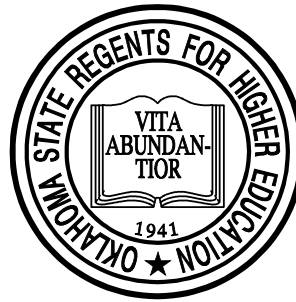


**Salaries in  
The Oklahoma State System of Higher Education  
2018-2019**

**Faculty and Selected Administrative Positions**



Oklahoma State Regents for Higher Education  
Research Park, Oklahoma City  
September 2019

**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 \$69,738 for the year 2018-2019 (Table 1). This is an increase of \$790 or 1.1 percent above 2017-2018.

**Increase/Decrease by Type of Institution:** Average salaries increased \$1,265 at the research universities, \$1,135 at the four-year universities, and \$731 at the two-year colleges. These salaries represent changes of 1.5 percent—research, 1.8 percent—four-year, and 1.5 percent—two-year, over 2017-2018.

**Increase/Decrease by Rank:** Among the three categories of institutions, the rank of Instructor showed the greatest dollar increase over 2017-2018—\$909 or 1.9 percent. All other percent changes in salaries range from a decrease of \$37 or 0.05 percent for Associate Professors, to an increase of \$744 or 1.1 percent for Assistant Professors. (See Figure 2).

**Total Faculty:** Total full-time faculty in 2018-2019 is 4,845 a decrease of 192 or -1.2 percent over 2017-2018 (Figure 1). The total number of faculty when the constituent agencies are added is 6,125 a decrease of 267 or 4.2 percent from last year.

**Salary Range:** Full-time salaries on a 9-10 month basis in the 25 institutions in 2018-2019 range from a minimum of \$18,000, compared to \$11,760 as a low in 2017-2018, to a maximum of \$300,000, compared to \$300,000 in 2017-2018 (Table 9). On an 11-12 month basis, full-time salaries range from a minimum of \$32,000, compared to \$22,600 in 2017-2018, to a maximum of \$425,004, the same high salary as in 2017-2018. 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 2018-2019 are \$24,844, an increase over 2017-2018 of \$96, or 0.4 percent (Table 5); for faculty on an 11-12 month contract basis, average benefits total \$35,180, a decrease of \$224 or 0.6 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 86 percent of the national average, compared to 97 percent in 2017-2018. Across all ranks and institutions the average salary in Oklahoma is just 74.7 percent of the national average (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 - Average Salaries Paid All Full-Time Faculty**

Table 1 presents the 2018-2019 average salaries paid all full-time faculty by rank at 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 the later 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 2018-2019 is \$69,738. This represents an increase over 2017-2018 of \$790 or 1.1 percent (Figure 2). The average for research universities is \$87,088, for four-year universities, \$60,907, and for two-year colleges, \$50,351. These salaries represent increases over 2017-2018 of 1.5 percent and 1.9 percent and of 1.4 percent, respectively, for the research, regional universities, and two-year colleges. The 2018-2019 median of all institutions' average salaries is \$51,158.

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. These upper ranks make up 57.6 percent of faculty at research universities and just 47.6 percent at four-year universities. Additionally, the research universities' average salary for all ranks is 30.1 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 33.9 percent, associate professor by 23.9 percent, assistant professor by 28.9 percent, and instructor by 5.8 percent.

The total number of full-time faculty reported in the 25 institutions in 2018-2019 is 4,845 - 2,107 at research universities, 1,802 at four-year regional universities, and 936 at two-year colleges. These figures compare to a total of 4,989; 2,215; 1,837; and 937 at the research, four-year and two-year tiers, respectively in 2017-2018. The continued decline may be the result of a combination of factors including changes in enrollment, increased use of technology, and decreases in public funding.

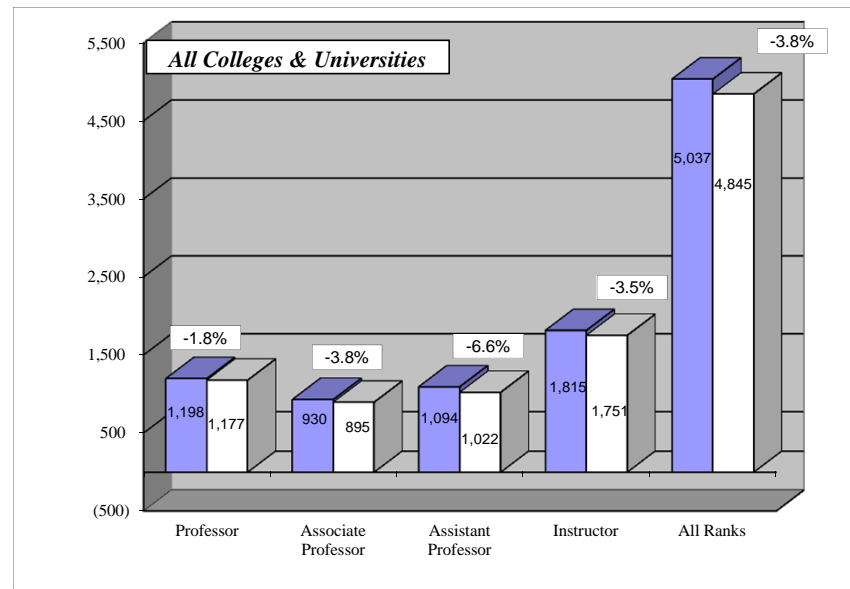
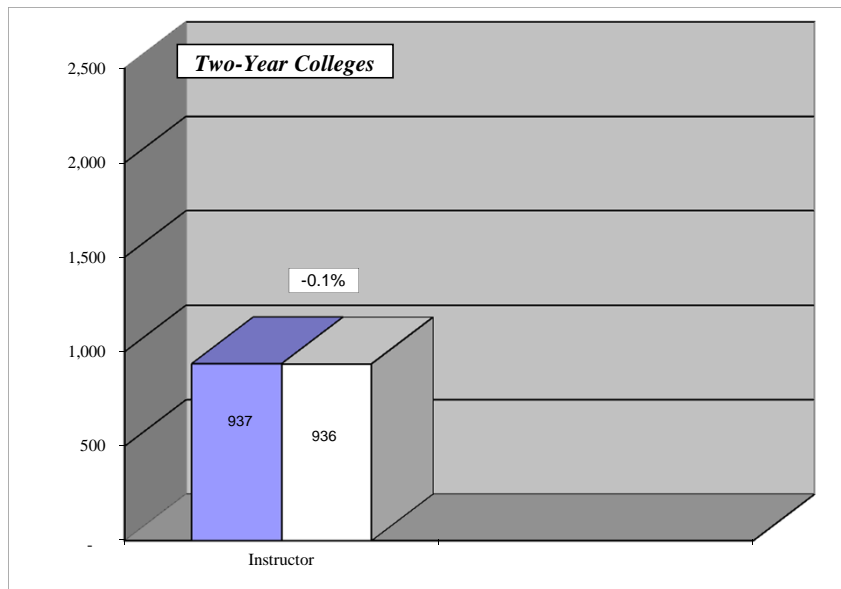
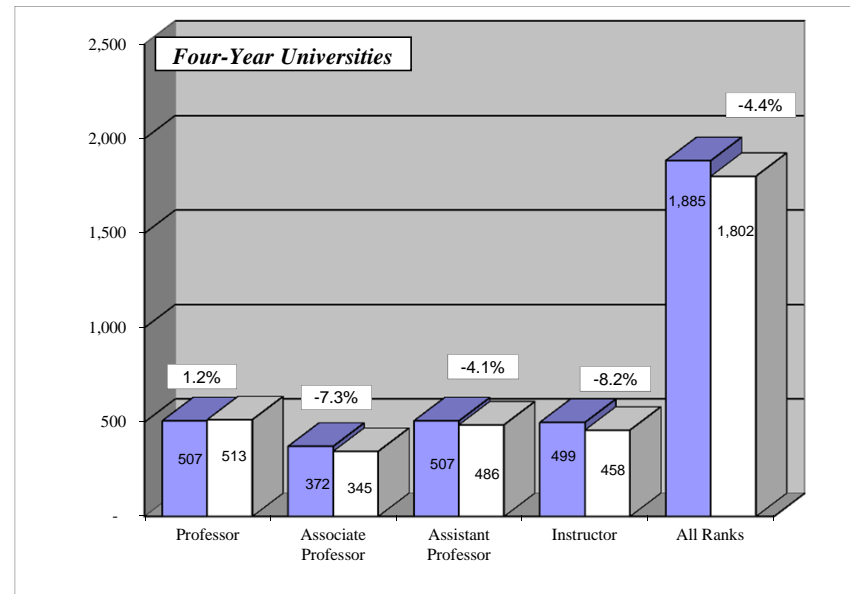
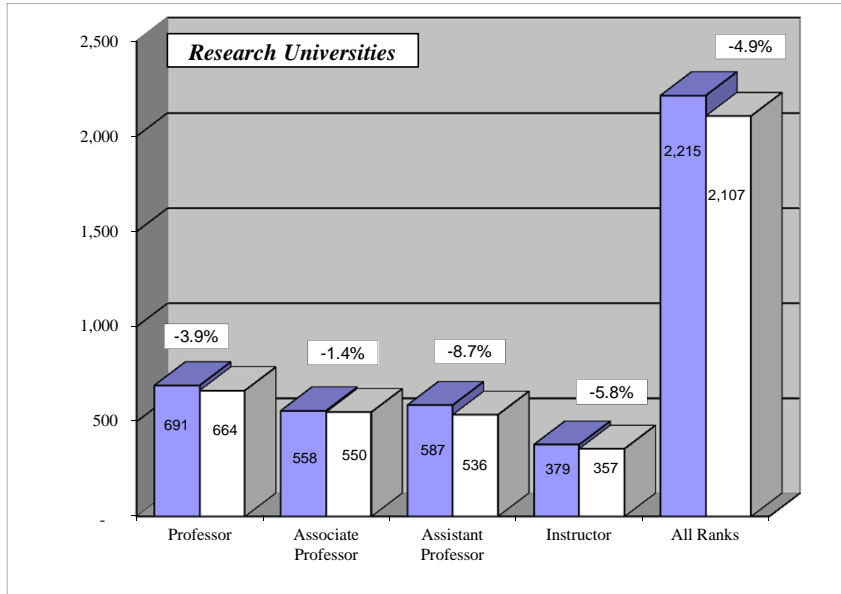
**TABLE 1**  
**AVERAGE SALARIES PAID ALL FULL-TIME FACULTY**  
**2018-2019**

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	393	\$ 120,721	302	\$ 84,567	301	\$ 78,116	230	\$ 44,922	1,226	\$ 87,135
Oklahoma State University	271	115,420	248	81,140	235	78,645	127	53,414	881	87,022
<b>Research Universities</b>	<b>664</b>	<b>\$ 118,557</b>	<b>550</b>	<b>\$ 83,022</b>	<b>536</b>	<b>\$ 78,348</b>	<b>357</b>	<b>\$ 47,943</b>	<b>2,107</b>	<b>\$ 87,088</b>
<b>Research Tier Salaries Greater than 4-Yr Tier:</b>		<b>33.9%</b>		<b>23.9%</b>		<b>28.9%</b>		<b>5.8%</b>		<b>30.1%</b>
University of Central Oklahoma	210	\$ 87,120	81	\$ 70,807	107	\$ 62,592	142	\$ 41,552	540	\$ 67,830
East Central University	30	73,352	16	58,746	53	53,690	40	51,220	139	57,805
Northeastern State University	71	77,497	69	63,800	80	54,761	58	46,367	278	61,060
Northwestern Oklahoma State University	24	70,926	10	68,609	33	53,723	21	43,211	88	57,598
Southeastern Oklahoma State University	46	70,421	22	64,405	27	57,393	19	39,643	114	61,045
Southwestern Oklahoma State University	40	82,191	44	65,874	52	60,642	68	50,790	204	62,712
Cameron University	36	72,135	31	57,872	30	52,100	36	42,513	133	56,273
Langston University	5	75,725	32	57,660	49	52,856	36	50,225	122	54,277
Oklahoma Panhandle State University	9	51,138	6	44,603	12	43,593	13	42,813	40	45,189
Rogers State University	25	63,098	18	53,965	33	46,149	19	41,490	95	51,158
University of Science & Arts	17	57,842	16	52,510	10	45,710	6	40,213	49	51,467
<b>Regional Four-Year Universities</b>	<b>513</b>	<b>\$ 78,409</b>	<b>345</b>	<b>\$ 63,180</b>	<b>486</b>	<b>\$ 55,670</b>	<b>458</b>	<b>\$ 45,148</b>	<b>1,802</b>	<b>\$ 60,907</b>
<b>4-Yr Tier Salaries Less than Research Tier:</b>										
Carl Albert State College	-	\$ -	-	\$ -	-	\$ -	47	\$ 43,764	47	\$ 43,764
Connors State College	-	-	-	-	-	-	41	41,091	41	41,091
Eastern Oklahoma State College	-	-	-	-	-	-	30	44,083	30	44,083
Murray State College	-	-	-	-	-	-	53	44,191	53	44,191
Northeastern Oklahoma A&M College	-	-	-	-	-	-	52	47,511	52	47,511
Northern Oklahoma College	-	-	-	-	-	-	106	49,449	106	49,449
Oklahoma City Community College	-	-	-	-	-	-	123	49,319	123	49,319
Redlands Community College	-	-	-	-	-	-	29	47,913	29	47,913
Rose State College	-	-	-	-	-	-	109	48,120	109	48,120
Seminole State College	-	-	-	-	-	-	44	42,179	44	42,179
Tulsa Community College	-	-	-	-	-	-	277	58,952	277	58,952
Western Oklahoma State College	-	-	-	-	-	-	25	44,939	25	44,939
<b>Two-Year Colleges</b>	<b>-</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>936</b>	<b>\$ 50,351</b>	<b>936</b>	<b>\$ 50,351</b>
<b>2-Yr Tier Salaries Greater than System Avg:</b>								<b>3.7%</b>		
<b>All Colleges and Universities</b>	<b>1,177</b>	<b>\$ 101,058</b>	<b>895</b>	<b>\$ 74,288</b>	<b>1,022</b>	<b>\$ 66,074</b>	<b>1,751</b>	<b>\$ 48,499</b>	<b>4,845</b>	<b>\$ 69,738</b>
<b>FY2019 Median Salary:</b>										<b>\$ 51,158</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**

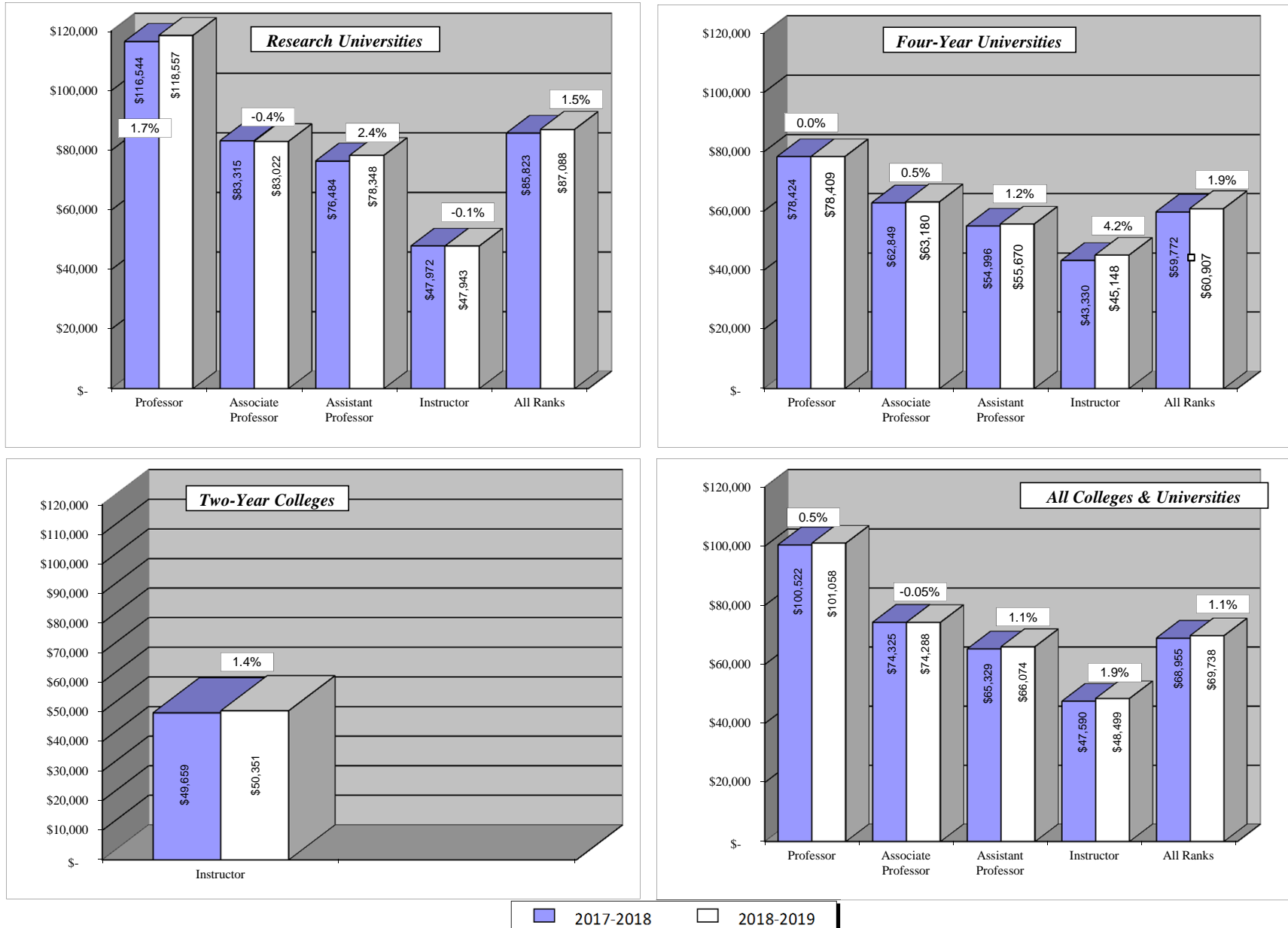
**CHANGE IN NUMBER OF FULL-TIME FACULTY  
2017-2018 TO 2018-2019**



■ 2017-2018    □ 2018-2019

**FIGURE 2**

**CHANGE IN SALARIES OF FULL-TIME FACULTY  
2017-2018 TO 2018-2019**





**Table 2 - Average Salaries Paid All Full-Time Faculty, 2016-2017 through 2018-2019**

Table 2 presents the 9-10 month average salaries of all full-time faculty members for the three years, 2016-2017 through 2018-2019.

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. Historically, several of the state system institutions have shown 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 2016-2017 to 2018-2019 show the University of Oklahoma increased the average of all ranks \$1,269 or 1.5 percent, while Oklahoma State University increased \$1,949 or 2.3 percent. At Oklahoma State University, the salary for the rank of associate professor decreased by \$2,175; the increase for instructors meanwhile was \$2,210. This may be due increased competition

for lower rank teachers in order to compete with teacher pay raises in common education in the State. Furthermore, 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 for further analysis.

**TABLE 2**  
**AVERAGE SALARIES PAID ALL FULL-TIME FACULTY**  
**2016-2017 THROUGH 2018-2019**

Institution	Period	Professor	Associate Professor	Assistant Professor	Instructor	Average, All Ranks
University of Oklahoma	2016-2017	116,921	81,564	72,841	43,927	85,866
	2017-2018	118,739	83,843	75,549	43,925	86,741
	2018-2019	120,721	84,567	78,116	44,922	87,135
	\$ Chg, FY17-19	3,800	3,003	5,275	995	1,269
	% Chg, FY17-19	3.2%	3.7%	7.2%	2.3%	1.5%
Oklahoma State University	2016-2017	115,471	83,315	78,318	51,204	85,073
	2017-2018	113,471	82,735	77,461	52,641	84,743
	2018-2019	115,420	81,140	78,645	53,414	87,022
	\$ Chg, FY17-19	(51)	(2,175)	327	2,210	1,949
	% Chg, FY17-19	0.0%	-2.6%	0.4%	4.3%	2.3%
University of Central Oklahoma	2016-2017	86,939	73,683	61,077	41,270	66,795
	2017-2018	87,685	72,274	62,591	41,284	67,444
	2018-2019	87,120	70,807	62,592	41,552	67,830
	\$ Chg, FY17-19	181	(2,876)	1,515	282	1,035
	% Chg, FY17-19	0.2%	-3.9%	2.5%	0.7%	1.5%
East Central University	2016-2017	69,637	56,722	53,196	49,878	56,239
	2017-2018	71,433	54,819	52,145	48,940	55,639
	2018-2019	73,352	58,746	53,690	51,220	57,805
	\$ Chg, FY17-19	3,715	2,024	494	1,342	1,566
	% Chg, FY17-19	5.3%	3.6%	0.9%	2.7%	2.8%
Northeastern State University	2016-2017	74,703	61,015	53,876	44,504	58,319
	2017-2018	76,211	61,812	53,909	44,468	59,637
	2018-2019	77,497	63,800	54,761	46,367	61,060
	\$ Chg, FY17-19	2,794	2,785	885	1,863	2,741
	% Chg, FY17-19	3.7%	4.6%	1.6%	4.2%	4.7%
Northwestern Oklahoma State University	2016-2017	68,364	67,574	57,854	39,336	55,959
	2017-2018	69,745	65,963	57,020	40,538	56,753
	2018-2019	70,926	68,609	53,723	43,211	57,598
	\$ Chg, FY17-19	2,562	1,035	(4,131)	3,875	1,639
	% Chg, FY17-19	3.7%	1.5%	-7.1%	9.9%	2.9%
Southeastern Oklahoma State University	2016-2017	75,972	61,660	59,123	38,620	65,085
	2017-2018	73,653	66,009	52,811	39,237	62,036
	2018-2019	70,421	64,405	57,393	39,643	61,045
	\$ Chg, FY17-19	(5,551)	2,745	(1,730)	1,023	(4,040)
	% Chg, FY17-19	-7.3%	4.5%	-2.9%	2.6%	-6.2%
Southwestern Oklahoma State University	2016-2017	85,258	65,133	59,314	49,090	61,921
	2017-2018	83,864	65,786	59,082	48,447	61,453
	2018-2019	82,191	65,874	60,642	50,790	62,712
	\$ Chg, FY17-19	(3,067)	741	1,328	1,700	791
	% Chg, FY17-19	-3.6%	1.1%	2.2%	3.5%	1.3%
Cameron University	2016-2017	71,672	60,271	50,030	40,098	55,652
	2017-2018	71,169	58,953	49,817	40,542	54,922
	2018-2019	72,135	57,872	52,100	42,513	56,273
	\$ Chg, FY17-19	463	(2,399)	2,070	2,415	621
	% Chg, FY17-19	0.6%	-4.0%	4.1%	6.0%	1.1%
Langston University	2016-2017	75,616	58,077	50,934	47,289	53,490
	2017-2018	66,098	56,839	51,724	48,096	52,826
	2018-2019	75,725	57,660	52,856	50,225	54,277
	\$ Chg, FY17-19	109	(417)	1,922	2,936	787
	% Chg, FY17-19	0.1%	-0.7%	3.8%	6.2%	1.5%
Oklahoma Panhandle State University	2016-2017	46,063	46,764	42,822	33,202	40,439
	2017-2018	45,191	49,965	43,205	32,306	40,345
	2018-2019	51,138	44,603	43,593	42,813	45,189
	\$ Chg, FY17-19	5,075	(2,161)	771	9,611	4,750
	% Chg, FY17-19	11.0%	-4.6%	1.8%	28.9%	11.7%
Rogers State University	2016-2017	60,302	52,816	46,501	39,728	49,601
	2017-2018	63,513	53,223	48,337	41,457	50,725
	2018-2019	63,098	53,965	46,149	41,490	51,158
	\$ Chg, FY17-19	2,796	1,149	(352)	1,762	1,557
	% Chg, FY17-19	4.6%	2.2%	-0.8%	4.4%	3.1%
University of Science & Arts of Oklahoma	2016-2017	59,602	51,976	46,039	40,896	51,490
	2017-2018	58,349	52,566	45,953	40,269	51,027
	2018-2019	57,842	52,510	45,710	40,213	51,467
	\$ Chg, FY17-19	(1,760)	534	(329)	(683)	(23)
	% Chg, FY17-19	-3.0%	1.0%	-0.7%	-1.7%	0.0%

**TABLE 2 (continued)**  
**AVERAGE SALARIES PAID ALL FULL-TIME FACULTY**  
**2016-2017 through 2018-19**

Institution	Period	Professor	Associate Professor	Assistant Professor	Instructor	Average, All Ranks
Carl Albert State College	2016-2017				39,100	39,100
	2017-2018				41,834	41,834
	2018-2019				43,764	43,764
	\$ Chg, FY17-19				4,664	4,664
	% Chg, FY17-19				11.9%	11.9%
Connors State College	2016-2017				43,637	43,637
	2017-2018				40,601	40,601
	2018-2019				41,091	41,091
	\$ Chg, FY17-19				(2,546)	(2,546)
	% Chg, FY17-19				-5.8%	-5.8%
Eastern Oklahoma State College	2016-2017				42,072	42,072
	2017-2018				40,687	40,687
	2018-2019				44,083	44,083
	\$ Chg, FY17-19				2,011	2,011
	% Chg, FY17-19				4.8%	4.8%
Murray State College	2016-2017				44,151	44,151
	2017-2018				43,882	43,882
	2018-2019				44,191	44,191
	\$ Chg, FY17-19				40	40
	% Chg, FY17-19				0.1%	0.1%
Northeastern Oklahoma A&M College	2016-2017				45,779	45,779
	2017-2018				50,914	50,914
	2018-2019				47,511	47,511
	\$ Chg, FY17-19				1,732	1,732
	% Chg, FY17-19				3.8%	3.8%
Northern Oklahoma College	2016-2017				49,178	49,178
	2017-2018				49,266	49,266
	2018-2019				49,449	49,449
	\$ Chg, FY17-19				271	271
	% Chg, FY17-19				0.6%	0.6%
Oklahoma City Community College	2016-2017				48,523	48,523
	2017-2018				47,771	47,771
	2018-2019				49,319	49,319
	\$ Chg, FY17-19				796	796
	% Chg, FY17-19				1.6%	1.6%
Redlands Community College	2016-2017				45,318	45,318
	2017-2018				46,456	46,456
	2018-2019				47,913	47,913
	\$ Chg, FY17-19				2,595	2,595
	% Chg, FY17-19				5.7%	5.7%
Rose State College	2016-2017				46,267	46,267
	2017-2018				46,478	46,478
	2018-2019				48,120	48,120
	\$ Chg, FY17-19				1,853	1,853
	% Chg, FY17-19				4.0%	4.0%
Seminole State College	2016-2017				41,074	41,074
	2017-2018				41,000	41,000
	2018-2019				42,179	42,179
	\$ Chg, FY17-19				1,105	1,105
	% Chg, FY17-19				2.7%	2.7%
Tulsa Community College	2016-2017				57,002	57,002
	2017-2018				58,611	58,611
	2018-2019				58,952	58,952
	\$ Chg, FY17-19				1,950	1,950
	% Chg, FY17-19				3.4%	3.4%
Western Oklahoma State College	2016-2017				44,110	44,110
	2017-2018				45,394	45,394
	2018-2019				44,939	44,939
	\$ Chg, FY17-19				829	829
	% Chg, FY17-19				1.9%	1.9%

**Table 3 - Average Salaries Paid All Full-Time Faculty, 25 Oklahoma State Colleges and Universities, 2016-2017 through 2018-2019**

Table 3 presents the average salaries of all full-time faculty members equated to a 9-10 month basis for the three years, 2016-2017 through 2018-2019, classified by rank and by type of institution.

Dollar increases in average annual salaries of all ranks in 2018-2019 over 2017-2018 are greatest for the research universities. The changes in averages of all ranks by type of institution in 2018-2019 over 2017-2018 were \$1,264, \$1,135, and \$692 for research universities, four-year universities, and two-year colleges, respectively. The average salary at research universities was \$26,052 greater than the average at four-year universities in 2017-2018, and \$26,181 greater in 2018-2019. The average salary at four-year universities was \$10,113 greater than the average at two-year colleges in 2017-2018, and \$10,556 greater in 2018-2019.

Average salaries have remained relatively steady in the three year period. The average annual percentage increase in average salaries for all ranks was largest for two year institutions (1.4%) and least for research university faculty (0.9%). Two year showed a two year average increase percentage of (1.1%).

The annual increases in average salaries for 2017-2018 and 2018-2019 for research universities have been an increase of 0.4 and 1.5 percent. The four-year regional universities experienced an increase of 0.3 and 1.8 percent. The two-year colleges experienced a 1.4 percent increase in 2017-2018 and 2018-2019.

**TABLE 3**  
**AVERAGE SALARIES PAID FULL-TIME FACULTY**  
**25 OKLAHOMA STATE COLLEGES AND UNIVERSITIES**  
**2016-2017 THROUGH 2018-2019**

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>					
2016-2017	\$ 116,339	\$ 38,346	\$ 77,994		--
2017-2018	\$ 116,544	\$ 38,120	\$ 78,424		--
2018-2019	\$ 118,557	\$ 40,148	\$ 78,409		--
<b>Associate Professor</b>					
2016-2017	\$ 82,433	\$ 19,652	\$ 62,781		--
2017-2018	\$ 83,315	\$ 20,466	\$ 62,849		--
2018-2019	\$ 83,022	\$ 19,841	\$ 63,180		--
<b>Assistant Professor</b>					
2016-2017	\$ 75,566	\$ 20,780	\$ 54,787		--
2017-2018	\$ 76,484	\$ 21,488	\$ 54,996		--
2018-2019	\$ 78,348	\$ 22,677	\$ 55,670		--
<b>Instructor</b>					
2016-2017	\$ 47,467	\$ 4,110	\$ 43,357	\$ (5,631)	\$ 48,988
2017-2018	\$ 47,972	\$ 4,642	\$ 43,330	\$ (6,328)	\$ 49,659
2018-2019	\$ 47,943	\$ 2,795	\$ 45,148	\$ (5,203)	\$ 50,351
<b>Average, All Ranks</b>					
2016-2017	\$ 85,497	\$ 25,917	\$ 59,581	\$ 10,593	\$ 48,988
2017-2018	\$ 85,823	\$ 26,052	\$ 59,772	\$ 10,113	\$ 49,659
2018-2019	\$ 87,088	\$ 26,181	\$ 60,907	\$ 10,556	\$ 50,351
<b>Dollar Increase, All Ranks</b>					
2017-2018	\$ 326		\$ 191		\$ 671
2018-2019	\$ 1,264		\$ 1,135		\$ 692
<b>Percent Increase, All Ranks</b>					
2017-2018	0.4%		0.3%		1.4%
2018-2019	1.5%		1.9%		1.4%
<b>Avg Annual % Increase</b>	0.9%		1.1%		1.4%

#### **Table 4 - Average Salaries Paid 9-10 Month Full-Time Faculty**

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 2018-2019 to 9-10 month employed faculty is \$68,926. This represents an increase from 2017-2018 of \$872 or 1.3%. 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 38.7 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 18.1 percent above the mean. This influence is indicated by observing that the average salary for the research universities is \$83,609, the average salary for four-year regional universities is \$60,298, and the average salary for two-year colleges is \$50,438. The 2018-2019 median of all institutions' average salaries is \$50,181. 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 2018-2019 is 4,278. This number represents 88.3 percent of the total full-time faculty in the 25 institutions. In 2017-2018, the number was 4,410 or 88.4 percent of the total. In 2018-2019, four-year regional universities employ 91.7 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 research universities 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**  
**2018-2019**

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	304	\$ 115,081	269	\$ 82,171	283	\$ 78,552	202	\$ 44,493	1,058	\$ 83,465	
Oklahoma State University	198	110,996	208	81,038	215	79,771	111	48,381	732	83,817	
<b>Research Universities</b>	<b>502</b>	<b>\$ 113,470</b>	<b>477</b>	<b>\$ 81,677</b>	<b>498</b>	<b>\$ 79,078</b>	<b>313</b>	<b>\$ 45,871</b>	<b>1,790</b>	<b>\$ 83,609</b>	<b>85.0%</b>
University of Central Oklahoma	210	\$ 87,120	81	\$ 70,807	107	\$ 62,592	142	\$ 41,552	540	\$ 67,830	
East Central University	30	73,352	15	57,257	53	53,690	40	51,220	138	57,636	
Northeastern State University	61	76,126	60	61,966	68	52,283	56	45,765	245	59,101	
Northwestern Oklahoma State University	22	70,284	8	64,795	27	55,311	20	42,759	77	57,314	
Southeastern Oklahoma State University	40	68,708	21	64,980	22	59,240	19	39,643	102	60,484	
Southwestern Oklahoma State University	33	75,506	35	60,571	43	55,711	66	50,815	177	58,537	
Cameron University	36	72,135	31	57,872	30	52,100	32	40,957	129	56,314	
Langston University	1	56,305	18	58,420	30	53,752	30	50,599	79	53,651	
Oklahoma Panhandle State University	6	50,362.17	6	44,603	11	44,209	13	42,813	36	44,796	
Rogers State University	20	63,831	14	52,464	31	45,671	19	41,490	84	50,181	
University of Science & Arts	16	57,472	13	50,656	10	45,710	6	40,213	45	50,588	
<b>Regional Four-Year Universities</b>	<b>475</b>	<b>\$ 78,057</b>	<b>302</b>	<b>\$ 62,322</b>	<b>432</b>	<b>\$ 55,151</b>	<b>443</b>	<b>\$ 44,896</b>	<b>1,652</b>	<b>\$ 60,298</b>	<b>91.7%</b>
Carl Albert State College							42	\$ 44,764	42	\$ 44,764	
Connors State College							38	41,340	38	41,340	
Eastern Oklahoma State College							30	44,083	30	44,083	
Murray State College							35	43,874	35	43,874	
Northeastern Oklahoma A&M College							52	47,511	52	47,511	
Northern Oklahoma College							104	49,249	104	49,249	
Oklahoma City Community College							123	49,319	123	49,319	
Redlands Community College							24	48,718	24	48,718	
Rose State College							97	47,526	97	47,526	
Seminole State College							32	42,534	32	42,534	
Tulsa Community College							234	59,550	234	59,550	
Western Oklahoma State College							25	44,939	25	44,939	
<b>Two-Year Colleges</b>	<b>-</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>836</b>	<b>\$ 50,438</b>	<b>836</b>	<b>\$ 50,438</b>	<b>89.3%</b>
<b>All Colleges and Universities</b>	<b>977</b>	<b>\$ 97,559</b>	<b>779</b>	<b>\$ 75,116</b>	<b>930</b>	<b>\$ 69,486</b>	<b>1,592</b>	<b>\$ 47,998</b>	<b>4,278</b>	<b>\$ 68,926</b>	<b>88.3%</b>

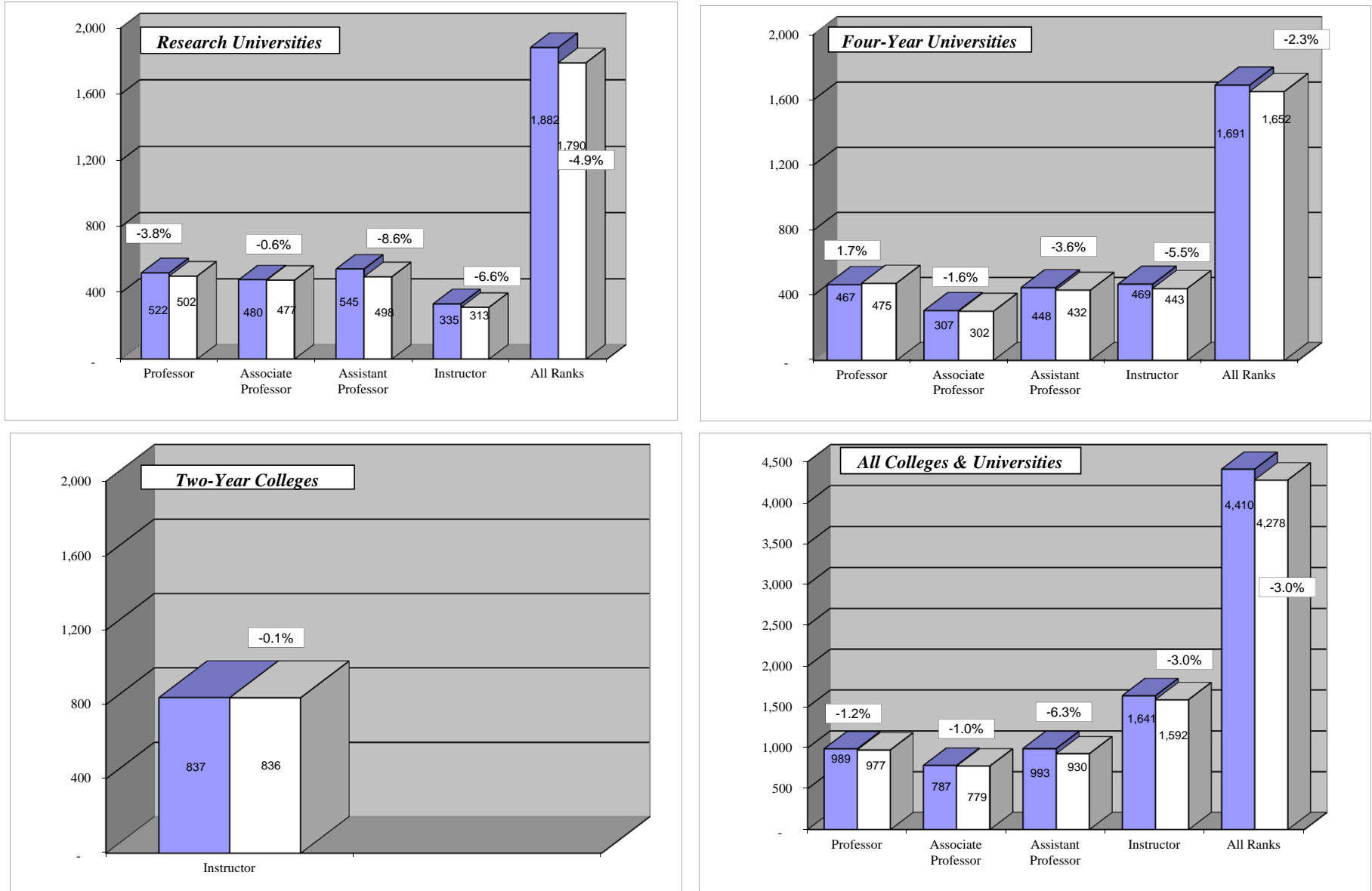
**FY2018 9-10mo Faculty as % of Total Faculty: 88.4%**

Research University Tier	Number of 9-10 month Faculty as Percent of Total 9-10 month Faculty:	41.8%
	Average Salary Greater than Four-Year Tier by:	38.7%
Two-Year College Tier	TCC Number of Faculty as Percent of Two-Year:	28.0%
	TCC Average Salary Above Mean:	18.1%
All Colleges and Universities	Median of All Institutions' Average Salaries:	\$ 50,181

**FIGURE 3**

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

**2017-2018 TO 2018-2019**

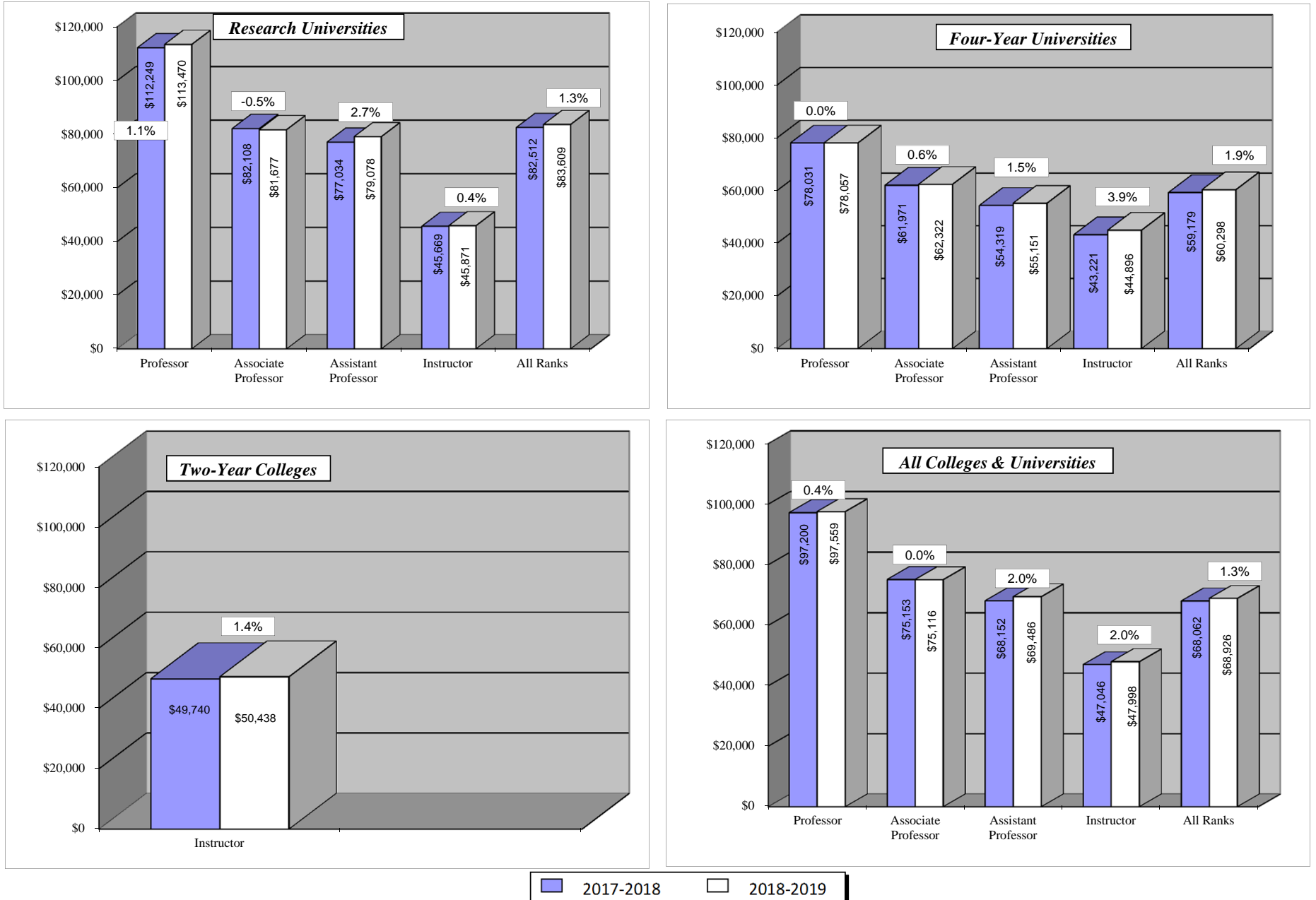


■ 2017-2018    □ 2018-2019



**FIGURE 4**

**CHANGE IN SALARIES OF 9-10 MONTH FULL-TIME FACULTY  
2017-2018 TO 2018-2019**



■ 2017-2018    □ 2018-2019

### **Table 5 - Average Staff Benefits Paid 9-10 Month Full-Time Faculty**

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 2018-2019 is \$24,844, an increase over 2017-2018 of \$96 or 0.4 percent.

Fringe benefits as a percent of average salaries may be computed from the data in Tables 4 and 5. For all institutions, 2018-2019 fringe benefits are 36.0 percent of the average salary; compared to 36.4 percent in 2017-2018. For the research universities, four-year universities, and two-year colleges, the fringe benefits for 2018-2019 as a percent of average salaries are 34.1 percent, 36.3 percent, and 45.5 percent, respectively. Comparative percentages for 2017-2018 were 34.5 percent, 36.5 percent, and 45.7 percent, respectively.

Retirement plan payments are the largest fringe benefit for all institutions. 2018-2019 payments comprise 50.8 percent of the average total fringe benefits for the State System, a slight decrease from the 51.1 percent in 2017-2018. For the research universities, four-year regional universities, and two-year colleges, retirement plan payments are 54.6 percent, 46.7 percent, and 48.4 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 historically 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.*

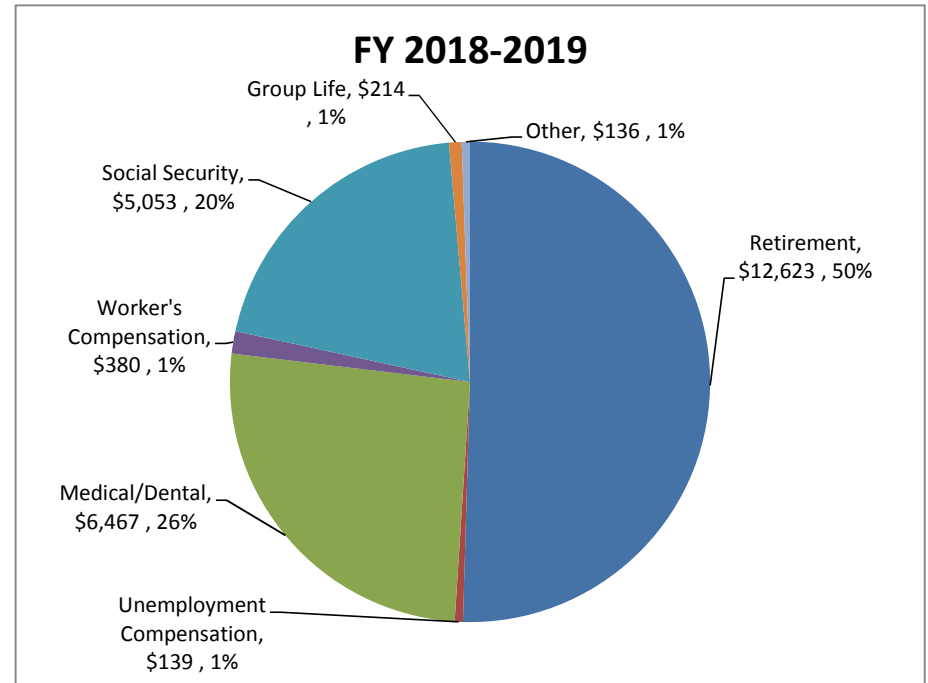
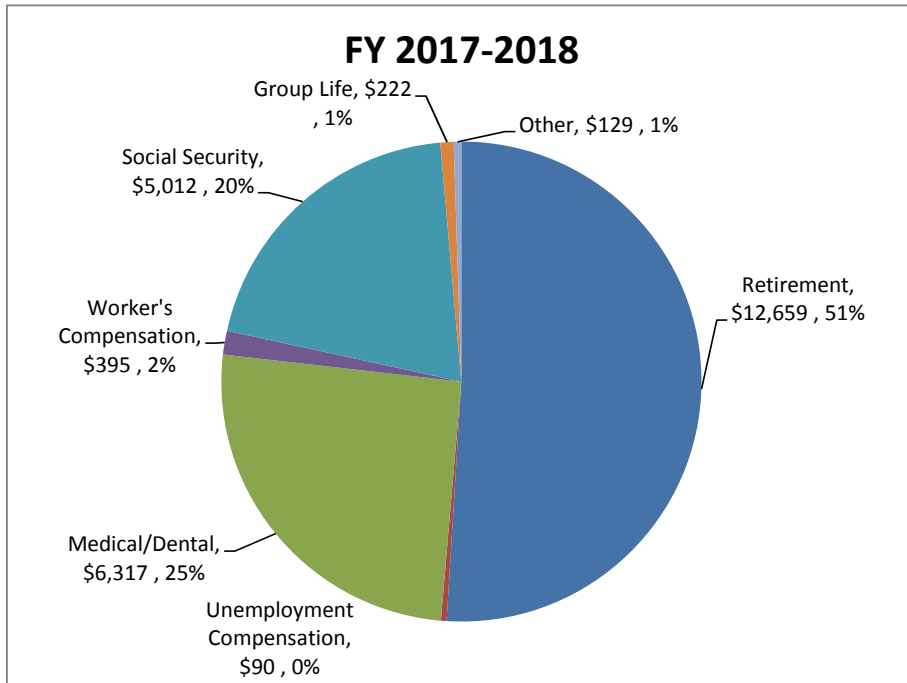
TABLE 5

AVERAGE STAFF BENEFITS PAID 9-10 MONTH FULL-TIME FACULTY  
2018-2019

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	FY18 Benefits as % of Salary
University of Oklahoma	1,058	\$16,234	\$5,857	\$6,140	\$17	\$52	\$417	\$2	\$28,720		
Oklahoma State University	732	14,563	6,228	6,191	56	372	543	164	28,117		
<b>Research Universities</b>	<b>1,790</b>	<b>\$15,551</b>	<b>\$6,009</b>	<b>\$6,161</b>	<b>\$33</b>	<b>\$183</b>	<b>\$469</b>	<b>\$68</b>	<b>\$28,473</b>	<b>34.1%</b>	<b>34.5%</b>
University of Central Oklahoma	540	\$11,535	\$5,804	\$5,189	\$434	\$213	\$2	\$29	\$23,207		
East Central University	138	8,962	7,128	3,573	-	77	-	164	19,905		
Northeastern State University	245	9,518	6,800	4,515	149	366	550	219	22,116		
Northwestern Oklahoma State University	77	10,836	7,133	4,385	176	182	630	174	23,515		
Southeastern Oklahoma State University	102	12,667	6,882	4,626	48	175	496	180	25,074		
Southwestern Oklahoma State University	177	11,063	7,284	4,478	100	188	585	423	24,123		
Cameron University	129	10,685	6,743	4,308	109	597	355	249	23,046		
Langston University	79	3,756	-	3,219	537	376	268	161	8,316		
Oklahoma Panhandle State University	36	8,330	5,985	3,330	176	294	252	82	18,450		
Rogers State University	84	9,230	6,542	3,990	-	269	-	76	20,107		
University of Science & Arts	45	5,697	7,609	3,845	181	145	512	171	18,161		
<b>Regional Four-Year Universities</b>	<b>1,652</b>	<b>\$10,223</b>	<b>\$6,549</b>	<b>\$4,504</b>	<b>\$264</b>	<b>\$259</b>	<b>\$306</b>	<b>\$158</b>	<b>\$21,874</b>	<b>36.3%</b>	<b>36.5%</b>
Carl Albert State College	42	\$9,321	\$7,572	\$3,346	\$181	\$205	\$0	\$72	\$20,697		
Connors State College	38	8,392	5,985	3,162	124	278	256	202	18,399		
Eastern Oklahoma State College	30	9,222	7,608	2,807	201	237	441	-	20,517		
Murray State College	35	7,931	7,133	3,399	225	153	253	565	19,659		
Northeastern Oklahoma A&M College	52	7,840	6,414	3,634	-	315	-	-	18,203		
Northern Oklahoma College	104	10,791	8,541	3,768	176	158	263	66	23,763		
Oklahoma City Community College	123	11,835	7,203	3,773	79	190	473	187	23,739		
Redlands Community College	24	10,036	7,575	3,727	487	74	512	195	22,606		
Rose State College	97	11,258	7,727	3,636	149	91	309	144	23,313		
Seminole State College	32	10,624	7,440	3,254	165	145	222	-	21,850		
Tulsa Community College	234	13,349	7,005	4,363	-	233	200	445	25,594		
Western Oklahoma State College	25	9,140	6,372	2,786	101	145	568	61	19,173		
<b>Two-Year Colleges</b>	<b>836</b>	<b>\$11,095</b>	<b>\$7,295</b>	<b>\$3,763</b>	<b>\$160</b>	<b>\$193</b>	<b>\$307</b>	<b>\$256</b>	<b>\$22,944</b>	<b>45.5%</b>	<b>45.7%</b>
<b>All Colleges &amp; Universities</b>	<b>4,278</b>	<b>\$12,623</b>	<b>\$6,467</b>	<b>\$5,053</b>	<b>\$139</b>	<b>\$214</b>	<b>\$380</b>	<b>\$136</b>	<b>\$24,844</b>	<b>36.0%</b>	<b>36.4%</b>
FY2018 Total Benefits									\$24,748		
FY2019 Dollar and Percent Increase in Total Benefits									\$96	0.4%	

**FIGURE 5**

**CHANGE IN AVERAGE BENEFITS PAID TO 9-10 MONTH FULL-TIME FACULTY  
ALL INSTITUTIONS  
2017-2018 TO 2018-2019**



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

	<b>FY18</b>	<b>FY19</b>
Research Universities	56.3%	54.6%
Four-Year Universities	42.4%	46.7%
Two-Year Colleges	49.4%	48.4%

**Table 6 - Average Salaries Paid 11-12 Month Full-Time Faculty**

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 2018-2019 to 11-12 month employed faculty is \$105,448, an increase over 2017-2018 of \$1,129 or 1.1 percent. The average 11-12 month salary for research universities is \$130,448; the average for four-year regional universities is \$82,636; and the average for two-year colleges is \$60,645. The 2018-2019 median of the average salaries for 22 institutions reporting 11-12 month full-time faculty is \$67,183.

The number of full-time faculty employed on an 11-12 month contract basis is 567 or 11.7 percent of the total full-time faculty in the 25 institutions. In 2017-2018 the number was 579 or 11.6 percent. The percent of faculty employed on an 11-12 month basis is 15.0 percent at research universities; 8.3 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, thirteen institutions employ less than ten faculty on an 11-12 month basis; while 35.2 percent of Langston University's faculty are employed on an 11-12 month basis.

**TABLE 6**

**AVERAGE SALARIES PAID 11-12 MONTH FULL-TIME FACULTY  
2018-2019**

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	89	\$ 171,093	33	\$ 127,227	18	\$ 87,090	28	\$ 58,685	168	\$ 134,741	
Oklahoma State University	73	155,733	40	99,822	20	81,325	16	107,967	149	125,607	
<b>Research Universities</b>	<b>162</b>	<b>\$ 164,172</b>	<b>73</b>	<b>\$ 112,211</b>	<b>38</b>	<b>\$ 84,056</b>	<b>44</b>	<b>\$ 76,605</b>	<b>317</b>	<b>\$ 130,448</b>	<b>15.0%</b>
University of Central Oklahoma	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	
East Central University	-	-	1	99,100	-	-	-	-	1	99,100	
Northeastern State University	10	104,938	9	92,921	12	84,092	2	77,250	33	92,402	
Northwestern Oklahoma State University	2	95,325	2	102,500	6	56,928	1	63,858	11	72,825	
Southeastern Oklahoma State University	6	100,028	1	63,962	5	60,211	-	-	12	80,432	
Southwestern Oklahoma State University	7	138,978	9	105,715	9	102,917	2	61,089	27	110,100	
Cameron University	-	-	-	-	-	-	4	67,183	4	67,183	
Langston University	4	98,487	14	69,280	19	62,874	6	59,100	43	67,746	
Oklahoma Panhandle State University	3	64,400	-	-	1	45,000	-	-	4	59,550	
Rogers State University	5	73,535	4	72,377	2	65,472	-	-	11	71,648	
University of Science & Arts	1	77,935	3	74,000	-	-	-	-	4	74,984	
<b>Regional Four-Year Universities</b>	<b>38</b>	<b>\$ 101,205</b>	<b>43</b>	<b>\$ 84,586</b>	<b>54</b>	<b>\$ 73,121</b>	<b>15</b>	<b>\$ 64,258</b>	<b>150</b>	<b>\$ 82,636</b>	<b>8.3%</b>
Carl Albert State College							5	\$ 43,217	5	\$ 43,217	
Connors State College							3	46,371	3	46,371	
Eastern Oklahoma State College							-	-	-	-	
Murray State College							18	54,765	18	54,765	
Northeastern Oklahoma A&M College							-	-	-	-	
Northern Oklahoma College							2	73,146	2	73,146	
Oklahoma City Community College							-	-	-	-	
Redlands Community College							5	53,833	5	53,833	
Rose State College							12	64,686	12	64,686	
Seminole State College							12	50,393	12	50,393	
Tulsa Community College							43	68,072	43	68,072	
Western Oklahoma State College							-	-	-	-	
<b>Two-Year Colleges</b>	<b>-</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>100</b>	<b>\$ 60,645</b>	<b>100</b>	<b>\$ 60,645</b>	<b>10.7%</b>
<b>All Colleges and Universities</b>	<b>200</b>	<b>\$ 152,208</b>	<b>116</b>	<b>\$ 101,971</b>	<b>92</b>	<b>\$ 77,638</b>	<b>159</b>	<b>\$ 65,403</b>	<b>567</b>	<b>\$ 105,488</b>	<b>11.7%</b>

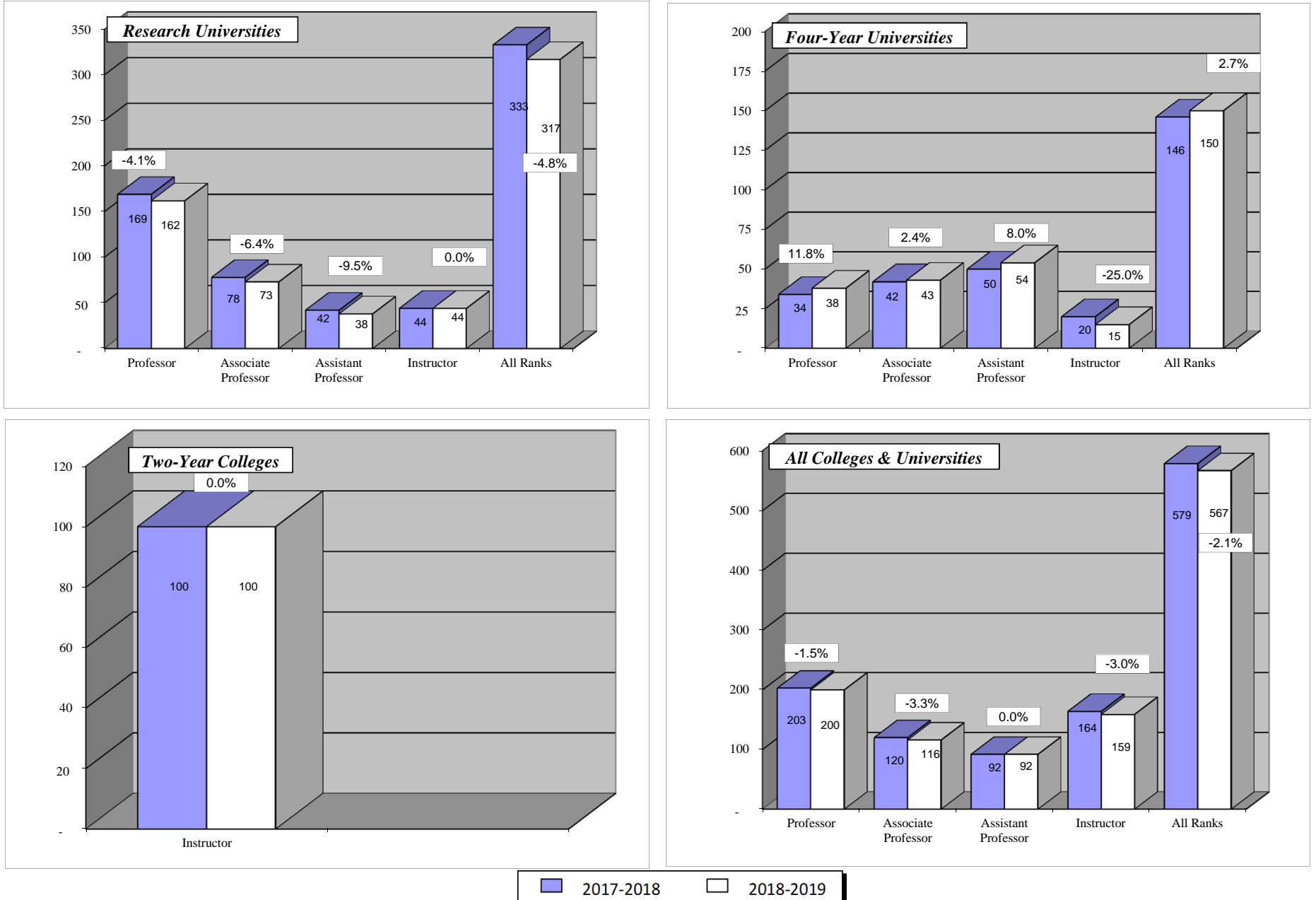
FY2018 11-12mo Faculty as % of Total Faculty: 11.6%

FY18 Average: \$ 104,359

All Colleges and Universities	Median of All Institutions' Average Salaries:	\$ 67,183
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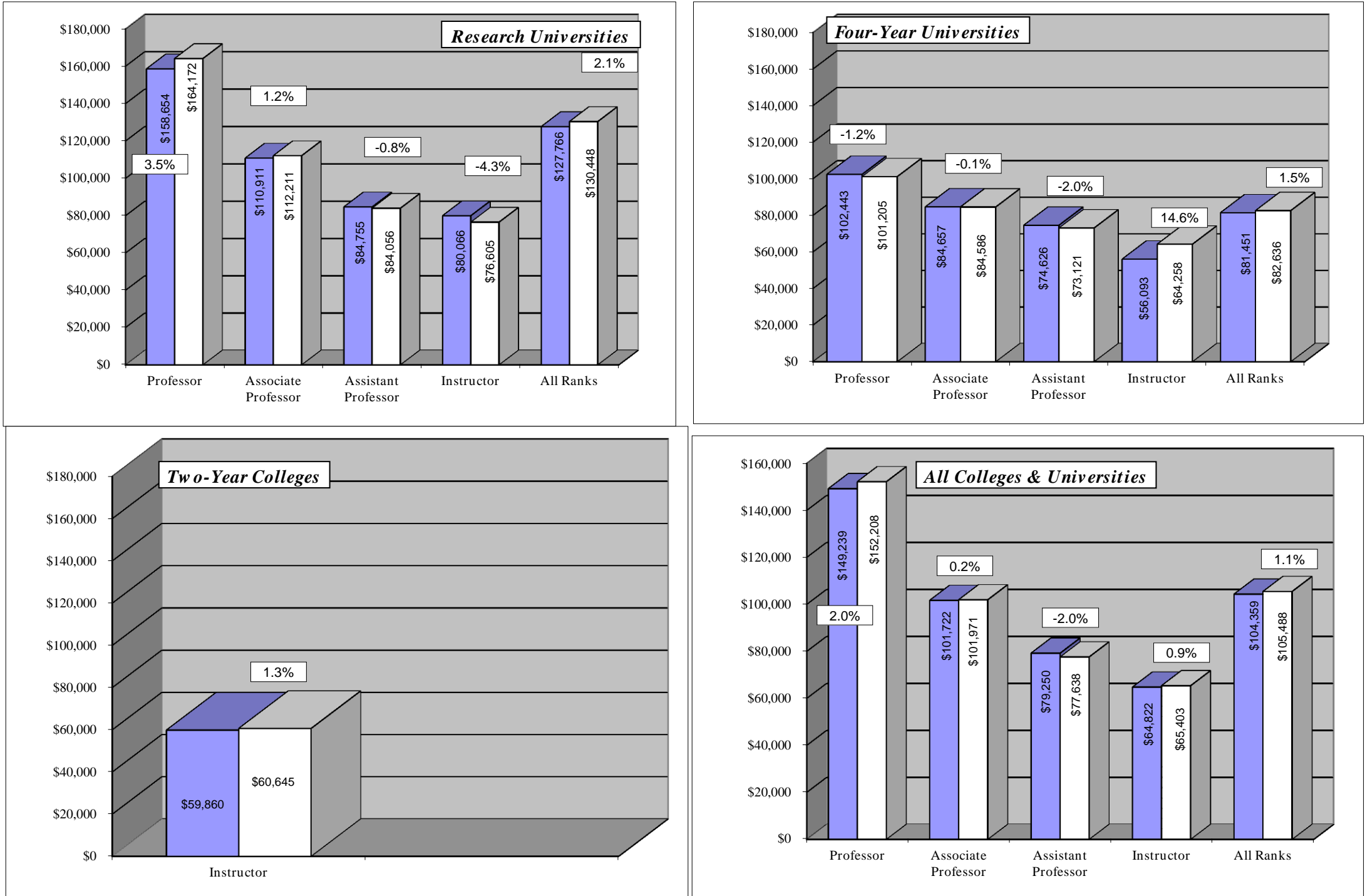
**FIGURE 6**

**CHANGE IN NUMBER OF 11-12 MONTH FULL-TIME FACULTY  
2017-2018 TO 2018-2019**



**FIGURE 7**

**CHANGE IN SALARIES OF 11-12 MONTH FULL-TIME FACULTY  
2017-2018 TO 2018-2019**



■ 2017-2018    □ 2018-2019



### **Table 7 - Average Staff Benefits Paid 11-12 Month Full-Time Faculty**

Table 7 represents the 2018-2019 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 2018-2019 is \$35,180 and represents an decrease of \$224 or 0.6 percent from last year.

Fringe benefits as a percent of average salaries may be computed from the data in Tables 6 and 7. For all institutions, 2018-2019 fringe benefits are 33.3 percent of the average salary, a slight decrease from 33.9 percent in 2017-2018. For the research universities, four-year regional universities, and two-year colleges, the fringe benefits as a percent of average salaries are 32.4 percent, 31.7 percent, and 43.1 percent, respectively. Comparable 2017-2018 figures were 33.2 percent, 32.1 percent, and 43.0 percent, respectively.

Retirement plan payments are the largest fringe benefit for all institutions combined. Such payments comprise 57.6 percent of the average total fringe benefits for the State System for 2018-2019 as compared with 57.5 percent for 2017-2018. For the research universities, four-year regional universities, and two-year colleges, the payments are 61.1 percent, 49.9 percent, and 51.0 percent, respectively, of the total average fringe benefits. Comparable figures for 2017-2018 were 61.6 percent, 47.0 percent, and 50.6 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. These other benefits amount to an average of \$217 per year across all institutions.

*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.*

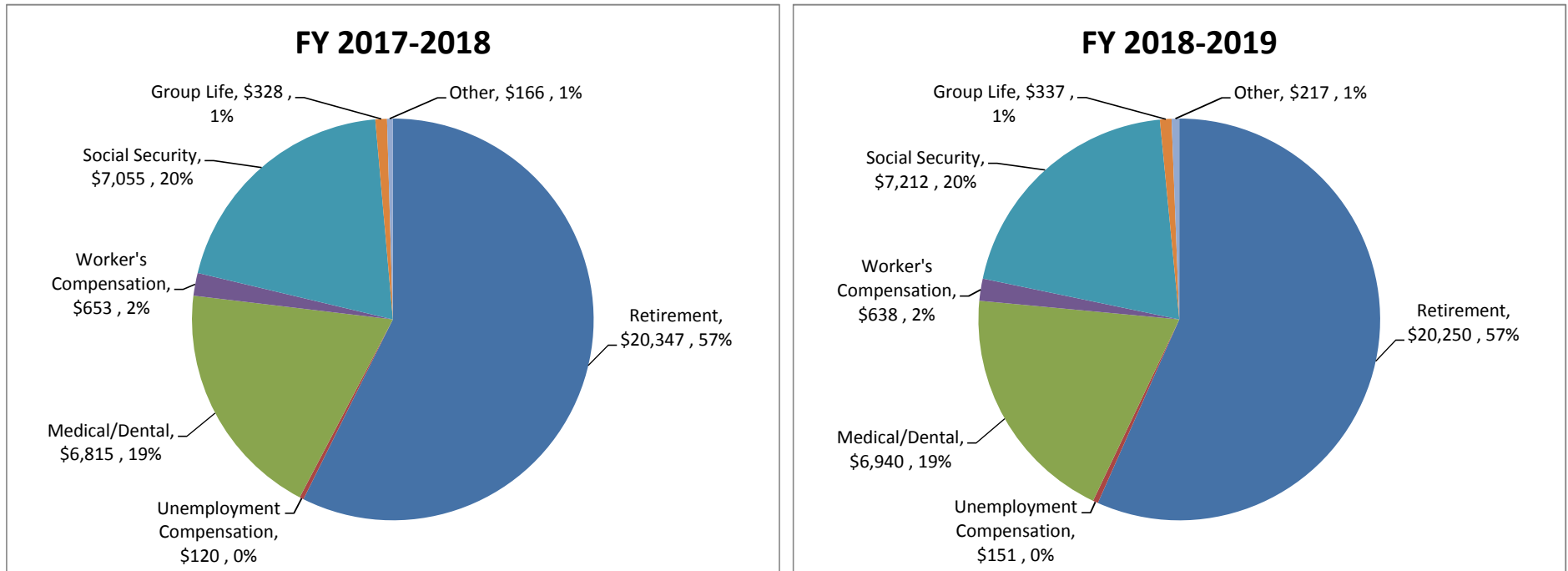
TABLE 7

AVERAGE STAFF BENEFITS PAID 11-12 MONTH FULL-TIME FACULTY  
2018-2019

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	FY18 Benefits as % of Salary
University of Oklahoma	168	\$29,524	\$5,617	\$8,543	\$27	\$85	\$674	\$2	44,472		
Oklahoma State University	149	21,649	8,255	8,224	57	553	804	270	39,813		
<b>Research Universities</b>	<b>317</b>	<b>\$25,823</b>	<b>\$6,857</b>	<b>\$8,393</b>	<b>\$41</b>	<b>\$305</b>	<b>\$735</b>	<b>\$128</b>	<b>42,282</b>	<b>32.4%</b>	<b>33.2%</b>
University of Central Oklahoma	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
East Central University	1	15,410	7,128	6,144	-	133	-	212	29,027		
Northeastern State University	33	15,321	6,800	7,060	149	572	550	342	30,795		
Northwestern Oklahoma State University	11	13,441	7,133	5,571	176	232	801	199	27,553		
Southeastern Oklahoma State University	12	18,040	6,586	6,797	71	257	732	222	32,704		
Southwestern Oklahoma State University	27	19,724	7,284	8,469	100	354	1,101	432	37,465		
Cameron University	4	12,524	6,714	5,140	109	711	423	295	25,916		
Langston University	43	6,497	-	5,569	928	650	464	278	14,387		
Oklahoma Panhandle State University	4	10,128	5,985	4,140	176	365	314	102	21,211		
Rogers State University	11	13,088	6,542	5,453	-	484	-	142	25,710		
University of Science & Arts	4	7,811	7,609	5,726	181	217	765	207	22,517		
<b>Regional Four-Year Universities</b>	<b>150</b>	<b>\$13,087</b>	<b>\$6,906</b>	<b>\$6,468</b>	<b>\$378</b>	<b>\$484</b>	<b>\$663</b>	<b>\$293</b>	<b>\$ 26,216</b>	<b>31.7%</b>	<b>32.1%</b>
Carl Albert State College	5	\$9,027	\$7,572	\$3,308	\$181	\$198	\$0	\$69	\$ 20,355		
Connors State College	3	9,413	5,985	3,547	139	312	278	227	19,901		
Eastern Oklahoma State College	-	-	-	-	-	-	-	-	-		
Murray State College	18	10,750	7,133	4,228	225	191	253	581	23,361		
Northeastern Oklahoma A&M College	-	-	-	-	-	-	-	-	-		
Northern Oklahoma College	2	15,643	8,541	5,596	176	235	390	99	30,680		
Oklahoma City Community College	-	-	-	-	-	-	-	-	-		
Redlands Community College	5	11,862	7,575	4,118	538	82	565	207	24,947		
Rose State College	12	14,817	7,727	4,948	149	124	420	167	28,353		
Seminole State College	12	12,345	7,440	3,855	165	170	312	-	24,288		
Tulsa Community College	43	15,099	7,046	5,060	-	276	200	491	28,172		
Western Oklahoma State College	-	-	-	-	-	-	-	-	-		
<b>Two-Year Colleges</b>	<b>100</b>	<b>\$13,327</b>	<b>\$7,241</b>	<b>\$4,583</b>	<b>\$214</b>	<b>\$217</b>	<b>\$278</b>	<b>\$407</b>	<b>26,112</b>	<b>43.1%</b>	<b>43.0%</b>
<b>All Colleges &amp; Universities</b>	<b>567</b>	<b>\$20,250</b>	<b>\$6,940</b>	<b>\$7,212</b>	<b>\$151</b>	<b>\$337</b>	<b>\$638</b>	<b>\$217</b>	<b>\$35,180</b>	<b>33.3%</b>	<b>33.9%</b>
FY18 Total Average Benefits									\$35,404		
FY19 Dollar and Percent Increase in Total Benefits									(\$224)	-0.6%	

## FIGURE 8

### CHANGE IN AVERAGE BENEFITS PAID TO 11-12 MONTH FULL-TIME FACULTY ALL INSTITUTIONS 2017-2018 TO 2018-2019



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

	<u>FY18</u>	<u>FY19</u>
Comprehensive Universities	58.9%	61.1%
Four-Year Universities	49.9%	49.9%
Two-Year Colleges	67.0%	51.0%

**Table 8 - Average Total Compensation Paid 9-10 and 11-12 Month Full-Time Faculty**

Table 8 presents the 2018-2019 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 2018-2019 is \$93,771 compared with \$92,802 in 2017-2018, and represents an increase of \$969 or 1.0 percent. The 2018-2019 average for research universities is \$112,083, for four-year regional universities, \$82,172, and \$73,382 for two-year colleges. The median of the average total compensation for all 25 institutions reporting is \$71,324.

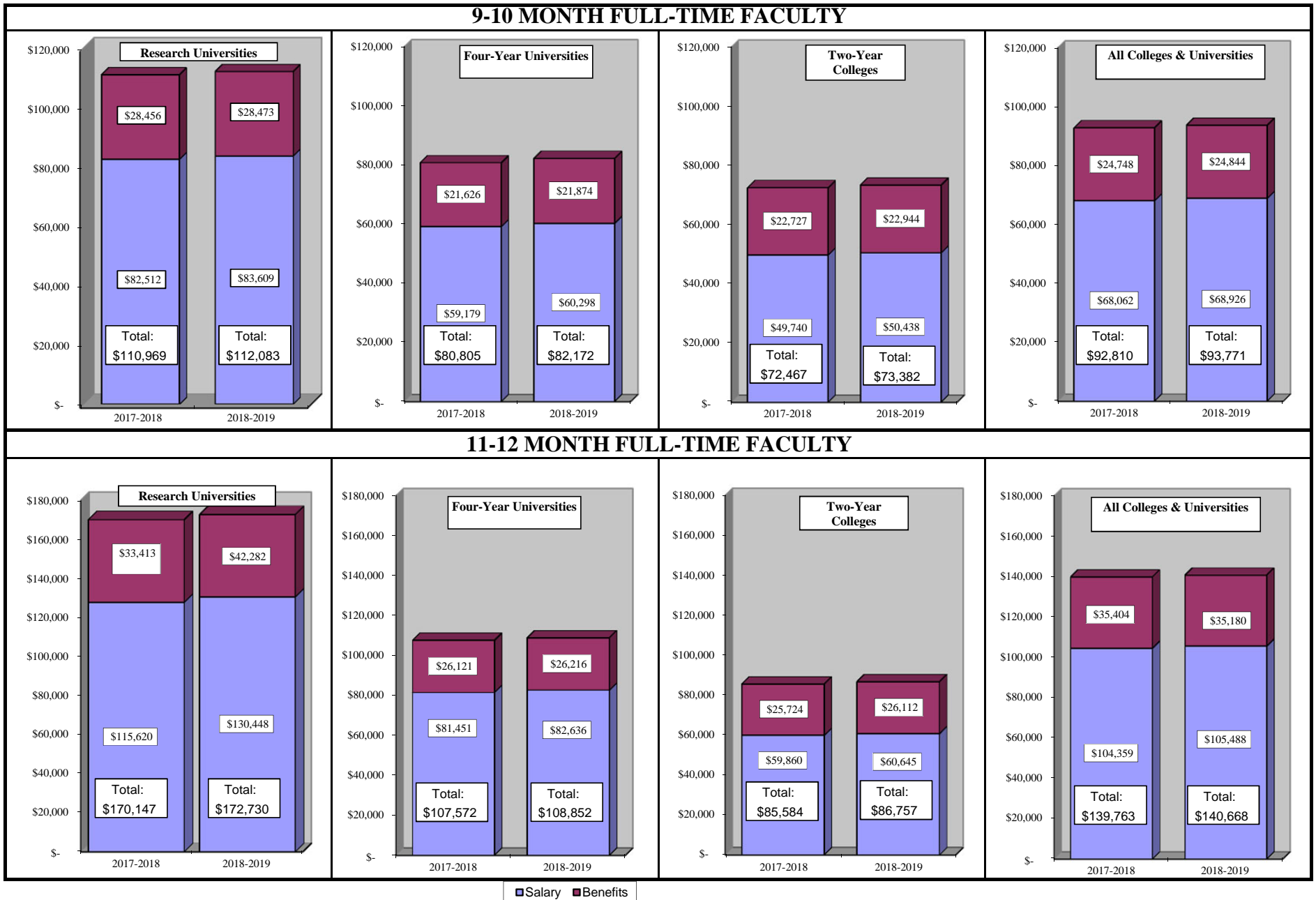
Average total compensation for 11-12 month faculty in 2018-2019 is \$140,668 compared with \$139,763 in 2017-2018, and represents an increase of \$905 or 0.6 percent. The 2018-2019 average is \$172,730 for research universities, \$108,852 for four-year regional universities, and \$86,757 for two-year colleges. The median of the average total compensation of the 21 institutions reporting 11-12 month faculty is \$93,069.

***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**  
**2018-2019**

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	\$ 83,465	\$ 28,720	\$ 112,186	\$ 134,741	\$ 44,472	\$ 179,214
Oklahoma State University	83,817	28,117	111,934	125,607	39,813	165,419
<b>Research Universities</b>	<b>\$ 83,609</b>	<b>\$ 28,473</b>	<b>\$ 112,083</b>	<b>\$ 130,448</b>	<b>\$ 42,282</b>	<b>\$ 172,730</b>
University of Central Oklahoma	\$ 67,830	\$ 23,207	\$ 91,037	\$ -	\$ -	\$ -
East Central University	57,636	19,905	77,541	99,100	29,027	128,127
Northeastern State University	59,101	22,116	81,217	92,402	30,795	123,197
Northwestern Oklahoma State University	57,314	23,515	80,830	72,825	27,553	100,378
Southeastern Oklahoma State University	60,484	25,074	85,558	80,432	32,704	113,137
Southwestern Oklahoma State University	58,537	24,123	82,660	110,100	37,465	147,566
Cameron University	56,314	23,046	79,360	67,183	25,916	93,099
Langston University	53,651	8,316	61,966	67,746	14,387	82,133
Oklahoma Panhandle State University	44,796	18,450	63,246	59,550	21,211	80,761
Rogers State University	50,181	20,107	70,288	71,648	25,710	97,357
University of Science & Arts of Oklahoma	50,588	18,161	68,749	74,984	22,517	97,500
<b>Four-Year Universities</b>	<b>\$ 60,298</b>	<b>\$ 21,874</b>	<b>\$ 82,172</b>	<b>\$ 82,636</b>	<b>\$ 26,216</b>	<b>\$ 108,852</b>
Carl Albert State College	\$ 44,764	\$ 20,697	\$ 65,461	\$ 43,217	\$ 20,355	\$ 63,572
Connors State College	41,340	18,399	59,739	46,371	19,901	66,272
Eastern Oklahoma State College	44,083	20,517	64,600	-	-	-
Murray State College	43,874	19,659	63,532	54,765	23,361	78,126
Northeastern Oklahoma A&M College	47,511	18,203	65,714	-	-	-
Northern Oklahoma College	49,249	23,763	73,012	73,146	30,680	103,826
Oklahoma City Community College	49,319	23,739	73,058	-	-	-
Redlands Community College	48,718	22,606	71,324	53,833	24,947	78,780
Rose State College	47,526	23,313	70,839	64,686	28,353	93,039
Seminole State College	42,534	21,850	64,384	50,393	24,288	74,681
Tulsa Community College	59,550	25,594	85,144	68,072	28,172	96,244
Western Oklahoma State College	44,939	19,173	64,111	-	-	-
<b>Two-Year Colleges</b>	<b>\$ 50,438</b>	<b>\$ 22,944</b>	<b>\$ 73,382</b>	<b>\$ 60,645</b>	<b>\$ 26,112</b>	<b>\$ 86,757</b>
<b>All Colleges &amp; Universities</b>	<b>\$ 68,926</b>	<b>\$ 24,844</b>	<b>\$ 93,771</b>	<b>\$ 105,488</b>	<b>\$ 35,180</b>	<b>\$ 140,668</b>
Median Average Total Compensation:			\$ 71,324			\$ 93,069
Average Total Compensation, FY18:			\$ 92,802			\$ 139,763
FY19 Dollar Increase			\$ 969			\$ 905
FY19 Percent Increase			1.0%			0.6%

**FIGURE 9**  
**AVERAGE TOTAL COMPENSATION PAID 9-10 MONTH & 11-12 MONTH FULL-TIME FACULTY**  
**2017-2018 COMPARED TO 2018-2019**



**Table 9 - Range of Salaries Paid 9-10 and 11-12 Month Academic Deans and Full-Time Faculty**

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 2018-2019 for the three classifications of institutions are: research universities, \$239,335; four-year universities, \$115,484; and two-year colleges, \$65,683. For 2017-2018 the average salaries were \$241,152, \$110,857, and \$78,238, respectively. Average salaries for academic deans in 2018-2019, decreased 0.8 percent at the research universities, 16 percent at the two-year college, and increased by 4.2 percent at the four-year regional universities.

The highest salary paid academic deans in the 25 institutions on an 11-12 month contract basis in 2018-2019 is \$367,093 for research universities, \$201,900 for four-year regional universities, and \$92,644 for two-year colleges. The highest salary for these categories remained the same as they were in 2017-2018, except for two years which was \$88,307. The 2018-2019 lowest salary for academic deans is \$154,440 for research universities, \$65,000 for four-year universities, and \$70,000 for two-year colleges. The lowest salaries for these categories in 2017-2018, were \$154,440; \$55,709; and \$68,000, respectively.

For full-time faculty on 9-10 month contracts in the state system, the highest salary paid in 2018-2019 is \$300,000, compared to \$300,000 in 2017-2018. The lowest salary is \$18,000, compared to \$11,760 in 2017-2018.

For 2018-2019, the highest salary for a full-time faculty member employed on a 9-10 month contract basis by a four-year regional university is \$133,270, compared to \$144,955 in 2017-2018. The lowest salary for a full-time faculty member employed on a 9-10 month contract basis by a four-year regional university in 2018-2019 is \$28,615, compared to 15,479 in 2017-2018. For two-year colleges, the 2018-2019 high is \$85,849 compared to \$88,949 in 2017-2018. Finally, the 2018-2019 low two-year college salary is \$23,678, compared to \$31,446 in 2017-2018.

The highest salary paid an 11-12 month contract full-time faculty member in the 25 institutions in 2018-2019 is \$425,004, compared to the same in 2017-2018. The lowest salary in 2018-2019 is \$32,000 compared to \$22,600 in 2017-2018. For 2018-2019, 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 2017-2018; the lowest salary in 2018-2019 is \$32,961, compared to the same amount in 2017-2018. For 2018-2019, the highest salary for a full-time faculty member employed on an 11-12 month contract basis by a two-year college is \$102,180, as compared to \$100,177 in 2017-2018; the lowest salary is \$32,000 compared to \$36,500 in 2017-2018. This data excludes academic deans.

**TABLE 9**

**RANGE OF SALARIES PAID 9-10 AND 11-12 MONTH  
ACADEMIC DEANS AND FULL-TIME FACULTY  
2018-2019**

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	-	-	1	2	9	4
	Individuals	-	-	4	24	33	9
<b>Salary:</b>	<b>Highest (FY19)</b>	-	-	55,659	\$367,093	\$201,900	\$92,644
	<i>FY18 High</i>	<i>N/A</i>	<i>N/A</i>	<i>70,000</i>	<i>\$367,093</i>	<i>\$201,900</i>	<i>\$88,307</i>
	<b>Lowest (FY19)</b>	-	-	44,571	154,440	65,000	70,000
	<i>FY18 Low</i>	<i>N/A</i>	<i>N/A</i>	<i>42,459</i>	<i>154,440</i>	<i>55,709</i>	<i>68,000</i>
	<b>Average (FY19)</b>	-	-	51,033	239,335	115,484	65,683
	<i>FY18 Average</i>	<i>N/A</i>	<i>N/A</i>	<i>48,274</i>	<i>241,263</i>	<i>110,857</i>	<i>78,238</i>
	% Change in Avg Salary				-0.8%	4.2%	-16.0%
<b><u>Professor</u></b>							
<b>Number:</b>	Institutions	2	11	2	8		
	Individuals	502	475	162	38		
<b>Salary:</b>	Highest	\$300,000	\$133,270	\$425,004	\$161,200		
	Lowest	49,904	42,706	50,000	32,961		
	Average	113,470	78,057	164,172	101,205		
<b><u>Associate Professor</u></b>							
<b>Number:</b>	Institutions	2	11	2	8		
	Individuals	477	302	73	43		
<b>Salary:</b>	Highest	\$225,000	\$128,036	\$261,880	\$111,720		
	Lowest	47,988	48,483	53,614	57,565		
	Average	81,677	62,322	112,211	84,586		



**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	498	432	38	54	
<b>Salary:</b>	Highest	\$220,000	\$120,000	\$140,556	\$120,254	
	Lowest	35,006	31,000	37,503	35,833	
	Average	79,078	55,151	84,056	73,121	
<b><u>Instructor</u></b>						
<b>Number:</b>	Institutions	2	11	12	2	5
	Individuals	313	443	836	44	15
<b>Salary:</b>	Highest	\$110,000	\$96,000	\$85,849	\$295,460	\$92,700
	Lowest	18,000	28,615	23,678	32,040	47,844
	Average	45,871	44,896	50,438	76,605	64,258
<b><u>All Ranks (Excluding Deans)</u></b>						
<b>Number:</b>	Institutions	2	11	12	2	10
	Individuals	1,790	1,652	836	317	150
<b>Salary:</b>	<b>Highest (FY19)</b>	300,000	133,270	85,849	425,004	201,900
	<i>FY18 High</i>	<i>\$300,000</i>	<i>\$144,955</i>	<i>\$88,949</i>	<i>\$425,004</i>	<i>\$201,900</i>
	<b>Lowest (FY19)</b>	18,000	28,615	23,678	32,040	32,961
	<i>FY18 Low</i>	<i>11,760</i>	<i>15,479</i>	<i>31,446</i>	<i>22,600</i>	<i>32,961</i>
	<b>Average (FY19)</b>	83,609	60,298	50,438	130,448	82,636
	<i>FY18 Average</i>	<i>82,512</i>	<i>59,179</i>	<i>49,740</i>	<i>127,766</i>	<i>81,451</i>
	% Change in Avg Salary	1.3%	1.9%	1.4%	2.1%	1.5%

**Table 10 - Additional Income from Extra Teaching Assignments and Approved Non-institutional Employment, 2018-2019 and 2017-2018**

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 2017-2018 and “estimated” for the current year, 2018-2019.

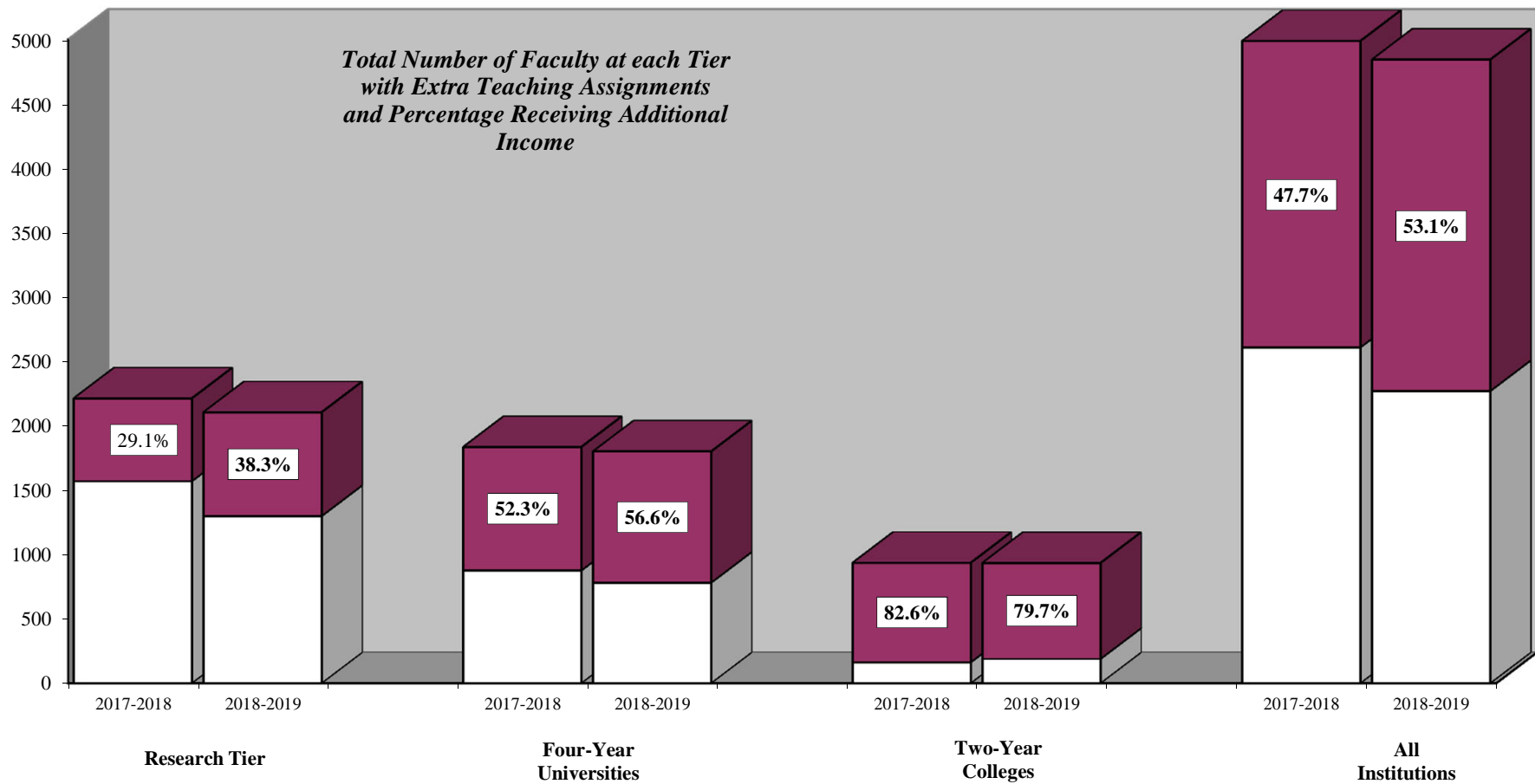
The “estimated” average mean income in the 25 institutions from extra teaching assignments and approved non-institutional employment for 2018-2019 is \$6,399 for those faculty members earning such income. The “actual” figure for 2017-2018 was \$5,645. In 2018-2019, the median of the “estimated” averages is \$4,217; in 2017-2018, the median of the “actual” averages was \$5,725. In 2018-2019, the highest “estimated” average income from extra assignments is 27,910; in 2017-2018, the highest “actual” average was \$10,588.

**TABLE 10**

**ADDITIONAL INCOME FROM EXTRA TEACHING ASSIGNMENTS  
AND APPROVED NONINSTITUTIONAL EMPLOYMENT  
2017-2018 AND 2018-2019**

Institution	Income from Extra Assignments			
	2017-2018 ACTUAL		2018-2019 ESTIMATED	
	Number of Faculty	Average Income	Number of Faculty	Average Income
University of Oklahoma	512	\$9,810	540	\$10,487
Oklahoma State University	267	1,999	267	1,999
<b>Research Universities</b>	<b>779</b>	<b>\$7,133</b>	<b>807</b>	<b>\$7,679</b>
University of Central Oklahoma	307	\$1,323	299	\$1,385
East Central University	84	2,381	84	2,381
Northeastern State University	158	4,347	171	3,606
Northwestern Oklahoma State University	70	2,773	64	1,741
Southeastern Oklahoma State University	75	5,794	57	6,959
Southwestern Oklahoma State University	155	10,031	157	10,111
Cameron University	58	1,868	63	2,240
Langston University	42	2,744	28	1,797
Oklahoma Panhandle State University	-	-	-	-
Rogers State University	79	5,264	64	1,925
University of Science & Arts of Oklahoma	33	1,981	33	1,982
<b>Four-Year Universities</b>	<b>1,061</b>	<b>\$3,366</b>	<b>1,020</b>	<b>\$3,404</b>
Carl Albert State College	47	\$7,200	47	\$7,200
Connors State College	49	2,200	37	2,300
Eastern Oklahoma State College	39	8,598	-	-
Murray State College	43	3,295	36	2,096
Northeastern Oklahoma A&M College	56	5,795	52	5,200
Northern Oklahoma College	78	5,656	80	5,777
Oklahoma City Community College	129	10,588	112	27,910
Redlands Community College	21	6,637	23	6,697
Rose State College	108	9,275	99	6,925
Seminole State College	34	6,512	33	5,457
Tulsa Community College	207	8,228	203	7,757
Western Oklahoma State College	25	7,285	24	4,828
<b>Two-Year Colleges</b>	<b>836</b>	<b>\$7,151</b>	<b>746</b>	<b>\$9,112</b>
<b>All Colleges &amp; Universities</b>	<b>2,676</b>	<b>\$5,645</b>	<b>2,573</b>	<b>\$6,399</b>
Median of Averages:		\$ 5,725		\$ 4,217
Highest Average:		\$ 10,588		\$ 27,910

**FIGURE 10**  
**NUMBER OF FACULTY RECEIVING ADDITIONAL INCOME FROM EXTRA TEACHING ASSIGNMENTS**  
**AND APPROVED NONINSTITUTIONAL EMPLOYMENT**  
**2017-2018 TO 2018-2019**



**Table 11 - 11-12 Month Average Salaries of Selected Administrative Positions**

Table 11 presents 2018-2019 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 \$462,502 in 2018-2019, an increase from \$393,021 in 2017-2018. Fringe benefits for the president average \$61,055, a decrease from \$110,715 in 2017-2018.

Four-year regional university presidents receive an average salary of \$210,900 in 2018-2019, up from \$207,775 in 2017-2018. The highest salary for a four-year university president in 2018-2019 is \$281,000, compared to the same amount in 2017-2018. Fringe benefits average \$54,386 or 25.8 percent of the average salary.

Two-year college presidents receive an average salary of \$187,009 in 2018-2019, up from \$184,421 in 2017-2018. The highest salary for a two-year college president in 2018-2019 is \$303,713, compared to \$292,032 in 2017-2018. Fringe benefits average \$60,017 or 32.1 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  
2018-2019**

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	-	7	4
<b>Salary:</b>	Highest	\$500,000	\$281,000	\$303,713	<b>Salary:</b>	Highest	\$0	\$140,000	\$111,240
	Lowest	425,004	172,445	125,000		Lowest	-	86,470	75,000
	Average	462,502	210,900	187,009		Average	-	112,448	91,067
<b>Fringe Benefits:</b>	Highest	\$98,780	\$76,468	\$89,959	<b>Fringe Benefits:</b>	Highest	\$0	\$41,748	\$35,209
	Lowest	23,329	37,230	38,225		Lowest	-	16,791	28,434
	Average	61,055	54,386	60,017		Average	-	29,798	31,820
<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	1	9	10
<b>Salary:</b>	Highest	\$315,250	\$185,000	\$201,566	<b>Salary:</b>	Highest	\$201,312	\$136,000	\$125,460
	Lowest	237,636	110,000	77,000		Lowest	201,312	84,640	71,000
	Average	276,443	141,990	110,637		Average	201,312	109,179	91,511
<b>Fringe Benefits:</b>	Highest	\$55,233	\$50,115	\$65,777	<b>Fringe Benefits:</b>	Highest	\$63,123	\$41,005	\$46,482
	Lowest	51,199	20,646	28,800		Lowest	63,123	23,511	26,011
	Average	53,216	39,280	38,025		Average	63,123	33,728	33,058
<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	-	6	9		Individuals	2	7	8
<b>Salary:</b>	Highest	\$0	\$162,106	\$150,000	<b>Salary:</b>	Highest	\$172,850	\$99,501	\$89,787
	Lowest	-	93,590	75,000		Lowest	125,000	45,000	36,057
	Average	-	134,754	107,583		Average	148,925	74,080	67,110
<b>Fringe Benefits:</b>	Highest	\$0	\$46,093	\$53,935	<b>Fringe Benefits:</b>	Highest	\$54,437	\$34,441	\$35,069
	Lowest	-	30,683	26,400		Lowest	46,910	10,649	16,812
	Average	-	40,739	37,123		Average	50,674	24,148	25,906

**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	-	7	9		Individuals	2	5	7
<b>Salary:</b>	Highest	\$0	\$118,000	\$96,000	<b>Salary:</b>	Highest	\$165,000	\$114,462	\$88,000
	Lowest	-	45,000	30,397		Lowest	85,000	51,200	42,330
	Average	-	75,380	50,690		Average	125,000	72,024	60,972
<b>Fringe Benefits:</b>	Highest	\$0	\$36,734	\$29,030	<b>Fringe Benefits:</b>	Highest	\$36,400	\$36,024	\$34,414
	Lowest	-	18,893	10,461		Lowest	25,329	7,936	20,008
	Average	-	25,601	20,449		Average	30,865	22,974	25,335
<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	1	9	11		Individuals	2	10	10
<b>Salary:</b>	Highest	\$173,976	\$86,408	\$90,174	<b>Salary:</b>	Highest	\$185,335	\$98,108	\$78,000
	Lowest	173,976	58,710	42,790		Lowest	110,004	52,500	33,500
	Average	173,976	70,070	57,822		Average	147,670	66,963	52,749
<b>Fringe Benefits:</b>	Highest	\$53,461	\$28,903	\$36,136	<b>Fringe Benefits:</b>	Highest	\$77,140	\$31,802	\$32,264
	Lowest	53,461	11,625	18,323		Lowest	41,968	118	16,978
	Average	53,461	22,980	23,950		Average	59,554	20,233	22,231
<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	7	5		Individuals	2	9	11
<b>Salary:</b>	Highest	\$166,801	\$81,888	\$76,882	<b>Salary:</b>	Highest	\$162,525	\$97,848	\$103,000
	Lowest	127,500	41,200	37,822		Lowest	157,820	37,500	51,168
	Average	147,151	57,001	56,348		Average	160,173	76,050	67,690
<b>Fringe Benefits:</b>	Highest	\$58,356	\$28,062	\$32,103	<b>Fringe Benefits:</b>	Highest	\$55,947	\$32,525	\$39,433
	Lowest	50,822	6,386	20,116		Lowest	46,045	17,985	21,312
	Average	54,589	18,951	24,162		Average	50,996	26,368	28,184

**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	3	4		Individuals	2	9	9
<b>Salary:</b>	Highest	\$204,500	\$85,000	\$81,375	<b>Salary:</b>	Highest	\$142,300	\$91,800	\$105,575
	Lowest	143,013	63,984	43,500		Lowest	123,760	43,007	31,289
	Average	173,757	75,161	61,380		Average	133,030	66,243	56,248
<b>Fringe Benefits:</b>	Highest	\$68,021	\$168,037	\$33,255	<b>Fringe Benefits:</b>	Highest	\$20,450	\$32,417	\$40,713
	Lowest	47,546	23,396	20,436		Lowest	15,768	11,036	15,043
	Average	57,784	73,278	24,947		Average	18,109	22,725	23,868
<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	1	9	10		Individuals	2	6	7
<b>Salary:</b>	Highest	\$157,854	\$106,465	\$151,700	<b>Salary:</b>	Highest	\$94,440	\$76,658	\$87,550
	Lowest	157,854	54,325	47,500		Lowest	93,500	37,895	32,640
	Average	157,854	73,074	72,613		Average	93,970	54,653	55,550
<b>Fringe Benefits:</b>	Highest	\$55,338	\$36,933	\$45,658	<b>Fringe Benefits:</b>	Highest	\$43,717	\$28,446	\$31,205
	Lowest	55,338	17,056	20,899		Lowest	30,678	15,556	18,533
	Average	55,338	26,207	27,590		Average	37,198	21,525	23,712
<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	9	3		Individuals	-	4	3
<b>Salary:</b>	Highest	\$150,000	\$61,200	\$67,156	<b>Salary:</b>	Highest	\$0	\$69,921	\$80,855
	Lowest	150,000	35,000	53,287		Lowest	-	61,089	58,724
	Average	150,000	49,982	62,121		Average	-	64,667	70,340
<b>Fringe Benefits:</b>	Highest	\$65,253	\$22,713	\$24,572	<b>Fringe Benefits:</b>	Highest	\$0	\$26,665	\$30,337
	Lowest	65,253	9,486	22,218		Lowest	-	21,290	23,706
	Average	65,253	18,411	23,666		Average	-	23,732	26,513

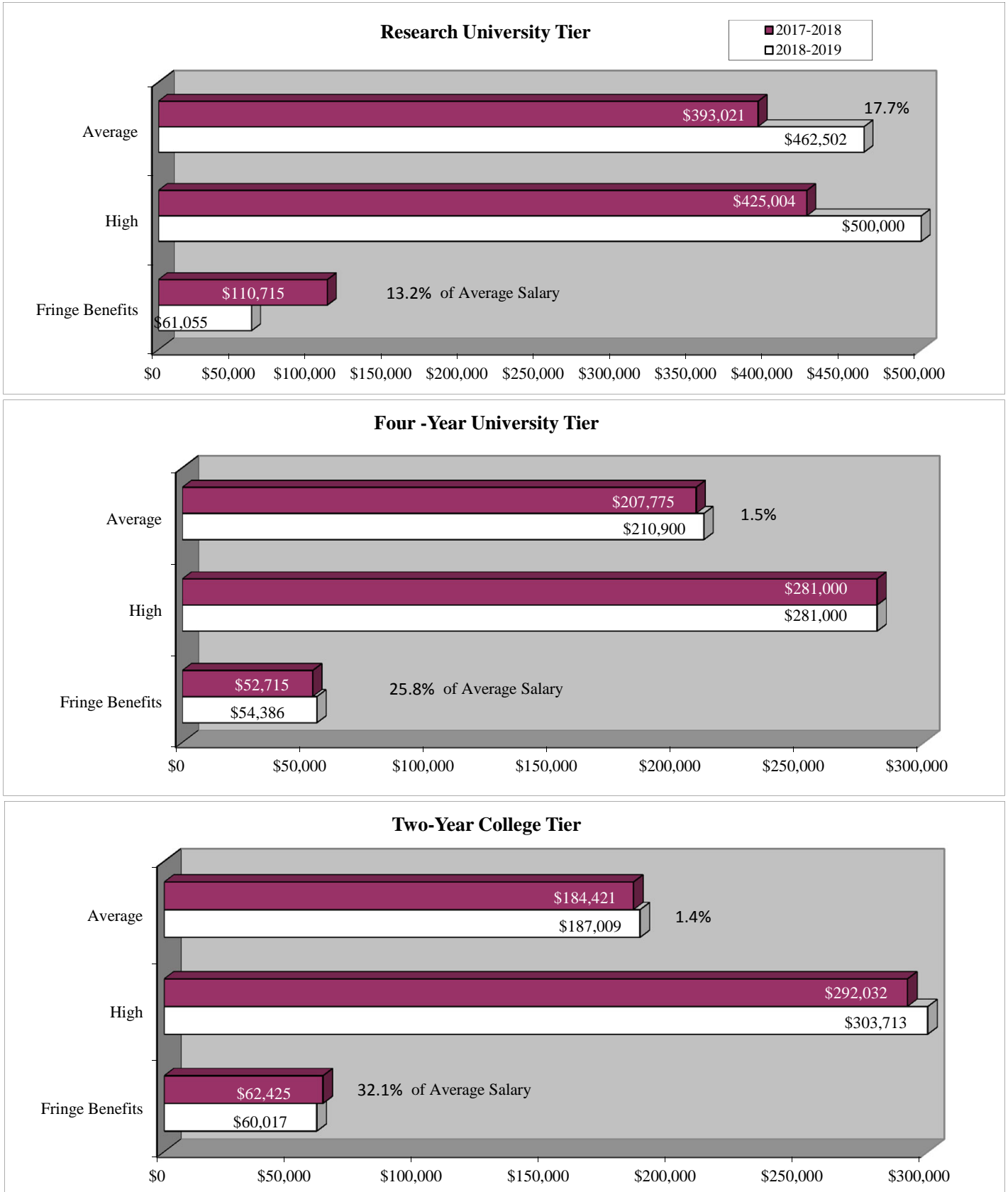


**TABLE 11 (cont.)**

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	9	7		Individuals	2	9	6
<b>Salary:</b>	Highest	\$180,000	\$98,246	\$83,181	<b>Salary:</b>	Highest	\$109,079	\$68,000	\$73,645
	Lowest	140,000	45,000	51,000		Lowest	85,000	40,000	31,620
	Average	160,000	70,815	59,320		Average	97,040	52,725	51,220
<b>Fringe Benefits:</b>	Highest	\$75,730	\$32,033	\$34,001	<b>Fringe Benefits:</b>	Highest	\$38,988	\$26,150	\$30,330
	Lowest	31,533	12,400	20,986		Lowest	23,019	16,882	18,531
	Average	53,632	23,542	24,191		Average	31,004	20,379	22,838
<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	11	12		Individuals	2	10	6
<b>Salary:</b>	Highest	\$110,000	\$82,104	\$88,447	<b>Salary:</b>	Highest	\$450,000	\$120,000	\$73,542
	Lowest	105,336	47,200	44,125		Lowest	300,000	70,000	45,600
	Average	107,668	65,490	57,672		Average	375,000	96,771	61,359
<b>Fringe Benefits:</b>	Highest	\$47,419	\$30,887	\$32,172	<b>Fringe Benefits:</b>	Highest	\$86,356	\$34,743	\$30,954
	Lowest	41,954	10,261	17,797		Lowest	79,173	14,136	20,530
	Average	44,687	22,352	23,381		Average	82,765	28,960	25,991
<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	3		Individuals	1	9	11
<b>Salary:</b>	Highest	\$315,250	\$82,051	\$185,653	<b>Salary:</b>	Highest	\$198,620	\$123,750	\$151,700
	Lowest	290,000	61,800	63,036		Lowest	198,620	51,000	50,874
	Average	302,625	71,926	-		Average	198,620	88,515	75,994
<b>Fringe Benefits:</b>	Highest	\$75,140	\$27,823	\$54,824	<b>Fringe Benefits:</b>	Highest	\$64,903	\$37,310	\$51,749
	Lowest	51,199	78	27,868		Lowest	64,903	13,361	22,209
	Average	63,170	16,909	-		Average	64,903	27,468	28,870

**FIGURE 11**

**PRESIDENTS' SALARIES AND BENEFITS  
HIGH AND AVERAGE SALARY COMPARISONS, FY2018 TO FY2019**



## **Tables 12, 13, and 14 – Constituent Agencies**

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*** 2018-2019 average salary is \$87,224. ***The College of Dentistry*** 2018-2019 average salary is \$111,049. ***The College of Nursing*** 2018-2019 average salary is \$65,186. ***The College of Public Health*** 2018-2019 average salary is \$111,071. ***The College of Allied Health*** 2018-2019 average salary is \$83,190. ***The College of Pharmacy*** 2018-2019 average salary is \$112,188. ***The Tulsa Branch College of Medicine*** 2018-2019 average salary is \$113,064. ***The Tulsa Branch, College of Nursing*** average salary is \$46,471. ***The Tulsa Branch College of Pharmacy*** average salary is \$104,000. ***The Tulsa Branch College of Allied Health*** average salary is \$81,230.

**The University of Oklahoma Law Center** full-time faculty average salary on a 9-10 month equivalent contract basis for 2018-2019 is \$128,004 a 1.9 percent decrease from 2017-2018.

**The Oklahoma State University College of Veterinary Medicine** full-time faculty average salary on an 11-12 month contract basis for 2018-2019 of \$125,169 a 0.7 percent decrease from 2017-2018.

**The Oklahoma State University Agricultural Experiment Station** full-time faculty average salary on an 11-12 month

contract basis for 2018-2019 of \$104,638 is a decrease of 1.5 percent from 2017-2018.

**The Oklahoma State University Cooperative Extension Service** full-time faculty average salary on an 11-12 month contract basis for 2018-2019 of \$106,836 is an increase of 2.1 percent from 2017-2018.

**The Oklahoma State University Center for Health Sciences** full-time faculty average salary on an 11-12 month contract basis for 2018-2019 of \$231,477, an increase of 0.1 over 2017-2018. 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 2018-2019 of \$48,782, a decrease of 5.9% from 2017-2018.

**The Oklahoma State University, Oklahoma City** full-time faculty average salary on a 9-10 month contract basis for 2018-2019 of \$52,514, an increase of 3.4% from 2017-2018.

**TABLE 12**

**UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER\*  
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY  
11-12-MONTH SALARIES FOR 2018-2019**

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	145	\$136,411	148	\$94,248	370	\$69,861	73	\$63,492	736	\$87,244
College of Dentistry	13	\$128,853	7	\$113,812	19	\$99,564	2	\$94,750	41	\$111,049
College of Nursing	3	\$133,669	5	\$94,225	29	\$62,369	13	\$44,497	50	\$65,186
College of Nursing - Tulsa Branch					6	\$49,416	7	\$43,947	13	\$46,471
College of Public Health	10	\$159,403	11	\$106,374	18	\$89,094	1	\$75,000	40	\$111,071
College of Allied Health	6	\$104,180	15	\$84,652	17	\$76,404	1	\$50,675	39	\$83,190
College of Allied Health - Tulsa Branch			5	\$88,214	2	\$63,770			7	\$81,230
College of Pharmacy	9	\$148,856	18	\$111,475	18	\$94,567			45	\$112,188
College of Pharmacy - Tulsa Branch					1	\$104,000			1	\$104,000
College of Medicine - Tulsa Branch	12	\$170,730	21	\$153,512	69	\$98,925	14	\$72,645	116	\$113,064
<b>TOTAL</b>	<b>198</b>	<b>\$138,703</b>	<b>230</b>	<b>\$101,425</b>	<b>549</b>	<b>\$75,606</b>	<b>111</b>	<b>\$61,741</b>	<b>1,088</b>	<b>\$91,132</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**  
**2018-2019**

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

<b>Rank</b>	<b>Number</b>	<b>Amount</b>
Professor	20	\$160,732
Associate Professor	7	112,457
Assistant Professor	8	68,916
Instructor	1	55,000
All Ranks	36	\$128,004
FY18 Average		\$ 125,657
% Change		1.9%

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**

<b>Rank</b>	<b>Number</b>	<b>Amount</b>
Professor	25	\$151,754
Associate Professor	18	115,498
Assistant Professor	20	113,180
Instructor	6	83,370
All Ranks	69	\$125,169
FY18 Average		\$ 126,027
% Change		-0.7%

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**

<b>Rank</b>	<b>Number</b>	<b>Amount</b>
Professor	40	\$124,897
Associate Professor	23	89,510
Assistant Professor	7	81,389
Instructor	8	67,174
All Ranks	78	\$104,638
FY18 Average		\$ 106,177
% Change		-1.5%

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**

<b>Rank</b>	<b>Number</b>	<b>Amount</b>
Professor	21	\$115,966
Associate Professor	7	97,161
Assistant Professor	6	86,169
Instructor	-	-
<b>All Ranks</b>	<b>34</b>	<b>\$106,836</b>

FY18 Average \$ 104,655  
 % Change 2.1%

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

<b>Rank</b>	<b>Number</b>	<b>Amount</b>
Professor	42	\$221,043
Associate Professor	40	235,439
Assistant Professor	30	246,889
Instructor	1	48,888
<b>All Ranks</b>	<b>113</b>	<b>\$231,477</b>

FY18 Average \$ 231,257  
 % Change 0.1%

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

<b>Rank</b>	<b>Number</b>	<b>Amount</b>
Professor	-	-
Associate Professor	-	-
Assistant Professor	-	-
Instructor	124	\$48,782
<b>All Ranks</b>	<b>124</b>	<b>\$48,782</b>

FY18 Average \$ 51,820  
 % Change -5.9%

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**

<b>Rank</b>	<b>Number</b>	<b>Amount</b>
Professor	7	\$66,476
Associate Professor	22	56,791
Assistant Professor	23	47,604
Instructor	19	48,361
<b>All Ranks</b>	<b>71</b>	<b>\$52,514</b>

FY18 Average \$ 50,763  
 % Change 3.4%

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, 2018-2019**

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	29	3,871	8,285	3,522	27	39	170		15,914
College of Nursing - Tulsa	12	4,437	7,180	3,374	27	37	163		15,218
<b>OU Law Center</b>	30	29,896	5,611	9,113	27	86	682	2	45,417
<b>OSU Constituent Agencies</b>									
College of Veterinary Medicine	21	17,836	6,608	8,330	57	451	684	-	33,966
Agriculture Experiment Station	3	14,106	7,364	7,214	57	337	592	-	29,671
Cooperative Extension Service	1	25,650	10,899	8,975	57	506	716	-	46,803
Technical Branch, Okmulgee	-	-	-	-	-	-	-	-	-
Technical Branch, Oklahoma City	50	9,094	4,715	3,782	57	255	371	-	18,273
Center for Health Sciences	-	-	-	-	-	-	-	-	-

**AVERAGE FRINGE BENEFITS PAID 11-12 MONTH FULL-TIME FACULTY, 2018-2019**

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	738	7,871	8,546	4,986	27	60	263		21,753
College of Dentistry	41	10,391	7,874	6,568	27	73	333		25,266
College of Nursing	19	7,453	6,942	5,583	27	62	273		20,340
College of Nursing - Tulsa Branch	1	4,873	14,688	4,335	27	48	210		24,181
College of Public Health	40	9,514	8,969	6,268	27	76	333		25,187
College of Allied Health	39	9,200	6,547	5,017	27	54	243		21,088
College of Allied Health - Tulsa Branch	7	8,178	8,248	5,036	27	56	244		21,789
College of Pharmacy	53	10,458	7,923	6,722	27	75	337		25,542
College of Pharmacy - Tulsa Branch	1	7,600	12,309	6,448	27	71	312		26,767
College of Medicine - Tulsa Branch	115	10,698	9,462	6,152	27	76	335		26,750
<b>OU Law Center</b>	6	18,025	5,729	7,245	21	67	530	2	31,619
<b>OSU Constituent Agencies</b>									
College of Veterinary Medicine	48	19,872	7,910	8,630	57	587	726	-	37,781
Agriculture Experiment Station	75	18,702	8,290	7,705	57	563	709	-	36,026
Cooperative Extension Service	33	20,233	9,973	8,058	57	555	667	-	39,543
Technical Branch, Okmulgee	111	9,959	8,489	4,169	57	369	87	245	23,375
Technical Branch, Oklahoma City	21	14,298	6,884	5,567	57	460	489	-	27,756
Center for Health Sciences	141	36,477	9,989	11,050	57	660	1,505	-	59,739

## **Tables 15 and 16 - New Faculty Hires and New Faculty Terminations**

Tables 15 and 16 illustrate the number and average salaries of new full-time faculty hired in 2018-2019, as well as the number and average salaries of full-time faculty terminations in 2018-2019. A total of 338 faculty retired, resigned, or were terminated, while an additional 402 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 6.1 percent lower at the research universities, 8.4 percent lower at four-year regional universities, and 7.9 percent lower at two-year colleges. The system average is 8.4 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 Oklahoma State University, for example, at the professor level, new hires’ average salary is \$161,871, compared to \$115,420 average salary of professors currently employed at the university. This example highlights the increasing competition for talented research professors in the national market. Acquiring and keeping top professors can lead to increased research and grant funding at a university.



**TABLE 15**

**NEW FACULTY HIRES - 2018-2019**

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	7	\$138,734	9	\$105,134	54	\$89,055	-	\$0	70	\$96,090
Oklahoma State University	3	161,871	3	113,581	58	83,050	-	0	64	88,176
<b>Research Universities</b>	<b>10</b>	<b>\$ 145,675</b>	<b>12</b>	<b>\$ 107,246</b>	<b>112</b>	<b>\$ 85,945</b>	<b>0</b>	<b>\$ -</b>	<b>134</b>	<b>\$ 92,310</b>
University of Central Oklahoma	-	\$0	-	\$0	16	\$64,818	4	\$49,387	20	\$ 61,732
East Central University	-	0	-	0	8	48,999	6	48,038	14	48,587
Northeastern State University	-	0	-	0	13	53,292	10	52,519	23	52,956
Northwestern Oklahoma State University	-	0	1	73,273	5	50,991	3	46,851	9	52,087
Southeastern Oklahoma State University	-	0	-	0	10	59,051	4	41,767	14	54,113
Southwestern Oklahoma State University	-	0	1	70,186	10	56,957	11	51,896	22	55,028
Cameron University	-	0	-	0	6	52,500	6	40,333	12	46,417
Langston University	-	0	1	61,364	12	54,294	9	51,463	22	53,457
Oklahoma Panhandle State University	-	0	-	0	1	50,000	4	41,250	5	43,000
Rogers State University	1	86,905	-	0	3	40,608	2	42,208	6	48,858
University of Science & Arts of Oklahoma	-	0	1	51,000	3	45,000	-	0	4	46,500
<b>Regional 4-Year Tier</b>	<b>1</b>	<b>\$86,905</b>	<b>4</b>	<b>\$63,956</b>	<b>87</b>	<b>\$55,290</b>	<b>59</b>	<b>\$48,204</b>	<b>151</b>	<b>\$ 52,960</b>
Carl Albert State College							5	\$37,603	5	\$ 37,603
Connors State College							7	38,665	7	38,665
Eastern Oklahoma State College							6	44,127	6	44,127
Murray State College							6	40,688	6	40,688
Northeastern Oklahoma A&M College							2	43,677	2	43,677
Northern Oklahoma College							13	45,175	13	45,175
Oklahoma City Community College							15	47,948	15	47,948
Redlands Community College							6	48,189	6	48,189
Rose State College							25	44,500	25	44,500
Seminole State College							6	35,532	6	35,532
Tulsa Community College							26	50,649	26	50,649
Western Oklahoma State College							5	39,373	5	39,373
<b>Two-Year Colleges</b>							<b>117</b>	<b>\$45,316</b>	<b>117</b>	<b>\$ 45,316</b>
<b>All Institutions</b>	<b>11</b>	<b>\$ 140,332</b>	<b>16</b>	<b>\$ 96,423</b>	<b>199</b>	<b>\$ 72,543</b>	<b>176</b>	<b>\$ 46,284</b>	<b>402</b>	<b>\$ 63,852</b>

\*Note: Average salaries have been converted to 9-10 month salaries.

**TABLE 16**

**FACULTY TERMINATIONS - 2018-2019**

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	40	\$ 112,087	13	\$ 94,128	11	\$ 81,519	-	\$ -	64	\$ 103,185
Oklahoma State University	17	109,315	16	99,581	22	74,846	-	0	55	92,696
<b>Research Universities</b>	<b>57</b>	<b>\$ 111,260</b>	<b>29</b>	<b>\$ 97,136</b>	<b>33</b>	<b>\$ 77,070</b>	<b>1</b>	<b>\$ 51,237</b>	<b>119</b>	<b>\$ 98,337</b>
University of Central Oklahoma	8	\$ 94,494	1	\$ 77,179	2	\$ 63,127	2	\$ 50,564	13	\$ 81,578
East Central University	3	75,020	2	56,416	3	60,249	7	48,204	15	57,071
Northeastern State University	9	76,277	3	61,233	11	54,955	3	50,860	26	62,587
Northwestern Oklahoma State University	2	77,698	-	0	3	59,475	-	0	5	66,764
Southeastern Oklahoma State University	2	75,070	2	59,800	4	54,911	4	41,707	12	54,684
Southwestern Oklahoma State University	1	154,193	-	0	4	51,083	13	52,617	18	57,919
Cameron University	2	75,752	3	70,945	8	48,653	8	39,532	21	50,944
Langston University	-	0	3	50,863	2	51,200	5	54,960	10	52,979
Oklahoma Panhandle State University	1	51,000	1	39,110	2	48,684	1	40,000	5	45,496
Rogers State University	-	0	-	0	-	0	-	0	-	0
University of Science & Arts of Oklahoma	1	57,750	-	0	-	0	-	0	1	57,750
<b>4-year Universities</b>	<b>29</b>	<b>\$ 82,327</b>	<b>15</b>	<b>\$ 57,249</b>	<b>39</b>	<b>\$ 51,424</b>	<b>43</b>	<b>\$ 47,280</b>	<b>126</b>	<b>\$ 57,816</b>
Carl Albert State College							4	\$ 30,578	4	\$ 30,578
Connors State College							7	39,042	7	39,042
Eastern Oklahoma State College							4	44,554	4	44,554
Murray State College							9	42,859	9	42,859
Northeastern Oklahoma A&M College							2	45,214	2	45,214
Northern Oklahoma College							11	47,601	11	47,601
Oklahoma City Community College							5	56,157	5	56,157
Redlands Community College							5	51,295	5	51,295
Rose State College							15	48,198	15	48,198
Seminole State College							6	37,977	6	37,977
Tulsa Community College							23	62,182	23	62,182
Western Oklahoma State College							2	41,613	2	41,613
<b>2-year Colleges</b>							<b>93</b>	<b>\$ 49,194</b>	<b>93</b>	<b>\$ 49,194</b>
<b>All Institutions</b>	<b>86</b>	<b>\$ 101,504</b>	<b>44</b>	<b>\$ 83,538</b>	<b>72</b>	<b>\$ 63,179</b>	<b>137</b>	<b>\$ 48,608</b>	<b>338</b>	<b>\$ 69,710</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 - Average Salaries Paid Full-Time Faculty, by Rank, by Tier, Oklahoma Compared to National Public Institutions**

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 78.8 percent of the national average, associate professors are 81.5 percent of the national average, and assistant professors are 83.7 percent of the national average. Lastly, Oklahoma instructor's salaries are 79.8 percent the national average.

Assistant Professors at Oklahoma's research universities have seen the largest ten year growth in average salary, 25.9 percent, when compared to other ranks and other tiers. Nationally, instructor's salaries have seen the highest growth, 36.5 percent across all institutions. Meanwhile instructor salaries grew by just 8.6 percent in Oklahoma.

Overall, average Oklahoma salaries of all ranks have increased 12.6 percent over the ten year period compared to 21.2 percent nationally, bringing Oklahoma average faculty salaries down to 74.7 percent of the national average.

Figure 12 shows the annual percentage increases in average faculty salaries in Oklahoma and the nation over a ten year period for each tier of institutions. Research universities have shown the greatest average annual percent increase at 1.6 percent. Overall, Oklahoma's average annual increase was also 1.6 percent, compared to the national average of 3.8 percent. It is important to note that the average annual salary increase across all institutions has been below the ten year average for the past four years.

Figure 13 shows annual percentage increases in faculty salaries in Oklahoma and the nation over a ten year period by faculty rank. Assistant professors received the largest average annual increase, 1.9 percent, compared to 2.5 percent nationally. Over the ten year period average annual increases in Oklahoma for professors, associate professors, and instructors were 0.9 percent, 1.3 percent, and 1.1 percent, respectively.

The national data is collected from the American Association of University Professors (AAUP) Faculty Compensation Survey. The data is collected from colleges and universities across the United States through an online portal. While the data is reviewed through an internal verification process, questionable data may still be submitted. The AAUP makes every effort to report the most accurate data, but there is always a risk of erroneous submissions. To learn more about the survey, please visit their website at: <https://research.aaup.org>.

**TABLE 17**

**AVERAGE SALARIES PAID FULL-TIME FACULTY, BY RANK, BY TIER  
OKLAHOMA COMPARED TO NATIONAL PUBLIC INSTITUTIONS  
2008-09 to 2018-2019**

		<b>Professor</b>											<b>10-Yr % Inc</b>
<b>Salaries by Tier</b>		<b>2008-09</b>	<b>2009-10</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>	
Research Universities:	National	115,509	116,750	118,054	120,955	123,393	126,981	130,039	125,833	124,485	130,376	141,314	22.3%
	Oklahoma	107,614	106,390	108,998	111,357	110,826	113,449	117,491	116,415	116,339	116,544	118,557	10.2%
	OK % of Nat'l	93.2%	91.1%	92.3%	92.1%	89.8%	89.3%	90.4%	92.5%	93.5%	89.4%	83.9%	
Four-Year Universities:	National	84,488	84,537	84,398	84,524	86,427	87,262	87,182	87,751	87,139	92,458	93,924	11.2%
	Oklahoma	72,228	72,457	72,187	72,143	74,203	76,824	78,057	77,024	77,994	78,424	78,409	8.6%
	OK % of Nat'l	85.5%	85.7%	85.5%	85.4%	85.9%	88.0%	89.5%	87.8%	89.5%	84.8%	83.5%	
All Institutions:	National	104,493	105,702	105,780	107,945	110,143	112,897	115,592	100,085	103,019	105,644	128,230	7.5%
	Oklahoma	93,299	92,940	94,344	95,994	96,380	98,720	101,811	100,029	100,338	100,522	101,058	9.7%
	OK % of Nat'l	89.3%	87.9%	89.2%	88.9%	87.5%	87.4%	88.1%	99.9%	97.4%	95.2%	78.8%	

		<b>Associate Professor</b>											<b>10-Yr % Inc</b>
<b>Salaries by Tier</b>		<b>2008-09</b>	<b>2009-10</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>	
Research Universities:	National	79,986	80,463	81,266	82,777	84,275	86,567	88,716	89,870	90,619	93,785	96,650	20.8%
	Oklahoma	72,333	72,221	71,560	73,214	73,932	76,260	78,266	81,008	82,433	83,315	83,022	14.8%
	OK % of Nat'l	90.4%	89.8%	88.1%	88.4%	87.7%	88.1%	88.2%	90.1%	91.0%	88.8%	85.9%	
Four-Year Universities:	National	68,193	68,359	68,996	69,021	70,066	70,849	72,526	71,145	71,379	75,007	77,761	14.0%
	Oklahoma	59,325	59,244	58,826	59,170	60,645	62,747	64,585	63,114	54,787	54,996	55,670	-6.2%
	OK % of Nat'l	87.0%	86.7%	85.3%	85.7%	86.6%	88.6%	89.1%	88.7%	76.8%	73.3%	71.6%	
All Institutions:	National	75,205	75,678	76,242	77,223	78,529	80,448	82,284	77,636	80,202	82,093	91,202	13.7%
	Oklahoma	65,866	65,067	64,380	65,620	67,161	69,726	71,429	72,214	73,227	74,325	74,288	15.5%
	OK % of Nat'l	87.6%	86.0%	84.4%	85.0%	85.5%	86.7%	86.8%	93.0%	91.3%	90.5%	81.5%	

		<b>Assistant Professor</b>											<b>10-Yr % Inc</b>
<b>Salaries by Tier</b>		<b>2008-09</b>	<b>2009-10</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>	
Research Universities:	National	68,048	68,178	69,777	71,465	73,212	75,432	77,445	78,959	79,126	81,626	84,062	23.5%
	Oklahoma	62,228	62,827	63,039	65,674	66,743	69,288	72,509	74,654	75,566	76,484	78,348	25.9%
	OK % of Nat'l	91.4%	92.2%	90.3%	91.9%	91.2%	91.9%	93.6%	94.5%	95.5%	93.7%	93.2%	
Four-Year Universities:	National	56,977	57,001	57,544	57,348	58,591	59,873	61,000	60,791	60,382	64,206	66,516	16.7%
	Oklahoma	50,836	51,157	51,355	52,106	52,454	53,550	57,939	54,587	54,787	54,996	55,670	9.5%
	OK % of Nat'l	89.2%	89.7%	89.2%	90.9%	89.5%	89.4%	95.0%	89.8%	90.7%	85.7%	83.7%	
All Institutions:	National	63,430	64,008	64,711	65,865	67,097	69,100	70,801	67,623	69,725	71,210	78,949	24.5%
	Oklahoma	54,571	55,361	55,551	57,132	57,501	59,003	63,195	63,500	64,895	65,329	66,074	21.1%
	OK % of Nat'l	86.0%	86.5%	85.8%	86.7%	85.7%	85.4%	89.3%	93.9%	93.1%	91.7%	83.7%	

		<b>Instructor</b>											<b>10-Yr % Inc</b>
<b>Salaries by Tier</b>		<b>2008-09</b>	<b>2009-10</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>	
Research Universities:	National	45,491	45,805	46,300	47,207	48,359	50,032	50,913	56,975	57,673	62,259	62,659	37.7%
	Oklahoma	41,251	40,564	41,711	42,052	42,236	43,729	43,726	45,490	47,467	47,972	47,943	16.2%
	OK % of Nat'l	90.7%	88.6%	90.1%	89.1%	87.3%	87.4%	85.9%	79.8%	82.3%	77.1%	76.5%	
Four-Year Universities:	National	43,970	44,476	47,282	46,682	48,798	49,297	51,104	49,886	48,760	56,100	58,995	34.2%
	Oklahoma	39,873	40,246	40,486	41,775	43,102	42,856	43,161	43,326	43,357	43,330	45,148	13.2%
	OK % of Nat'l	90.7%	90.5%	85.6%	89.5%	88.3%	86.9%	84.5%	86.9%	88.9%	77.2%	76.5%	
Two Year Colleges:	National*	59,311	59,467	60,532	57,677	62,776	60,401	61,976	66,216	67,417	66,627	72,824	22.8%
	Oklahoma	47,708	48,290	47,997	47,990	48,696	49,870	49,503	49,285	48,988	49,620	50,351	5.5%
	OK % of Nat'l	80.4%	81.2%	79.3%	83.2%	77.6%	82.6%	79.9%	74.4%	72.7%	74.5%	69.1%	
All Institutions:	National	44,716	46,532	45,701	46,291	46,926	48,388	49,245	52,806	54,256	57,979	61,017	36.5%
	Oklahoma	44,665	44,925	44,886	45,375	46,147	46,832	46,736	46,980	47,152	47,570	48,499	8.6%
	OK % of Nat'l	99.9%	96.5%	98.2%	98.0%	98.3%	96.8%	94.9%	89.0%	86.9%	82.1%	79.5%	

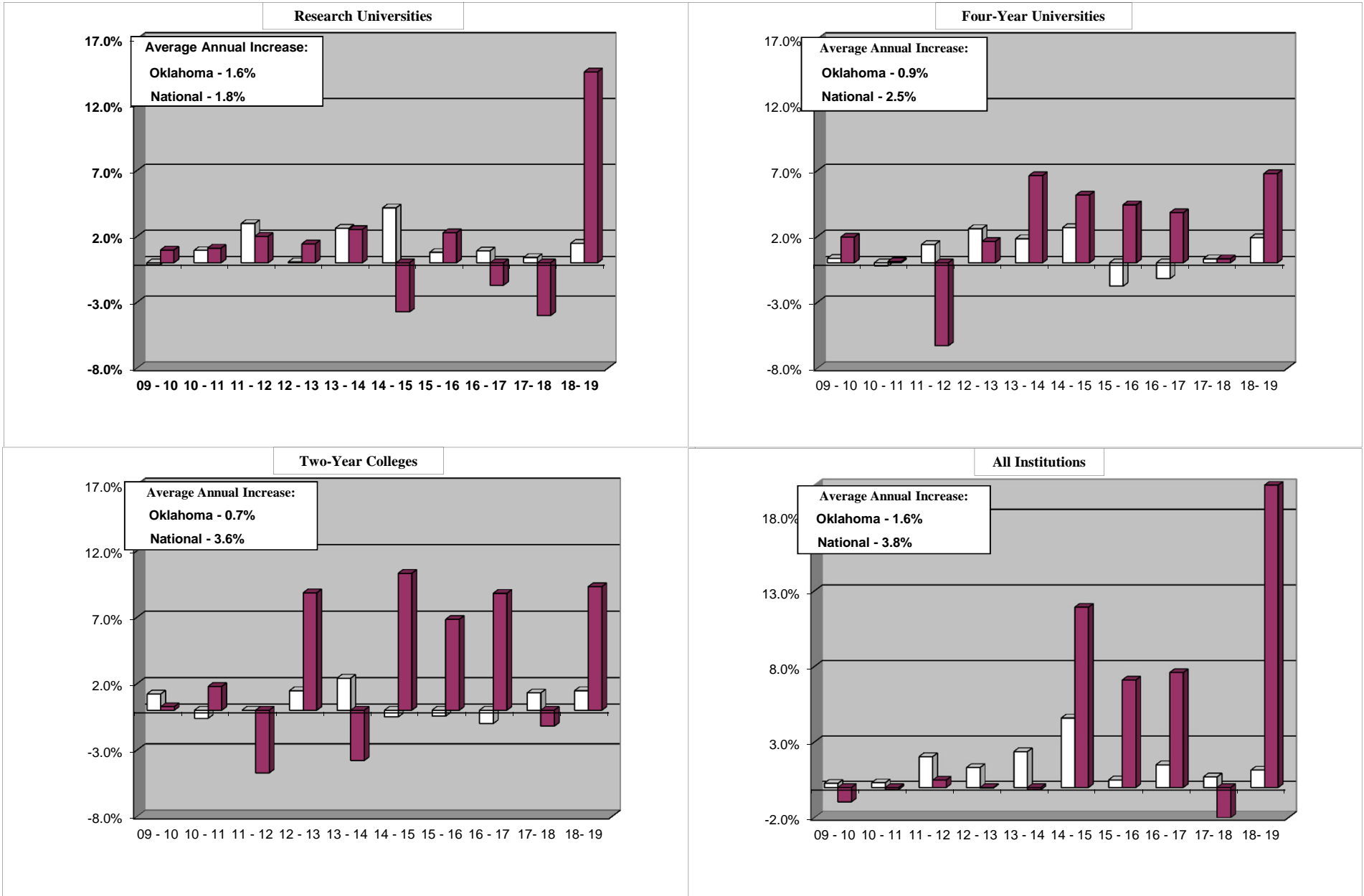
		<b>All Ranks</b>											<b>10-Yr % Inc</b>
<b>Salaries by Tier</b>		<b>2008-09</b>	<b>2009-10</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>	
Research Universities:	National	84,887	85,704	86,653	88,393	89,657	91,918	93,819	95,955	92,222	88,490	101,312	19.3%
	Oklahoma	77,301	77,205	77,926	80,243	80,293	82,395	84,746	85,410	85,497	85,823	87,088	12.7%
	OK % of Nat'l	91.1%	90.1%	89.9%	90.8%	89.6%	89.6%	90.3%	89.0%	92.7%	97.0%	86.0%	
Four-Year Universities:	National	68,227	69,555	69,620	65,240	66,298	70,683	71,423	74,561	74,123	74,313	79,341	16.3%
	Oklahoma	54,920	55,103	54,976	55,736	57,177	58,219	60,296	59,225	59,581	59,772	60,907	10.9%
	OK % of Nat'l	80.5%	79.2%	79.0%	85.4%	86.2%	82.4%	84.4%	79.4%	80.4%	80.4%	76.8%	
Two Year Colleges:	National*	59,311	59,467	60,532	57,677	62,776	60,401	61,976	66,216	67,417	66,627	72,824	22.8%
	Oklahoma	47,708	48,290	47,997	47,990	48,696	49,870	49,503	49,285	48,988	49,620	50,351	5.5%
	OK % of Nat'l	80.4%	81.2%	79.3%	83.2%	77.6%	82.6%	79.9%	74.4%	72.7%	74.5%	69.1%	
All Institutions:	National	77,009	77,956	78,294	79,507	80,578	82,605	83,939	78,762	79,134	77,190	93,366	21.2%
	Oklahoma	61,929	62,096	62,288	63,558	64,394	65,921	67,482	67,819	68,464	68,948	69,738	12.6%
	OK % of Nat'l	80.4%	79.7%	79.6%	79.9%	79.9%	79.8%	80.4%	86.1%	86.5%	89.3%	74.7%	

SOURCES: Average Faculty Salaries, The Chronicle of Higher Education, April, 2008-2018. 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**

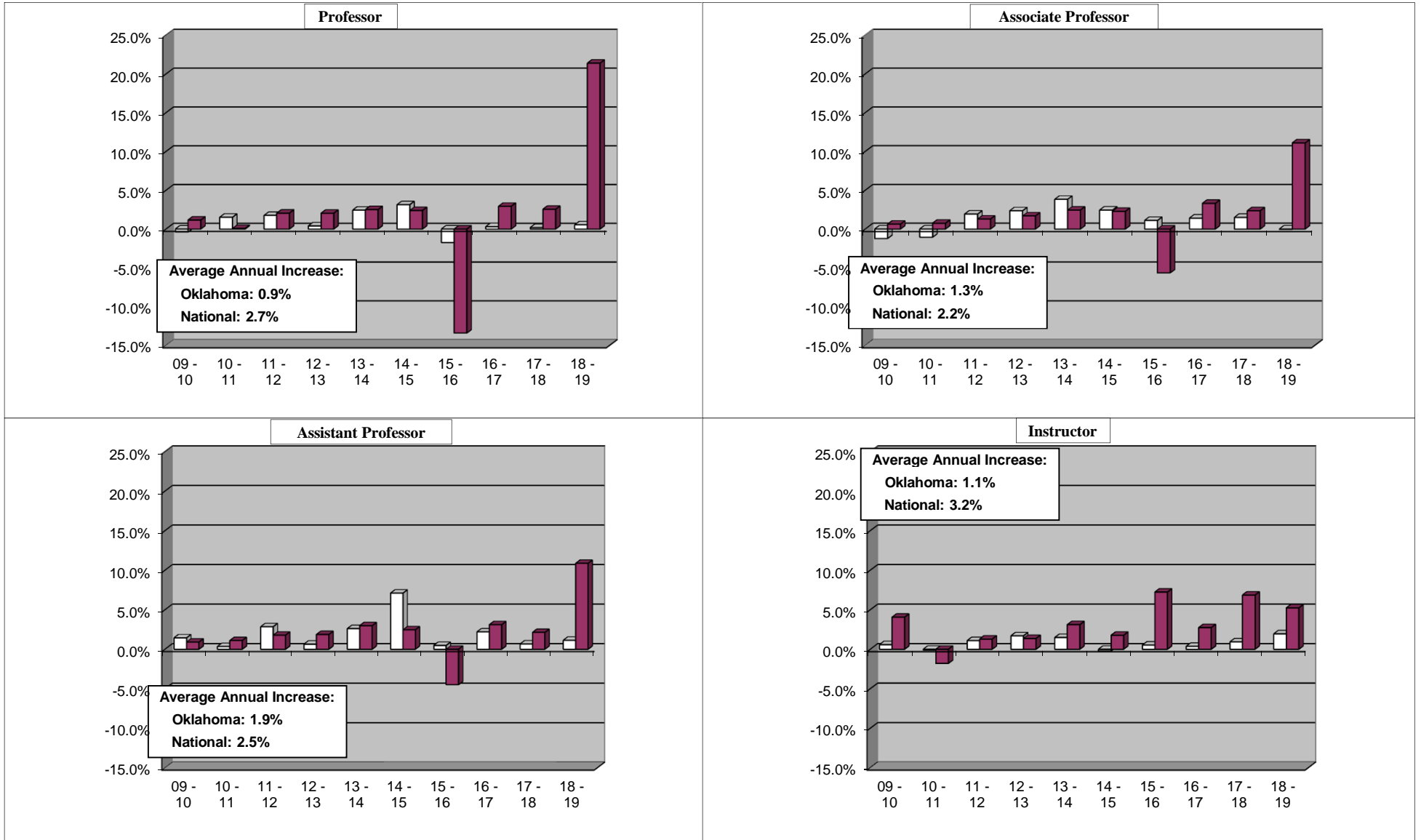
**ANNUAL PERCENTAGE INCREASES IN FACULTY SALARIES, BY TIER  
OKLAHOMA COMPARED TO NATIONAL PUBLIC INSTITUTIONS (10 Yr Period)**



□ Oklahoma      ■ National

**FIGURE 13**

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



□ Oklahoma      ■ National