

**Salaries in  
The Oklahoma State System of Higher Education  
2019-2020**

**Faculty and Selected Administrative Positions**



Oklahoma State Regents for Higher Education  
Research Park, Oklahoma City  
September 2020

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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 \$73,263 for the year 2019-2020 (Table 1). This is an increase of \$3,525 or 5.1 percent above 2018-2019.

**Increase/Decrease by Type of Institution:** Average salaries increased \$2,215 at the research universities, \$1,837 at the four-year universities, and \$937 at the two-year colleges. These salaries represent changes of 4.2 percent—research, 3.7 percent—four-year, and 6.7 percent—two-year, over 2018-2019.

**Increase/Decrease by Rank:** Among the three categories of institutions, the rank of Professor showed the greatest dollar increase over 2018-2019—\$4,703 or , 4.7 percent. All other percent changes in salaries range from a 4.6 percent for Instructors, to 6.1 percent for Associate Professors. (See Figure 2).

**Total Faculty:** Total full-time faculty in 2019-2020 is 4,963 an increase of 118 or - 2.4 percent over 2018-2019 (Figure 1). The total number of faculty when the constituent agencies are added is 6,719 an increase of 239 or 3.7 percent from last year.

**Salary Range:** Full-time salaries on a 9-10 month basis in the 25 institutions in 2019-2020 range from a minimum of \$12,510, compared to \$18,000 as a low in 2018-2019, to a maximum of \$308,154, compared to \$300,000 in 2018-2019 (Table 9). On an 11-12 month basis, full-time salaries range from a minimum of \$9,600, compared to \$32,040 in 2018-2019, to a maximum of \$440,000, an increase from the high of \$425,004 in 2018-2019. 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 2019-2020 are \$26,762, an increase over 2018-2019 of \$1,918, or 7.7 percent (Table 5); for faculty on an 11-12 month contract basis, average benefits total \$37,074, an increase of \$1,894 or 5.4 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 86.8 percent of the national average, compared to 86 percent in 2018-2019. Across all ranks and institutions, the average salary in Oklahoma is just 76.3 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 2019-2020 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 2019-2020 is \$73,263. This represents an increase over 2018-2019 of \$3,525 or 5.1 percent (Figure 2). The average for research universities is \$90,754, for four-year universities, \$63,189, and for two-year colleges, \$53,712. These salaries represent increases over 2018-2019 of 4.2 percent, 3.7 percent, and of 6.7 percent, respectively, for the research, regional universities, and two-year colleges. The 2019-2020 median of all institutions' average salaries is \$56,157.

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 55.9 percent of faculty at research universities and just 47.9 percent at four-year universities. Additionally, the research universities' average salary for all ranks is 30.4 percent higher than the average salary of all ranks for four-year regional universities. By rank, the research universities' average salary exceeds the four-year regional universities' average salary in the rank of professor by 34.8 percent, associate professor by 26.3 percent, assistant professor by 29.1 percent, and instructor by 7.1 percent.

The total number of full-time faculty reported in the 25 institutions in 2019-2020 is 4,963 - 2,237 at research universities, 1,765 at four-year regional universities, and 961 at two-year colleges. These figures compare to a total of 4,845; 2,107; 1,802; and 936 at the research, four-year and two-year tiers, respectively in 2018-2019.

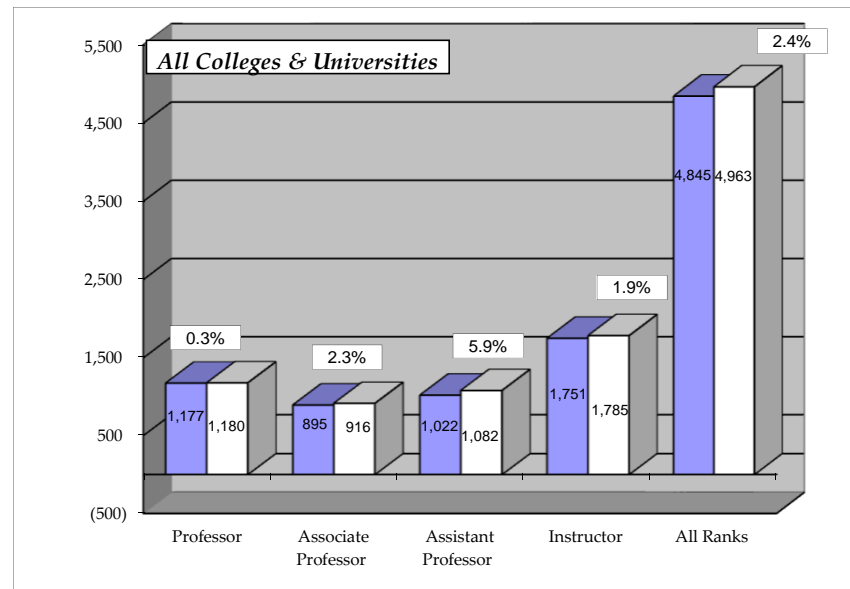
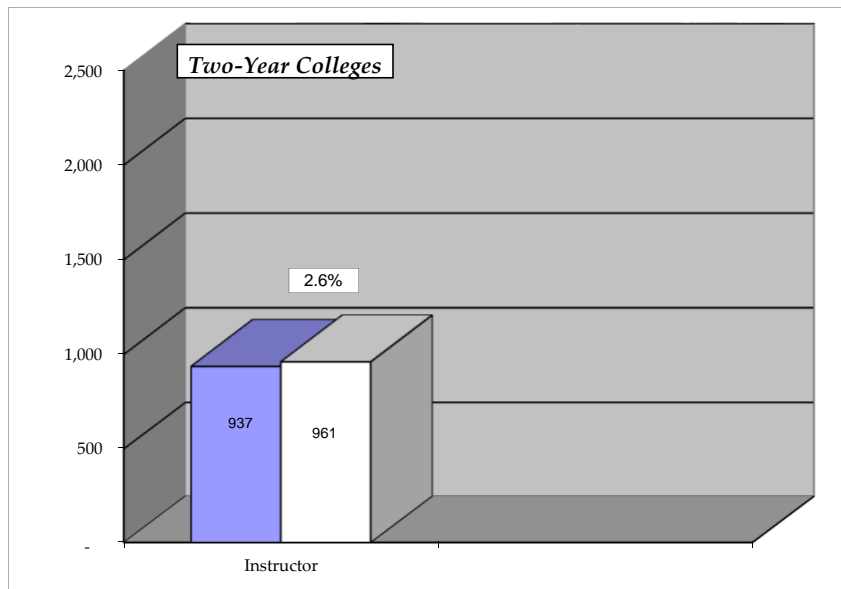
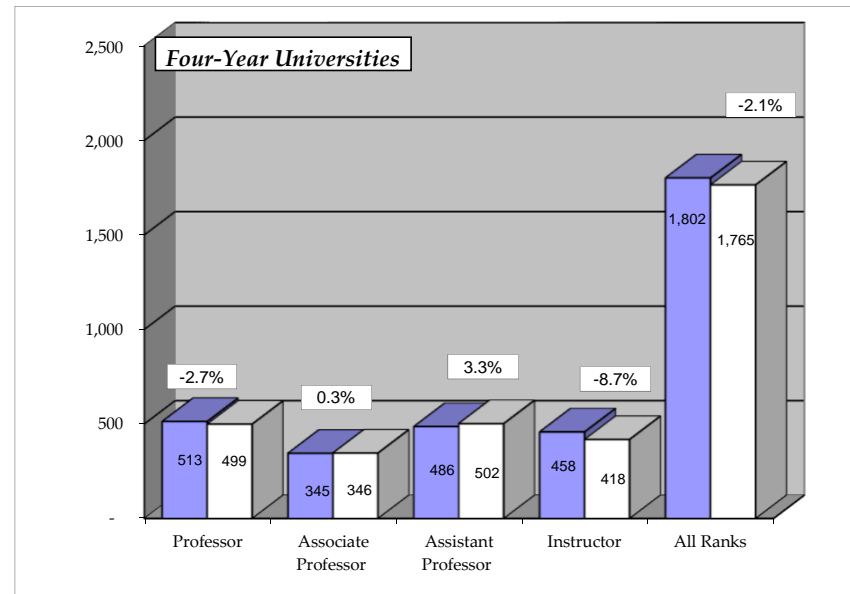
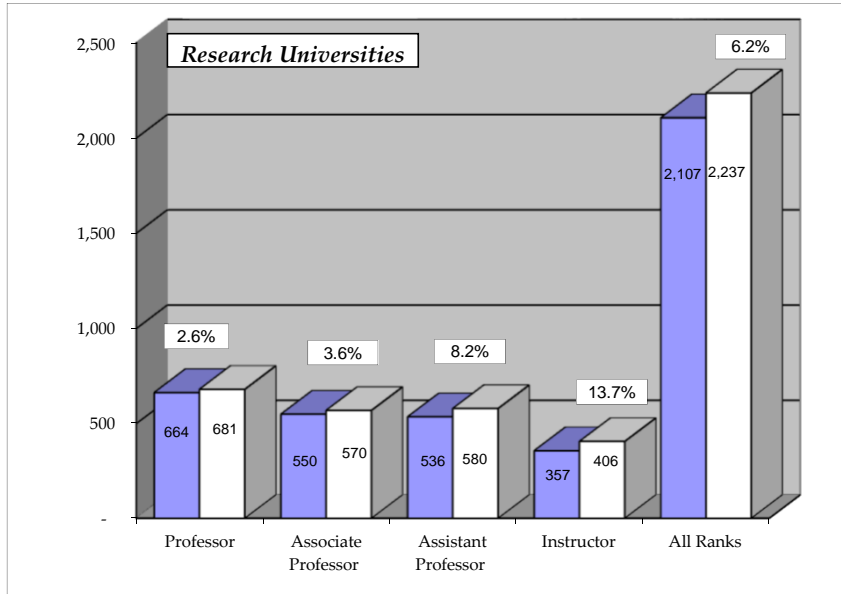
**TABLE 1**  
**AVERAGE SALARIES PAID ALL FULL-TIME FACULTY**  
**2019-2020**

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	400	\$ 127,192	315	\$ 89,680	285	\$ 83,306	250	\$ 47,257	1,250	\$ 91,746
Oklahoma State University	281	119,502	255	87,732	295	82,444	156	51,683	987	89,499
<b>Research Universities</b>	<b>681</b>	<b>\$ 124,019</b>	<b>570</b>	<b>\$ 88,809</b>	<b>580</b>	<b>\$ 82,867</b>	<b>406</b>	<b>\$ 48,958</b>	<b>2,237</b>	<b>\$ 90,754</b>
<b>Research Tier Salaries Greater than 4-Yr Tier:</b>		<b>34.8%</b>		<b>26.3%</b>		<b>29.1%</b>		<b>7.1%</b>		<b>30.4%</b>
University of Central Oklahoma	195	\$ 89,744	89	\$ 73,839	129	\$ 64,823	126	\$ 41,659	539	\$ 69,913
East Central University	32	73,875	15	59,255	55	53,780	36	51,180	138	58,357
Northeastern State University	68	79,745	69	65,790	96	58,431	44	46,334	277	63,575
Northwestern Oklahoma State University	24	74,337	12	65,290	26	56,466	25	43,383	87	58,854
Southeastern Oklahoma State University	50	76,718	18	64,921	30	63,863	25	44,542	123	65,316
Southwestern Oklahoma State University	42	85,588	46	68,477	55	63,732	64	52,222	207	65,662
Cameron University	34	71,703	30	60,498	30	51,871	38	43,333	132	56,482
Langston University	2	103,859	29	57,535	29	55,918	16	52,389	76	57,054
Oklahoma Panhandle State University	8	38,008	5	46,162	14	43,014	17	39,496	44	41,102
Rogers State University	26	70,033	19	56,559	29	51,206	20	44,917	94	56,157
University of Science & Arts	18	59,418	14	54,460	9	47,641	7	42,331	48	53,272
<b>Regional Four-Year Universities</b>	<b>499</b>	<b>\$ 80,845</b>	<b>346</b>	<b>\$ 65,472</b>	<b>502</b>	<b>\$ 58,790</b>	<b>418</b>	<b>\$ 45,506</b>	<b>1,765</b>	<b>\$ 63,189</b>
<b>4-Yr Tier Salaries Less than Research Tier:</b>										
Carl Albert State College	-	\$ -	-	\$ -	-	\$ -	48	\$ 43,479	48	\$ 43,479
Connors State College	-	-	-	-	-	-	48	43,870	48	43,870
Eastern Oklahoma State College	-	-	-	-	-	-	36	43,778	36	43,778
Murray State College	-	-	-	-	-	-	55	44,580	55	44,580
Northeastern Oklahoma A&M College	-	-	-	-	-	-	51	49,335	51	49,335
Northern Oklahoma College	-	-	-	-	-	-	100	51,221	100	51,221
Oklahoma City Community College	-	-	-	-	-	-	128	58,125	128	58,125
Redlands Community College	-	-	-	-	-	-	33	50,441	33	50,441
Rose State College	-	-	-	-	-	-	110	47,614	110	47,614
Seminole State College	-	-	-	-	-	-	44	43,740	44	43,740
Tulsa Community College	-	-	-	-	-	-	284	64,627	284	64,627
Western Oklahoma State College	-	-	-	-	-	-	24	47,393	24	47,393
<b>Two-Year Colleges</b>	<b>-</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>961</b>	<b>\$ 53,712</b>	<b>961</b>	<b>\$ 53,712</b>
<b>2-Yr Tier Salaries Greater than System Avg:</b>								<b>5.6%</b>		
<b>All Colleges and Universities</b>	<b>1,180</b>	<b>\$ 105,761</b>	<b>916</b>	<b>\$ 78,821</b>	<b>1,082</b>	<b>\$ 70,324</b>	<b>1,785</b>	<b>\$ 50,709</b>	<b>4,963</b>	<b>\$ 73,263</b>
<b>FY2020 Median Salary:</b>										<b>\$ 56,157</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  
2018-2019 TO 2019-2020**

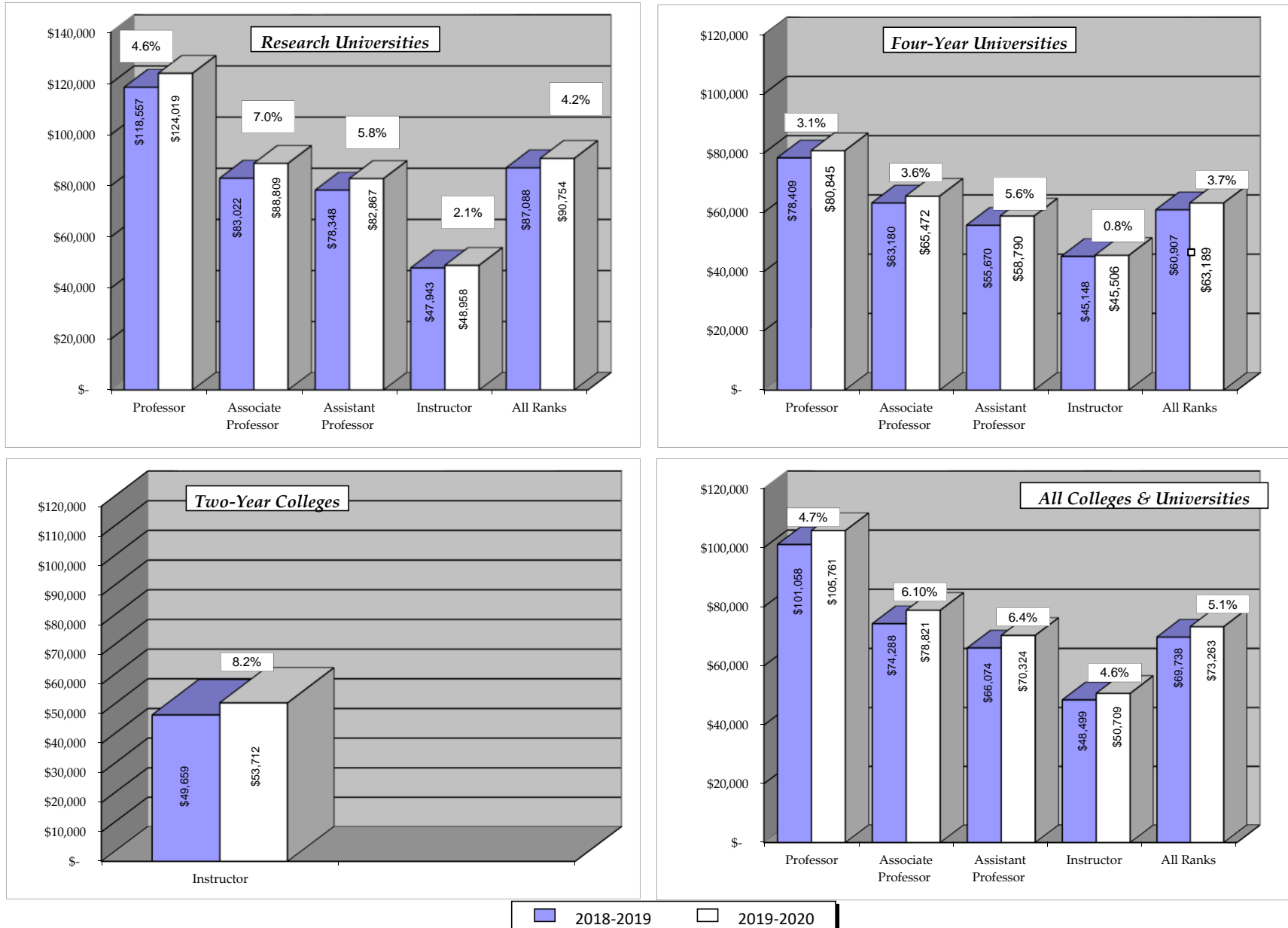


2018-2019    2019-2020



**FIGURE 2**

**CHANGE IN SALARIES OF FULL-TIME FACULTY  
2018-2019 TO 2019-2020**



**Table 2 - Average Salaries Paid All Full-Time Faculty, 2017-2018 through 2019-2020**

Table 2 presents the 9-10 month average salaries of all full-time faculty members for the three years, 2017-2018 through 2019-2020.

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 2017-2018 to 2019-2020 show the University of Oklahoma increased the average of all ranks \$5,005 or 5.8 percent, while Oklahoma State University increased \$4,756 or 5.6 percent. 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**  
**2017-2018 THROUGH 2019-2020**

Institution	Period	Professor	Associate Professor	Assistant Professor	Instructor	Average, All Ranks
University of Oklahoma	2017-2018	118,739	83,843	75,549	43,925	86,741
	2018-2019	120,721	84,567	78,116	44,922	87,135
	2019-2020	127,192	89,680	83,306	47,257	91,746
	\$ Chg, FY17-19	8,453	5,836	7,756	3,333	5,005
	% Chg, FY17-19	7.1%	7.0%	10.3%	7.6%	5.8%
Oklahoma State University	2017-2018	113,471	82,735	77,461	52,641	84,743
	2018-2019	115,420	81,140	78,645	53,414	87,022
	2019-2020	119,502	87,732	82,444	51,683	89,499
	\$ Chg, FY17-19	6,031	4,997	4,983	(958)	4,756
	% Chg, FY17-19	5.3%	6.0%	6.4%	-1.8%	5.6%
University of Central Oklahoma	2017-2018	87,685	72,274	62,591	41,284	67,444
	2018-2019	87,120	70,807	62,592	41,552	67,830
	2019-2020	89,744	73,839	64,823	41,659	69,913
	\$ Chg, FY17-19	2,059	1,565	2,232	375	2,469
	% Chg, FY17-19	2.3%	2.2%	3.6%	0.9%	3.7%
East Central University	2017-2018	71,433	54,819	52,145	48,940	55,639
	2018-2019	73,352	58,746	53,690	51,220	57,805
	2019-2020	73,875	59,255	53,780	51,180	58,357
	\$ Chg, FY17-19	2,442	4,436	1,635	2,240	2,718
	% Chg, FY17-19	3.4%	8.1%	3.1%	4.6%	4.9%
Northeastern State University	2017-2018	76,211	61,812	53,909	44,468	59,637
	2018-2019	77,497	63,800	54,761	46,367	61,060
	2019-2020	79,745	65,790	58,431	46,334	63,575
	\$ Chg, FY17-19	3,534	3,978	4,522	1,866	3,938
	% Chg, FY17-19	4.6%	6.4%	8.4%	4.2%	6.6%
Northwestern Oklahoma State University	2017-2018	69,745	65,963	57,020	40,538	56,753
	2018-2019	70,926	68,609	53,723	43,211	57,598
	2019-2020	74,337	65,290	56,466	43,383	58,854
	\$ Chg, FY17-19	4,592	(673)	(554)	2,846	2,100
	% Chg, FY17-19	6.6%	-1.0%	-1.0%	7.0%	3.7%
Southeastern Oklahoma State University	2017-2018	73,653	66,009	52,811	39,237	62,036
	2018-2019	70,421	64,405	57,393	39,643	61,045
	2019-2020	76,718	64,921	63,863	44,542	65,316
	\$ Chg, FY17-19	3,064	(1,087)	11,052	5,305	3,280
	% Chg, FY17-19	4.2%	-1.6%	20.9%	13.5%	5.3%
Southwestern Oklahoma State University	2017-2018	83,864	65,786	59,082	48,447	61,453
	2018-2019	82,191	65,874	60,642	50,790	62,712
	2019-2020	85,588	68,477	63,732	52,222	65,662
	\$ Chg, FY17-19	1,724	2,691	4,649	3,774	4,210
	% Chg, FY17-19	2.1%	4.1%	7.9%	7.8%	6.9%
Cameron University	2017-2018	71,169	58,953	49,817	40,542	54,922
	2018-2019	72,135	57,872	52,100	42,513	56,273
	2019-2020	71,703	60,498	51,871	43,333	56,482
	\$ Chg, FY17-19	534	1,545	2,054	2,791	1,560
	% Chg, FY17-19	0.7%	2.6%	4.1%	6.9%	2.8%
Langston University	2017-2018	66,098	56,839	51,724	48,096	52,826
	2018-2019	75,725	57,660	52,856	50,225	54,277
	2019-2020	103,859	57,535	55,918	52,389	57,054
	\$ Chg, FY17-19	37,761	695	4,194	4,293	4,228
	% Chg, FY17-19	57.1%	1.2%	8.1%	8.9%	8.0%
Oklahoma Panhandle State University	2017-2018	45,191	49,965	43,205	32,306	40,345
	2018-2019	51,138	44,603	43,593	42,813	45,189
	2019-2020	38,008	46,162	43,014	39,496	41,102
	\$ Chg, FY17-19	(7,184)	(3,803)	(192)	7,190	757
	% Chg, FY17-19	-15.9%	-7.6%	-0.4%	22.3%	1.9%
Rogers State University	2017-2018	63,513	53,223	48,337	41,457	50,725
	2018-2019	63,098	53,965	46,149	41,490	51,158
	2019-2020	70,033	56,559	51,206	44,917	56,157
	\$ Chg, FY17-19	6,521	3,336	2,869	3,460	5,432
	% Chg, FY17-19	10.3%	6.3%	5.9%	8.3%	10.7%
University of Science & Arts of Oklahoma	2017-2018	58,349	52,566	45,953	40,269	51,027
	2018-2019	57,842	52,510	45,710	40,213	51,467
	2019-2020	59,418	54,460	47,641	42,331	53,272
	\$ Chg, FY17-19	1,070	1,894	1,688	2,062	2,245
	% Chg, FY17-19	1.8%	3.6%	3.7%	5.1%	4.4%

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

Institution	Period	Professor	Associate Professor	Assistant Professor	Instructor	Average, All Ranks
Carl Albert State College	2017-2018				41,834	41,834
	2018-2019				43,764	43,764
	2019-2020				43,479	43,479
Connors State College	\$ Chg, FY17-19				1,645	1,645
	% Chg, FY17-19				3.9%	3.9%
	2017-2018				40,601	40,601
Eastern Oklahoma State College	2018-2019				41,091	41,091
	2019-2020				43,870	43,870
	\$ Chg, FY17-19				3,269	3,269
Murray State College	% Chg, FY17-19				8.1%	8.1%
	2017-2018				40,687	40,687
	2018-2019				44,083	44,083
Northeastern Oklahoma A&M College	2019-2020				43,778	43,778
	\$ Chg, FY17-19				3,091	3,091
	% Chg, FY17-19				7.6%	7.6%
Northern Oklahoma College	2017-2018				43,882	43,882
	2018-2019				44,191	44,191
	2019-2020				44,580	44,580
Oklahoma City Community College	\$ Chg, FY17-19				698	698
	% Chg, FY17-19				1.6%	1.6%
	2017-2018				50,914	50,914
Redlands Community College	2018-2019				47,511	47,511
	2019-2020				49,335	49,335
	\$ Chg, FY17-19				(1,579)	(1,579)
Rose State College	% Chg, FY17-19				-3.1%	-3.1%
	2017-2018				49,266	49,266
	2018-2019				49,449	49,449
Seminole State College	2019-2020				51,221	51,221
	\$ Chg, FY17-19				1,954	1,954
	% Chg, FY17-19				4.0%	4.0%
Tulsa Community College	2017-2018				47,771	47,771
	2018-2019				49,319	49,319
	2019-2020				58,125	58,125
Western Oklahoma State College	\$ Chg, FY17-19				10,354	10,354
	% Chg, FY17-19				21.7%	21.7%
	2017-2018				46,456	46,456
Carl Albert State College	2018-2019				47,913	47,913
	2019-2020				50,441	50,441
	\$ Chg, FY17-19				3,985	3,985
Connors State College	% Chg, FY17-19				8.6%	8.6%
	2017-2018				46,478	46,478
	2018-2019				48,120	48,120
Eastern Oklahoma State College	2019-2020				47,614	47,614
	\$ Chg, FY17-19				1,136	1,136
	% Chg, FY17-19				2.4%	2.4%
Murray State College	2017-2018				41,000	41,000
	2018-2019				42,179	42,179
	2019-2020				43,740	43,740
Northeastern Oklahoma A&M College	\$ Chg, FY17-19				2,740	2,740
	% Chg, FY17-19				6.7%	6.7%
	2017-2018				58,611	58,611
Northern Oklahoma College	2018-2019				58,952	58,952
	2019-2020				64,627	64,627
	\$ Chg, FY17-19				6,016	6,016
Oklahoma City Community College	% Chg, FY17-19				10.3%	10.3%
	2017-2018				45,394	45,394
	2018-2019				44,939	44,939
Redlands Community College	2019-2020				47,393	47,393
	\$ Chg, FY17-19				1,999	1,999
	% Chg, FY17-19				4.4%	4.4%

**Table 3 - Average Salaries Paid All Full-Time Faculty, 25 Oklahoma State Colleges and Universities, 2017-2018 through 2019-2020**

Table 3 presents the average salaries of all full-time faculty members equated to a 9-10 month basis for the three years, 2017-2018 through 2019-2020, classified by rank and by type of institution.

Dollar increases in average annual salaries of all ranks in 2019-2020 over 2018-2019 are typically greatest for the research universities. However, in 2019-20 the increase was largest for two-year colleges. The changes in averages of all ranks by type of institution in 2019-2020 over 2018-2019 were \$3,667, \$2,282, and \$3,361 for research universities, four-year universities, and two-year colleges, respectively. The average salary at research universities was \$26,181 greater than the average at four-year universities in 2018-2019, and \$27,565 greater in 2019-2020. The average salary at four-year universities was \$10,556 greater than the average at two-year colleges in 2018-2019, and \$9,477 greater in 2019-2020.

Average salaries saw a larger than historical increase in the past year. The average annual percentage increase in average salaries for all ranks was largest for two-year institutions (4.0%) and 2.8% for both research university and four-year universities faculty.

The annual increases in average salaries for 2018-2019 and 2019-2020 for research universities have been an increase of 1.5 and 4.2 percent. The four-year regional universities experienced an increase of 1.9 and 3.7 percent. The two-year colleges experienced a 1.4 percent increase in 2018-2019 and 6.7% increase in 2019-2020. This larger percent increase is likely due to state-wide raises that were based on a flat amount. Since two-

year colleges have lower overall average salaries, a dollar amount raise will be reflected by a higher percent increase.

**TABLE 3**  
**AVERAGE SALARIES PAID FULL-TIME FACULTY**  
**25 OKLAHOMA STATE COLLEGES AND UNIVERSITIES**  
**2017-2018 THROUGH 2019-2020**

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>					
2017-2018	\$ 116,544	\$ 38,120	\$ 78,424		
2018-2019	\$ 118,557	\$ 40,148	\$ 78,409		--
2019-2020	\$ 124,019	\$ 43,174	\$ 80,845		--
<b>Associate Professor</b>					
2017-2018	\$ 83,315	\$ 20,466	\$ 62,849		
2018-2019	\$ 83,022	\$ 19,841	\$ 63,180		--
2019-2020	\$ 88,809	\$ 23,336	\$ 65,472		--
<b>Assistant Professor</b>					
2017-2018	\$ 76,484	\$ 21,488	\$ 54,996		
2018-2019	\$ 78,348	\$ 22,677	\$ 55,670		--
2019-2020	\$ 82,867	\$ 24,078	\$ 58,790		--
<b>Instructor</b>					
2017-2018	\$ 47,972	\$ 4,642	\$ 43,330	\$ (6,328)	\$ 49,659
2018-2019	\$ 47,943	\$ 2,795	\$ 45,148	\$ (5,203)	\$ 50,351
2019-2020	\$ 48,958	\$ 3,452	\$ 45,506	\$ (8,206)	\$ 53,712
<b>Average, All Ranks</b>					
2017-2018	\$ 85,823	\$ 26,052	\$ 59,772	\$ 10,113	\$ 49,659
2018-2019	\$ 87,088	\$ 26,181	\$ 60,907	\$ 10,556	\$ 50,351
2019-2020	\$ 90,754	\$ 27,565	\$ 63,189	\$ 9,477	\$ 53,712
<b>Dollar Increase, All Ranks</b>					
2018-2019	\$ 1,264		\$ 1,135		\$ 692
2019-2020	\$ 3,667		\$ 2,282		\$ 3,361
<b>Percent Increase, All Ranks</b>					
2018-2019	1.5%		1.9%		1.4%
2019-2020	4.2%		3.7%		6.7%
<b>Avg Annual % Increase</b>	2.8%		2.8%		4.0%

#### **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 2019-2020 to 9-10 month employed faculty is \$72,560. This represents an increase from 2018-2019 of \$3,634 or 5.3%. 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 40.5 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 21.4 percent above the mean. This influence is indicated by observing that the average salary for the research universities is \$87,640, the average salary for four-year regional universities is \$62,393, and the average salary for two-year colleges is \$53,788. The 2019-2020 median of all institutions' average salaries is \$54,851. 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 2019-2020 is 4,421. This number represents 89.1 percent of the total full-time faculty in the 25 institutions. In 2018-2019, the number was 4,278 or 88.3 percent of the total. In 2019-2020, four-year regional universities employ 92.3 percent of their full-time faculty on a 9-10 month basis. The two-year colleges employ 89.9 percent on a 9-10 month basis. The research universities employ 86.2 percent of their full-time faculty on a 9-10 month basis.

**TABLE 4**  
**AVERAGE SALARIES PAID 9-10 MONTH FULL-TIME FACULTY**  
**2019-2020**

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	319	\$ 121,586	277	\$ 86,857	269	\$ 84,106	219	\$ 46,683	1,084	\$ 88,278	
Oklahoma State University	212	114,671	218	88,123	277	83,385	137	48,593	844	86,820	
<b>Research Universities</b>	<b>531</b>	<b>\$ 118,825</b>	<b>495</b>	<b>\$ 87,415</b>	<b>546</b>	<b>\$ 83,740</b>	<b>356</b>	<b>\$ 47,418</b>	<b>1,928</b>	<b>\$ 87,640</b>	<b>86.2%</b>
University of Central Oklahoma	195	\$ 89,744	89	\$ 73,839	129	\$ 64,823	126	\$ 41,659	539	\$ 69,913	
East Central University	32	73,875	14	57,352	55	53,780	36	51,180	137	58,156	
Northeastern State University	60	78,491	58	63,181	84	56,197	42	46,108	244	61,603	
Northwestern Oklahoma State University	21	73,061	11	63,335	21	57,770	25	43,383	78	58,060	
Southeastern Oklahoma State University	44	75,401	17	64,872	26	63,907	24	42,869	111	64,062	
Southwestern Oklahoma State University	34	78,486	37	62,995	44	59,677	59	51,652	174	61,337	
Cameron University	34	71,703	30	60,498	30	51,871	33	41,527	127	56,530	
Langston University	-	-	17	57,649	19	56,525	14	52,023	50	55,647	
Oklahoma Panhandle State University	6	50,677.00	5	46,162	13	43,391	17	39,496	41	43,180	
Rogers State University	22	70,538	15	54,646	27	49,541	20	44,917	84	54,851	
University of Science & Arts	17	59,031	11	52,415	9	47,641	7	42,331	44	52,390	
<b>Regional Four-Year Universities</b>	<b>465</b>	<b>\$ 80,412</b>	<b>304</b>	<b>\$ 64,446</b>	<b>457</b>	<b>\$ 57,991</b>	<b>403</b>	<b>\$ 45,047</b>	<b>1,629</b>	<b>\$ 62,393</b>	<b>92.3%</b>
Carl Albert State College							45	\$ 44,468	45	\$ 44,468	
Connors State College							45	43,514	45	43,514	
Eastern Oklahoma State College							34	42,984	34	42,984	
Murray State College							37	43,679	37	43,679	
Northeastern Oklahoma A&M College							51	49,335	51	49,335	
Northern Oklahoma College							98	51,019	98	51,019	
Oklahoma City Community College							128	58,125	128	58,125	
Redlands Community College							29	50,805	29	50,805	
Rose State College							99	47,025	99	47,025	
Seminole State College							32	44,079	32	44,079	
Tulsa Community College							242	65,302	242	65,302	
Western Oklahoma State College							24	47,393	24	47,393	
<b>Two-Year Colleges</b>	<b>-</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>864</b>	<b>\$ 53,788</b>	<b>864</b>	<b>\$ 53,788</b>	<b>89.9%</b>
<b>All Colleges and Universities</b>	<b>996</b>	<b>\$ 102,449</b>	<b>799</b>	<b>\$ 79,701</b>	<b>1,003</b>	<b>\$ 73,341</b>	<b>1,623</b>	<b>\$ 50,220</b>	<b>4,421</b>	<b>\$ 72,560</b>	<b>89.1%</b>

**FY2020 9-10mo Faculty as % of Total Faculty: 88.3%**

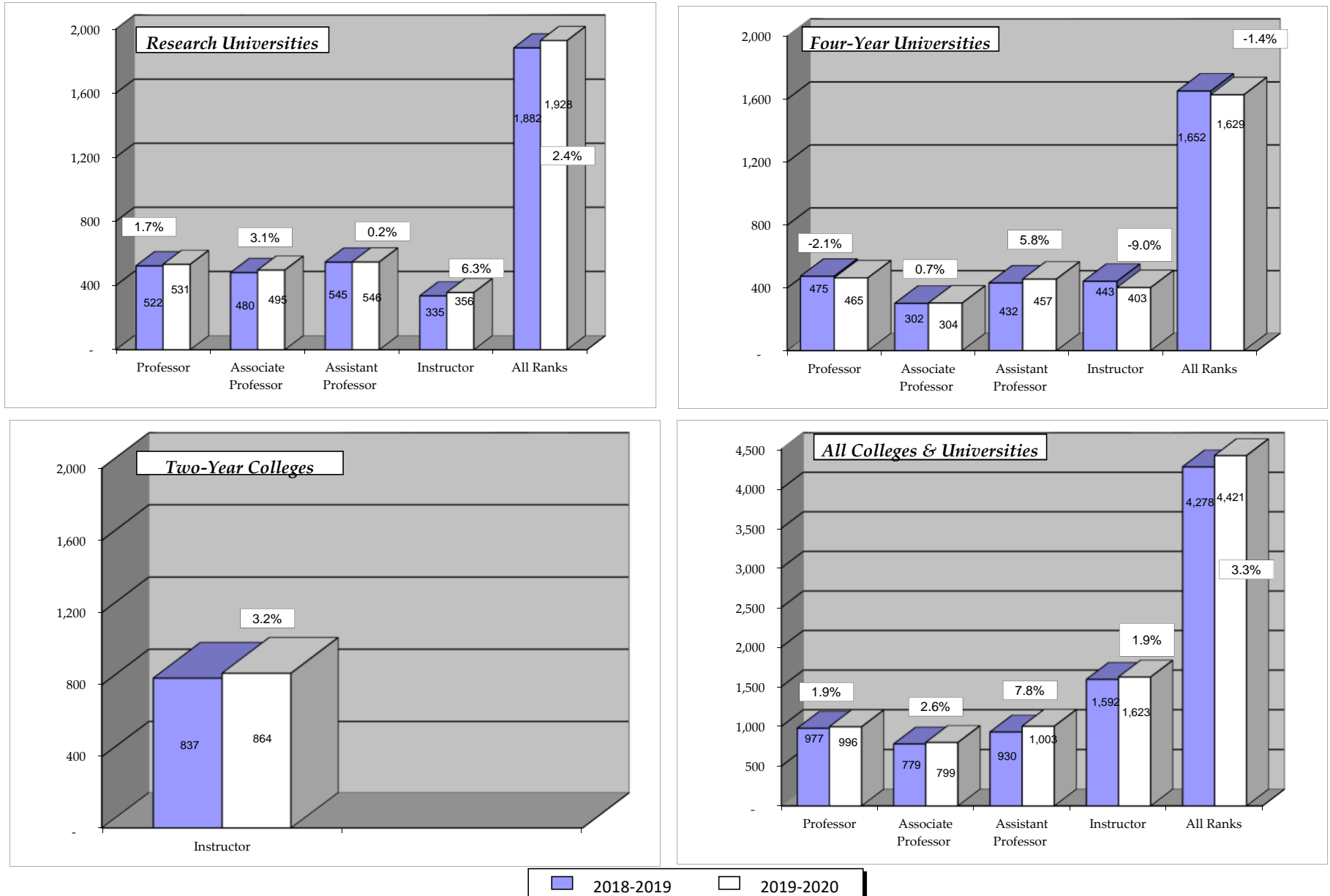
Research University Tier	Number of 9-10 month Faculty as Percent of Total 9-10 month Faculty:	43.6%
	Average Salary Greater than Four-Year Tier by:	40.5%
Two-Year College Tier	TCC Number of Faculty as Percent of Two-Year:	28.0%
	TCC Average Salary Above Mean:	21.4%
All Colleges and Universities	Median of All Institutions' Average Salaries:	\$ 54,851



**FIGURE 3**

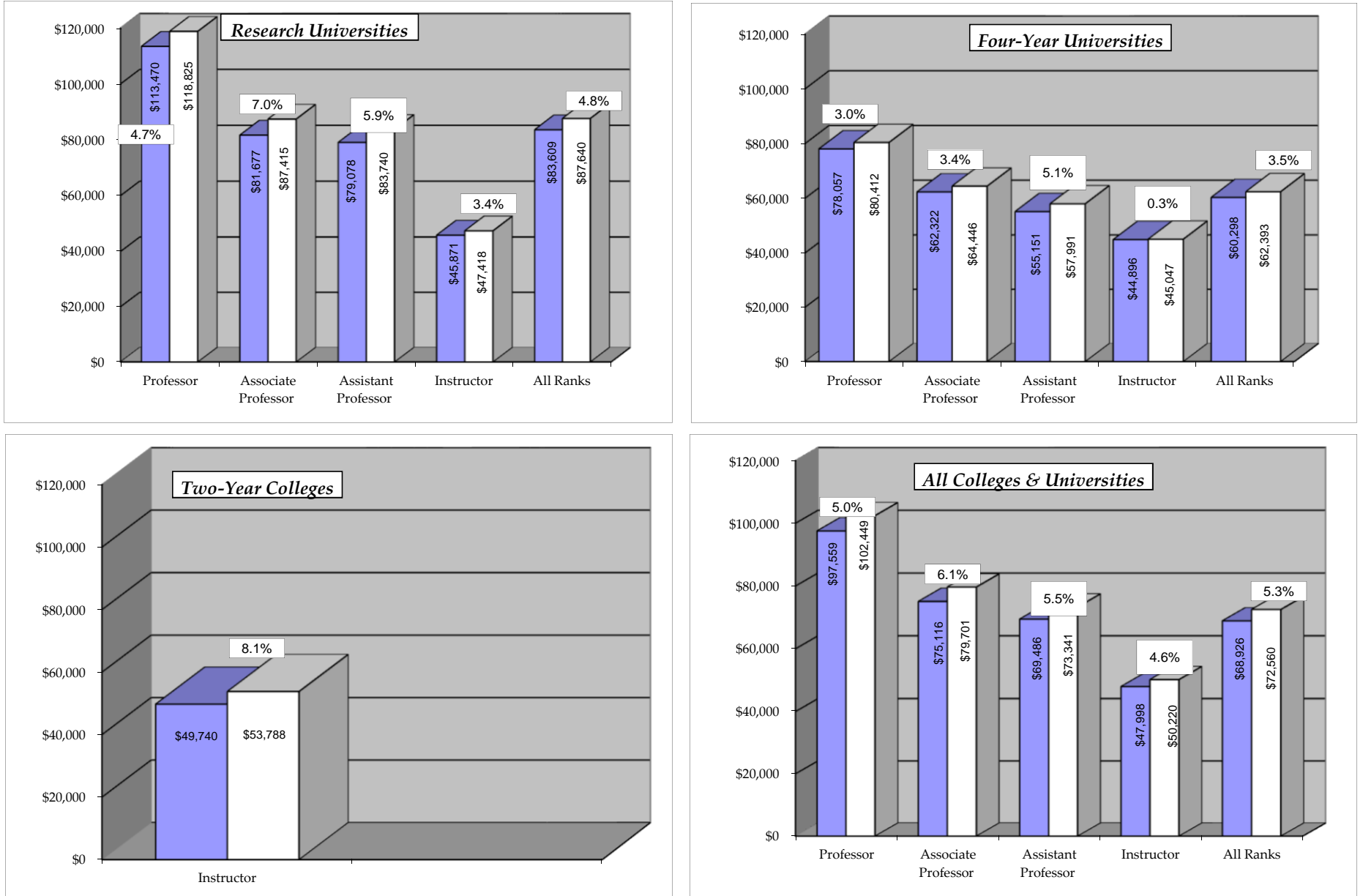
**CHANGE IN NUMBER OF 9-10 MONTH FULL-TIME FACULTY**

**2018-2019 TO 2019-2020**



**FIGURE 4**

**CHANGE IN SALARIES OF 9-10 MONTH FULL-TIME FACULTY  
2018-2019 TO 2019-2020**



■ 2018-2019    □ 2019-2020

### **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 2019-2020 is \$26,762, an increase over 2018-2019 of \$1,918 or 7.7 percent.

Fringe benefits as a percent of average salaries may be computed from the data in Tables 4 and 5. For all institutions, 2019-2020 fringe benefits are 36.4 percent of the average salary; compared to 36.0 percent in 2018-2019. For the research universities, four-year universities, and two-year colleges, the fringe benefits for 2019-2020 as a percent of average salaries are 33.0 percent, 41.6 percent, and 43.7 percent, respectively. Comparative percentages for 2018-2019 were 34.1 percent, 36.3 percent, and 45.5 percent, respectively.

Retirement plan payments are the largest fringe benefit for all institutions. 2019-2020 payments comprise 48.1 percent of the average total fringe benefits for the State System, a slight decrease from the 50.8 percent in 2018-2019. For the research universities, four-year regional universities, and two-year colleges, retirement plan payments are 53.4 percent, 41.7 percent, and 46.7 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.*

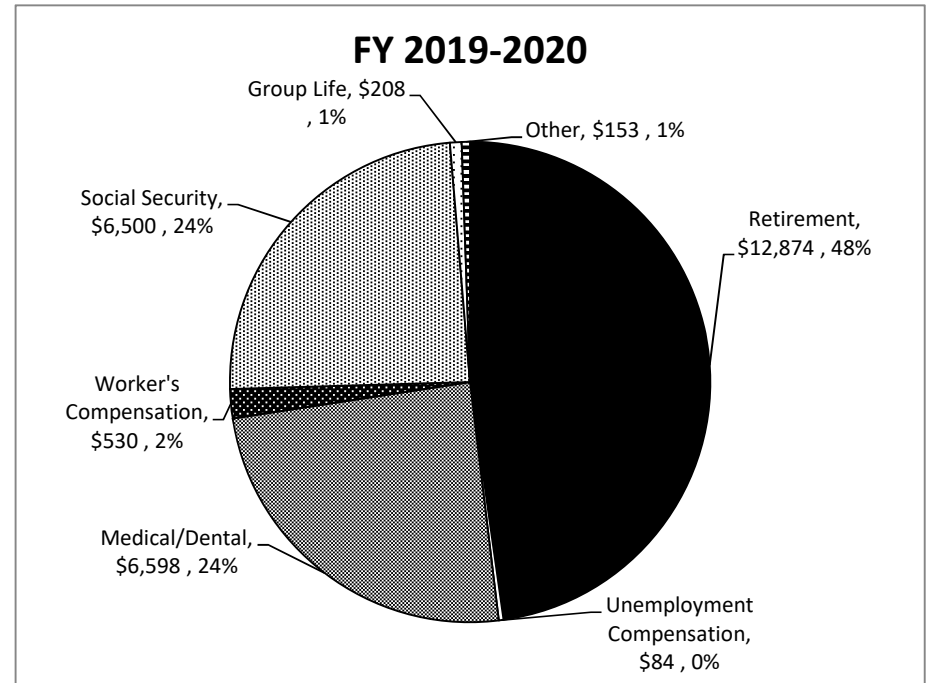
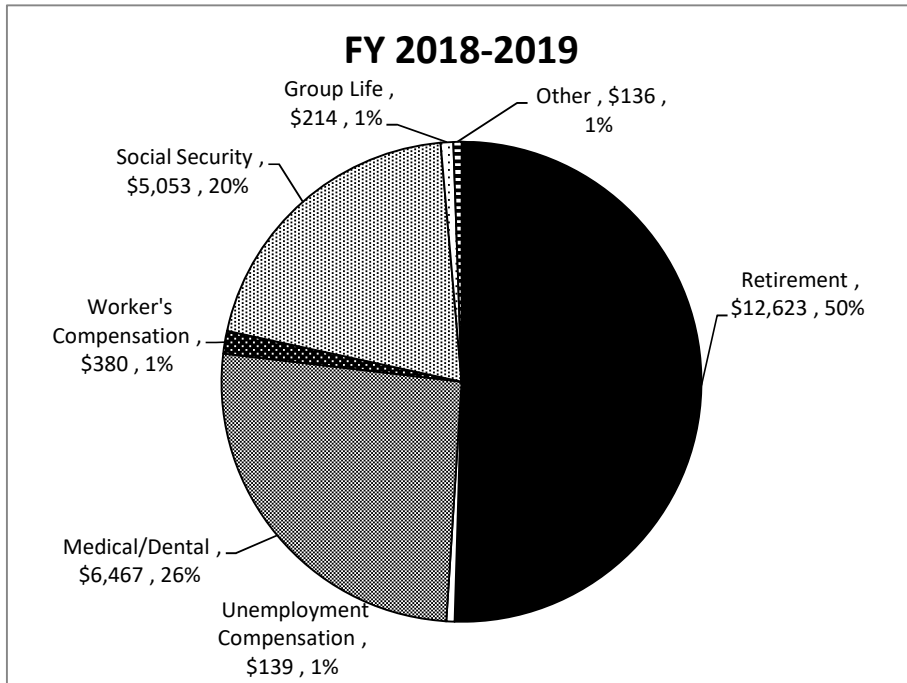
TABLE 5

AVERAGE STAFF BENEFITS PAID 9-10 MONTH FULL-TIME FACULTY  
2019-2020

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	FY19 Benefits as % of Salary
University of Oklahoma	1,084	\$16,196	\$5,985	\$6,478	\$18	\$56	\$441	\$2	\$29,177		
Oklahoma State University	844	14,471	6,210	6,366	53	387	833	199	28,519		
<b>Research Universities</b>	<b>1,928</b>	<b>\$15,441</b>	<b>\$6,084</b>	<b>\$6,429</b>	<b>\$33</b>	<b>\$201</b>	<b>\$613</b>	<b>\$88</b>	<b>\$28,889</b>	<b>33.0%</b>	<b>34.1%</b>
University of Central Oklahoma	539	\$12,101	\$5,404	\$15,132	\$72	\$87	\$0	\$109	\$32,905		
East Central University	137	9,043	7,740	3,606	-	78	-	86	20,553		
Northeastern State University	244	10,028	7,230	4,704	149	385	550	228	23,274		
Northwestern Oklahoma State University	78	11,017	7,449	4,444	187	167	671	176	24,112		
Southeastern Oklahoma State University	111	13,439	7,614	4,901	51	185	526	187	26,903		
Southwestern Oklahoma State University	174	11,589	7,614	4,692	100	197	613	415	25,220		
Cameron University	127	10,707	6,656	4,325	109	599	356	251	23,004		
Langston University	50	3,812	-	3,267	545	381	272	163	8,441		
Oklahoma Panhandle State University	41	8,308	6,145	3,303	181	291	251	82	18,560		
Rogers State University	84	10,888	6,397	4,624	-	237	-	73	22,219		
University of Science & Arts	44	5,879	7,892	4,008	187	152	534	183	18,835		
<b>Regional Four-Year Universities</b>	<b>1,629</b>	<b>\$10,829</b>	<b>\$6,631</b>	<b>\$7,930</b>	<b>\$120</b>	<b>\$217</b>	<b>\$511</b>	<b>\$178</b>	<b>\$25,958</b>	<b>41.6%</b>	<b>36.3%</b>
Carl Albert State College	45	\$9,225	\$7,834	\$3,394	\$187	\$176	\$0	\$66	\$20,882		
Connors State College	45	7,419	5,985	2,698	131	261	270	213	16,976		
Eastern Oklahoma State College	34	8,932	7,891	2,671	201	253	526	-	20,475		
Murray State College	37	7,920	7,133	3,398	225	153	253	565	19,648		
Northeastern Oklahoma A&M College	51	12,083	5,982	3,198	-	306	695	-	22,263		
Northern Oklahoma College	98	11,396	8,992	3,903	176	164	272	69	24,972		
Oklahoma City Community College	128	6,842	7,401	4,447	93	251	558	220	19,811		
Redlands Community College	29	10,465	7,909	3,887	508	74	534	197	23,573		
Rose State College	99	11,218	8,092	3,597	149	90	306	143	23,595		
Seminole State College	32	11,009	7,680	3,372	165	150	273	60	22,709		
Tulsa Community College	242	14,682	7,940	4,832	-	254	200	453	28,362		
Western Oklahoma State College	24	9,594	6,464	2,904	118	153	568	64	19,864		
<b>Two-Year Colleges</b>	<b>864</b>	<b>\$11,000</b>	<b>\$7,686</b>	<b>\$3,960</b>	<b>\$168</b>	<b>\$207</b>	<b>\$353</b>	<b>\$258</b>	<b>\$23,532</b>	<b>43.7%</b>	<b>45.5%</b>
<b>All Colleges &amp; Universities</b>	<b>4,421</b>	<b>\$12,874</b>	<b>\$6,598</b>	<b>\$6,500</b>	<b>\$84</b>	<b>\$208</b>	<b>\$530</b>	<b>\$153</b>	<b>\$26,762</b>	<b>36.9%</b>	<b>36.0%</b>
FY2020 Total Benefits									\$24,844		
FY2020 Dollar and Percent Increase in Total Benefits									\$1,918	7.7%	

## FIGURE 5

### CHANGE IN AVERAGE BENEFITS PAID TO 9-10 MONTH FULL-TIME FACULTY ALL INSTITUTIONS 2018-2019 TO 2019-2020



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

	<u>FY19</u>	<u>FY20</u>
Research Universities	54.6%	53.4%
Four-Year Universities	46.7%	41.7%
Two-Year Colleges	48.4%	46.7%

**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 2019-2020 to 11-12 month employed faculty is \$110,683, an increase over 2018-2019 of \$5,195 or 4.9 percent. The average 11-12 month salary for research universities is \$134,676; the average for four-year regional universities is \$88,884; and the average for two-year colleges is \$64,819. The 2019-2020 median of the average salaries for 21 institutions reporting 11-12 month full-time faculty is \$70,000.

The number of full-time faculty employed on an 11-12 month contract basis is 542 or 11.6 percent of the total full-time faculty in the 25 institutions. In 2018-2019 the number was 567 or 11.6 percent. The percent of faculty employed on an 11-12 month basis is 13.8 percent at research universities; 7.7 percent at four-year regional universities, and 10.1 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 34.2 percent of Langston University's faculty are employed on an 11-12 month basis.

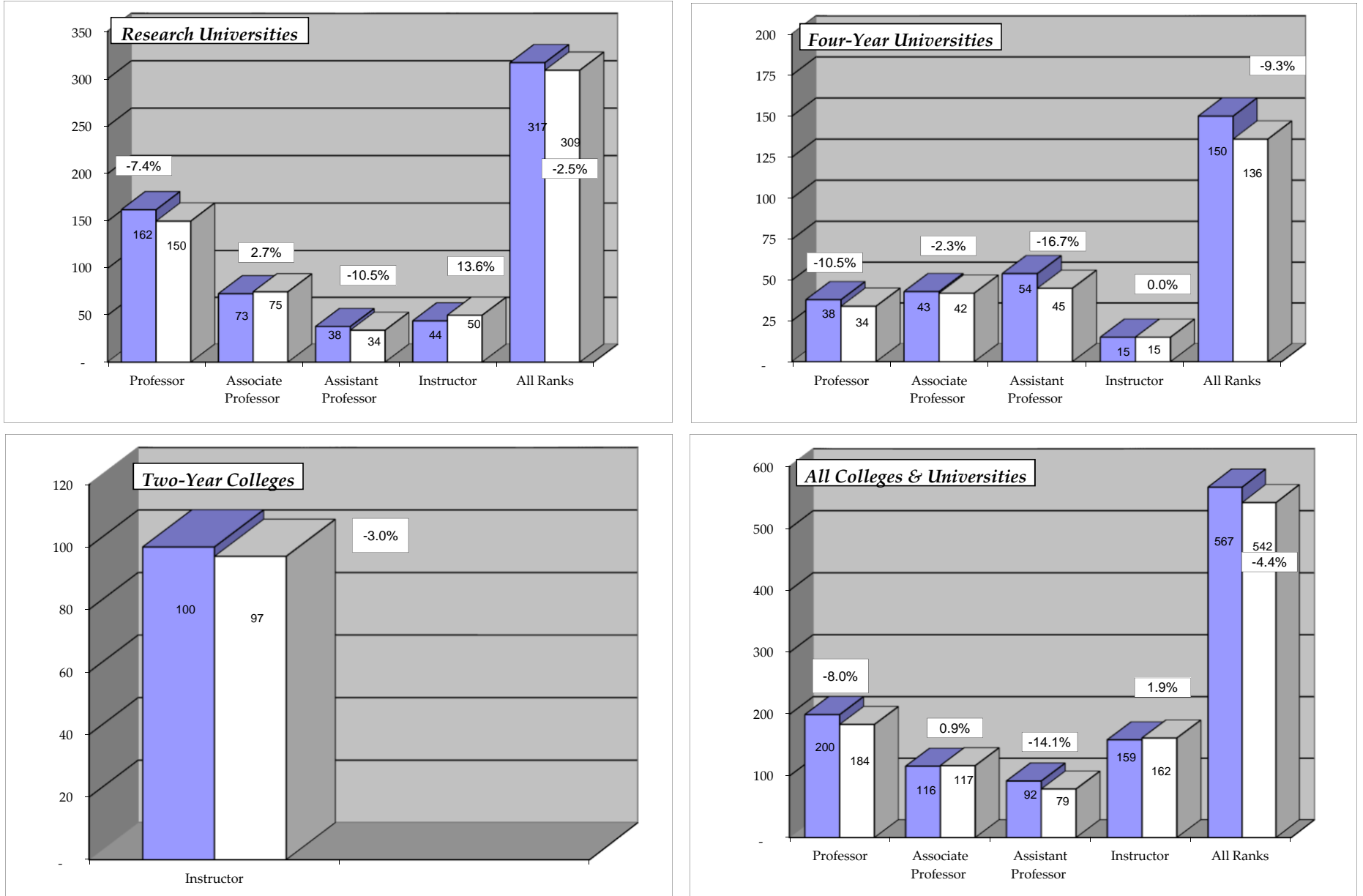
**TABLE 6**

**AVERAGE SALARIES PAID 11-12 MONTH FULL-TIME FACULTY  
2019-2020**

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	81	\$ 182,444	38	\$ 134,759	16	\$ 85,370	31	\$ 62,720	166	\$ 139,814	
Oklahoma State University	69	164,199	37	104,414	18	83,061	19	90,401	143	128,712	
<b>Research Universities</b>	<b>150</b>	<b>\$ 174,051</b>	<b>75</b>	<b>\$ 119,789</b>	<b>34</b>	<b>\$ 84,148</b>	<b>50</b>	<b>\$ 73,239</b>	<b>309</b>	<b>\$ 134,676</b>	<b>13.8%</b>
University of Central Oklahoma	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	
East Central University	-	-	1	104,988	-	-	-	-	1	104,988	
Northeastern State University	8	108,959	11	97,225	12	90,524	2	62,430	33	95,524	
Northwestern Oklahoma State University	3	101,774	1	106,088	5	62,320	-	-	9	80,334	
Southeastern Oklahoma State University	6	105,563	1	80,375	4	77,709	1	103,500	12	94,007	
Southwestern Oklahoma State University	8	141,497	9	111,241	11	97,716	5	72,040	33	108,128	
Cameron University	-	-	-	-	-	-	5	67,530	5	67,530	
Langston University	2	126,939	12	70,122	10	66,935	2	67,162	26	73,039	
Oklahoma Panhandle State University	2	-	-	-	1	46,575	-	-	3	15,525	
Rogers State University	4	82,202	4	77,897	2	90,045	-	-	10	82,049	
University of Science & Arts	1	80,665	3	75,727	-	-	-	-	4	76,962	
<b>Regional Four-Year Universities</b>	<b>34</b>	<b>\$ 106,050</b>	<b>42</b>	<b>\$ 89,103</b>	<b>45</b>	<b>\$ 81,769</b>	<b>15</b>	<b>\$ 70,703</b>	<b>136</b>	<b>\$ 88,884</b>	<b>7.7%</b>
Carl Albert State College							3	\$ 35,000	3	\$ 35,000	
Connors State College							3	60,146	3	60,146	
Eastern Oklahoma State College							2	70,000	2	70,000	
Murray State College							18	56,749	18	56,749	
Northeastern Oklahoma A&M College							-	-	-	-	
Northern Oklahoma College							2	74,678	2	74,678	
Oklahoma City Community College							-	-	-	-	
Redlands Community College							4	58,429	4	58,429	
Rose State College							11	64,677	11	64,677	
Seminole State College							12	52,358	12	52,358	
Tulsa Community College							42	74,231	42	74,231	
Western Oklahoma State College							-	-	-	-	
<b>Two-Year Colleges</b>	<b>-</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>97</b>	<b>\$ 64,819</b>	<b>97</b>	<b>\$ 64,819</b>	<b>10.1%</b>
<b>All Colleges and Universities</b>	<b>184</b>	<b>\$ 161,486</b>	<b>117</b>	<b>\$ 108,773</b>	<b>79</b>	<b>\$ 82,793</b>	<b>162</b>	<b>\$ 67,962</b>	<b>542</b>	<b>\$ 110,683</b>	<b>10.9%</b>
<b>FY2019 11-12mo Faculty as % of Total Faculty:</b>										<b>11.7%</b>	
<b>FY19 Average:</b>										<b>\$ 105,488</b>	
All Colleges and Universities	Median of All Institutions' Average Salaries:										\$ 70,000

**FIGURE 6**

**CHANGE IN NUMBER OF 11-12 MONTH FULL-TIME FACULTY  
2018-2019 TO 2019-2020**

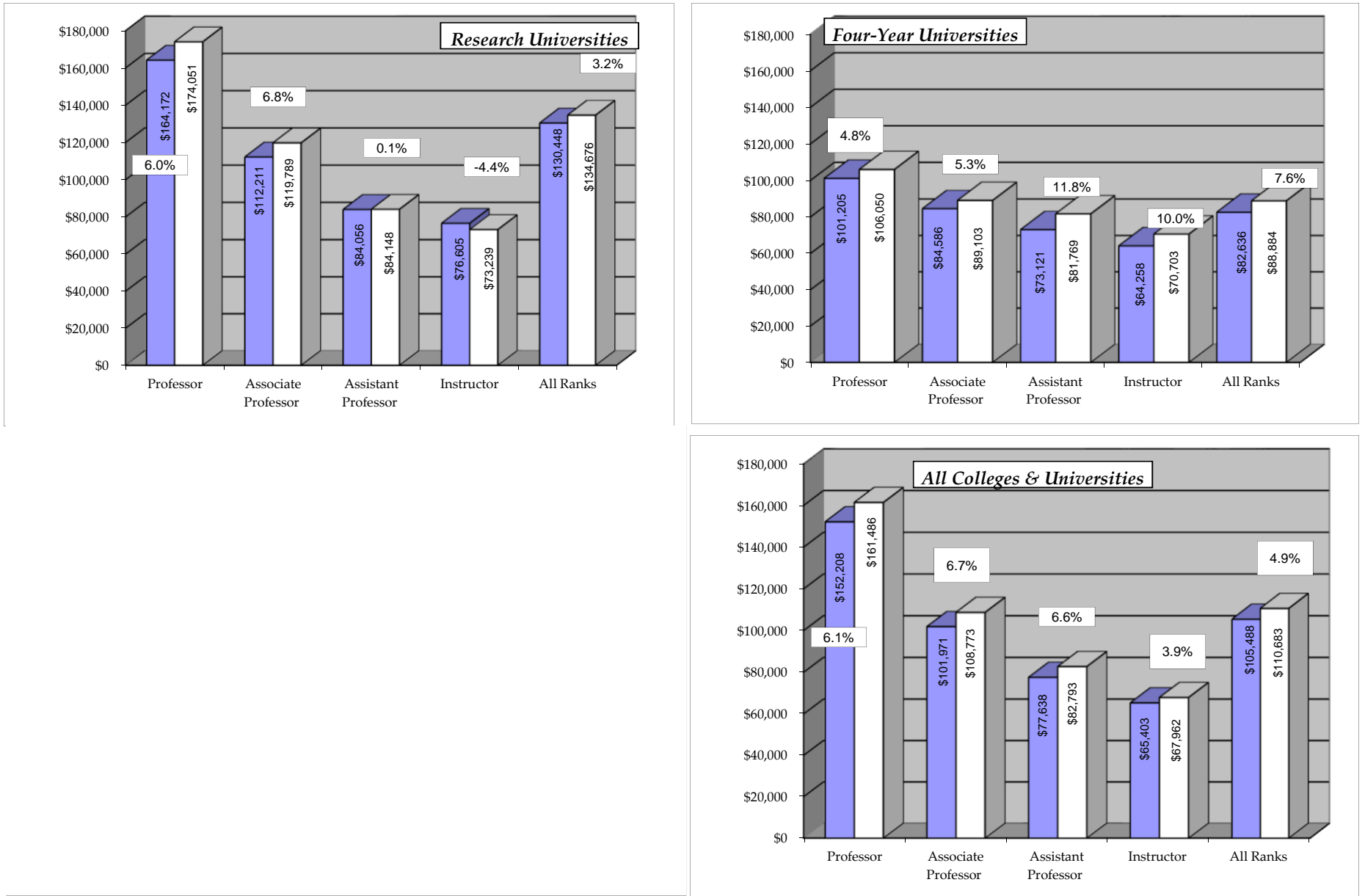


■ 2018-2019    □ 2019-2020



**FIGURE 7**

**CHANGE IN SALARIES OF 11-12 MONTH FULL-TIME FACULTY  
2018-2019 TO 2019-2020**



■ 2018-2019    □ 2019-2020

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

Table 7 represents the 2019-2020 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 2019-2020 is \$37,074 and represents an increase of \$1,894 or 5.4 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, 2019-2020 fringe benefits are 33.5 percent of the average salary, a slight increase from 33.3 percent in 2018-2019. For the research universities, four-year regional universities, and two-year colleges, the fringe benefits as a percent of average salaries are 31.9 percent, 33.0 percent, and 43.2 percent, respectively. Comparable 2018-2019 figures were 32.4 percent, 31.7 percent, and 43.1 percent, respectively.

Retirement plan payments are the largest fringe benefit for all institutions combined. Such payments comprise 57.3 percent of the average total fringe benefits for the State System for 2019-2020 as compared with 57.6 percent for 2018-2019. For the research universities, four-year regional universities, and two-year colleges, the payments are 60.5 percent, 50.3 percent, and 51.2 percent, respectively, of the total average fringe benefits. Comparable figures for 2018-2019 were 61.1 percent, 49.9 percent, and 51.0 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 \$305 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.*

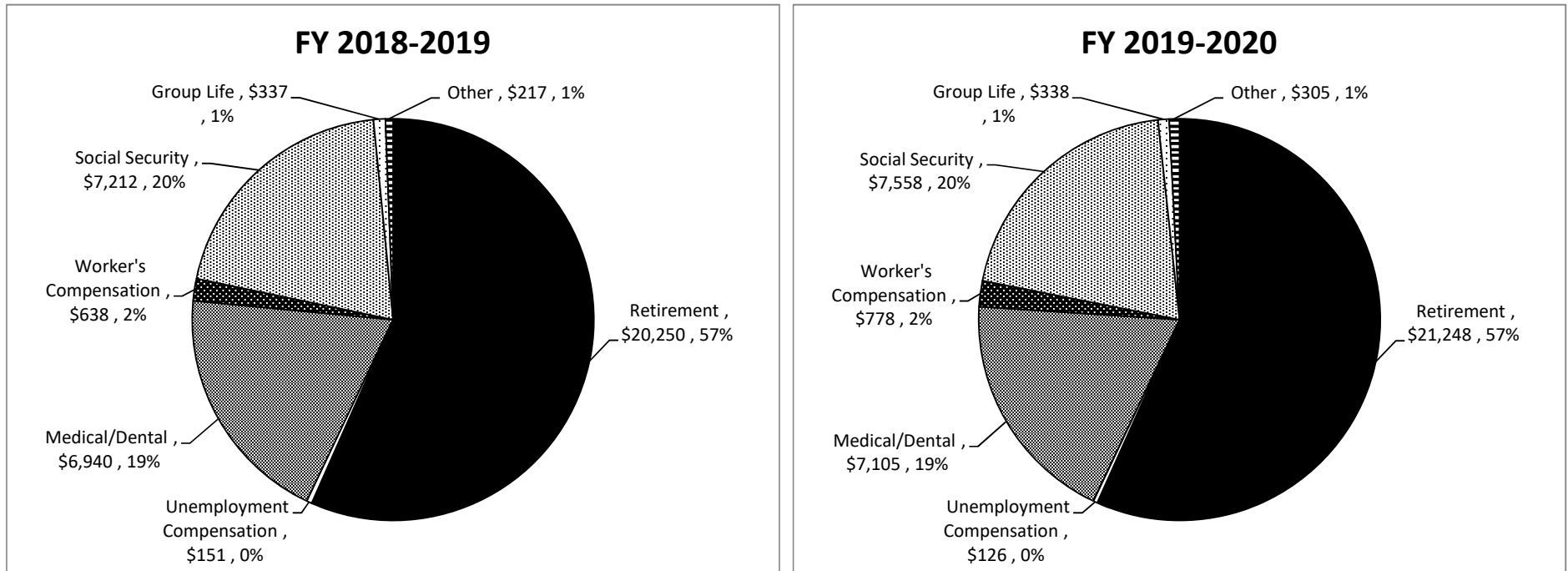
TABLE 7

**AVERAGE STAFF BENEFITS PAID 11-12 MONTH FULL-TIME FACULTY  
2019-2020**

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	FY19 Benefits as % of Salary
University of Oklahoma	166	\$29,291	\$5,731	\$8,808	\$28	\$88	\$699	\$2	44,647		
Oklahoma State University	143	22,225	8,193	8,268	56	568	1,202	574	41,086		
<b>Research Universities</b>	<b>309</b>	<b>\$26,021</b>	<b>\$6,870</b>	<b>\$8,558</b>	<b>\$41</b>	<b>\$310</b>	<b>\$932</b>	<b>\$267</b>	<b>42,999</b>	<b>31.9%</b>	<b>32.4%</b>
University of Central Oklahoma	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
East Central University	1	16,326	7,740	6,509	-	141	-	142	30,857		
Northeastern State University	33	15,940	7,230	7,235	149	591	550	353	32,049		
Northwestern Oklahoma State University	9	14,752	7,449	6,145	187	231	884	213	29,862		
Southeastern Oklahoma State University	12	20,826	7,614	7,766	82	298	844	252	37,683		
Southwestern Oklahoma State University	33	19,448	7,614	8,301	100	348	1,081	436	37,328		
Cameron University	5	12,574	6,656	5,166	109	717	425	297	25,945		
Langston University	26	6,653	-	5,702	950	665	475	285	14,731		
Oklahoma Panhandle State University	3	9,772	6,145	3,974	181	350	301	98	20,821		
Rogers State University	10	13,992	6,397	6,664	-	357	-	107	27,518		
University of Science & Arts	4	7,981	7,892	5,888	187	224	785	219	23,174		
<b>Regional Four-Year Universities</b>	<b>136</b>	<b>\$14,734</b>	<b>\$7,302</b>	<b>\$6,941</b>	<b>\$299</b>	<b>\$465</b>	<b>\$724</b>	<b>\$311</b>	<b>\$ 29,296</b>	<b>33.0%</b>	<b>31.7%</b>
Carl Albert State College	3	\$7,536	\$7,834	\$1,942	\$187	\$139	\$0	\$52	\$ 17,690		
Connors State College	3	10,225	5,985	3,729	180	337	373	0	20,829		
Eastern Oklahoma State College	2	13,888	7,891	4,340	201	386	700	-	27,407		
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	16,149	8,992	5,713	176	240	398	101	31,769		
Oklahoma City Community College	-	-	-	-	-	-	-	-	-		
Redlands Community College	4	13,033	7,909	4,470	584	85	614	215	26,910		
Rose State College	11	14,880	8,092	4,948	149	124	420	167	28,780		
Seminole State College	-	-	-	-	-	-	-	-	-		
Tulsa Community College	42	16,533	7,866	5,521	-	295	200	520	30,935		
Western Oklahoma State College	-	-	-	-	-	-	-	-	-		
<b>Two-Year Colleges</b>	<b>85</b>	<b>\$14,318</b>	<b>\$7,702</b>	<b>\$4,910</b>	<b>\$230</b>	<b>\$238</b>	<b>\$285</b>	<b>\$442</b>	<b>27,975</b>	<b>43.2%</b>	<b>43.1%</b>
<b>All Colleges &amp; Universities</b>	<b>530</b>	<b>\$21,248</b>	<b>\$7,105</b>	<b>\$7,558</b>	<b>\$126</b>	<b>\$338</b>	<b>\$778</b>	<b>\$305</b>	<b>\$37,074</b>	<b>33.5%</b>	<b>33.3%</b>
FY19 Total Average Benefits									\$35,180		
FY20 Dollar and Percent Increase in Total Benefits									\$1,894	5.4%	

## FIGURE 8

### CHANGE IN AVERAGE BENEFITS PAID TO 11-12 MONTH FULL-TIME FACULTY ALL INSTITUTIONS 2018-2019 TO 2019-2020



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

	<u>FY19</u>	<u>FY20</u>
Comprehensive Universities	61.1%	60.5%
Four-Year Universities	49.9%	50.3%
Two-Year Colleges	51.0%	51.2%

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

Table 8 presents the 2019-2020 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 2019-2020 is \$99,322 compared with \$93,771 in 2018-2019, and represents an increase of \$5,552 or 5.9 percent. The 2019-2020 average for research universities is \$116,529, for four-year regional universities, \$88,884, and \$77,320 for two-year colleges. The median of the average total compensation for all 25 institutions reporting is \$75,991.

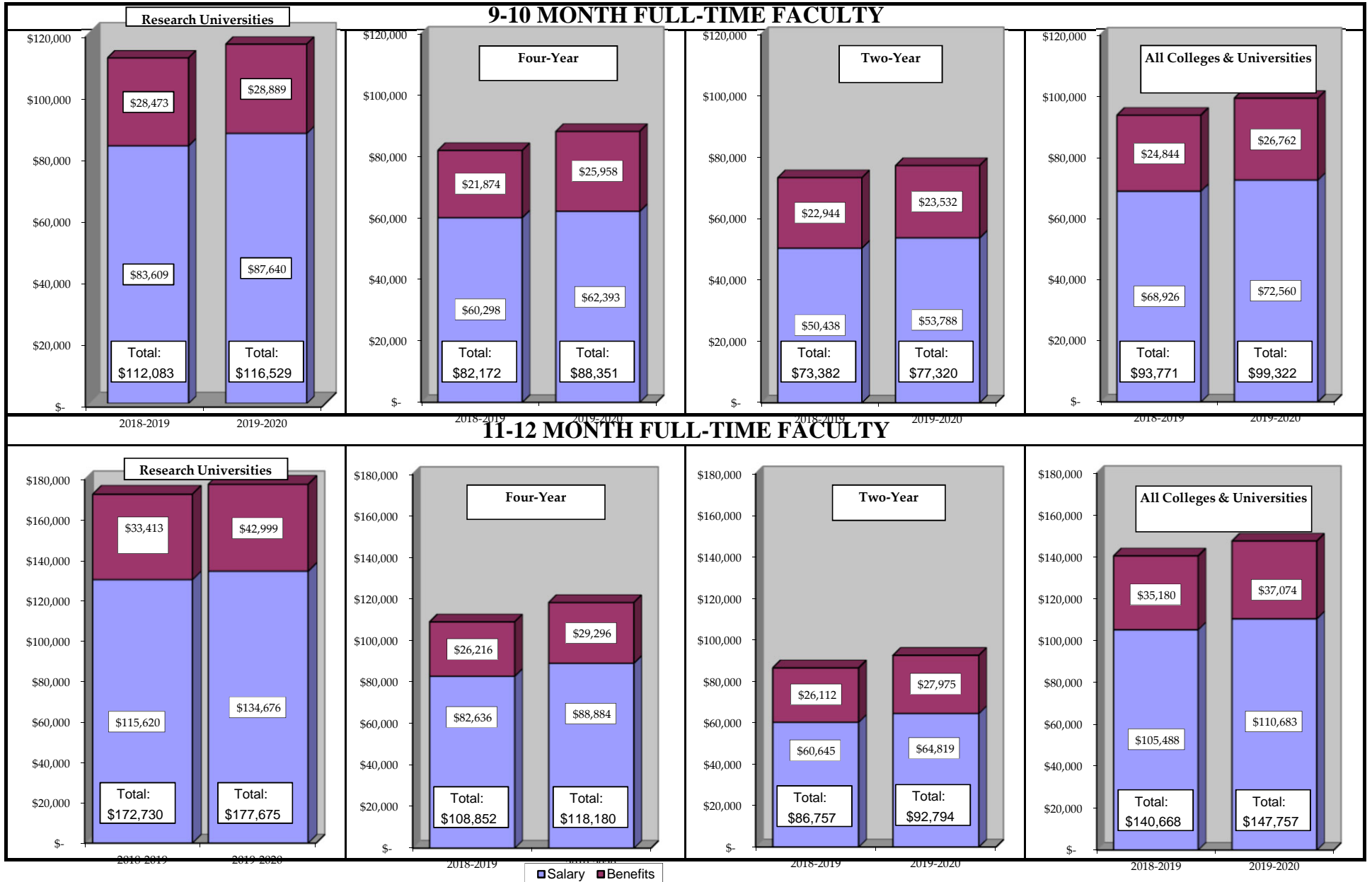
Average total compensation for 11-12 month faculty in 2019-2020 is \$147,757 compared with \$140,668 in 2018-2019, and represents an increase of \$7,089 or 5.0 percent. The 2019-2020 average is \$177,675 for research universities, \$118,180 for four-year regional universities, and \$92,794 for two-year colleges. The median of the average total compensation of the 21 institutions reporting 11-12 month faculty is \$95,441.

***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**  
**2019-2020**

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	\$ 88,278	\$ 29,177	\$ 117,455	\$ 139,814	\$ 44,647	\$ 184,461
Oklahoma State University	86,820	28,519	115,339	128,712	41,086	169,798
<b>Research Universities</b>	<b>\$ 87,640</b>	<b>\$ 28,889</b>	<b>\$ 116,529</b>	<b>\$ 134,676</b>	<b>\$ 42,999</b>	<b>\$ 177,675</b>
University of Central Oklahoma	\$ 69,913	\$ 32,905	\$ 102,817	\$ -	\$ -	\$ -
East Central University	58,156	20,553	78,708	104,988	30,857	135,845
Northeastern State University	61,603	23,274	84,877	95,524	32,049	127,573
Northwestern Oklahoma State University	58,060	24,112	82,172	80,334	29,862	110,197
Southeastern Oklahoma State University	64,062	26,903	90,965	94,007	37,683	131,691
Southwestern Oklahoma State University	61,337	25,220	86,557	108,128	37,328	145,456
Cameron University	56,530	23,004	79,534	67,530	25,945	93,475
Langston University	55,647	8,441	64,087	73,039	14,731	87,770
Oklahoma Panhandle State University	43,180	18,560	61,740	15,525	20,821	36,346
Rogers State University	54,851	22,219	77,070	82,049	27,518	109,567
University of Science & Arts of Oklahoma	52,390	18,835	71,226	76,962	23,174	100,136
<b>Four-Year Universities</b>	<b>\$ 62,393</b>	<b>\$ 25,958</b>	<b>\$ 88,351</b>	<b>\$ 88,884</b>	<b>\$ 29,296</b>	<b>\$ 118,180</b>
Carl Albert State College	\$ 44,468	\$ 20,882	\$ 65,350	\$ 35,000	\$ 17,690	\$ 52,690
Connors State College	43,514	16,976	60,490	60,146	20,829	80,976
Eastern Oklahoma State College	42,984	20,475	63,459	70,000	27,407	97,407
Murray State College	43,679	19,648	63,327	56,749	23,361	80,110
Northeastern Oklahoma A&M College	49,335	22,263	71,599	-	-	-
Northern Oklahoma College	51,019	24,972	75,991	74,678	31,769	106,447
Oklahoma City Community College	58,125	19,811	77,936	-	-	-
Redlands Community College	50,805	23,573	74,378	58,429	26,910	85,339
Rose State College	47,025	23,595	70,620	64,677	28,780	93,457
Seminole State College	44,079	22,709	66,788	52,358	-	52,358
Tulsa Community College	65,302	28,362	93,664	74,231	30,935	105,166
Western Oklahoma State College	47,393	19,864	67,257	-	-	-
<b>Two-Year Colleges</b>	<b>\$ 53,788</b>	<b>\$ 23,532</b>	<b>\$ 77,320</b>	<b>\$ 64,819</b>	<b>\$ 27,975</b>	<b>\$ 92,794</b>
<b>All Colleges &amp; Universities</b>	<b>\$ 72,560</b>	<b>\$ 26,762</b>	<b>\$ 99,322</b>	<b>\$ 110,683</b>	<b>\$ 37,074</b>	<b>\$ 147,757</b>
Median Average Total Compensation:			\$ 75,991			\$ 95,441
Average Total Compensation, FY19:			\$ 93,771			\$ 140,668
FY20 Dollar Increase			\$ 5,552			\$ 7,089
FY20 Percent Increase			5.9%			5.0%

**FIGURE 9**  
**AVERAGE TOTAL COMPENSATION PAID 9-10 MONTH & 11-12 MONTH FULL-TIME FACULTY**  
**2018-2019 COMPARED TO 2019-2020**



**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 2019-2020 for the three classifications of institutions are: research universities, \$247,224; four-year universities, \$117,039; and two-year colleges, \$71,859. For 2018-2019 the average salaries were \$239,335, \$115,484, and \$65,683, respectively. Average salaries for academic deans in 2019-2020, increased 3.3 percent at the research universities, increased by 1.3 percent at the four-year regional universities, and 9.3 percent at the two-year colleges.

The highest salary paid academic deans in the 25 institutions on an 11-12 month contract basis in 2019-2020 is \$377,070 for research universities, \$206,948 for four-year regional universities, and \$92,644 for two-year colleges. The highest salary for these categories remained the same for community college and increased from \$367,093 for research universities and \$201,900 four-year universities. The 2019-2020 lowest salary for academic deans is \$170,004 for research universities, \$66,500 for four-year universities, and \$53,999 for two-year colleges. The lowest salaries for these categories in 2018-2019, were \$154,440; \$65,000; and \$70,000, respectively.

For full-time faculty on 9-10 month contracts in the state system, the highest salary paid in 2019-2020 is \$308,154, compared to \$300,000 in 2018-2019. The lowest salary is \$12,510, compared to \$18,000 in 2018-2019.

For 2019-2020, the highest salary for a full-time faculty member employed on a 9-10 month contract basis by a four-year regional university is \$160,628, compared to \$133,270 in 2018-2019. The lowest salary for a full-time faculty member employed on a 9-10 month contract basis by a four-year regional university in 2019-2020 is \$31,050, compared to \$28,615 in 2018-2019. For two-year colleges, the 2019-2020 high is \$95,851 compared to \$85,849 in 2018-2019. Finally, the 2019-2020 low two-year college salary is \$30,000, compared to \$23,678 in 2018-2019.

The highest salary paid an 11-12 month contract full-time faculty member in the 25 institutions in 2019-2020 is \$440,000, compared to \$425,004 in 2018-2019. The lowest salary in 2019-2020 is \$9,600 compared to \$32,040 in 2018-2019. For 2019-2020, the highest salary for a full-time faculty member employed on an 11-12 month contract basis by a four-year regional university is \$206,948 compared to \$201,900 in 2018-2019; the lowest salary in 2019-2020 is \$32,961, compared to the same amount in 2018-2019. For 2019-2020, the highest salary for a full-time faculty member employed on an 11-12 month contract basis by a two-year college is \$104,368, as compared to \$102,180 in 2018-2019; the lowest salary is \$17,500 compared to \$32,000 in 2018-2019. This data excludes academic deans.



**TABLE 9**

**RANGE OF SALARIES PAID 9-10 AND 11-12 MONTH  
ACADEMIC DEANS AND FULL-TIME FACULTY  
2019-2020**

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	6
	Individuals	-	-	4	23	33	19
<b>Salary:</b>	<b>Highest (FY20)</b>	-	-	54,418	\$377,070	\$206,948	\$92,644
	<i>FY19 High</i>	<i>N/A</i>	<i>N/A</i>	<i>55,659</i>	<i>\$367,093</i>	<i>\$201,900</i>	<i>\$92,644</i>
	<b>Lowest (FY20)</b>	-	-	47,950	170,004	66,500	53,999
	<i>FY19 Low</i>	<i>N/A</i>	<i>N/A</i>	<i>44,571</i>	<i>154,440</i>	<i>65,000</i>	<i>70,000</i>
	<b>Average (FY20)</b>	-	-	51,651	247,224	117,039	71,859
	<i>FY19 Average</i>	<i>N/A</i>	<i>N/A</i>	<i>51,033</i>	<i>239,335</i>	<i>115,484</i>	<i>65,683</i>
	% Change in Avg Salary				3.3%	1.3%	9.4%
<b><u>Professor</u></b>							
<b>Number:</b>	Institutions	2	10	2	8		
	Individuals	531	465	150	34		
<b>Salary:</b>	Highest	\$308,154	\$160,628	\$440,000	\$164,424		
	Lowest	65,007	44,200	73,755	32,961		
	Average	118,825	80,412	174,051	106,050		
<b><u>Associate Professor</u></b>							
<b>Number:</b>	Institutions	2	11	2	8		
	Individuals	495	304	75	42		
<b>Salary:</b>	Highest	\$233,856	\$134,213	\$276,028	\$121,296		
	Lowest	41,877	49,662	53,614	62,424		
	Average	87,415	64,446	119,789	89,103		

**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	546	457		34	45	
<b>Salary:</b>	Highest	\$225,980	\$124,200		\$145,825	\$119,093	
	Lowest	45,006	33,638		33,750	37,158	
	Average	83,740	57,991		84,148	81,769	
<b><u>Instructor</u></b>							
<b>Number:</b>	Institutions	2	11	12	2	5	9
	Individuals	356	403	864	50	15	97
<b>Salary:</b>	Highest	\$129,996	\$82,016	\$95,851	\$301,367	\$103,500	\$104,368
	Lowest	12,510	31,050	30,000	9,600	50,316	17,500
	Average	47,418	45,047	53,788	73,239	70,703	64,819
<b><u>All Ranks (Excluding Deans)</u></b>							
<b>Number:</b>	Institutions	2	11	12	2	10	9
	Individuals	1,928	1,629	864	309	136	97
<b>Salary:</b>	<b>Highest (FY20)</b>	308,154	160,628	95,851	440,000	206,948	104,368
	<i>FY19 High</i>	<i>\$300,000</i>	<i>\$133,270</i>	<i>\$85,849</i>	<i>\$425,004</i>	<i>\$201,900</i>	<i>\$102,180</i>
	<b>Lowest (FY20)</b>	12,510	31,050	30,000	9,600	32,961	17,500
	<i>FY19 Low</i>	<i>18,000</i>	<i>28,615</i>	<i>23,678</i>	<i>32,040</i>	<i>32,961</i>	<i>32,000</i>
	<b>Average (FY20)</b>	87,640	62,393	53,788	134,676	88,884	64,819
	<i>FY19 Average</i>	<i>83,609</i>	<i>60,298</i>	<i>50,438</i>	<i>130,448</i>	<i>82,636</i>	<i>60,645</i>
	% Change in Avg Salary	4.8%	3.5%	6.6%	3.2%	7.6%	6.9%

**Table 10 - Additional Income from Extra Teaching Assignments and Approved Non-institutional Employment, 2018-2019 and 2019-2020**

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 2018-2019 and “estimated” for the current year, 2019-2020.

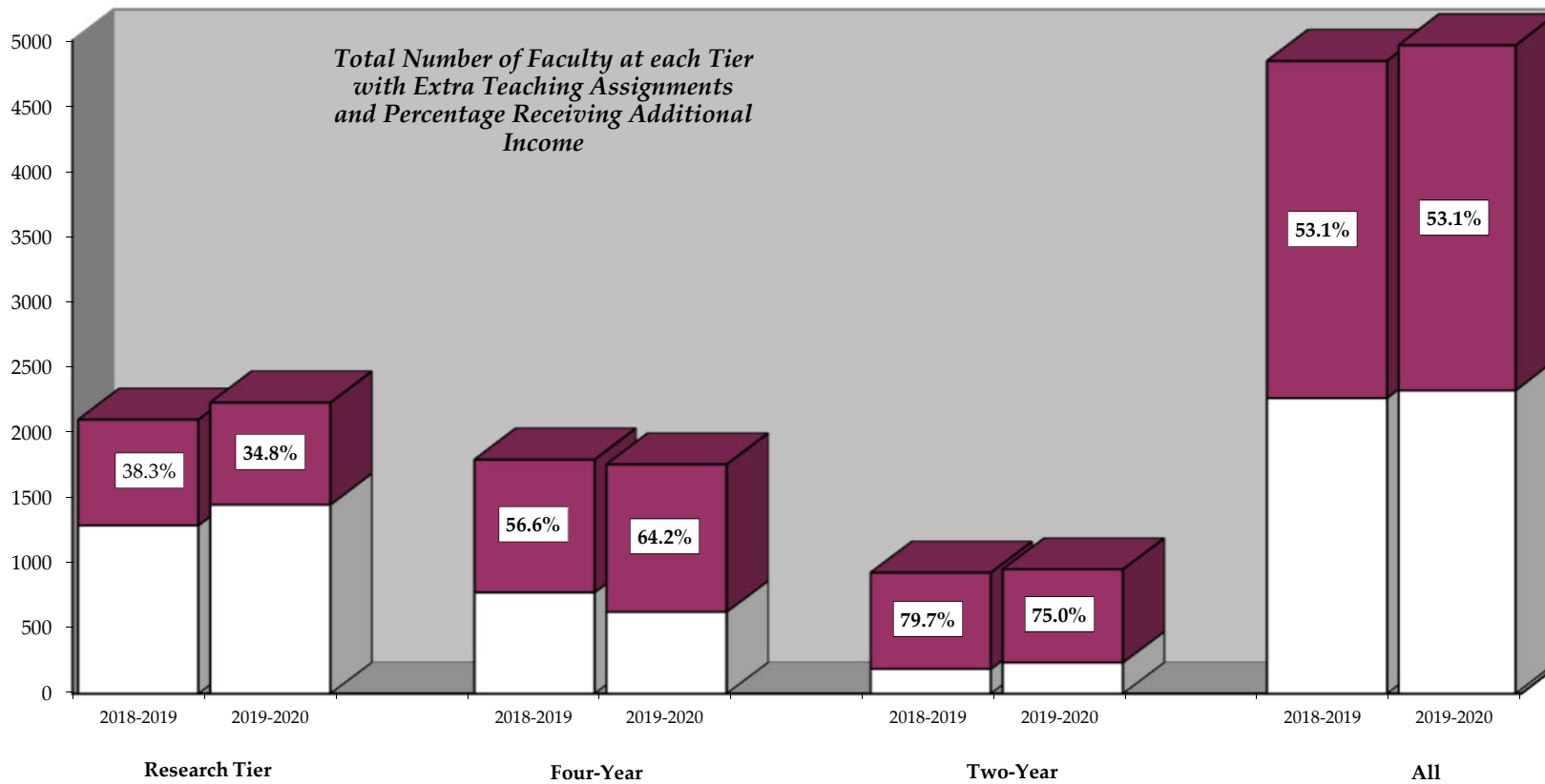
The “estimated” average mean income in the 25 institutions from extra teaching assignments and approved non-institutional employment for 2019-2020 is \$6,134 for those faculty members earning such income. The “actual” figure for 2018-2019 was \$6,879. In 2019-2020, the median of the “estimated” averages is \$5,095; in 2018-2019, the median of the “actual” averages was \$5,916. In 2019-2020, the highest “estimated” average income from extra assignments is \$14,126; in 2018-2019, the highest “actual” average was \$27,910.

**TABLE 10**

**ADDITIONAL INCOME FROM EXTRA TEACHING ASSIGNMENTS  
AND APPROVED NONINSTITUTIONAL EMPLOYMENT  
2018-2019 AND 2019-2020**

Institution	Income from Extra Assignments			
	2018-2019 ACTUAL		2019-2020 ESTIMATED	
	Number of Faculty	Average Income	Number of Faculty	Average Income
University of Oklahoma	499	\$8,881	499	\$8,881
Oklahoma State University	280	3,111	280	3,111
<b>Research Universities</b>	<b>779</b>	<b>\$6,807</b>	<b>779</b>	<b>\$6,807</b>
University of Central Oklahoma	426	\$6,054	414	\$7,475
East Central University	84	2,381	84	2,381
Northeastern State University	158	4,347	171	3,606
Northwestern Oklahoma State University	73	2,715	62	2,420
Southeastern Oklahoma State University	60	6,955	49	4,765
Southwestern Oklahoma State University	158	10,411	157	9,656
Cameron University	65	2,349	76	3,796
Langston University	28	1,797	28	1,797
Oklahoma Panhandle State University	-	-	-	-
Rogers State University	74	5,711	63	1,639
University of Science & Arts of Oklahoma	37	1,656	29	1,707
<b>Four-Year Universities</b>	<b>1,163</b>	<b>\$4,981</b>	<b>1,133</b>	<b>\$5,339</b>
Carl Albert State College	47	\$6,633	47	\$6,633
Connors State College	49	2,200	47	2,400
Eastern Oklahoma State College	33	7,645	36	4,746
Murray State College	36	2,096	45	4,069
Northeastern Oklahoma A&M College	13	6,622	6	3,844
Northern Oklahoma College	80	5,777	76	6,050
Oklahoma City Community College	112	27,910	58	14,126
Redlands Community College	25	6,687	24	5,591
Rose State College	116	9,572	115	5,426
Seminole State College	33	5,457	35	6,075
Tulsa Community College	201	7,870	211	7,679
Western Oklahoma State College	25	7,399	21	7,119
<b>Two-Year Colleges</b>	<b>770</b>	<b>\$9,818</b>	<b>721</b>	<b>\$6,655</b>
<b>All Colleges &amp; Universities</b>	<b>2,712</b>	<b>\$6,879</b>	<b>2,633</b>	<b>\$6,134</b>
Median of Averages:		\$ 5,916		\$ 5,095
Highest Average:		\$ 27,910		\$ 14,126

**FIGURE 10**  
**NUMBER OF FACULTY RECEIVING ADDITIONAL INCOME FROM EXTRA TEACHING ASSIGNMENTS**  
**AND APPROVED NONINSTITUTIONAL EMPLOYMENT**  
**2018-2019 TO 2019-2020**



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

Table 11 presents 2019-2020 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 \$470,000 in 2019-2020, the same as in 2018-2019. Fringe benefits for the president average \$63,265, an increase from \$61,055 in 2018-2019.

Four-year regional university presidents receive an average salary of \$203,903 in 2019-2020, down from \$210,900 in 2018-2019. The highest salary for a four-year university president in 2019-2020 is \$258,750, compared to \$281,000 in 2018-2019. Fringe benefits average \$62,426 or 30.6 percent of the average salary.

Two-year college presidents receive an average salary of \$190,687 in 2019-2020, up from \$187,009 in 2018-2019. The highest salary for a two-year college president in 2019-2020 is \$315,864, compared to \$303,713 in 2018-2019. Fringe benefits average \$73,982 or 38.8 percent of the average salary (see Figure 11).

College and university vice presidents' salary information include those positions surveyed in the Administrative Compensation Survey from the College and University

Personnel Association (CUPA). These positions surveyed at the Vice President level are: Chief Academic Officer, Chief Business Officer, Chief Development Officer, and Chief Student Affairs Officer.

**TABLE 11**

**11-12 MONTH AVERAGE SALARIES OF SELECTED ADMINISTRATIVE POSITIONS  
2019-2020**

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	5
<b>Salary:</b>	Highest	\$500,000	\$263,199	\$315,864	<b>Salary:</b>	Highest	\$0	\$140,000	\$115,133
	Lowest	440,000	172,445	125,000		Lowest	-	80,899	65,000
	Average	470,000	211,921	190,687		Average	-	109,048	87,262
<b>Fringe Benefits:</b>	Highest	\$103,200	\$131,776	\$197,946	<b>Fringe Benefits:</b>	Highest	\$0	\$61,202	\$42,236
	Lowest	23,329	37,917	38,719		Lowest	-	18,011	26,132
	Average	63,265	61,062	73,982		Average	-	35,080	33,536
<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	1	11	11		Individuals	1	9	9
<b>Salary:</b>	Highest	\$237,636	\$159,908	\$770,000	<b>Salary:</b>	Highest	\$210,000	\$125,000	\$117,266
	Lowest	237,636	110,000	87,840		Lowest	210,000	89,640	71,444
	Average	237,636	137,673	173,397		Average	210,000	108,464	89,561
<b>Fringe Benefits:</b>	Highest	\$80,212	\$62,115	\$67,519	<b>Fringe Benefits:</b>	Highest	\$46,414	\$54,377	\$37,496
	Lowest	80,212	20,646	18,883		Lowest	46,414	25,412	24,397
	Average	80,212	42,051	37,478		Average	46,414	37,199	31,741
<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	7		Individuals	2	8	7
<b>Salary:</b>	Highest	\$0	\$150,000	\$150,000	<b>Salary:</b>	Highest	\$172,850	\$107,640	\$92,930
	Lowest	-	138,612	61,000		Lowest	125,000	45,000	40,000
	Average	-	142,334	98,578		Average	148,925	78,189	68,859
<b>Fringe Benefits:</b>	Highest	\$0	\$47,000	\$54,364	<b>Fringe Benefits:</b>	Highest	\$55,261	\$34,928	\$35,498
	Lowest	-	38,460	25,111		Lowest	46,910	10,649	16,657
	Average	-	43,594	35,729		Average	51,086	26,543	26,800

**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	-	8	10		Individuals	2	5	5
<b>Salary:</b>	Highest	\$0	\$85,000	\$126,875	<b>Salary:</b>	Highest	\$165,000	\$124,200	\$91,080
	Lowest	-	45,000	30,406		Lowest	115,280	51,200	42,330
	Average	-	66,460	61,827		Average	140,140	73,402	63,610
<b>Fringe Benefits:</b>	Highest	\$0	\$44,633	\$47,639	<b>Fringe Benefits:</b>	Highest	\$36,400	\$38,769	\$34,694
	Lowest	-	19,057	14,097		Lowest	32,328	7,936	20,347
	Average	-	28,383	25,875		Average	34,364	24,158	25,645
<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	10	11		Individuals	2	10	10
<b>Salary:</b>	Highest	\$200,004	\$91,000	\$103,669	<b>Salary:</b>	Highest	\$185,335	\$98,108	\$88,925
	Lowest	200,004	50,000	43,185		Lowest	110,004	55,000	38,000
	Average	200,004	70,024	58,760		Average	147,670	68,179	56,544
<b>Fringe Benefits:</b>	Highest	\$60,687	\$33,615	\$41,795	<b>Fringe Benefits:</b>	Highest	\$77,140	\$45,492	\$33,075
	Lowest	60,687	11,625	18,713		Lowest	42,267	9,486	17,391
	Average	60,687	24,233	24,452		Average	59,704	25,012	23,423
<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	10
<b>Salary:</b>	Highest	\$166,801	\$81,888	\$78,035	<b>Salary:</b>	Highest	\$170,651	\$97,848	\$106,605
	Lowest	127,500	41,200	39,146		Lowest	157,820	60,000	51,775
	Average	147,151	57,844	57,658		Average	164,236	82,426	71,388
<b>Fringe Benefits:</b>	Highest	\$58,356	\$28,566	\$33,987	<b>Fringe Benefits:</b>	Highest	\$55,947	\$42,220	\$40,809
	Lowest	51,186	6,386	21,122		Lowest	48,389	25,129	21,830
	Average	54,771	20,245	25,146		Average	52,168	30,494	28,849



**TABLE 11 (cont.)**

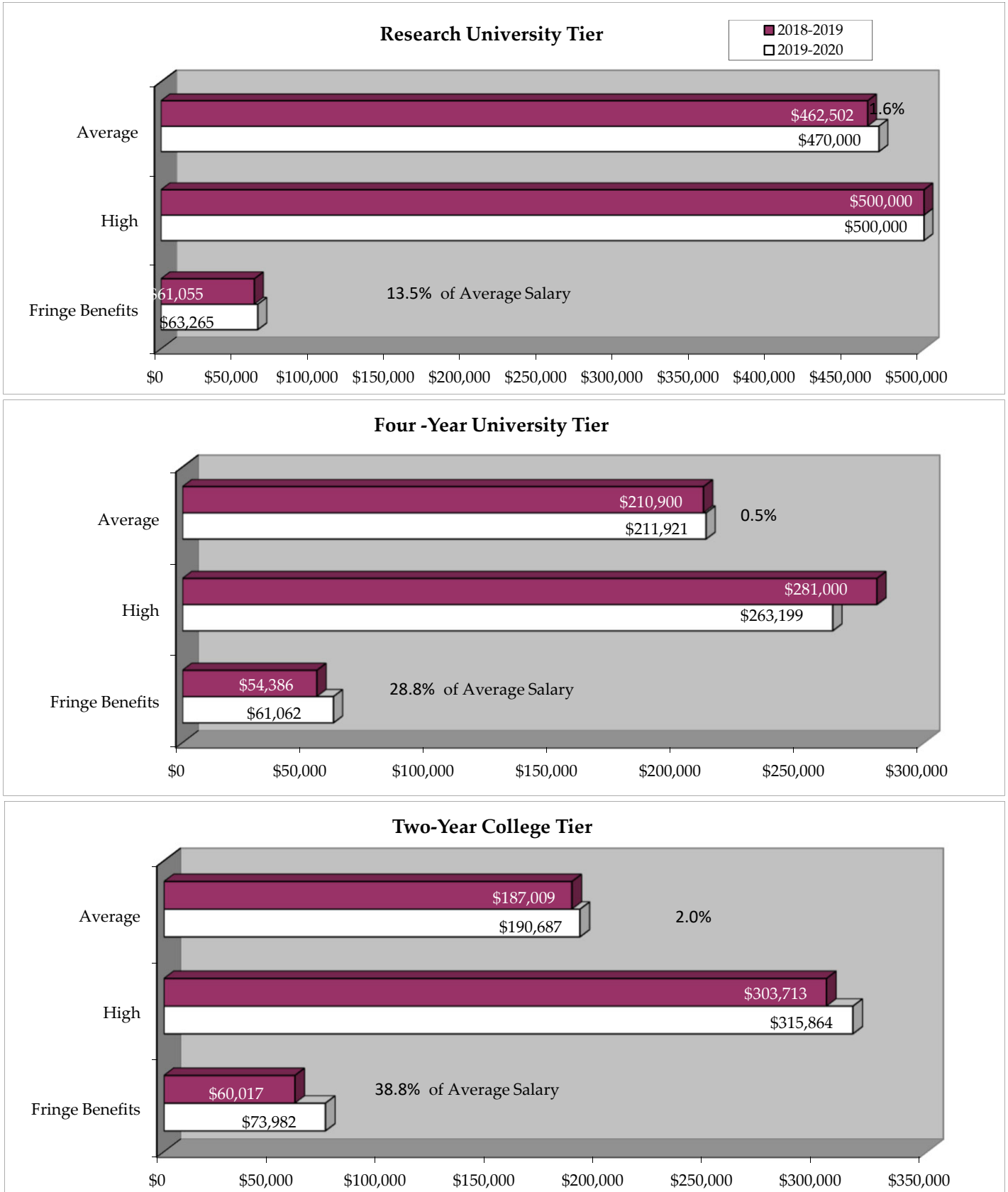
Position	Type of Institution			Position	Type of Institution				
	Research Universities	Four-Year Universities	Two-Year Colleges		Research Universities	Four-Year Universities	Two-Year Colleges		
<b><u>Chief Budgeting Officer</u></b>				<b><u>Director of Campus Security</u></b>					
<b>Number:</b>	Institutions	2	11	12	<b>Number:</b>	Institutions	2	11	12
	Individuals	2	1	3		Individuals	2	9	7
<b>Salary:</b>	Highest	\$204,500	\$63,984	\$76,223	<b>Salary:</b>	Highest	\$156,540	\$83,364	\$111,139
	Lowest	150,164	63,984	44,903		Lowest	123,760	43,007	31,289
	Average	177,332	63,984	56,042		Average	140,150	64,064	65,000
<b>Fringe Benefits:</b>	Highest	\$68,021	\$23,900	\$24,731	<b>Fringe Benefits:</b>	Highest	\$21,283	\$38,205	\$42,137
	Lowest	49,945	23,900	20,188		Lowest	15,768	11,036	14,333
	Average	58,983	23,900	22,629		Average	18,526	24,319	26,944
<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	8	9		Individuals	2	5	8
<b>Salary:</b>	Highest	\$148,000	\$97,900	\$106,605	<b>Salary:</b>	Highest	\$94,440	\$56,820	\$84,550
	Lowest	148,000	54,325	52,163		Lowest	93,500	37,895	35,306
	Average	148,000	71,013	70,774		Average	93,970	48,294	54,294
<b>Fringe Benefits:</b>	Highest	\$53,969	\$36,898	\$39,382	<b>Fringe Benefits:</b>	Highest	\$43,717	\$22,831	\$35,738
	Lowest	53,969	22,314	21,326		Lowest	30,655	16,084	18,833
	Average	53,969	26,702	28,101		Average	37,186	20,326	23,836
<b><u>Director of Alumni Affairs</u></b>				<b><u>Director of Telecommunications</u></b>					
<b>Number:</b>	Institutions	2	11	12	<b>Number:</b>	Institutions	2	11	12
	Individuals	1	8	4		Individuals	-	4	2
<b>Salary:</b>	Highest	\$150,000	\$61,200	\$67,156	<b>Salary:</b>	Highest	\$0	\$71,319	\$83,685
	Lowest	150,000	35,000	31,199		Lowest	-	62,089	54,874
	Average	150,000	50,031	55,000		Average	-	65,266	69,279
<b>Fringe Benefits:</b>	Highest	\$65,253	\$28,363	\$25,306	<b>Fringe Benefits:</b>	Highest	\$0	\$27,011	\$26,373
	Lowest	65,253	9,486	17,512		Lowest	-	21,815	23,128
	Average	65,253	19,049	22,055		Average	-	24,242	24,750

**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	8	5
<b>Salary:</b>	Highest	\$180,000	\$106,605	\$131,950	<b>Salary:</b>	Highest	\$109,079	\$62,100	\$74,343
	Lowest	136,496	47,934	47,000		Lowest	85,000	40,000	45,000
	Average	158,248	75,902	70,584		Average	97,040	53,599	55,939
<b>Fringe Benefits:</b>	Highest	\$75,730	\$34,341	\$43,706	<b>Fringe Benefits:</b>	Highest	\$39,285	\$29,633	\$32,071
	Lowest	48,100	12,400	20,659		Lowest	23,019	17,735	18,130
	Average	61,915	25,909	27,633		Average	31,152	22,409	23,619
<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	\$89,773	<b>Salary:</b>	Highest	\$450,000	\$120,000	\$70,000
	Lowest	109,549	52,275	41,785		Lowest	300,000	70,000	45,600
	Average	109,775	67,759	56,122		Average	375,000	98,799	61,492
<b>Fringe Benefits:</b>	Highest	\$48,952	\$39,731	\$36,703	<b>Fringe Benefits:</b>	Highest	\$176,049	\$48,253	\$30,343
	Lowest	41,954	10,261	18,111		Lowest	86,356	14,136	21,030
	Average	45,453	25,611	23,861		Average	131,203	32,688	25,849
<b><u>Chief Legal Counsel</u></b>				<b><u>Chief Information System Officer</u></b>					
<b>Number:</b>	Institutions	2	11	12	<b>Number:</b>	Institutions	2	11	12
	Individuals	2	2	2		Individuals	1	10	9
<b>Salary:</b>	Highest	\$315,250	\$125,000	\$203,663	<b>Salary:</b>	Highest	\$208,551	\$127,540	\$162,400
	Lowest	297,500	61,800	108,737		Lowest	208,551	70,347	57,526
	Average	306,375	93,400	-		Average	208,551	90,374	81,071
<b>Fringe Benefits:</b>	Highest	\$77,712	\$48,682	\$59,937	<b>Fringe Benefits:</b>	Highest	\$68,117	\$65,396	\$57,232
	Lowest	51,199	23,331	30,132		Lowest	68,117	13,361	22,163
	Average	64,456	36,007	-		Average	68,117	32,683	30,112

**FIGURE 11**

**PRESIDENTS' SALARIES AND BENEFITS  
HIGH AND AVERAGE SALARY COMPARISONS, FY2019 TO FY2020**



## **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*** 2019-2020 average salary is \$87,997. ***The College of Dentistry*** 2019-2020 average salary is \$111,972. ***The College of Nursing*** 2019-2020 average salary is \$76,205. ***The College of Public Health*** 2019-2020 average salary is \$117,199. ***The College of Allied Health*** 2019-2020 average salary is \$88,723. ***The College of Pharmacy*** 2019-2020 average salary is \$113,587. ***The Tulsa Branch College of Medicine*** 2019-2020 average salary is \$110,558. ***The Tulsa Branch, College of Nursing*** average salary is \$60,195. ***The Tulsa Branch College of Pharmacy*** average salary is \$106,352. ***The Tulsa Branch College of Allied Health*** average salary is \$89,747.

**The University of Oklahoma Law Center** full-time faculty average salary on a 9-10 month equivalent contract basis for 2019-2020 is \$131,601 a 2.8 percent increase from 2018-2019.

**The Oklahoma State University College of Veterinary Medicine** full-time faculty average salary on an 11-12 month contract basis for 2019-2020 of \$128,414 a 2.6 percent increase from 2018-2019.

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

contract basis for 2019-2020 of \$109,533 a 4.7 percent increase from 2018-2019.

**The Oklahoma State University Cooperative Extension Service** full-time faculty average salary on an 11-12 month contract basis for 2019-2020 of \$109,349 is an increase of 2.4 percent from 2018-2019.

**The Oklahoma State University Center for Health Sciences** full-time faculty average salary on an 11-12 month contract basis for 2019-2020 of \$239,898, an increase of 3.6 over 2018-2019. 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 2019-2020 of \$41,562, a decrease of 14.8% from 2018-2019.

**The Oklahoma State University, Oklahoma City** full-time faculty average salary on a 9-10 month contract basis for 2019-2020 of \$52,846, an increase of 0.6% from 2018-2019.

**TABLE 12**

**UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER\*  
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY  
11-12-MONTH SALARIES FOR 2019-2020**

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	122	\$137,145	156	\$94,801	385	\$73,477	70	\$67,033	733	\$87,997
College of Dentistry	10	\$133,146	8	\$124,284	23	\$103,259	3	\$75,361	44	\$111,972
College of Nursing	2	\$138,346	5	\$99,735	29	\$73,918	9	\$56,695	45	\$76,205
College of Nursing - Tulsa Branch					6	\$64,929	6	\$55,460	12	\$60,195
College of Public Health	10	\$172,396	9	\$100,818	16	\$94,364	1	\$78,000	36	\$117,199
College of Allied Health	8	\$105,031	10	\$98,954	20	\$78,798	1	\$54,444	39	\$88,723
College of Allied Health - Tulsa Branch	1	\$131,500	4	\$88,425	2	\$71,516			7	\$89,747
College of Pharmacy	8	\$140,784	15	\$113,378	12	\$95,717			35	\$113,587
College of Pharmacy - Tulsa Branch					1	\$66,353			1	\$106,352
College of Medicine - Tulsa Branch	11	\$183,162	25	\$146,569	86	\$92,688	7	\$87,399	129	\$110,558
<b>TOTAL</b>	<b>172</b>	<b>\$139,797</b>	<b>232</b>	<b>\$103,006</b>	<b>580</b>	<b>\$78,641</b>	<b>97</b>	<b>\$67,069</b>	<b>1,081</b>	<b>\$92,721</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**  
**2019-2020**

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

Rank	Number	Amount
Professor	19	\$167,026
Associate Professor	6	119,484
Assistant Professor	8	73,516
Instructor	2	63,750
All Ranks	35	\$131,601
FY19 Average		\$ 128,004
% Change		2.8%

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

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

Rank	Number	Amount
Professor	19	\$161,376
Associate Professor	21	123,542
Assistant Professor	25	119,446
Instructor	7	85,588
All Ranks	72	\$128,414
FY19 Average		\$ 125,169
% Change		2.6%

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

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

Rank	Number	Amount
Professor	53	\$123,728
Associate Professor	15	92,799
Assistant Professor	9	85,247
Instructor	7	69,139
All Ranks	84	\$109,533
FY19 Average		\$ 104,638
% Change		4.7%

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

**TABLE 13 (continued)**

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

**OSU COOPERATIVE EXTENSION SERVICE  
11-12 MONTH EQUIVALENT SALARIES FOR**

Rank	Number	Amount
Professor	22	\$118,056
Associate Professor	5	102,094
Assistant Professor	8	89,940
Instructor	-	-
All Ranks	35	\$109,349

FY19 Average \$ 106,836  
% Change 2.4%

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

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

Rank	Number	Amount
Professor	45	\$233,549
Associate Professor	45	227,939
Assistant Professor	72	251,340
Instructor	-	-
All Ranks	162	\$239,898

FY19 Average \$ 231,477  
% Change 3.6%

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

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

Rank	Number	Amount
Professor	-	-
Associate Professor	-	-
Assistant Professor	-	-
Instructor	124	\$41,562
All Ranks	124	\$41,562

FY19 Average \$ 48,782  
% Change -14.8%

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

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

Rank	Number	Amount
Professor	7	\$66,607
Associate Professor	18	58,018
Assistant Professor	22	51,609
Instructor	29	47,253
All Ranks	76	\$52,846

FY19 Average \$ 52,514  
% Change 0.6%

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, 2019-2020**

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	25	5,218	7,838	3,906	26	43	189		17,220
College of Nursing - Tulsa	11	5,143	8,136	3,649	26	40	177		17,171
<b>OU Law Center</b>	31	28,626	5,731	9,257	28	87	691	2	44,422
<b>OSU Constituent Agencies</b>									
College of Veterinary Medicine	22	20,890	7,133	8,533	57	483	1,149	-	38,246
Agriculture Experiment Station	2	30,762	9,297	9,566	57	506	1,316	-	51,504
Cooperative Extension Service	1	26,144	10,899	9,154	57	506	1,055	-	47,815
Technical Branch, Okmulgee	-	-	-	-	-	-	-	-	-
Technical Branch, Oklahoma City	53	3,313	4,365	3,787	57	245	588	-	12,355
Center for Health Sciences	-	-	-	-	-	-	-	-	-

**AVERAGE FRINGE BENEFITS PAID 11-12 MONTH FULL-TIME FACULTY, 2019-2020**

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	819	8,332	8,798	5,077	26	60	268		22,561
College of Dentistry	55	11,696	8,905	6,754	26	81	374		27,836
College of Nursing	23	8,840	8,607	6,187	26	74	326		24,060
College of Nursing - Tulsa Branch	2	7,163	10,560	5,551	26	61	269		23,630
College of Public Health	39	11,559	9,915	6,670	26	84	370		28,624
College of Allied Health	41	9,063	7,180	5,532	26	60	276		22,137
College of Allied Health - Tulsa Branch	7	9,672	8,576	5,564	26	61	269		24,168
College of Pharmacy	43	11,598	8,431	7,117	26	82	369		27,623
College of Pharmacy - Tulsa Branch									-
College of Medicine - Tulsa Branch	135	11,308	9,373	6,226	26	82	359		27,374
<b>OU Law Center</b>	4	16,760	5,952	7,125	20	62	493	2	30,413
<b>OSU Constituent Agencies</b>									
College of Veterinary Medicine	50	18,953	8,062	8,940	57	601	1,081	-	37,694
Agriculture Experiment Station	82	18,862	7,944	7,953	57	558	1,128	-	36,502
Cooperative Extension Service	34	20,300	10,012	8,193	56	554	960	-	40,075
Technical Branch, Okmulgee	92	9,986	8,488	4,285	57	379	242	252	23,690
Technical Branch, Oklahoma City	23	7,458	7,986	5,622	57	461	723	-	22,307
Center for Health Sciences	162	36,393	9,968	11,436	55	661	2,203	-	60,716



## **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 2019-2020, as well as the number and average salaries of full-time faculty terminations in 2019-2020. A total of 318 faculty retired, resigned, or were terminated, while an additional 383 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 3.4 percent lower at the research universities, 10.2 percent lower at four-year regional universities, and 7.3 percent lower at two-year colleges. The system average is 7.6 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 \$119,502 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 - 2019-2020**

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	5	\$159,127	9	\$108,444	36	\$94,229	-	\$0	50	\$103,277
Oklahoma State University	3	161,871	3	113,581	58	83,050	-	0	64	88,176
<b>Research Universities</b>	<b>8</b>	<b>\$ 160,156</b>	<b>12</b>	<b>\$ 109,729</b>	<b>94</b>	<b>\$ 87,331</b>	<b>0</b>	<b>\$ -</b>	<b>114</b>	<b>\$ 94,799</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	54,112
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	44,128	6	44,128
Murray State College							6	40,688	6	40,688
Northeastern Oklahoma A&M College							2	43,677	2	43,677
Northern Oklahoma College							14	47,421	14	47,421
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>118</b>	<b>\$45,581</b>	<b>118</b>	<b>\$ 45,581</b>
<b>All Institutions</b>	<b>9</b>	<b>\$ 152,017</b>	<b>16</b>	<b>\$ 98,285</b>	<b>181</b>	<b>\$ 71,930</b>	<b>177</b>	<b>\$ 46,455</b>	<b>383</b>	<b>\$ 63,140</b>

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

**TABLE 16**

**FACULTY TERMINATIONS - 2019-2020**

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	18	\$ 126,341	9	\$ 73,275	17	\$ 99,240	-	\$ -	44	\$ 105,016
Oklahoma State University	17	109,315	16	99,581	22	74,846	-	0	55	92,696
<b>Research Universities</b>	<b>35</b>	<b>\$ 118,071</b>	<b>25</b>	<b>\$ 90,111</b>	<b>39</b>	<b>\$ 85,479</b>	<b>1</b>	<b>\$ 51,237</b>	<b>99</b>	<b>\$ 98,171</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	76,276	3	61,233	11	54,955	3	50,860	26	62,588
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	126,158	-	0	4	51,083	13	52,616	18	56,361
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	45,495
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>\$81,360</b>	<b>15</b>	<b>\$59,856</b>	<b>39</b>	<b>\$53,920</b>	<b>43</b>	<b>\$48,210</b>	<b>126</b>	<b>\$58,994</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	37,976	6	37,976
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>\$ 49,195</b>	<b>93</b>	<b>\$ 49,195</b>
<b>All Institutions</b>	<b>64</b>	<b>\$ 101,436</b>	<b>40</b>	<b>\$ 78,765</b>	<b>78</b>	<b>\$ 69,700</b>	<b>137</b>	<b>\$ 48,900</b>	<b>318</b>	<b>\$ 68,325</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 80.2 percent of the national average, associate professors are 84.2 percent of the national average, and assistant professors are 86.6 percent of the national average. Lastly, Oklahoma instructor's salaries are 89.2 percent the national average.

Assistant Professors at Oklahoma's research universities have seen the largest ten-year growth in average salary, 27.0 percent, when compared to other ranks and other tiers. Nationally, Assistant Professors salaries have seen the highest ten-year growth, 26.9 percent across all institutions.

Overall, average Oklahoma salaries of all ranks have increased 18.0 percent over the ten-year period compared to 23.2 percent nationally, bringing Oklahoma average faculty salaries down to 76.3 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 156 percent. Overall, Oklahoma's average annual increase was also 1.5 percent, compared to the national average of 2.2 percent.

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 2.3 percent nationally. Over the ten-year period average annual increases in Oklahoma for professors, associate professors, and instructors were 0.8 percent, 1.2 percent, and 1.9 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**  
**2009-10 to 2019-2020**

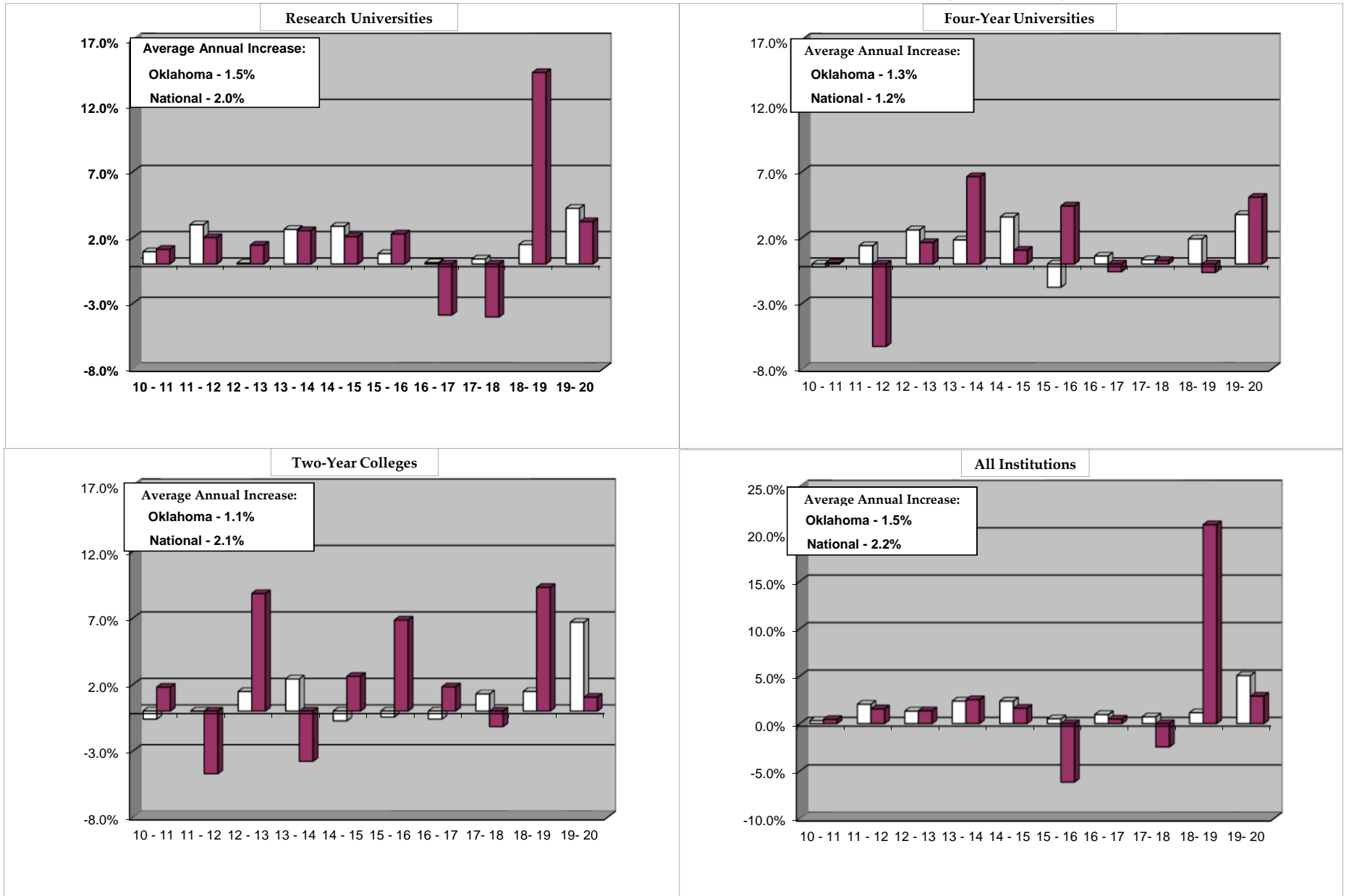
		Professor										10-Yr % Inc	
Salaries by Tier		2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	
Research Universities:	National	116,750	118,054	120,955	123,393	126,981	130,039	125,833	124,485	130,376	141,314	145,899	25.0%
	Oklahoma	106,390	108,998	111,357	110,826	113,449	117,491	116,415	116,339	116,544	118,557	124,019	16.6%
	OK % of Nat'l	91.1%	92.3%	92.1%	89.8%	89.3%	90.4%	92.5%	93.5%	89.4%	87.8%	85.0%	
Four-Year Universities:	National	84,537	84,398	84,524	86,427	87,262	87,182	87,751	87,139	92,458	93,924	99,150	17.3%
	Oklahoma	72,457	72,187	72,143	74,203	76,824	78,057	77,024	77,994	78,424	78,409	80,845	11.6%
	OK % of Nat'l	85.7%	85.5%	85.4%	85.9%	88.0%	89.5%	87.8%	89.5%	84.8%	86.1%	81.5%	
All Institutions:	National	105,702	105,780	107,945	110,143	112,897	115,592	100,085	103,019	105,644	128,230	131,890	24.8%
	Oklahoma	92,940	94,344	95,994	96,380	98,720	101,811	100,029	100,338	100,522	101,058	105,761	13.8%
	OK % of Nat'l	87.9%	89.2%	88.9%	87.5%	87.4%	88.1%	99.9%	97.4%	95.2%	82.5%	80.2%	
		Associate Professor										10-Yr % Inc	
Salaries by Tier		2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	
Research Universities:	National	80,463	81,266	82,777	84,275	86,567	88,716	89,870	90,619	93,785	96,650	99,743	24.0%
	Oklahoma	72,221	71,560	73,214	73,932	76,260	78,266	81,008	82,433	83,315	83,022	88,809	23.0%
	OK % of Nat'l	89.8%	88.1%	88.4%	87.7%	88.1%	88.2%	90.1%	91.0%	88.8%	91.9%	89.0%	
Four-Year Universities:	National	68,359	68,996	69,021	70,066	70,849	72,526	71,145	71,379	75,007	77,761	81,331	19.0%
	Oklahoma	59,244	58,826	59,170	60,645	62,747	64,585	63,114	54,787	54,996	55,670	58,790	-0.8%
	OK % of Nat'l	86.7%	85.3%	85.7%	86.6%	88.6%	89.1%	88.7%	76.8%	73.3%	75.6%	72.3%	
All Institutions:	National	75,678	76,242	77,223	78,529	80,448	82,284	77,636	80,202	82,093	91,202	93,579	23.7%
	Oklahoma	65,067	64,380	65,620	67,161	69,726	71,429	72,214	73,227	74,325	74,288	78,821	21.1%
	OK % of Nat'l	86.0%	84.4%	85.0%	85.5%	86.7%	86.8%	93.0%	91.3%	90.5%	86.4%	84.2%	
		Assistant Professor										10-Yr % Inc	
Salaries by Tier		2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	
Research Universities:	National	68,178	69,777	71,465	73,212	75,432	77,445	78,959	79,126	81,626	84,062	86,791	27.3%
	Oklahoma	62,827	63,039	65,674	66,743	69,288	72,509	74,654	75,566	76,484	78,348	82,867	31.9%
	OK % of Nat'l	92.2%	90.3%	91.9%	91.2%	91.9%	93.6%	94.5%	95.5%	93.7%	98.6%	95.5%	
Four-Year Universities:	National	57,001	57,544	57,348	58,591	59,873	61,000	60,791	60,382	64,206	66,516	68,581	20.3%
	Oklahoma	51,157	51,355	52,106	52,454	53,550	57,939	54,587	54,787	54,996	55,670	58,790	14.9%
	OK % of Nat'l	89.7%	89.2%	90.9%	89.5%	89.4%	95.0%	89.8%	90.7%	85.7%	88.4%	85.7%	
All Institutions:	National	64,008	64,711	65,865	67,097	69,100	70,801	67,623	69,725	71,210	78,949	81,252	26.9%
	Oklahoma	55,361	55,551	57,132	57,501	59,003	63,195	63,500	64,895	65,329	66,074	70,324	27.0%
	OK % of Nat'l	86.5%	85.8%	86.7%	85.7%	85.4%	89.3%	93.9%	93.1%	91.7%	89.1%	86.6%	
		Instructor										10-Yr % Inc	
Salaries by Tier		2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	
Research Universities:	National	45,805	46,300	47,207	48,359	50,032	50,913	56,975	57,673	62,259	62,659	59,073	29.0%
	Oklahoma	40,564	41,711	42,052	42,236	43,729	43,726	45,490	47,467	47,972	47,943	48,958	20.7%
	OK % of Nat'l	88.6%	90.1%	89.1%	87.3%	87.4%	85.9%	79.8%	82.3%	77.1%	78.1%	82.9%	
Four-Year Universities:	National	44,476	47,282	46,682	48,798	49,297	51,104	49,886	48,760	56,100	58,995	52,119	17.2%
	Oklahoma	40,246	40,486	41,775	43,102	42,856	43,161	43,326	43,357	43,330	45,148	45,506	13.1%
	OK % of Nat'l	90.5%	85.6%	89.5%	88.3%	86.9%	84.5%	86.9%	88.9%	77.2%	77.1%	87.3%	
Two Year Colleges:	National*	59,467	60,532	57,677	62,776	60,401	61,976	66,216	67,417	66,627	72,824	73,578	23.7%
	Oklahoma	48,290	47,997	47,990	48,696	49,870	49,503	49,285	48,988	49,620	50,351	53,712	11.2%
	OK % of Nat'l	81.2%	79.3%	83.2%	77.6%	82.6%	79.9%	74.4%	72.7%	74.5%	73.8%	73.0%	
All Institutions:	National	46,532	45,701	46,291	46,926	48,388	49,245	52,806	54,256	57,979	61,017	56,864	22.2%
	Oklahoma	44,925	44,886	45,375	46,147	46,832	46,736	46,980	47,152	47,570	48,499	50,709	12.9%
	OK % of Nat'l	96.5%	98.2%	98.0%	98.3%	96.8%	94.9%	89.0%	86.9%	82.1%	83.1%	89.2%	
		All Ranks										10-Yr % Inc	
Salaries by Tier		2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	
Research Universities:	National	85,704	86,653	88,393	89,657	91,918	93,819	95,955	92,222	88,490	101,312	104,560	22.0%
	Oklahoma	77,205	77,926	80,243	80,293	82,395	84,746	85,410	85,497	85,823	87,088	90,754	17.5%
	OK % of Nat'l	90.1%	89.9%	90.8%	89.6%	89.6%	90.3%	89.0%	92.7%	97.0%	89.6%	86.8%	
Four-Year Universities:	National	69,555	69,620	65,240	66,298	70,683	71,423	74,561	74,123	74,313	73,826	77,555	11.5%
	Oklahoma	55,103	54,976	55,736	57,177	58,219	60,296	59,225	59,581	59,772	60,907	63,189	14.7%
	OK % of Nat'l	79.2%	79.0%	85.4%	86.2%	82.4%	84.4%	79.4%	80.4%	80.4%	79.6%	81.5%	
Two Year Colleges:	National*	59,467	60,532	57,677	62,776	60,401	61,976	66,216	67,417	66,627	72,824	73,578	23.7%
	Oklahoma	48,290	47,997	47,990	48,696	49,870	49,503	49,285	48,988	49,620	50,351	53,712	11.2%
	OK % of Nat'l	81.2%	79.3%	83.2%	77.6%	82.6%	79.9%	74.4%	72.7%	74.5%	73.8%	73.0%	
All Institutions:	National	77,956	78,294	79,507	80,578	82,605	83,939	78,762	79,134	77,190	93,366	96,063	23.2%
	Oklahoma	62,096	62,288	63,558	64,394	65,921	67,482	67,819	68,464	68,948	69,738	73,263	18.0%
	OK % of Nat'l	79.7%	79.6%	79.9%	79.9%	79.8%	80.4%	86.1%	86.5%	89.3%	78.5%	76.3%	

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**

