	Institutions	2	11	12
	Individuals	2	11	11		Individuals	2	7	7
<b>Salary:</b>	Highest	\$301,670	\$162,106	\$145,000	<b>Salary:</b>	Highest	\$164,619	\$97,550	\$87,172
	Lowest	237,636	93,590	83,000		Lowest	125,000	45,000	35,700
	Average	269,653	128,099	105,169		Average	144,810	74,346	64,639
<b>Fringe Benefits:</b>	Highest	\$103,718	\$43,819	\$52,209	<b>Fringe Benefits:</b>	Highest	\$52,302	\$33,746	\$37,651
	Lowest	78,806	20,925	30,982		Lowest	36,554	10,463	16,705
	Average	91,262	35,138	38,186		Average	44,428	23,361	27,106

**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		
<b><u>Chief Public Relations Officer</u></b>				<b><u>Chief Admissions Officer</u></b>					
<b>Number:</b>	Institutions	2	11	12	<b>Number:</b>	Institutions	2	11	12
	Individuals	2	7	10		Individuals	2	6	4
<b>Salary:</b>	Highest	\$154,488	\$118,000	\$158,875	<b>Salary:</b>	Highest	\$165,000	\$114,462	\$64,289
	Lowest	95,000	58,650	30,105		Lowest	130,000	50,000	45,240
	Average	124,744	77,661	63,301		Average	147,500	68,870	54,507
<b>Fringe Benefits:</b>	Highest	\$38,247	\$36,590	\$55,430	<b>Fringe Benefits:</b>	Highest	\$31,341	\$36,180	\$28,904
	Lowest	29,461	17,145	14,564		Lowest	25,039	7,750	21,264
	Average	33,854	25,872	27,488		Average	28,190	21,826	25,331
<b><u>Director of Libraries</u></b>				<b><u>Registrar</u></b>					
<b>Number:</b>	Institutions	2	11	12	<b>Number:</b>	Institutions	2	11	12
	Individuals	2	9	11		Individuals	2	9	10
<b>Salary:</b>	Highest	\$272,085	\$86,408	\$87,125	<b>Salary:</b>	Highest	\$185,335	\$98,108	\$71,400
	Lowest	173,976	58,710	41,600		Lowest	128,400	50,000	36,432
	Average	223,031	68,526	55,907		Average	156,868	65,225	50,459
<b>Fringe Benefits:</b>	Highest	\$68,109	\$28,681	\$35,488	<b>Fringe Benefits:</b>	Highest	\$65,380	\$31,609	\$30,992
	Lowest	53,214	10,075	18,335		Lowest	41,899	9,300	15,882
	Average	60,662	22,607	24,101		Average	53,640	21,739	21,943
<b><u>Director of Purchasing</u></b>				<b><u>Chief Physical Plant &amp; Facilities</u></b>					
<b>Number:</b>	Institutions	2	11	12	<b>Number:</b>	Institutions	2	11	12
	Individuals	2	6	5		Individuals	2	8	11
<b>Salary:</b>	Highest	\$166,801	\$79,500	\$75,375	<b>Salary:</b>	Highest	\$162,525	\$94,992	\$100,000
	Lowest	127,500	40,000	37,822		Lowest	157,820	60,000	48,000
	Average	147,151	56,583	54,180		Average	160,173	80,318	65,551
<b>Fringe Benefits:</b>	Highest	\$46,948	\$28,206	\$32,103	<b>Fringe Benefits:</b>	Highest	\$45,815	\$32,244	\$50,755
	Lowest	43,467	6,200	19,754		Lowest	44,714	18,037	20,960
	Average	45,208	18,579	25,216		Average	45,265	27,376	28,138



**TABLE 11 (cont.)**

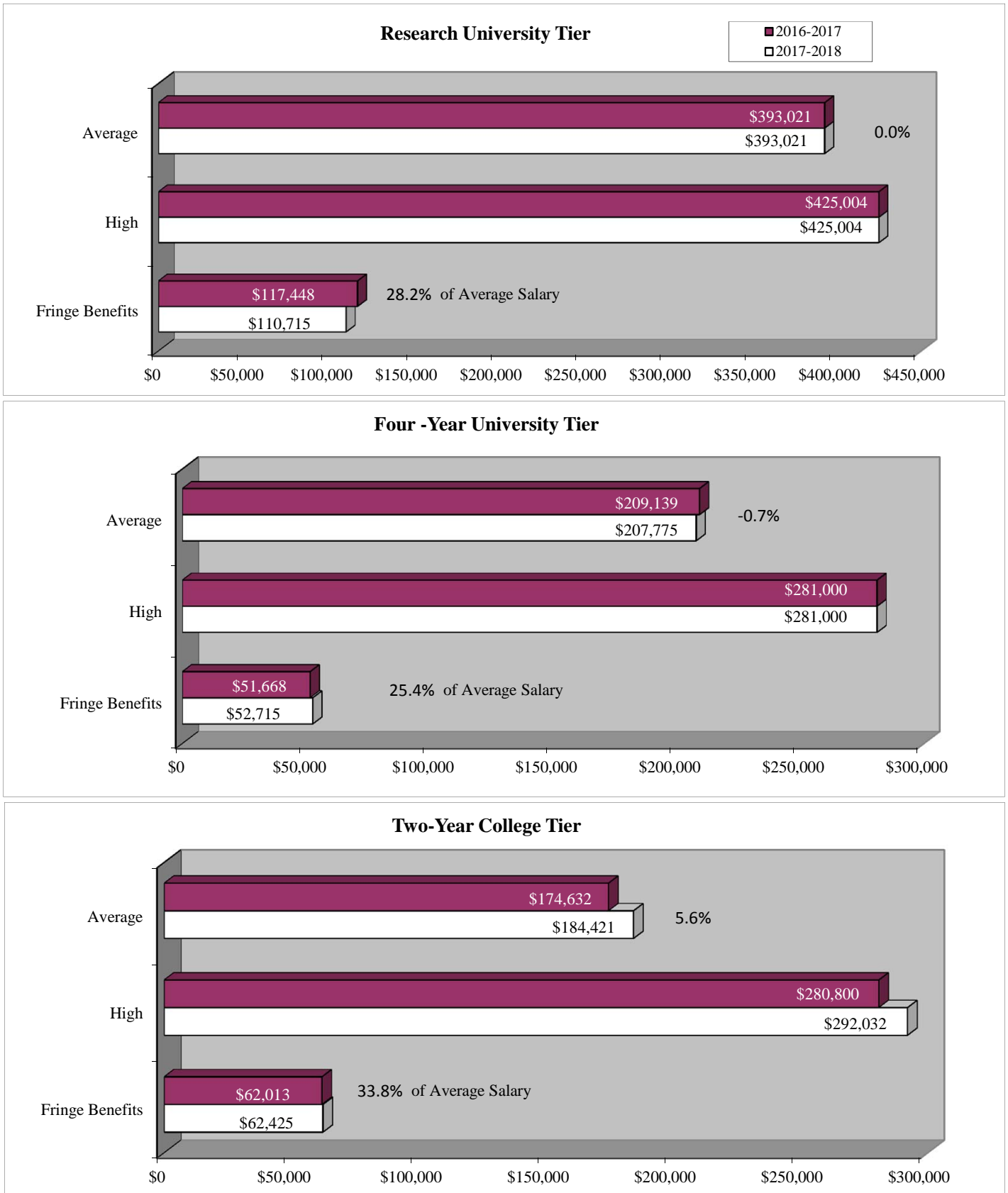
Position	Type of Institution			Position	Type of Institution				
	Research Universities	Four-Year Universities	Two-Year Colleges		Research Universities	Four-Year Universities	Two-Year Colleges		
<b><u>Chief Budgeting Officer</u></b>				<b><u>Director of Campus Security</u></b>					
<b>Number:</b>	Institutions	2	11	12	<b>Number:</b>	Institutions	2	11	12
	Individuals	2	2	4		Individuals	2	9	8
<b>Salary:</b>	Highest	\$159,500	\$85,000	\$77,500	<b>Salary:</b>	Highest	\$142,300	\$83,364	\$102,500
	Lowest	143,013	62,112	40,100		Lowest	123,760	40,959	30,979
	Average	151,257	73,556	57,775		Average	133,030	62,460	54,780
<b>Fringe Benefits:</b>	Highest	\$47,343	\$30,023	\$32,783	<b>Fringe Benefits:</b>	Highest	\$20,248	\$29,262	\$52,771
	Lowest	45,132	23,673	18,514		Lowest	5,532	9,686	14,952
	Average	46,238	26,848	26,357		Average	12,890	21,729	25,559
<b><u>Chief Personnel/HR Officer</u></b>				<b><u>Chief Payroll Officer</u></b>					
<b>Number:</b>	Institutions	2	11	12	<b>Number:</b>	Institutions	2	11	12
	Individuals	2	8	10		Individuals	2	6	7
<b>Salary:</b>	Highest	\$157,854	\$106,465	\$148,000	<b>Salary:</b>	Highest	\$94,440	\$58,500	\$85,000
	Lowest	136,574	49,500	47,500		Lowest	87,812	36,090	32,640
	Average	147,214	71,906	69,583		Average	91,126	47,293	54,294
<b>Fringe Benefits:</b>	Highest	\$55,114	\$33,704	\$44,427	<b>Fringe Benefits:</b>	Highest	\$34,048	\$21,697	\$36,928
	Lowest	21,692	14,597	19,636		Lowest	30,544	7,750	17,926
	Average	38,403	25,059	28,066		Average	32,296	16,318	24,896
<b><u>Director of Alumni Affairs</u></b>				<b><u>Director of Telecommunications</u></b>					
<b>Number:</b>	Institutions	2	11	12	<b>Number:</b>	Institutions	2	11	12
	Individuals	1	8	2		Individuals	-	4	3
<b>Salary:</b>	Highest	\$150,000	\$60,000	\$65,200	<b>Salary:</b>	Highest	\$0	\$68,550	\$78,500
	Lowest	150,000	40,000	64,000		Lowest	-	61,089	55,400
	Average	150,000	49,905	64,600		Average	-	63,841	67,753
<b>Fringe Benefits:</b>	Highest	\$54,176	\$22,891	\$29,898	<b>Fringe Benefits:</b>	Highest	\$0	\$25,938	\$34,750
	Lowest	54,176	9,300	23,052		Lowest	-	14,779	22,796
	Average	54,176	17,372	26,475		Average	-	21,912	29,313

**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		
<b><u>Comptroller</u></b>				<b><u>Bursar</u></b>					
<b>Number:</b>	Institutions	2	11	12	<b>Number:</b>	Institutions	2	11	12
	Individuals	2	8	7		Individuals	2	7	6
<b>Salary:</b>	Highest	\$200,000	\$98,246	\$81,550	<b>Salary:</b>	Highest	\$101,469	\$56,042	\$71,500
	Lowest	180,000	48,000	47,871		Lowest	97,000	47,500	31,620
	Average	190,000	69,490	56,464		Average	99,235	50,833	48,613
<b>Fringe Benefits:</b>	Highest	\$64,061	\$32,189	\$33,801	<b>Fringe Benefits:</b>	Highest	\$37,076	\$21,912	\$32,408
	Lowest	60,824	8,835	19,211		Lowest	36,615	11,141	18,110
	Average	62,443	22,890	23,270		Average	36,846	19,511	23,304
<b><u>Director of Financial Aid</u></b>				<b><u>Director of Athletics</u></b>					
<b>Number:</b>	Institutions	2	11	12	<b>Number:</b>	Institutions	2	11	12
	Individuals	2	10	12		Individuals	2	9	7
<b>Salary:</b>	Highest	\$110,000	\$79,989	\$85,875	<b>Salary:</b>	Highest	\$564,372	\$120,000	\$70,241
	Lowest	105,336	47,200	43,571		Lowest	363,750	80,029	30,000
	Average	107,668	65,445	55,695		Average	464,061	97,283	58,231
<b>Fringe Benefits:</b>	Highest	\$47,270	\$33,010	\$33,579	<b>Fringe Benefits:</b>	Highest	\$164,809	\$37,090	\$30,992
	Lowest	32,823	10,075	17,756		Lowest	68,167	13,950	13,774
	Average	40,047	22,341	23,592		Average	116,488	29,871	24,370
<b><u>Chief Legal Counsel</u></b>				<b><u>Chief Information System Officer</u></b>					
<b>Number:</b>	Institutions	2	11	12	<b>Number:</b>	Institutions	2	11	12
	Individuals	2	2	2		Individuals	1	10	11
<b>Salary:</b>	Highest	\$315,250	\$82,051	\$179,375	<b>Salary:</b>	Highest	\$198,620	\$110,880	\$148,000
	Lowest	290,000	60,000	102,000		Lowest	198,620	70,246	47,995
	Average	302,625	71,026	140,688		Average	198,620	89,119	74,530
<b>Fringe Benefits:</b>	Highest	\$74,728	\$27,591	\$44,320	<b>Fringe Benefits:</b>	Highest	\$64,621	\$34,810	\$50,971
	Lowest	36,322	23,122	40,843		Lowest	64,621	13,175	15,561
	Average	55,525	25,357	42,582		Average	64,621	27,609	28,165

**FIGURE 11**

**PRESIDENTS' SALARIES AND BENEFITS  
HIGH AND AVERAGE SALARY COMPARISONS, FY2017 TO FY2018**



## 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*** 2017-2018 average salary is \$83,841. ***The College of Dentistry*** 2017-2018 average salary is \$100,391. ***The College of Nursing*** 2017-2018 average salary is \$73,657. ***The College of Public Health*** 2017-2018 average salary is \$103,919. ***The College of Allied Health*** 2017-2018 average salary is \$79,801. ***The College of Pharmacy*** 2017-2018 average salary is \$108,695. ***The Tulsa Branch College of Medicine*** 2017-2018 average salary is \$106,794. ***The Tulsa Branch, College of Nursing*** average salary is \$63,789. ***The Tulsa Branch College of Allied Health*** average salary is \$79,801.

**The University of Oklahoma Law Center** full-time faculty average salary on a 9-10 month equivalent contract basis for 2017-2018 is \$125,657 a 5.7 percent decrease from 2016-2017.

**The Oklahoma State University College of Veterinary Medicine** full-time faculty average salary on an 11-12 month contract basis for 2017-2018 of \$126,027 a 1.0 percent increase from 2016-2017.

**The Oklahoma State University Agricultural Experiment Station** full-time faculty average salary on an 11-12 month contract basis for 2017-2018 of \$106,177 is a decrease of 3.2 percent over 2016-2017.

**The Oklahoma State University Cooperative Extension Service** full-time faculty average salary on an 11-12 month contract basis for 2017-2018 of \$104,655 is a decrease of 2.4 percent under 2016-2017.

**The Oklahoma State University Center for Health Sciences** full-time faculty average salary on an 11-12 month contract basis for 2017-2018 of \$231,257, an increase of 3.8 over 2016-2017. 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 2017-2018 of \$51,820, a decrease of 5.1% from 2016-2017.

**The Oklahoma State University, Oklahoma City** full-time faculty average salary on a 9-10 month contract basis for 2017-2018 of \$50,763, a decrease of 0.8% from 2016-2017.

**TABLE 12**

**UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER\*  
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY  
11-12-MONTH SALARIES FOR 2017-2018**

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	158	\$131,988	173	\$89,604	398	\$66,292	80	\$63,595	809	\$83,841
College of Dentistry	19	\$127,408	14	\$96,684	27	\$88,081	6	\$78,886	66	\$100,391
College of Nursing	3	\$133,669	4	\$87,781	26	\$74,690	19	\$59,795	52	\$73,657
College of Nursing - Tulsa Branch					7	\$68,403	8	\$59,752	15	\$63,789
College of Public Health	11	\$138,215	11	\$102,203	19	\$86,842	1	\$70,000	42	\$103,919
College of Allied Health	6	\$104,180	14	\$79,555	19	\$73,728	1	\$45,675	40	\$79,634
College of Allied Health - Tulsa Branch			4	\$90,892	3	\$65,013			7	\$79,801
College of Pharmacy	8	\$135,938	15	\$114,400	21	\$93,060	1	\$48,000	45	\$106,794
College of Pharmacy - Tulsa Branch										
College of Medicine - Tulsa Branch	14	\$174,394	24	\$154,452	70	\$96,688	15	\$69,883	123	\$113,535
<b>TOTAL</b>	<b>219</b>	<b>\$134,020</b>	<b>259</b>	<b>\$97,415</b>	<b>590</b>	<b>\$73,138</b>	<b>131</b>	<b>\$54,449</b>	<b>1,199</b>	<b>\$88,506</b>

\*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 dividing the 9-10 month salaries by 9/11.

**TABLE 13**  
**AVERAGE SALARIES PAID ALL FULL-TIME FACULTY**  
**All Other Constituent Agencies**  
**2017-2018**

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

Rank	Number	Amount
Professor	20	\$160,204
Associate Professor	4	106,898
Assistant Professor	9	65,072
Instructor	1	55,000
All Ranks	34	\$125,657
FY17 Average		\$ 133,285
% Change		-5.7%

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	25	\$150,538
Associate Professor	17	117,403
Assistant Professor	22	112,401
Instructor	4	84,429
All Ranks	68	\$126,027
FY17 Average		\$ 124,762
% Change		1.0%

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

**OSU AGRICULTURE EXPERIMENT STATION**  
**11-12 MONTH EQUIVALENT SALARIES FOR**

Rank	Number	Amount
Professor	44	\$122,473
Associate Professor	26	90,083
Assistant Professor	10	79,856
Instructor	1	70,851
All Ranks	81	\$106,177
FY17 Average		\$ 109,719
% Change		-3.2%

NOTE: All 9-10 month salaries have been equated to 11-12 month basis by dividing 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 EQUIVALENT SALARIES FOR**

Rank	Number	Amount
Professor	19	\$119,905
Associate Professor	12	95,896
Assistant Professor	7	82,426
Instructor	1	75,636
All Ranks	39	\$104,655

FY17 Average \$ 107,277  
 % Change -2.4%

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

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

Rank	Number	Amount
Professor	38	\$222,667
Associate Professor	41	224,140
Assistant Professor	64	247,844
Instructor	4	120,418
All Ranks	147	\$231,257

FY17 Average \$ 222,702  
 % Change 3.8%

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

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

Rank	Number	Amount
Professor	-	-
Associate Professor	-	-
Assistant Professor	-	-
Instructor	124	\$51,820
All Ranks	124	\$51,820

FY17 Average \$ 54,619  
 % Change -5.1%

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

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

Rank	Number	Amount
Professor	10	\$62,777
Associate Professor	20	54,532
Assistant Professor	20	50,896
Instructor	31	44,370
All Ranks	81	\$50,763

FY17 Average \$ 51,194  
 % Change -0.8%

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

**TABLE 14****AVERAGE FRINGE BENEFITS PAID 9-10 MONTH FULL-TIME FACULTY, 2017-2018**

Institution	No. of Faculty	Retirement Plan	Medical & Dental	Social Security	Unemployment Compensation	Group Life Insurance	Workers' Compensation	Other	Total
<b>OU Health Sciences Center</b>									
College of Nursing	31	3,515	6,939	3,201	18	35	207		13,915
College of Nursing - Tulsa	13	4,223	7,146	3,263	18	36	211		14,897
<b>OU Law Center</b>									-
<b>OSU Constituent Agencies</b>									
College of Veterinary Medicine	21	19,044	6,561	8,294	57	479	530	-	34,963
Agriculture Experiment Station	1	23,220	10,899	8,091	57	506	495	-	43,268
Cooperative Extension Service	2	25,660	8,787	9,491	57	506	617	-	
Technical Branch, Okmulgee	-	-	-	-	-	-	-	-	-
Technical Branch, Oklahoma City	56	9,032	4,979	3,775	55	245	259	-	
Center for Health Sciences	-	-	-	-	-	-	-	-	-

**AVERAGE FRINGE BENEFITS PAID 11-12 MONTH FULL-TIME FACULTY, 2017-2018**

Institution	No. of Faculty	Retirement Plan	Medical & Dental	Social Security	Unemployment Compensation	Group Life Insurance	Workers' Compensation	Other	Total
<b>OU Health Sciences Center</b>									
College of Medicine	809	6,643	8,159	4,789	18	57	335		20,001
College of Dentistry	66	7,520	6,420	5,797	18	65	399		20,219
College of Nursing	52	7,366	7,080	4,107	18	46	267		18,884
College of Nursing - Tulsa Branch	15	4,207	7,586	3,326	18	37	215		15,389
College of Public Health	42	7,978	8,871	6,115	18	71	416		23,469
College of Allied Health	40	6,904	7,524	4,935	18	53	319		19,753
College of Allied Health - Tulsa Branch	7	8,014	8,587	4,948	18	55	319		21,941
College of Pharmacy	45	9,066	7,755	6,516	18	71	427		23,853
College of Pharmacy - Tulsa Branch	-	-	-	-	-	-	-	-	-
College of Medicine - Tulsa Branch	123	9,077	8,656	6,046	18	78	454		24,329
<b>OU Law Center</b>									-
<b>OSU Constituent Agencies</b>									
College of Veterinary Medicine	21	19,044	6,561	8,294	57	479	530	-	34,963
Agriculture Experiment Station	1	23,220	10,899	8,091	57	506	495	-	43,268
Cooperative Extension Service	2	25,660	8,787	9,491	57	506	617	-	45,118
Technical Branch, Okmulgee	-	-	-	-	-	-	-	-	-
Technical Branch, Oklahoma City	56	9,032	4,979	3,775	55	245	259	-	18,344
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 2017-2018, as well as the number and average salaries of full-time faculty terminations in 2017-2018. A total of 314 faculty retired, resigned, or were terminated, while an additional 321 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 11.7 percent lower at the research universities, 16.9 percent lower at four-year regional universities, and 14.6 percent lower at two-year colleges. The system average is 19.1 percent lower 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 the University of Oklahoma, for example, at the professor level, new hires’ average salary is \$148,703, compared to \$118,739 average salary of currently employed 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 - 2017-2018**

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	3	\$148,703	9	\$125,540	59	\$76,479	-	\$0	71	\$85,750
Oklahoma State University	-	0	1	155,700	16	69,470	-	0	17	74,543
<b>Research Universities</b>	<b>3</b>	<b>\$ 148,703</b>	<b>10</b>	<b>\$ 128,556</b>	<b>75</b>	<b>\$ 74,984</b>	<b>0</b>	<b>\$ -</b>	<b>88</b>	<b>\$ 83,585</b>
University of Central Oklahoma	-	\$0	2	\$122,000	15	\$69,212	22	\$39,954	39	\$ 55,415
East Central University	1	83,455	-	0	10	63,738	11	43,544	22	54,537
Northeastern State University	-	0	1	75,000	8	58,949	10	45,690	19	52,816
Northwestern Oklahoma State University	-	0	1	65,000	3	49,272	1	50,000	5	52,563
Southeastern Oklahoma State University	-	0	8	48,669	-	0	4	38,710	12	45,349
Southwestern Oklahoma State University	-	0	-	0	5	45,011	11	43,583	16	44,029
Cameron University	-	0	-	0	7	46,500	7	42,882	14	44,691
Langston University	1	98,182	-	0	4	49,591	7	48,571	12	53,045
Oklahoma Panhandle State University	-	0	-	0	2	41,000	1	42,000	3	41,333
Rogers State University	-	0	-	0	4	46,641	6	41,738	10	43,699
University of Science & Arts of Oklahoma	-	0	-	0	-	0	4	40,000	4	40,000
<b>Regional 4-Year Tier</b>	<b>2</b>	<b>\$90,818</b>	<b>12</b>	<b>\$64,446</b>	<b>58</b>	<b>\$57,111</b>	<b>84</b>	<b>\$42,759</b>	<b>156</b>	<b>\$ 50,379</b>
Carl Albert State College							1	\$32,000	1	\$ 32,000
Connors State College							8	35,910	8	35,910
Eastern Oklahoma State College							2	39,035	2	39,035
Murray State College							5	40,110	5	40,110
Northeastern Oklahoma A&M College							8	42,176	8	42,176
Northern Oklahoma College							9	46,413	9	46,413
Oklahoma City Community College							9	46,105	9	46,105
Redlands Community College							7	40,948	7	40,948
Rose State College							6	44,456	6	44,456
Seminole State College							4	34,440	4	34,440
Tulsa Community College							15	52,027	15	52,027
Western Oklahoma State College							4	44,441	4	44,441
<b>Two-Year Colleges</b>							<b>77</b>	<b>\$43,965</b>	<b>77</b>	<b>\$ 43,965</b>
<b>All Institutions</b>	<b>5</b>	<b>\$ 125,549</b>	<b>22</b>	<b>\$ 93,587</b>	<b>133</b>	<b>\$ 67,190</b>	<b>161</b>	<b>\$ 43,335</b>	<b>321</b>	<b>\$ 57,944</b>

**TABLE 16**

**FACULTY TERMINATIONS - 2017-2018**

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	42	\$ 117,674	13	\$ 88,343	34	\$ 69,648	-	\$ -	89	\$ 95,043
Oklahoma State University	12	112,081	9	91,073	8	69,032	1	84,438	30	93,377
<b>Research Universities</b>	<b>54</b>	<b>\$ 116,431</b>	<b>22</b>	<b>\$ 89,460</b>	<b>42</b>	<b>\$ 69,531</b>	<b>1</b>	<b>\$ 51,237</b>	<b>119</b>	<b>\$ 94,623</b>
University of Central Oklahoma	5	\$ 112,030	-	\$ -	3	\$ 67,808	3	\$ 36,667	11	\$ 79,416
East Central University	3	78,917	2	66,970	4	47,888	5	47,598	14	57,160
Northeastern State University	10	71,818	5	54,048	7	49,549	28	44,993	50	51,901
Northwestern Oklahoma State University	-	0	1	73,370	2	50,121	1	50,641	4	56,063
Southeastern Oklahoma State University	7	171,454	3	63,175	2	63,879	-	0	12	126,455
Southwestern Oklahoma State University	3	75,055	5	57,370	6	56,174	6	48,731	20	57,072
Cameron University	-	0	3	54,837	2	46,357	-	0	5	51,445
Langston University	2	69,750	-	0	2	56,000	-	0	4	62,875
Oklahoma Panhandle State University	1	37,400	1	57,726	1	43,966	-	0	3	46,364
Rogers State University	-	0	2	57,973	2	55,800	-	0	4	56,887
University of Science & Arts of Oklahoma	3	62,581	-	0	-	0	-	0	3	62,581
<b>4-year Universities</b>	<b>34</b>	<b>\$ 97,208</b>	<b>22</b>	<b>\$ 50,838</b>	<b>31</b>	<b>\$ 48,761</b>	<b>43</b>	<b>\$ 45,368</b>	<b>130</b>	<b>\$ 60,661</b>
Carl Albert State College							2	\$ 46,102	2	\$ 46,102
Connors State College							4	40,466	4	40,466
Eastern Oklahoma State College							1	39,127	1	39,127
Murray State College							1	44,849	1	44,849
Northeastern Oklahoma A&M College							5	45,674	5	45,674
Northern Oklahoma College							6	50,808	6	50,808
Oklahoma City Community College							5	55,370	5	55,370
Redlands Community College							5	42,700	5	42,700
Rose State College							4	43,712	4	43,712
Seminole State College							3	33,507	3	33,507
Tulsa Community College							27	60,046	27	60,046
Western Oklahoma State College							2	44,507	2	44,507
<b>2-year Colleges</b>							<b>65</b>	<b>\$ 51,496</b>	<b>65</b>	<b>\$ 51,496</b>
<b>All Institutions</b>	<b>88</b>	<b>\$ 109,004</b>	<b>44</b>	<b>\$ 70,149</b>	<b>73</b>	<b>\$ 60,710</b>	<b>109</b>	<b>\$ 49,076</b>	<b>314</b>	<b>\$ 71,635</b>

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 95.15 percent of the national average, associate professors are 90.54 percent of the national average, and assistant professors are 91.74 percent of the national average. Lastly, Oklahoma instructor's salaries are 82.5 percent the national average.

Assistant Professors at Oklahoma's research universities have seen the largest 10-year growth in average salary, 27.1 percent, just slightly higher than instructors, when compared to other ranks and other tiers. Nationally, instructor's salaries at research universities grew by 41.1 percent, by comparison to 24.8 percent in Oklahoma.

Overall, average Oklahoma salaries of all ranks have increased 14.4 percent over the 10-year period compared to 5.5 percent nationally, bringing Oklahoma average faculty salaries to 89.32 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 2.1 percent. Overall, Oklahoma's average annual increase was 2.0 percent, compared to the national average of 2.1 percent. It is important to note that the average annual salary increase at research universities has been trending down the last two years.

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, 2.0 percent, compared to 1.8 percent nationally. Average annual increases in Oklahoma for professors, associate professors, and instructors were 1.3 percent, 1.5 percent, and 1.1 percent, respectively.

**TABLE 17**  
**AVERAGE SALARIES PAID FULL-TIME FACULTY, BY RANK, BY TIER**  
**OKLAHOMA COMPARED TO NATIONAL PUBLIC INSTITUTIONS**  
**2007-08 to 2017-18**

		Professor										10-Yr % Inc	
Salaries by Tier		2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	
Research Universities:	National	109,569	115,509	116,750	118,054	120,955	123,393	126,981	130,039	125,833	124,485	130,376	19.0%
	Oklahoma	105,959	107,614	106,390	108,998	111,357	110,826	113,449	117,491	116,415	116,339	116,544	10.0%
	OK % of Nat'l	96.71%	93.17%	91.13%	92.33%	92.06%	89.82%	89.34%	90.35%	92.52%	93.46%	89.39%	
Four-Year Universities:	National	80,408	84,488	84,537	84,398	84,524	86,427	87,262	87,182	87,751	87,139	92,458	15.0%
	Oklahoma	71,043	72,228	72,457	72,187	72,143	74,203	76,824	78,057	77,024	77,994	78,424	10.4%
	OK % of Nat'l	88.35%	85.49%	85.71%	85.53%	85.35%	85.86%	88.04%	89.53%	87.78%	89.51%	84.82%	
All Institutions:	National	98,314	104,493	105,702	105,780	107,945	110,143	112,897	115,592	100,085	103,019	105,644	7.5%
	Oklahoma	91,656	93,299	92,940	94,344	95,994	96,380	98,720	101,811	100,029	100,338	100,522	9.7%
	OK % of Nat'l	93.23%	89.29%	87.93%	89.19%	88.93%	87.50%	87.44%	88.08%	99.94%	97.40%	95.15%	

		Associate Professor										10-Yr % Inc	
Salaries by Tier		2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	
Research Universities:	National	77,033	79,986	80,463	81,266	82,777	84,275	86,567	88,716	89,870	90,619	93,785	21.7%
	Oklahoma	70,340	72,333	72,221	71,560	73,214	73,932	76,260	78,266	81,008	82,433	83,315	18.4%
	OK % of Nat'l	91.31%	90.43%	89.76%	88.06%	88.45%	87.73%	88.09%	88.22%	90.14%	90.97%	88.84%	
Four-Year Universities:	National	65,431	68,193	68,359	68,996	69,021	70,066	70,849	72,526	71,145	71,379	75,007	14.6%
	Oklahoma	58,656	59,325	59,244	58,826	59,170	60,645	62,747	64,585	63,114	54,787	54,996	-6.2%
	OK % of Nat'l	89.65%	87.00%	86.67%	85.26%	85.73%	86.55%	88.56%	89.05%	88.71%	76.75%	73.32%	
All Institutions:	National	72,187	75,205	75,678	76,242	77,223	78,529	80,448	82,284	77,636	80,202	82,093	13.7%
	Oklahoma	64,353	65,866	65,067	64,380	65,620	67,161	69,726	71,429	72,214	73,227	74,325	15.5%
	OK % of Nat'l	89.15%	87.58%	85.98%	84.44%	84.97%	85.52%	86.67%	86.81%	93.02%	91.30%	90.54%	

		Assistant Professor										10-Yr % Inc	
Salaries by Tier		2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	
Research Universities:	National	65,416	68,048	68,178	69,777	71,465	73,212	75,432	77,445	78,959	79,126	81,626	24.8%
	Oklahoma	60,183	62,228	62,827	63,039	65,674	66,743	69,288	72,509	74,654	75,566	76,484	27.1%
	OK % of Nat'l	92.00%	91.45%	92.15%	90.34%	91.90%	91.16%	91.85%	93.63%	94.55%	95.50%	93.70%	
Four-Year Universities:	National	54,844	56,977	57,001	57,544	57,348	58,591	59,873	61,000	60,791	60,382	64,206	17.1%
	Oklahoma	50,384	50,836	51,157	51,355	52,106	52,454	53,550	57,939	54,587	54,787	54,996	9.2%
	OK % of Nat'l	91.87%	89.22%	89.75%	89.24%	90.86%	89.53%	89.44%	94.98%	89.79%	90.73%	85.65%	
All Institutions:	National	60,802	63,430	64,008	64,711	65,865	67,097	69,100	70,801	67,623	69,725	71,210	17.1%
	Oklahoma	53,682	54,571	55,361	55,551	57,132	57,501	59,003	63,195	63,500	64,895	65,329	21.7%
	OK % of Nat'l	88.29%	86.03%	86.49%	85.84%	86.74%	85.70%	85.39%	89.26%	93.90%	93.07%	91.74%	

		Instructor										10-Yr % Inc	
Salaries by Tier		2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	
Research Universities:	National	44,116	45,491	45,805	46,300	47,207	48,359	50,032	50,913	56,975	57,673	62,259	41.1%
	Oklahoma	38,425	41,251	40,564	41,711	42,052	42,236	43,729	43,726	45,490	47,467	47,972	24.8%
	OK % of Nat'l	87.10%	90.68%	88.56%	90.09%	89.08%	87.34%	87.40%	85.88%	79.84%	82.30%	77.05%	
Four-Year Universities:	National	44,349	43,970	44,476	47,282	46,682	48,798	49,297	51,104	49,886	48,760	56,100	26.5%
	Oklahoma	38,769	39,873	40,246	40,486	41,775	43,102	42,856	43,161	43,326	43,357	43,330	11.8%
	OK % of Nat'l	87.42%	90.68%	90.49%	85.63%	89.49%	88.33%	86.93%	84.46%	86.85%	88.92%	77.24%	
Two Year Colleges:	National*	57,772	59,311	59,467	60,532	57,677	62,776	60,401	61,976	66,216	67,417	66,627	15.3%
	Oklahoma	46,466	47,708	48,290	47,997	47,990	48,696	49,870	49,503	49,285	48,988	49,620	6.8%
	OK % of Nat'l	80.43%	80.44%	81.20%	79.29%	83.20%	77.57%	82.56%	79.87%	74.43%	72.66%	74.47%	
All Institutions:	National	43,386	44,716	46,532	45,701	46,291	46,926	48,388	49,245	52,806	54,256	57,979	33.6%
	Oklahoma	43,139	44,665	44,925	44,886	45,375	46,147	46,832	46,736	46,980	47,152	47,570	10.3%
	OK % of Nat'l	99.43%	99.89%	96.55%	98.22%	98.02%	98.34%	96.78%	94.91%	88.97%	86.91%	82.05%	

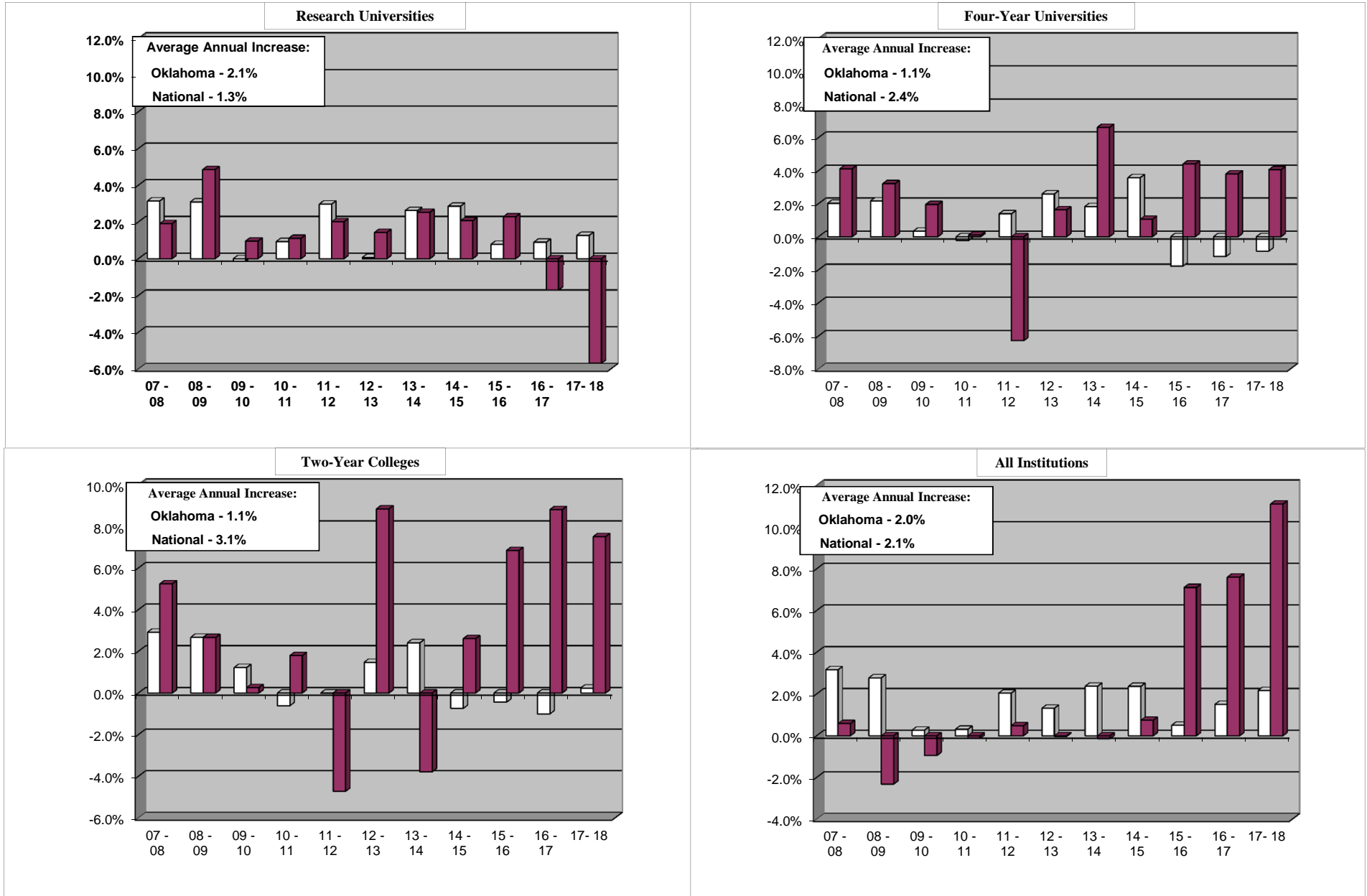
		All Ranks										10-Yr % Inc	
Salaries by Tier		2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	
Research Universities:	National	80,962	84,887	85,704	86,653	88,393	89,657	91,918	93,819	95,955	92,222	88,490	9.3%
	Oklahoma	74,986	77,301	77,205	77,926	80,243	80,293	82,395	84,746	85,410	85,497	85,823	14.5%
	OK % of Nat'l	92.62%	91.06%	90.08%	89.93%	90.78%	89.56%	89.64%	90.33%	89.01%	92.71%	96.99%	
Four-Year Universities:	National	66,107	68,227	69,555	69,620	65,240	66,298	70,683	71,423	74,561	74,123	74,313	12.4%
	Oklahoma	53,761	54,920	55,103	54,976	55,736	57,177	58,219	60,296	59,225	59,581	59,772	11.2%
	OK % of Nat'l	81.32%	80.50%	79.22%	78.97%	85.43%	86.24%	82.37%	84.42%	79.43%	80.38%	80.43%	
Two Year Colleges:	National*	57,772	59,311	59,467	60,532	57,677	62,776	60,401	61,976	66,216	67,417	66,627	15.3%
	Oklahoma	46,466	47,708	48,290	47,997	47,990	48,696	49,870	49,503	49,285	48,988	49,620	6.8%
	OK % of Nat'l	80.43%	80.44%	81.20%	79.29%	83.20%	77.57%	82.56%	79.87%	74.43%	72.66%	74.47%	
All Institutions:	National	73,191	77,009	77,956	78,294	79,507	80,578	82,605	83,939	78,762	79,134	77,190	5.5%
	Oklahoma	60,255	61,929	62,096	62,288	63,558	64,394	65,921	67,482	67,819	68,464	68,948	14.4%
	OK % of Nat'l	82.33%	80.42%	79.66%	79.56%	79.94%	79.92%	79.80%	80.39%	86.11%	86.52%	89.32%	

SOURCES: Average Salary and Average Compensation, Table 1, American Association of University Professors, March-April 2018. Faculty Salaries in the Oklahoma State System of Higher Education, 08-18, State Regents.

\*Due to wide variability in faculty rank practices in the Two Year College Tier, this report uses the ALL RANK data from The Chronicle of Higher Education, Average Faculty Salaries Report.

**FIGURE 12**

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



□ Oklahoma      ■ National

**FIGURE 13**

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

