

Salaries in  
The Oklahoma State System of Higher Education  
2013-2014

*Faculty and Selected  
Administrative Positions*



Oklahoma State Regents for Higher Education  
Research Park, Oklahoma City

September 2014

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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 \$65,291 for the year 2013-2014 (Table 1). This is an increase of \$1,527 or 2.4 percent above 2012-2013.

**Increase/Decrease by Type of Institution:** Average salaries increased \$2,160 at the research universities, increased by \$1,042 at the four-year universities, and by \$1,174 at the two-year colleges. These salaries represent changes of 2.6 percent—research, 1.8 percent—four-year, and 2.4 percent—two-year, over 2012-2013.

**Increase/Decrease by Rank:** Among the three categories of institutions, the rank of Associate Professor showed the greatest dollar increase over 2012-13--\$2,565 or 3.8 percent. All other percent changes in salaries range from increases of \$685 or 1.5 percent for Instructors, to \$2,340 or 2.4 percent for Professors. (see Figure 2).

**Total Faculty:** Total full-time faculty in 2013-2014 is 5,100 an increase of 68 or 1.4 percent over 2012-13 (Figure 1). The total number of faculty when the constituent agencies are added is 6,776, a decrease of 9 or 0.1 percent.

**Salary Range:** Full-time salaries on a 9-10 month basis in the 25 institutions in 2013-2014 range from a minimum of \$16,740, compared to \$11,760 as a low in 2012-2013, to a maximum of \$298,863, a 1.0 percent increase from the previous year (Table 9). On an 11-12 month basis, full-time salaries range from a minimum of \$20,403, a increase of \$17,343 from the low in 2013-2013, to a maximum of \$350,000, a decrease of 6.0 percent from the high in 2012-2013. 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 2013-2014 are \$23,553, an increase over 2012-2013 of \$331, or 1.4 percent (Table 5); for faculty on an 11-12 month contract basis, average benefits total \$29,810, a decrease of \$495 or -1.6 percent (Table 7).

**Oklahoma Average Salaries Compared to National:** Research universities’ average salary is 89.64 percent of the national average, compared to 89.56 percent in 2012-2013. In all ranks the average rate for Oklahoma has decreased, by 0.12 percent, from the 2012-13 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**

Table 1 presents the 2013-2014 average salaries paid all full-time faculty by rank and by all 25 colleges and universities in The Oklahoma State System of Higher Education. These data include salaries of full-time faculty employed on a 9-10 month contract basis and full-time faculty employed on an 11-12 month contract basis with salaries equated to 9-10 months. Table 1 also includes the number of full-time faculty by rank and by institution.

The average salary equated to a 9-10 month basis paid in the 25 institutions in 2013-2014 is \$65,921. This represents an increase over 2012-2013 of \$1,409 or 2.2 percent (see Figure 2). The average for research universities is \$82,395, for four-year universities, \$58,219, and for two-year colleges, \$49,870. These salaries represent increases over 2012-2013 of 1.1 percent and 3.2 percent, respectively, for the research and regional universities and a 1.4 percent for the two-year colleges. The 2013-2014 median of all institutions' average salaries is \$51,171.

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

Faculty distribution by rank may influence the salary averages of the various faculty ranks within an institution. Table 1 shows a smaller proportion of faculty in the upper two ranks (professor and associate professor) at four-year universities than at the research universities. The research universities' average salary for all ranks is 29.3 percent higher than the average salary of all ranks for four-year universities. By rank, the research universities' average salary exceeds the four-year universities' average salary in the rank of professor by 32.3 percent, associate professor by 17.7 percent, and assistant professor by 22.7 percent. However, in the rank of instructor, the two-year universities' average salary exceeds the system average salary by 6.1 percent.

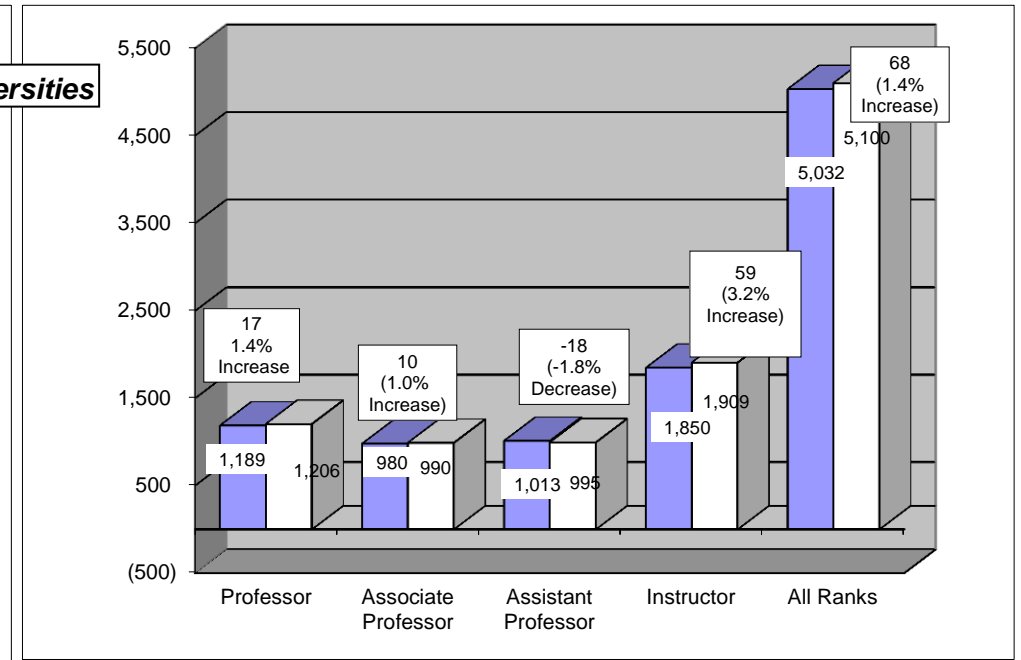
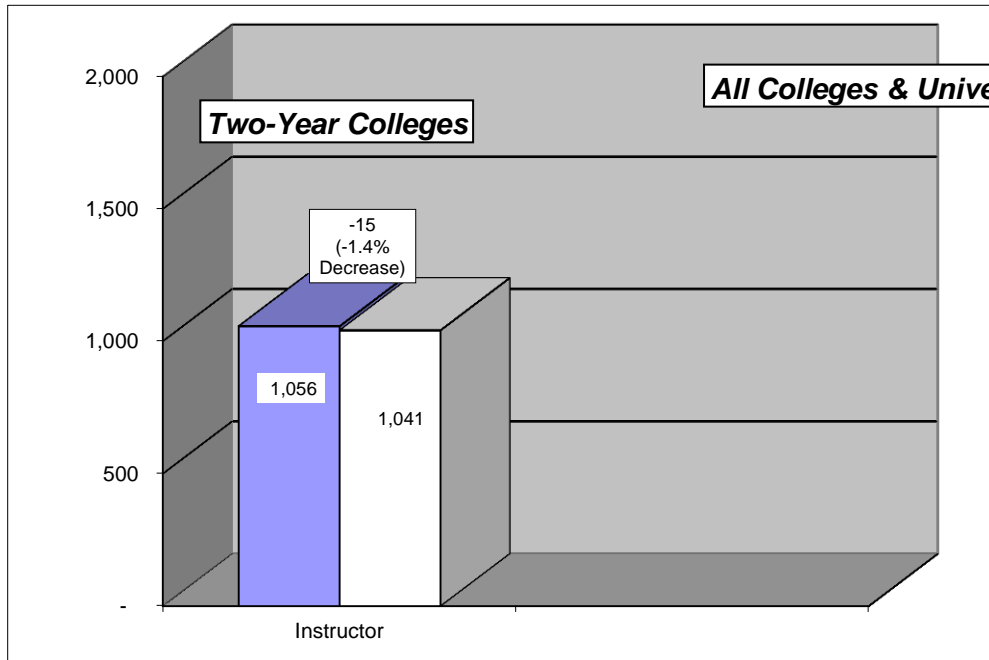
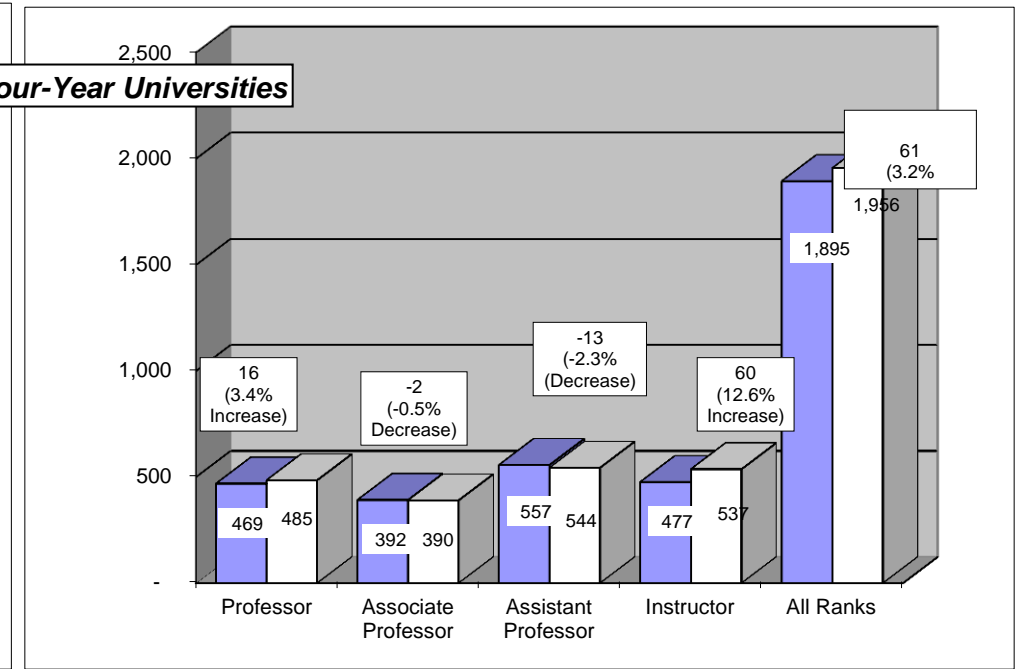
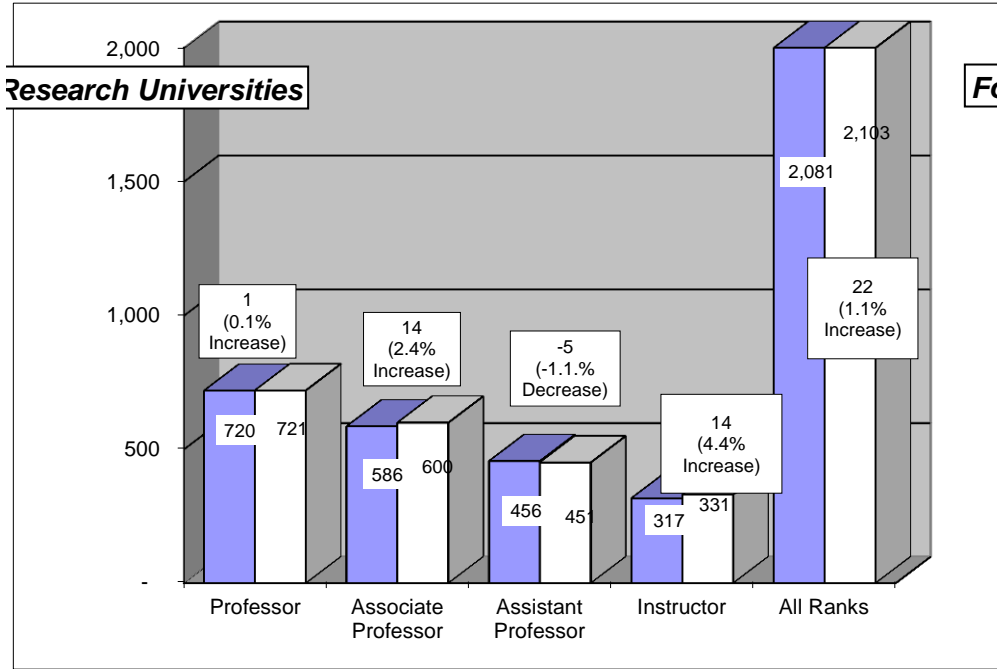
The total number of full-time faculty reported in the 25 institutions in 2013-2014 is 5,100—2,103 at research universities, 1,956 at four-year universities, and 1,041 at two-year colleges. These figures compare to a total of 5,032--2081; 1,895; and 1,056 at the research, four-year and two-year tiers, respectively in 2013.

**TABLE 1**  
**AVERAGE SALARIES PAID ALL FULL-TIME FACULTY**  
**2013-2014**

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	431	\$ 111,866	308	\$ 75,037	243	\$ 68,121	154	\$ 42,119	1,136	\$ 83,068
Oklahoma State University	290	115,801	292	77,551	208	70,651	177	45,129	967	81,603
<b>Research Universities</b>	<b>721</b>	<b>\$ 113,449</b>	<b>600</b>	<b>\$ 76,260</b>	<b>451</b>	<b>\$ 69,288</b>	<b>331</b>	<b>\$ 43,729</b>	<b>2,103</b>	<b>\$ 82,395</b>
<b>Research Tier Salaries Greater than 4-Yr Tier:</b>		<b>32.3%</b>		<b>17.7%</b>		<b>22.7%</b>				<b>29.3%</b>
University of Central Oklahoma	170	\$ 85,849	95	\$ 71,969	103	\$ 61,571	118	\$ 43,304	486	\$ 67,661
East Central University	51	71,237	15	53,281	45	49,315	56	45,190	167	54,983
Northeastern State University	71	74,151	66	61,183	107	52,203	84	41,787	328	56,093
Northwestern Oklahoma State University	13	67,681	15	62,721	26	52,630	33	41,609	87	52,438
Southeastern Oklahoma State University	56	75,502	31	60,256	26	56,607	19	37,493	132	62,728
Southwestern Oklahoma State University	36	78,300	44	65,958	55	53,894	83	47,097	218	57,771
Cameron University	36	72,064	39	60,511	64	50,286	56	38,787	195	53,049
Langston University	6	81,580	41	56,518	52	51,958	40	47,121	139	53,190
Oklahoma Panhandle State University	5	48,434	12	49,599	18	49,828	18	31,166	53	43,307
Rogers State University	24	62,067	20	59,955	33	50,681	22	41,984	99	53,382
University of Science & Arts	17	60,306	12	51,212	15	46,065	8	40,896	52	51,113
<b>Regional Four-Year Universities</b>	<b>485</b>	<b>\$ 76,824</b>	<b>390</b>	<b>\$ 62,747</b>	<b>544</b>	<b>\$ 53,550</b>	<b>537</b>	<b>\$ 42,856</b>	<b>1,956</b>	<b>\$ 58,219</b>
<b>4-Yr Tier Salaries Greater than Research Tier:</b>								<b>-2.0%</b>		
Carl Albert State College	-	\$ -	-	\$ -	-	\$ -	53	\$ 43,013	53	\$ 43,013
Connors State College	-	-	-	-	-	-	44	44,866	44	44,866
Eastern Oklahoma State College	-	-	-	-	-	-	40	41,765	40	41,765
Murray State College	-	-	-	-	-	-	50	45,577	50	45,577
Northeastern Oklahoma A&M College	-	-	-	-	-	-	69	45,543	69	45,543
Northern Oklahoma College	-	-	-	-	-	-	98	46,760	98	46,760
Oklahoma City Community College	-	-	-	-	-	-	145	51,171	145	51,171
Redlands Community College	-	-	-	-	-	-	32	41,335	32	41,335
Rose State College	-	-	-	-	-	-	121	47,892	121	47,892
Seminole State College	-	-	-	-	-	-	42	45,101	42	45,101
Tulsa Community College	-	-	-	-	-	-	307	57,906	307	57,906
Western Oklahoma State College	-	-	-	-	-	-	40	44,450	40	44,450
<b>Two-Year Colleges</b>	<b>-</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>1,041</b>	<b>\$ 49,870</b>	<b>1,041</b>	<b>\$ 49,870</b>
<b>2-Yr Tier Salaries Greater than System Avg:</b>								<b>6.1%</b>		
<b>All Colleges and Universities</b>	<b>1,206</b>	<b>\$ 98,720</b>	<b>990</b>	<b>\$ 69,726</b>	<b>995</b>	<b>\$ 59,003</b>	<b>1,909</b>	<b>\$ 46,832</b>	<b>5,100</b>	<b>\$ 65,921</b>
<b>FY2013 Median Salary:</b>										<b>\$ 51,171</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**  
**2012-2013 TO 2013-2014**

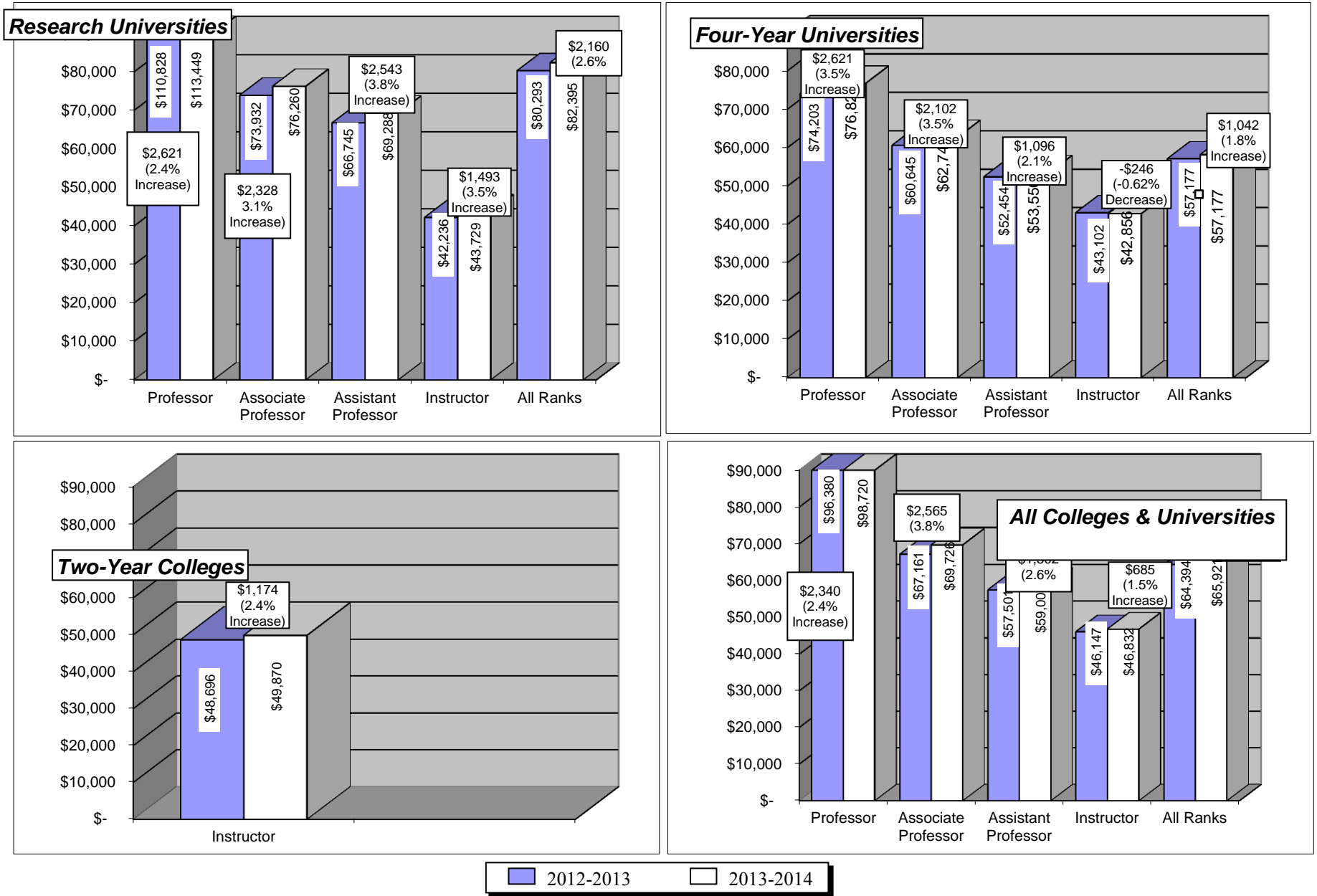


2012-2013
  2013-2014



# FIGURE 2

## CHANGE IN SALARIES OF FULL-TIME FACULTY 2012-2013 TO 2013-2014



**TABLE 2**

Table 2 presents the 9-10 month average salaries of all full-time faculty members for the three years, 2011-12 through 2013-2014, from which salary trends by institution and by rank may be analyzed.

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

Analyses of the data contained in Table 2 may be made in a variety of meaningful ways. No attempt is made here to provide an exhaustive analysis; however, certain observations are noted. The dollar increases in average salaries are not the same between different ranks in the same institution. For example, changes for 2011-12 to 2013-2014 show the University of Oklahoma increased the average of all ranks \$1,573 or 1.9 percent, while Oklahoma State University increased \$2,908 or 3.7 percent. At Oklahoma State University, the salary for the rank of professor increased by \$5,537 the increase for associate professors was

\$3,363; the increase for assistant professor was \$4,469; and the rank of instructor showed an increase of \$2,535. At the University of Oklahoma, comparable figures were changes of (\$213,) \$2,741 \$2,883, and \$545 for professors, associate professors, assistant professors and instructors, respectively. Such differences may result from factors suggested above or could also result from salary administration policy and faculty qualifications. Although Table 2 does not provide specific reasons for observed salary averages and comparisons, the three-year trend of institutions' average salaries by rank may provide helpful data.

**TABLE 2**  
**AVERAGE SALARIES PAID ALL FULL-TIME FACULTY**  
**2011-2012 THROUGH 2013-2014**

<b>Institution</b>	<b>Period</b>	<b>Professor</b>	<b>Associate Professor</b>	<b>Assistant Professor</b>	<b>Instructor</b>	<b>Average, All Ranks</b>
University of Oklahoma	2011-2012	112,080	72,297	65,238	41,574	81,495
	2012-2013	110,834	73,368	66,211	41,096	81,569
	2013-2014	111,866	75,037	68,121	42,119	83,068
	\$ Chg, 12-2014	(213)	2,741	2,883	545	1,573
	% Chg, 12-2014	-0.2%	3.8%	4.4%	1.3%	1.9%
Oklahoma State University	2011-2012	110,265	74,188	66,183	42,594	78,695
	2012-2013	110,813	74,539	67,361	43,312	78,775
	2013-2014	115,801	77,551	70,651	45,129	81,603
	\$ Chg, 12-2014	5,537	3,363	4,469	2,535	2,908
	% Chg, 12-2014	5.0%	4.5%	6.8%	6.0%	3.7%
University of Central Oklahoma	2011-2012	77,182	63,384	60,023	43,202	62,951
	2012-2013	79,927	67,099	60,108	44,509	65,501
	2013-2014	85,849	71,969	61,571	43,304	67,661
	\$ Chg, 12-2014	8,667	8,585	1,548	102	4,709
	% Chg, 12-2014	11.2%	13.5%	2.6%	0.2%	7.5%
East Central University	2011-2012	67,609	55,558	45,449	43,574	53,338
	2012-2013	70,250	56,203	49,986	45,401	56,004
	2013-2014	71,237	53,281	49,315	45,190	54,983
	\$ Chg, 12-2014	3,628	(2,277)	3,866	1,617	1,645
	% Chg, 12-2014	5.4%	-4.1%	8.5%	3.7%	3.1%
Northeastern State University	2011-2012	70,998	56,379	51,008	38,176	53,059
	2012-2013	73,131	58,764	51,339	42,998	55,500
	2013-2014	74,151	61,183	52,203	41,787	56,093
	\$ Chg, 12-2014	3,153	4,804	1,194	3,611	3,034
	% Chg, 12-2014	4.4%	8.5%	2.3%	9.5%	5.7%
Northwestern Oklahoma State University	2011-2012	65,575	57,961	49,648	41,603	50,809
	2012-2013	65,803	60,431	53,447	41,931	52,555
	2013-2014	67,681	62,721	52,630	41,609	52,438
	\$ Chg, 12-2014	2,106	4,760	2,982	6	1,630
	% Chg, 12-2014	3.2%	8.2%	6.0%	0.0%	3.2%
Southeastern Oklahoma State University	2011-2012	72,070	61,328	53,115	42,080	60,855
	2012-2013	74,023	60,608	53,650	35,455	61,642
	2013-2014	75,502	60,256	56,607	37,493	62,728
	\$ Chg, 12-2014	3,432	(1,072)	3,491	(4,587)	1,873
	% Chg, 12-2014	4.8%	-1.7%	6.6%	-10.9%	3.1%
Southwestern Oklahoma State University	2011-2012	76,855	64,174	51,346	45,747	56,207
	2012-2013	78,065	65,215	52,489	46,122	56,800
	2013-2014	78,300	65,958	53,894	47,097	57,771
	\$ Chg, 12-2014	1,445	1,784	2,548	1,350	1,564
	% Chg, 12-2014	1.9%	2.8%	5.0%	3.0%	2.8%
Cameron University	2011-2012	68,891	60,388	52,399	38,408	53,688
	2012-2013	70,542	61,574	51,763	38,927	54,033
	2013-2014	72,064	60,511	50,286	38,787	53,049
	\$ Chg, 12-2014	3,173	124	(2,114)	379	(639)
	% Chg, 12-2014	4.6%	0.2%	-4.0%	1.0%	-1.2%
Langston University	2011-2012	69,353	57,170	49,778	42,938	50,764
	2012-2013	67,786	56,795	49,878	44,228	51,329
	2013-2014	81,580	56,518	51,958	47,121	53,190
	\$ Chg, 12-2014	12,227	(652)	2,180	4,183	2,426
	% Chg, 12-2014	17.6%	-1.1%	4.4%	9.7%	4.8%
Oklahoma Panhandle State University	2011-2012	44,482	49,743	44,728	33,009	42,251
	2012-2013	49,477	42,058	37,474	32,555	37,625
	2013-2014	48,434	49,599	49,828	31,166	43,307
	\$ Chg, 12-2014	3,952	(144)	5,101	(1,843)	1,056
	% Chg, 12-2014	8.9%	-0.3%	11.4%	-5.6%	2.5%
Rogers State University	2011-2012	67,800	57,630	49,396	42,362	52,993
	2012-2013	66,574	57,095	48,405	43,805	52,835
	2013-2014	62,067	59,955	50,681	41,984	53,382
	\$ Chg, 12-2014	(5,733)	2,325	1,285	(378)	390
	% Chg, 12-2014	-8.5%	4.0%	2.6%	-0.9%	0.7%
University of Science & Arts of Oklahoma	2011-2012	61,319	50,652	44,579	40,890	50,794
	2012-2013	60,509	48,865	45,076	40,860	50,542
	2013-2014	60,306	51,212	46,065	40,896	51,113
	\$ Chg, 12-2014	(1,012)	561	1,486	6	319
	% Chg, 12-2014	-1.7%	1.1%	3.3%	0.0%	0.6%

**TABLE 2 (continued)**  
**AVERAGE SALARIES PAID ALL FULL-TIME FACULTY**  
**2010-2011 THROUGH 2012-2013**

<b>Institution</b>	<b>Period</b>	<b>Professor</b>	<b>Associate Professor</b>	<b>Assistant Professor</b>	<b>Instructor</b>	<b>Average, All Ranks</b>
Carl Albert State College	2011-2012				41,394	41,394
	2012-2013				41,906	41,906
	2013-2014				43,013	43,013
	\$ Chg, 12-2014				1,619	1,619
	% Chg, 12-2014				3.9%	3.9%
Connors State College	2011-2012				45,930	45,930
	2012-2013				45,379	45,379
	2013-2014				44,866	44,866
	\$ Chg, 12-2014				(1,064)	(1,064)
	% Chg, 12-2014				-2.3%	-2.3%
Eastern Oklahoma State College	2011-2012				50,335	50,335
	2012-2013				41,757	41,757
	2013-2014				41,765	41,765
	\$ Chg, 12-2014				(8,570)	(8,570)
	% Chg, 12-2014				-17.0%	-17.0%
Murray State College	2011-2012				42,138	42,138
	2012-2013				45,730	45,730
	2013-2014				45,577	45,577
	\$ Chg, 12-2014				3,438	3,438
	% Chg, 12-2014				8.2%	8.2%
Northeastern Oklahoma A&M College	2011-2012				43,139	43,139
	2012-2013				43,625	43,625
	2013-2014				45,543	45,543
	\$ Chg, 12-2014				2,404	2,404
	% Chg, 12-2014				5.6%	5.6%
Northern Oklahoma College	2011-2012				45,582	45,582
	2012-2013				45,898	45,898
	2013-2014				46,760	46,760
	\$ Chg, 12-2014				1,178	1,178
	% Chg, 12-2014				2.6%	2.6%
Oklahoma City Community College	2011-2012				48,554	48,554
	2012-2013				49,676	49,676
	2013-2014				51,171	51,171
	\$ Chg, 12-2014				2,616	2,616
	% Chg, 12-2014				5.4%	5.4%
Redlands Community College	2011-2012				39,219	39,219
	2012-2013				40,602	40,602
	2013-2014				41,335	41,335
	\$ Chg, 12-2014				2,116	2,116
	% Chg, 12-2014				5.4%	5.4%
Rose State College	2011-2012				46,359	46,359
	2012-2013				46,865	46,865
	2013-2014				47,892	47,892
	\$ Chg, 12-2014				1,532	1,532
	% Chg, 12-2014				3.3%	3.3%
Seminole State College	2011-2012				42,944	42,944
	2012-2013				42,841	42,841
	2013-2014				45,101	45,101
	\$ Chg, 12-2014				2,157	2,157
	% Chg, 12-2014				5.0%	5.0%
Tulsa Community College	2011-2012				54,464	54,464
	2012-2013				56,349	56,349
	2013-2014				57,906	57,906
	\$ Chg, 12-2014				3,442	3,442
	% Chg, 12-2014				6.3%	6.3%
Western Oklahoma State College	2011-2012				43,895	43,895
	2012-2013				45,387	45,387
	2013-2014				44,450	44,450
	\$ Chg, 12-2014				555	555
	% Chg, 12-2014				1.3%	1.3%

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### TABLE 3

Table 3 presents the average salaries of all full-time faculty members equated to a 9-10 month basis for the three years, 2011-2012 through 2013-2014, classified by rank and by type of institution.

Dollar increases in average annual salaries of all ranks in 2013-2014 over 2012-2013 are greatest for the four-year universities, next for two-year colleges, and least for research universities. The changes in averages of all ranks by type of institution in 2013-2014 over 2012-13 were \$791, \$7,106, and \$5,420 for research universities, four-year universities, and two-year colleges, respectively. The average salary at research universities was \$24,176 greater than the average at four-year universities in 2012-2013, and \$30,490 greater in 2013-2014. The average salary at four-year universities was \$8,349 greater than the average at two-year colleges in 2013-2014, and \$6,664 greater in 2012-2013.

Averages by rank show that research universities' faculty receive higher salaries than four-year universities' faculty in the all ranks in 2013-2014. Instructors at two-year colleges receive higher average salaries than instructors at both research universities and four-year universities.

Over the three-year period, the percentage increase in average salaries for all ranks was largest for four-year faculty (2.8%), and a small decrease for two-year faculty, (2.4%) and research universities showed an increase percentage of (1.3%.)

The annual increases in average salaries for 2012-2013 and 2013-2014 for research universities have been an increase of 1.0 percent. The four-year universities experienced increases of 2.6 percent in 2012-2013 and 13.9 percent in 2013-2014, with an average of 2.8 percent. The two-year colleges experienced a 2.4 percent decrease in 2013-2014 and a no change in 2012-2013, with an average decrease of 1.5 percent.

**TABLE 3**  
**AVERAGE SALARIES PAID FULL-TIME FACULTY**  
**25 OKLAHOMA STATE COLLEGES AND UNIVERSITIES**  
**2011-2012 THROUGH 2013-2014**

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 Coll Salary by:	Two-Year Colleges
<b>Professor</b>					
2011-2012	\$ 111,357	\$ 39,214	\$ 72,143		--
2012-2013	\$ 110,826	\$ 36,623	\$ 74,203		--
2013-2014	\$ 113,449	\$ 36,625	\$ 76,824		--
<b>Associate Professor</b>					
2011-2012	\$ 73,214	\$ 14,044	\$ 59,170		--
2012-2013	\$ 73,932	\$ 13,286	\$ 60,645		--
2013-2014	\$ 76,260	\$ 13,514	\$ 62,747		--
<b>Assistant Professor</b>					
2011-2012	\$ 65,674	\$ 13,568	\$ 52,106		--
2012-2013	\$ 66,743	\$ 14,289	\$ 52,454		--
2013-2014	\$ 69,288	\$ 15,738	\$ 53,550		--
<b>Instructor</b>					
2011-2012	\$ 42,052	\$ 277	\$ 41,775	\$ (6,215)	\$ 47,990
2012-2013	\$ 42,236	\$ (867)	\$ 43,102	\$ (5,593)	\$ 48,696
2013-2014	\$ 43,729	\$ 872	\$ 42,856	\$ (7,014)	\$ 49,870
<b>Average, All Ranks</b>					
2011-2012	\$ 80,243	\$ 24,508	\$ 55,736	\$ 7,746	\$ 47,990
2012-2013	\$ 81,603	\$ 30,490	\$ 51,113	\$ 6,664	\$ 44,450
2013-2014	\$ 82,395	\$ 24,176	\$ 58,219	\$ 8,349	\$ 49,870
<b>Dollar Increase, All Ranks</b>					
2012-2013	\$ 1,360		\$ (4,622)		\$ (3,540)
2013-2014	\$ 791		\$ 7,106		\$ 5,420
<b>Percent Increase, All Ranks</b>					
2012-2013	1.7%		-8.3%		7.4%
2013-2014	1.0%		13.9%		-12.2%
<b>Avg Annual % Increase</b>	1.3%		2.8%		-2.4%

#### **TABLE 4**

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

The average salary paid in the 25 institutions in 2013-2014 to 9-10 month employed faculty is \$66,386. This represents an increase over 2012-2013 of \$2,453 or 2.8%. As is true with other consolidated data in this report, the research universities exert heavy influence on this average, as they claim more than one-third of the faculty and their average is 41.2 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 17.4 percent above the mean. This influence is indicated by observing that the average salary for the research universities is \$81,783 the average salary for four-year universities is \$57,927, and the average salary for two-year colleges is \$49,873. The 2013-2014 median of all institutions' average salaries is \$51,215.

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 2013-2014 is 4,468. This number represents 87.6 percent of the total full-time faculty in the 25 institutions. In 2012-2013, the number was 4,418 or 87.8 percent of the total. In 2013-2014, four-year universities employ 90.9 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 two research universities combined employ 83.4 percent of their full-time faculty on a 9-10 month basis.



**TABLE 4**  
**AVERAGE SALARIES PAID 9-10 MONTH FULL-TIME FACULTY**  
**2013-2014**

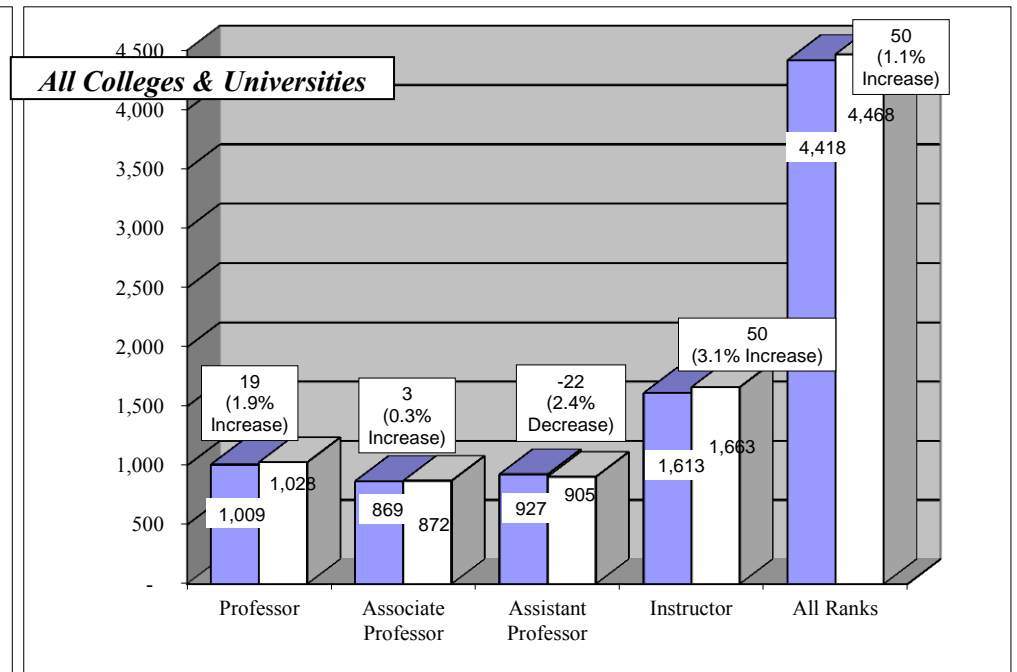
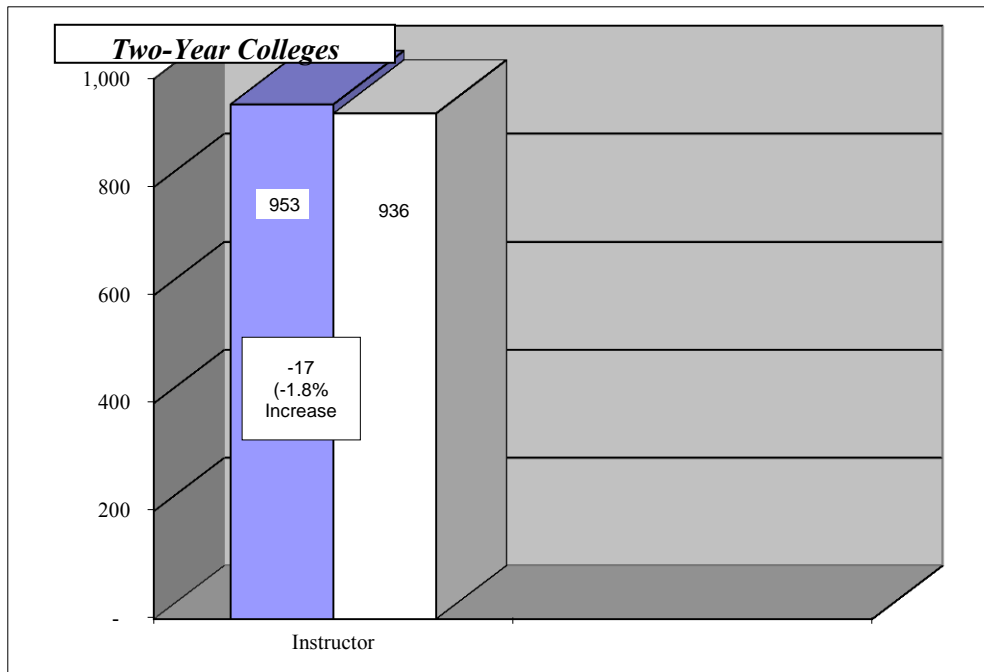
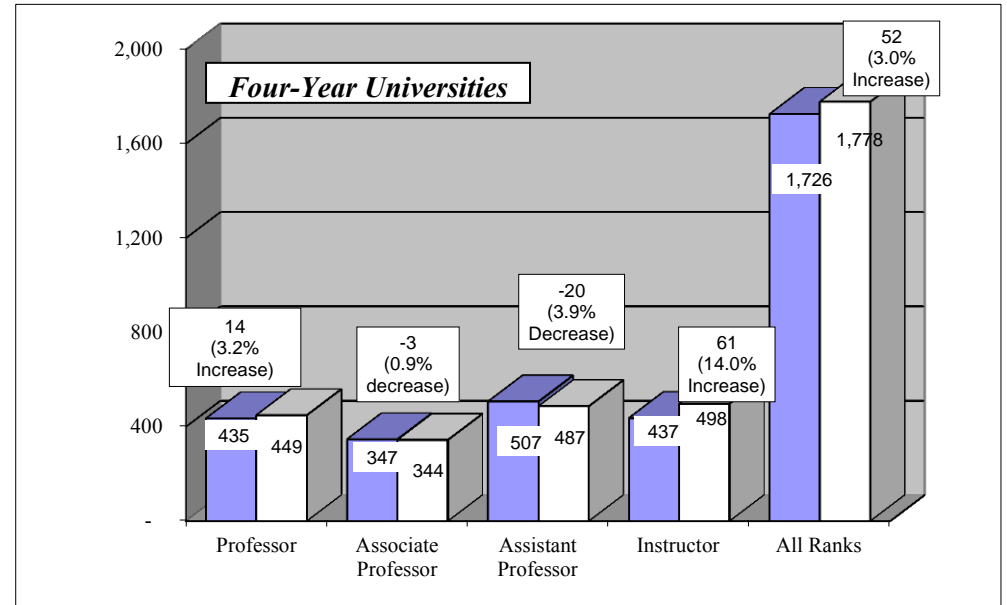
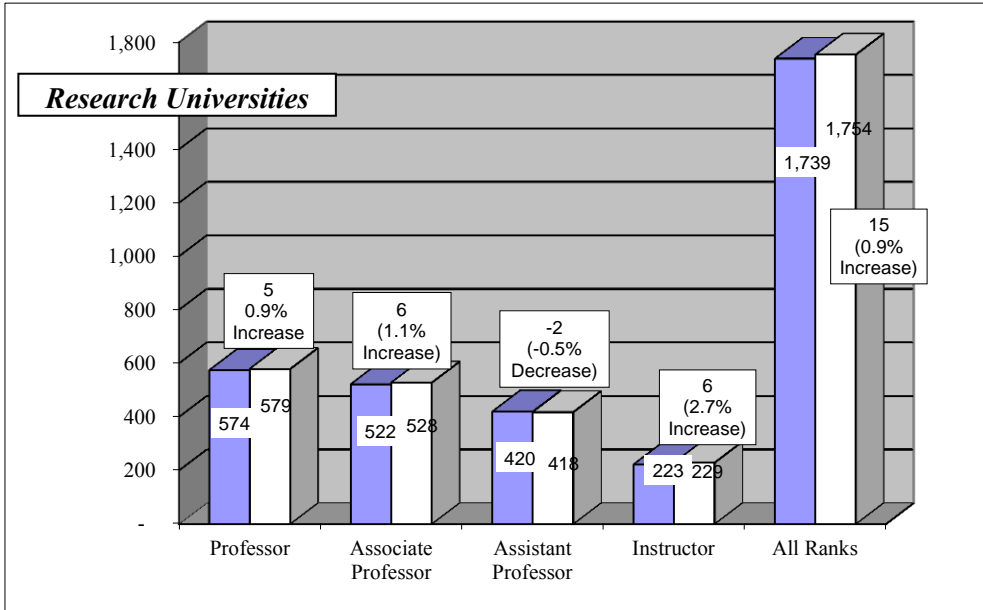
Institution	Academic Rank										No. of 9-10mo. Faculty as % of Total Faculty
	Professor		Associate Professor		Assistant Professor		Instructor		Average, All Ranks		
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	
University of Oklahoma	349	\$ 108,731	269	\$ 72,806	230	\$ 68,305	147	\$ 41,575	995	\$ 79,753	
Oklahoma State University	230	113,111	259	78,967	188	71,583	82	50,829	759	80,857	
<b>Research Universities</b>	<b>579</b>	<b>\$ 110,471</b>	<b>528</b>	<b>\$ 75,828</b>	<b>418</b>	<b>\$ 69,779</b>	<b>229</b>	<b>\$ 44,889</b>	<b>1,754</b>	<b>\$ 81,783</b>	<b>83.4%</b>
University of Central Oklahoma	170	\$ 85,849	95	\$ 71,969	103	\$ 61,571	118	\$ 43,304	486	67,731	
East Central University	48	71,231	14	53,013	45	49,315	48	44,653	155	53,767	
Northeastern State University	59	72,298	60	59,953	96	51,045	77	41,047	292	55,187	
Northwestern Oklahoma State University	12	67,321	13	60,736	25	52,685	31	41,711	81	51,946	
Southeastern Oklahoma State University	51	73,149	30	60,231	20	59,405	12	41,380	113	62,676	
Southwestern Oklahoma State University	32	74,094	35	60,150	44	47,317	79	47,171	190	54,130	
Cameron University	36	72,064	37	61,326	63	50,467	54	38,900	190	53,386	
Langston University	4	66,120	22	57,515	33	53,805	33	48,148	92	53,198	
Oklahoma Panhandle State University	5	48,434	12	49,599	14	52,302	16	31,415	47	46,280	
Rogers State University	17	61,693	15	59,674	30	51,606	22	41,984	84	53,278	
University of Science & Arts	15	59,900	11	50,740	14	45,689	8	40,896	48	50,489	
<b>Regional Four-Year Universities</b>	<b>449</b>	<b>\$ 76,251</b>	<b>344</b>	<b>\$ 62,387</b>	<b>487</b>	<b>\$ 53,231</b>	<b>498</b>	<b>\$ 42,917</b>	<b>1,778</b>	<b>\$ 57,927</b>	<b>90.9%</b>
Carl Albert State College							48	\$ 42,925	48	42,925	
Connors State College							40	45,560	40	45,560	
Eastern Oklahoma State College							39	41,567	39	41,567	
Murray State College							43	45,528	43	45,528	
Northeastern Oklahoma A&M College							69	45,543	69	45,543	
Northern Oklahoma College							95	46,787	95	46,787	
Oklahoma City Community College							142	51,215	142	51,215	
Redlands Community College							25	42,105	25	42,105	
Rose State College							104	47,656	104	47,656	
Seminole State College							36	44,785	36	44,785	
Tulsa Community College							258	58,527	258	58,527	
Western Oklahoma State College							37	44,298	37	44,298	
<b>Two-Year Colleges</b>	<b>-</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>936</b>	<b>\$ 49,873</b>	<b>936</b>	<b>\$ 49,873</b>	<b>89.9%</b>
<b>All Colleges and Universities</b>	<b>1,028</b>	<b>\$ 96,545</b>	<b>872</b>	<b>\$ 71,552</b>	<b>905</b>	<b>\$ 62,585</b>	<b>1,663</b>	<b>\$ 47,104</b>	<b>4,468</b>	<b>\$ 66,386</b>	<b>87.6%</b>

**FY13 9-10mo Faculty as % of Total Faculty: 87.8%**

Research University Tier	Number of 9-10 month Faculty as Percent of Total 9-10 month Faculty:	39.3%
	Average Salary Greater than Four-Year Tier by:	41.2%
Two-Year College Tier	TCC Number of Faculty as Percent of Two-Year:	27.6%
	TCC Average Salary Above Mean:	17.4%
All Colleges and Universities	Median of All Institutions' Average Salaries:	\$ 51,215

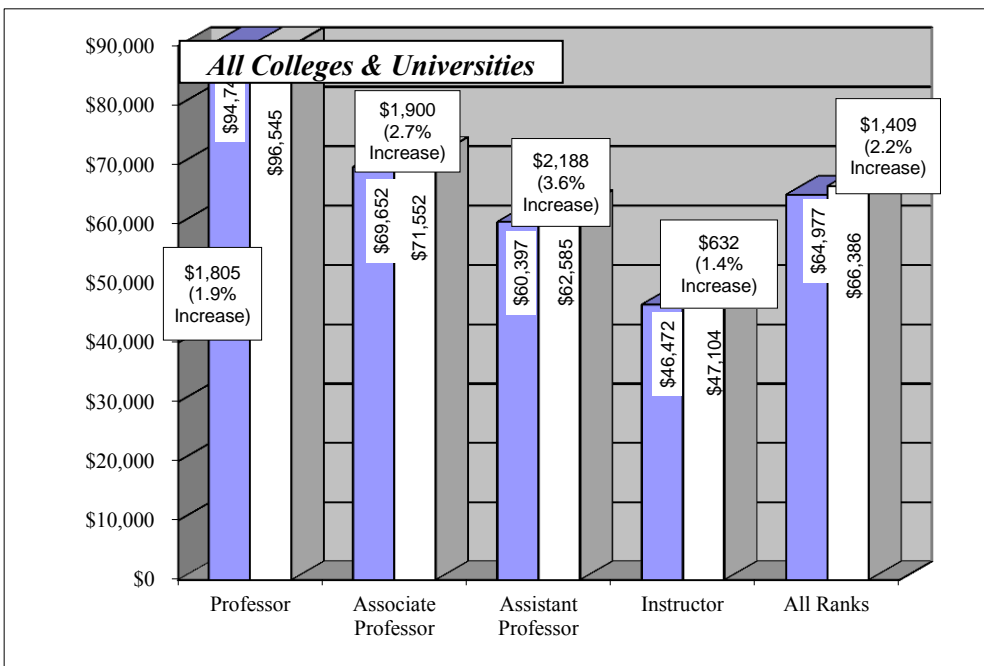
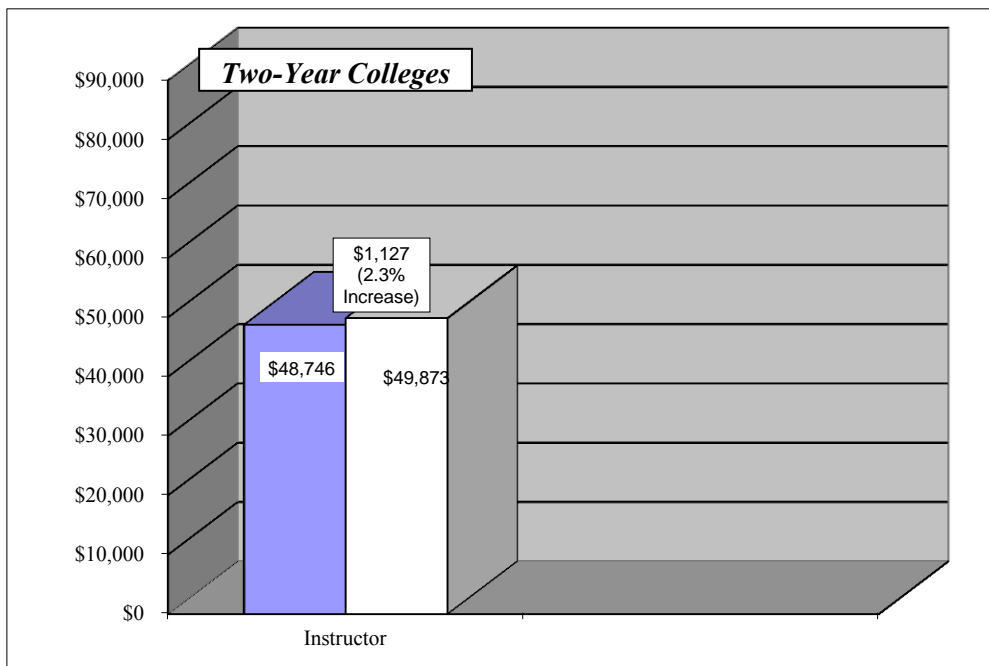
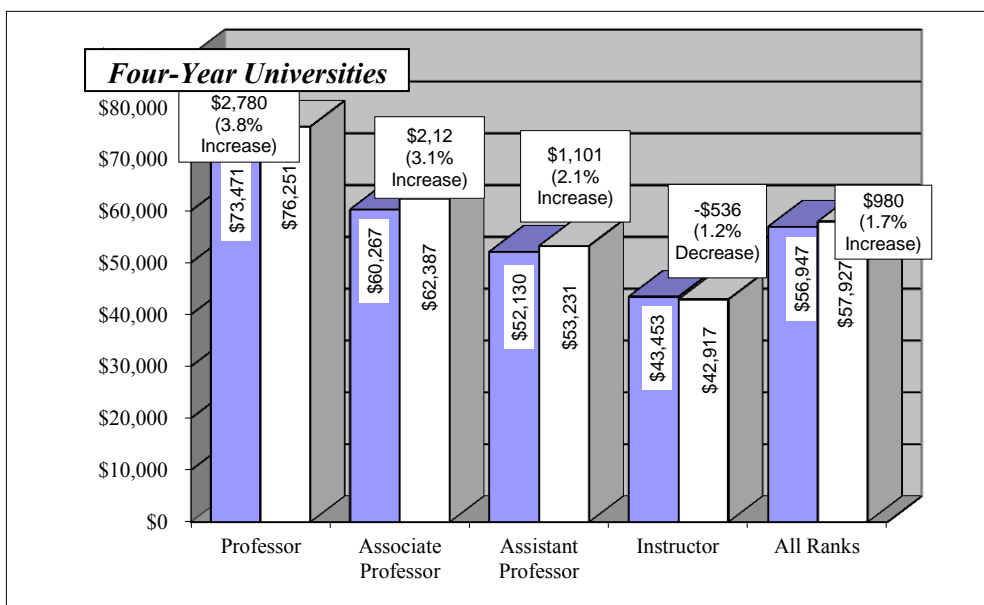
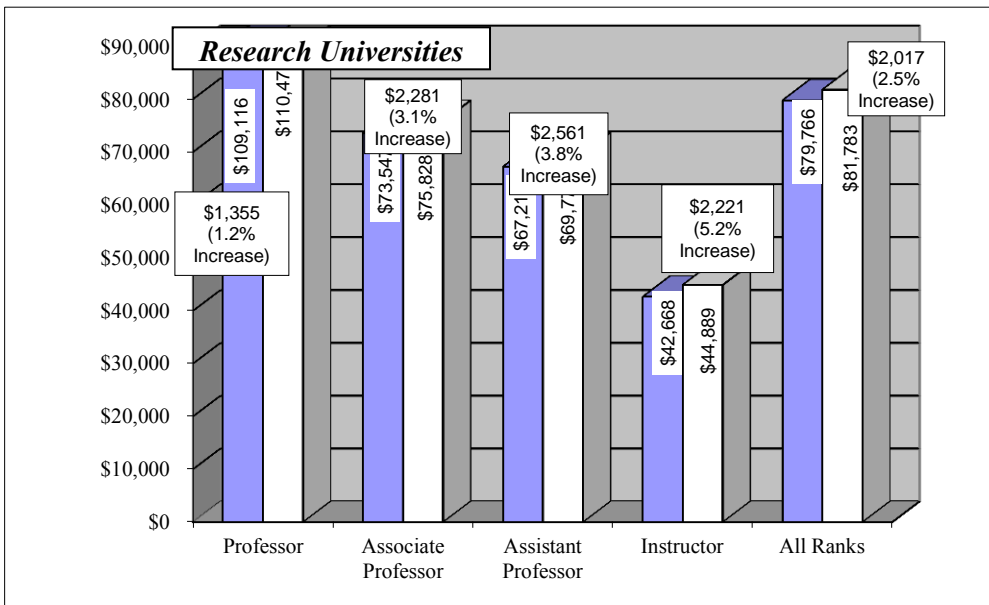
# FIGURE 3

## CHANGE IN NUMBER OF 9-10 MONTH FULL-TIME FACULTY 2012-2013 TO 2013-2014



■ 2012-2013    □ 2013-2014

**FIGURE 4**  
**CHANGE IN SALARIES OF 9-10 MONTH FULL-TIME FACULTY**  
**2012-2013 TO 2013-2014**



2012-2013
  2013-2014

## TABLE 5

Table 5 presents the average fringe benefits on a 9-10 month basis paid to or on behalf of all 9-10 month full-time faculty by all 25 colleges and universities in The Oklahoma State System of Higher Education. The average fringe benefits paid for 2013-2014 is \$23,553, an increase over 2012-2013 of \$331 or 1.4 percent.

Fringe benefits as a percent of average salaries may be computed from the data in Tables 4 and 5. For all institutions, 2013-2014 fringe benefits are 35.5 percent of the average salary; compared to 35.7 percent in 2012-2013. For the research universities, four-year universities, and two-year colleges, the fringe benefits for 2013-2014 as a percent of average salaries are 34.0 percent, 34.7 percent, and 44.5 percent, respectively. Comparative percentages for 2012-2013 were 34.5 percent, 34.2 percent, and 45.5 percent, respectively.

Retirement plan payments are the largest fringe benefit for all institutions combined. 2013-2014 payments comprise 50.6 percent of the average total fringe benefits for the State System, a slight decrease from the 50.5 percent in 2012-2013. For the research universities, four-year universities, and two-year colleges, retirement plan payments are 56.8 percent, 42.5 percent, and 49.9 percent, respectively, of the total average fringe benefits. Comparable 2012-2013 figures were 56.4 percent, 41.4 percent, and 51.2 percent, respectively (see Figure 5).

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

All institutions provide medical and life insurance benefits and 20 institutions provide other fringe benefits not specifically identified.

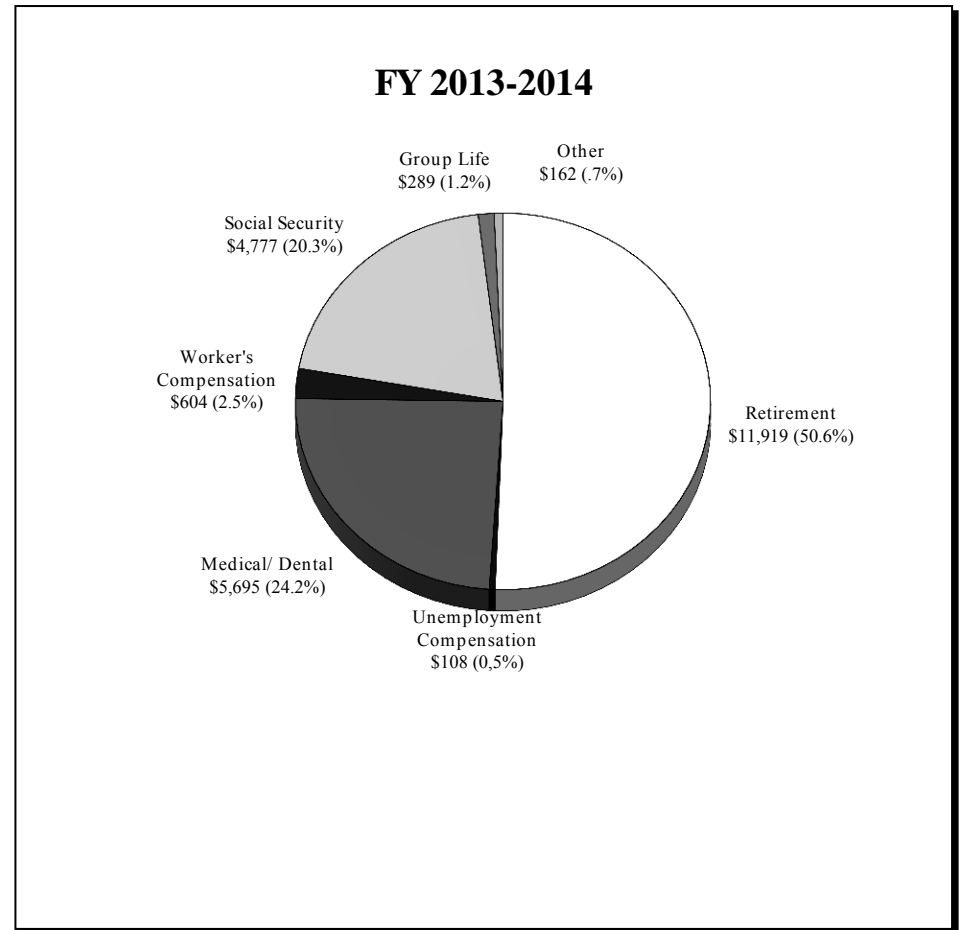
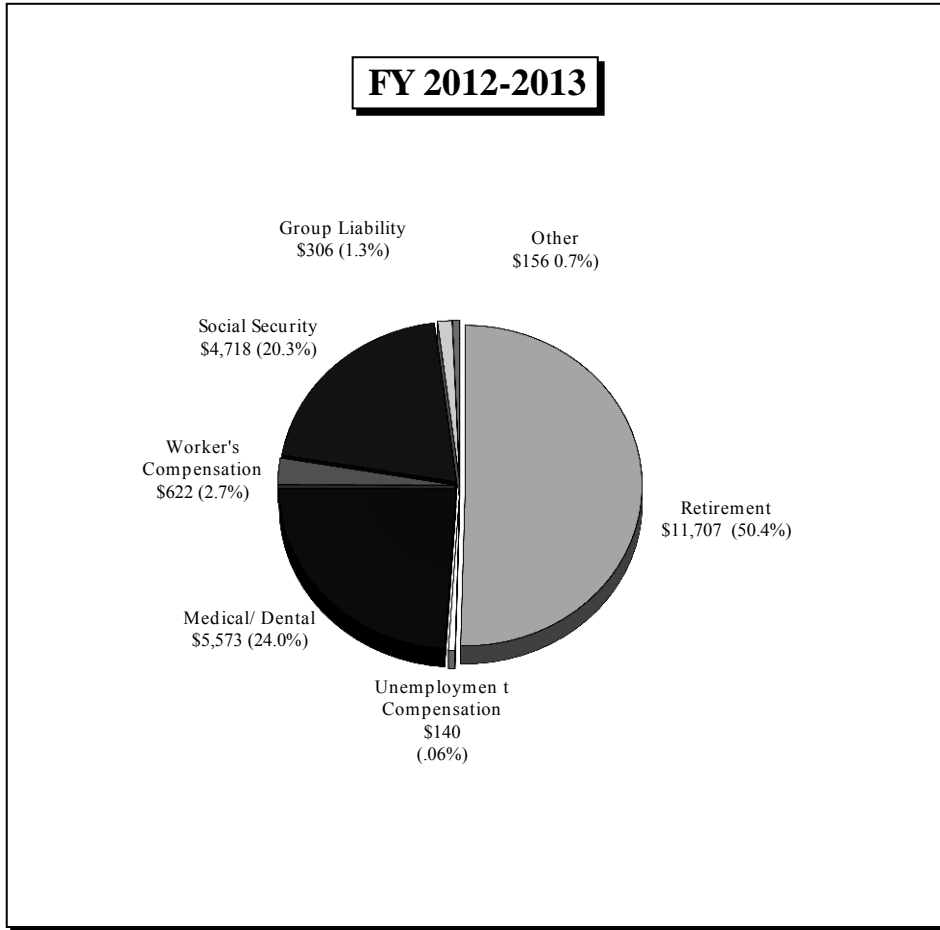
TABLE 5

**AVERAGE STAFF BENEFITS PAID 9-10 MONTH FULL-TIME FACULTY  
2013-2014**

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	FY13 Benefits as % of Salary
OU	995	\$17,568	\$4,901	\$5,821	\$80	\$108	\$877	\$2	29,357		
OSU	759	13,486	5,223	5,918	57	504	583	-	25,771		
<b>Research Universities</b>	<b>1,754</b>	<b>\$15,802</b>	<b>\$5,040</b>	<b>\$5,863</b>	<b>\$70</b>	<b>\$279</b>	<b>\$750</b>	<b>\$1</b>	<b>\$27,805</b>	<b>34.0%</b>	<b>34.5%</b>
UCO	486	\$4,786	\$4,796	\$5,178	\$46	\$260	\$486	\$97	15,649		
ECU	155	9,978	6,658	4,113	402	418	729	222	22,520		
NSU	292	8,827	6,500	4,217	149	342	800	204	21,039		
NWOSU	81	9,781	6,181	3,974	187	199	582	176	21,080		
SEOSU	113	11,682	5,968	4,804	81	220	871	183	23,809		
SWOSU	190	12,613	6,366	4,141	217	208	541	701	24,787		
Cameron	190	10,125	6,366	4,084	109	566	531	237	22,018		
Langston	92	8,130	5,680	3,298	187	376	511	1,011	19,193		
OPSU	47	9,036	7,303	3,533	194	344	300	226	20,936		
RSU	84	10,159	6,144	2,171	200	201	258	62	19,195		
USAO	48	5,717	6,195	3,862	201	323	485	188	16,971		
<b>Four-Year Universities</b>	<b>1,778</b>	<b>\$8,539</b>	<b>\$5,925</b>	<b>\$4,303</b>	<b>\$150</b>	<b>\$316</b>	<b>\$584</b>	<b>\$266</b>	<b>\$20,083</b>	<b>34.7%</b>	<b>34.2%</b>
CASC	48	\$11,372	\$6,224	\$3,874	\$187	\$232	\$99	\$0	21,988		
CSC	40	9,248	5,896	3,485	136	306	282	223	19,576		
EOSC	39	8,636	6,196	3,180	187	208	1,128	-	19,535		
MSC	43	8,022	6,146	3,502	225	247	343	328	18,813		
NEOAMC	69	6,788	6,382	3,489	-	392	632	333	18,016		
NOC	95	10,006	6,624	3,579	187	180	251	73	20,900		
OSCC	142	12,905	7,259	3,106	80	235	481	175	24,241		
REDLANDS	25	9,013	7,340	3,221	194	88	442	263	20,561		
ROSE	104	11,180	6,877	3,646	149	97	310	402	22,661		
SSC	36	10,904	6,877	3,426	165	172	277	69	21,890		
TCC	258	13,147	6,013	4,278	-	366	192	462	24,458		
WOSC	37	9,016	6,277	2,746	101	171	810	69	19,190		
<b>Two-Year Colleges</b>	<b>936</b>	<b>\$11,063</b>	<b>\$6,486</b>	<b>\$3,643</b>	<b>\$97</b>	<b>\$255</b>	<b>\$367</b>	<b>\$268</b>	<b>\$22,179</b>	<b>44.5%</b>	<b>45.5%</b>
<b>All Colleges &amp; Universities</b>	<b>4,468</b>	<b>\$11,919</b>	<b>\$5,695</b>	<b>\$4,777</b>	<b>\$108</b>	<b>\$289</b>	<b>\$604</b>	<b>\$162</b>	<b>\$23,553</b>	<b>35.5%</b>	<b>35.7%</b>
FY13 Total Benefits									\$23,222		
FY2014 Dollar and Percent Increase in Total Benefits									\$331	1.4%	

# FIGURE 5

## CHANGE IN AVERAGE BENEFITS PAID TO 9-10 MONTH FULL-TIME FACULTY ALL INSTITUTIONS 2012-2013 TO 2013-2014



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

	<b>FY13</b>	<b>FY14</b>
Research Universities	56.4%	56.8%
Four-Year Universities	41.4%	42.5%
Two-Year Colleges	51.2%	49.9%

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## **TABLE 6**

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

The average salary paid in the 25 institutions in 2013-2014 to 11-12 month employed faculty is \$88,852, an increase over 2012-2013 of \$2,453 or 2.8 percent. The average 11-12 month salary for research universities is \$104,463; the average for four-year universities is \$74,721; and the average for two-year colleges is \$60,918. The 2013-2014 median of the average salaries for 23 institutions reporting 11-12 month full-time faculty is \$60,390.

The number of full-time faculty employed on an 11-12 month contract basis is 632 or 12.4 percent of the total full-time faculty in the 25 institutions. In 2012-2013 the number was 614 or 12.4 percent. The percent of faculty employed on an 11-12 month basis is 16.6 percent at research universities; 9.1 percent at four-year 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, eight institutions employ five or less faculty on an 11-12 month basis; while over 38.1 percent of Langston University's faculty (53 out of 139) is employed on an 11-12 month basis.



**TABLE 6**

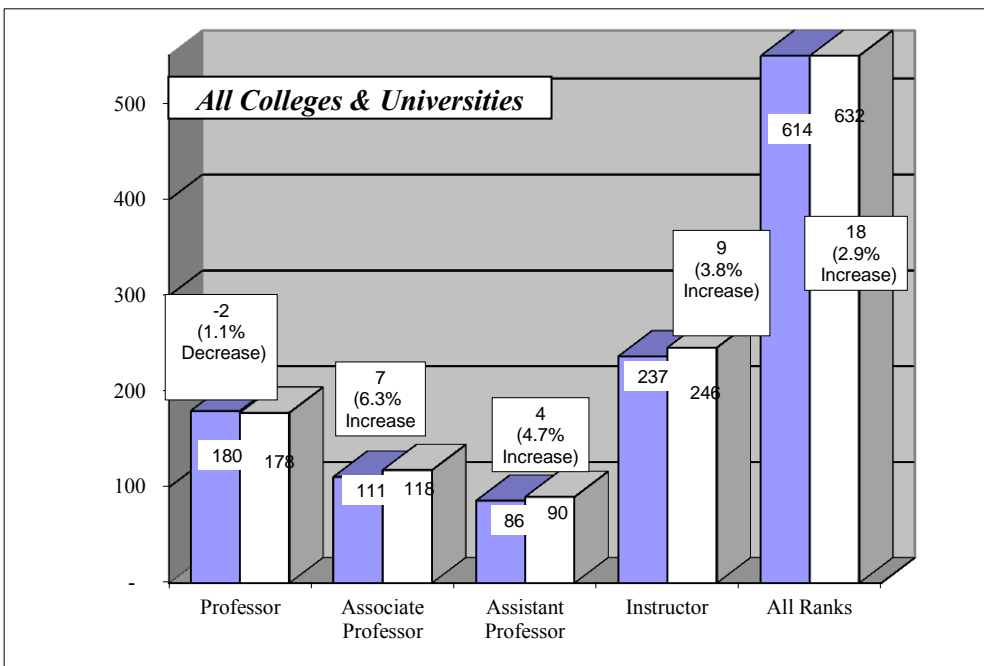
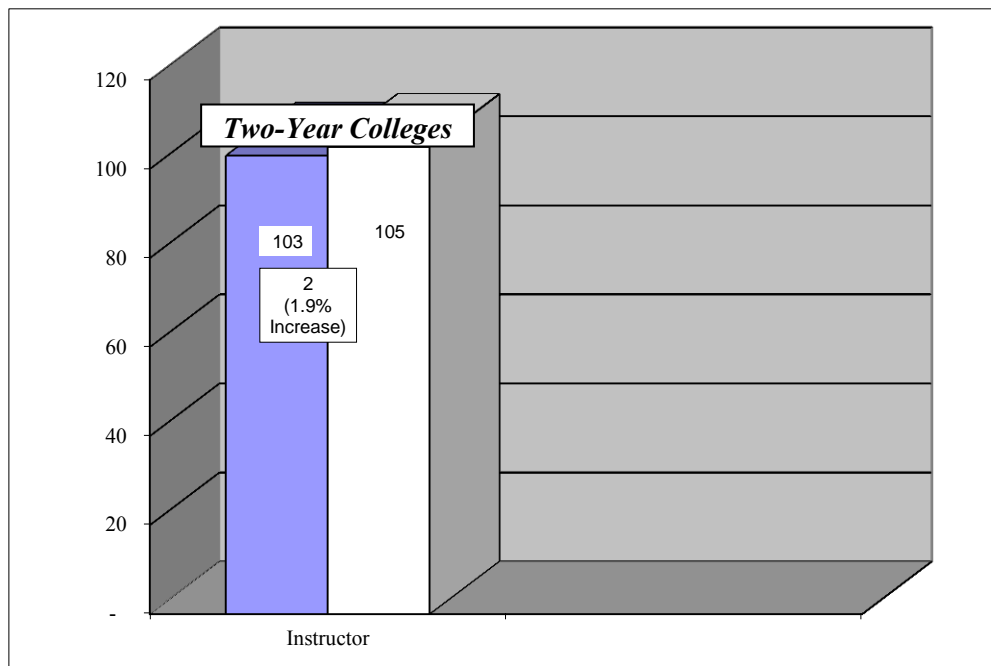
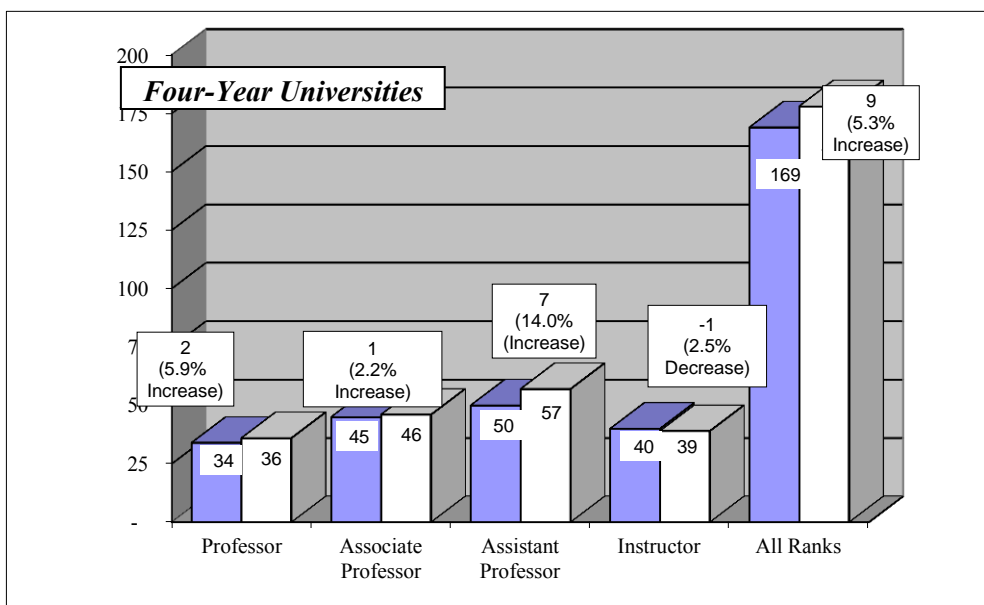
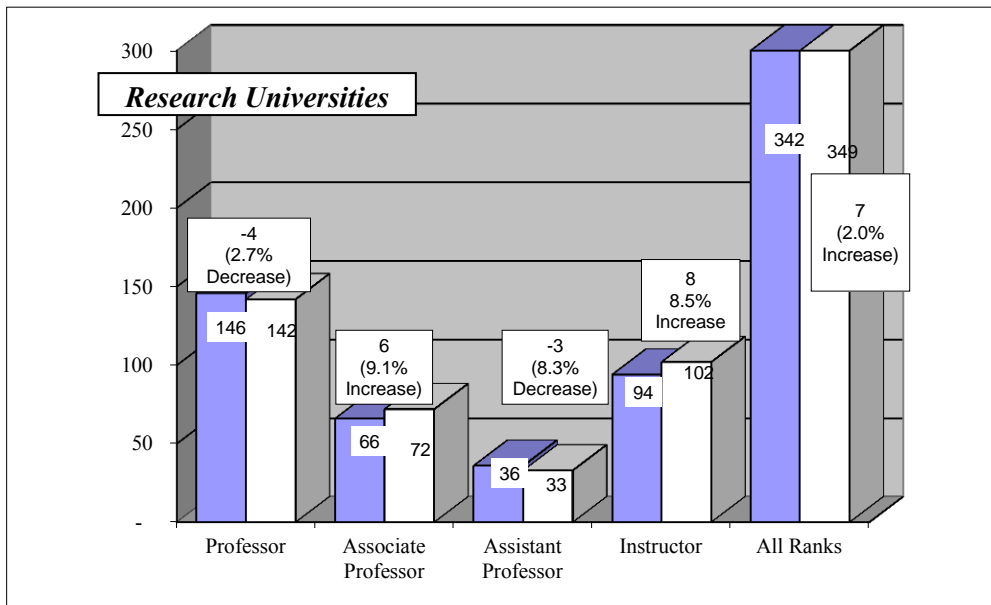
**AVERAGE SALARIES PAID 11-12 MONTH FULL-TIME FACULTY  
2013-2014**

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	82	\$ 153,035	39	\$ 110,522	13	\$ 79,289	7	\$ 65,442	141	\$ 130,128	
Oklahoma State University	60	154,138	33	81,199	20	75,649	95	49,144	208	85,663	
<b>Research Universities</b>	<b>142</b>	<b>\$ 153,501</b>	<b>72</b>	<b>\$ 97,082</b>	<b>33</b>	<b>\$ 77,083</b>	<b>102</b>	<b>\$ 50,262</b>	<b>349</b>	<b>\$ 104,463</b>	<b>16.6%</b>
University of Central Oklahoma	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	-	
East Central University	3	87,181	1	69,699	-	-	8	59,174	16	74,621	
Northeastern State University	12	101,762	6	89,810	11	76,153	7	61,018	36	85,036	
Northwestern Oklahoma State University	1	88,000	2	92,425	1	62,640	2	48,925	6	72,223	
Southeastern Oklahoma State University	5	121,608	1	74,557	6	57,786	7	37,680	19	68,056	
Southwestern Oklahoma State University	4	136,824	9	108,221	11	98,024	4	55,776	28	100,809	
Cameron University	-	-	2	55,540	1	47,506	2	43,680	5	49,189	
Langston University	2	137,500	19	67,667	19	59,584	7	51,678	53	71,029	
Oklahoma Panhandle State University	-	-	-	-	4	50,318	2	35,656	6	53,217	
Rogers State University	7	76,970	5	74,310	3	50,639	-	-	15	70,817	
University of Science & Arts	2	77,433	1	68,940	1	62,730	-	-	4	71,634	
<b>Regional Four-Year Universities</b>	<b>36</b>	<b>\$ 102,630</b>	<b>46</b>	<b>\$ 79,983</b>	<b>57</b>	<b>\$ 68,786</b>	<b>39</b>	<b>\$ 51,427</b>	<b>178</b>	<b>\$ 74,721</b>	<b>9.1%</b>
Carl Albert State College							5	\$ 53,600	5	53,600	
Connors State College							4	46,350	4	46,350	
Eastern Oklahoma State College							1	60,483	1	60,483	
Murray State College							7	56,070	7	56,070	
Northeastern Oklahoma A&M College							-	-	-	-	
Northern Oklahoma College							3	56,125	3	56,125	
Oklahoma City Community College							3	59,971	3	59,971	
Redlands Community College							7	47,159	7	47,159	
Rose State College							17	60,296	17	60,296	
Seminole State College							6	57,441	6	57,441	
Tulsa Community College							49	66,777	49	66,777	
Western Oklahoma State College							3	56,616	3	56,616	
<b>Two-Year Colleges</b>	<b>-</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>105</b>	<b>\$ 60,918</b>	<b>105</b>	<b>\$ 60,918</b>	<b>10.1%</b>
<b>All Colleges and Universities</b>	<b>178</b>	<b>\$ 143,213</b>	<b>118</b>	<b>\$ 90,416</b>	<b>90</b>	<b>\$ 71,828</b>	<b>246</b>	<b>\$ 54,995</b>	<b>632</b>	<b>\$ 88,852</b>	<b>12.4%</b>

FY13 11-12mo Faculty as % of Total Faculty: 12.2%

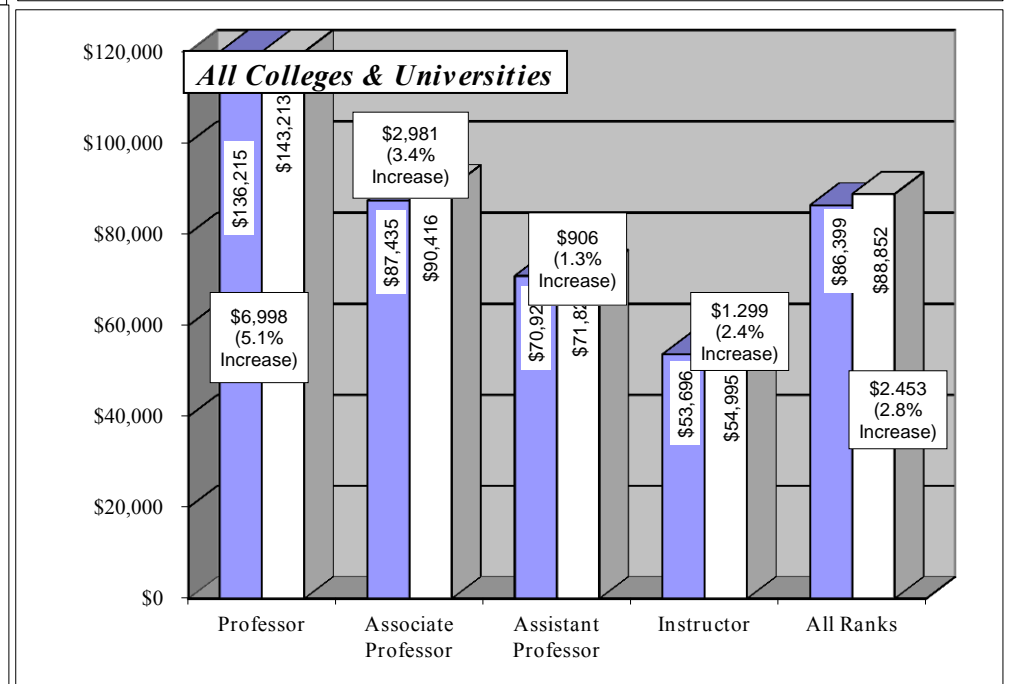
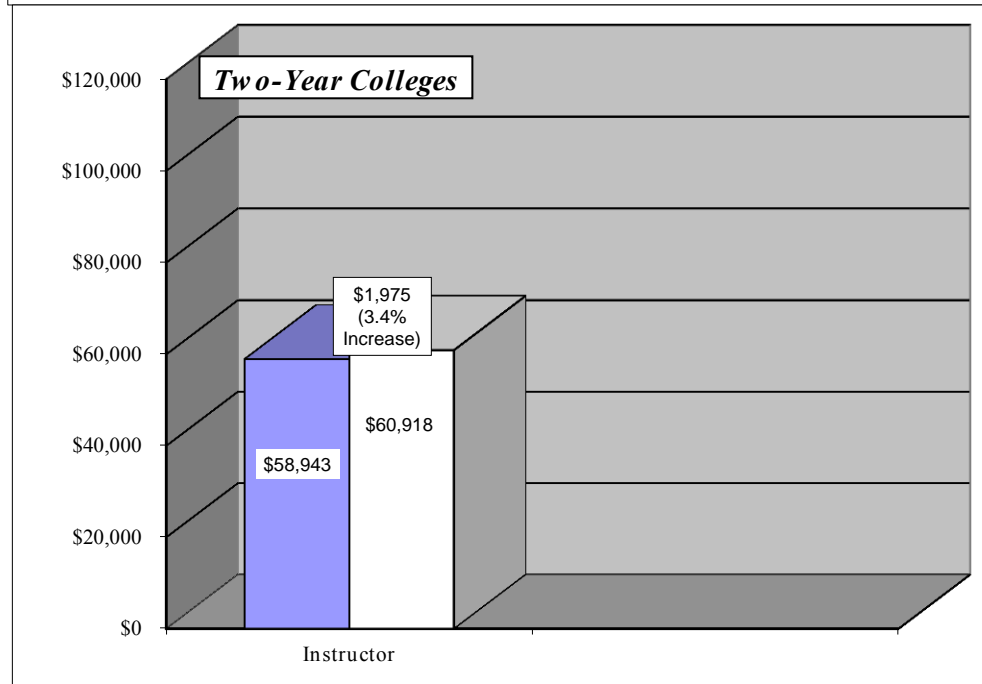
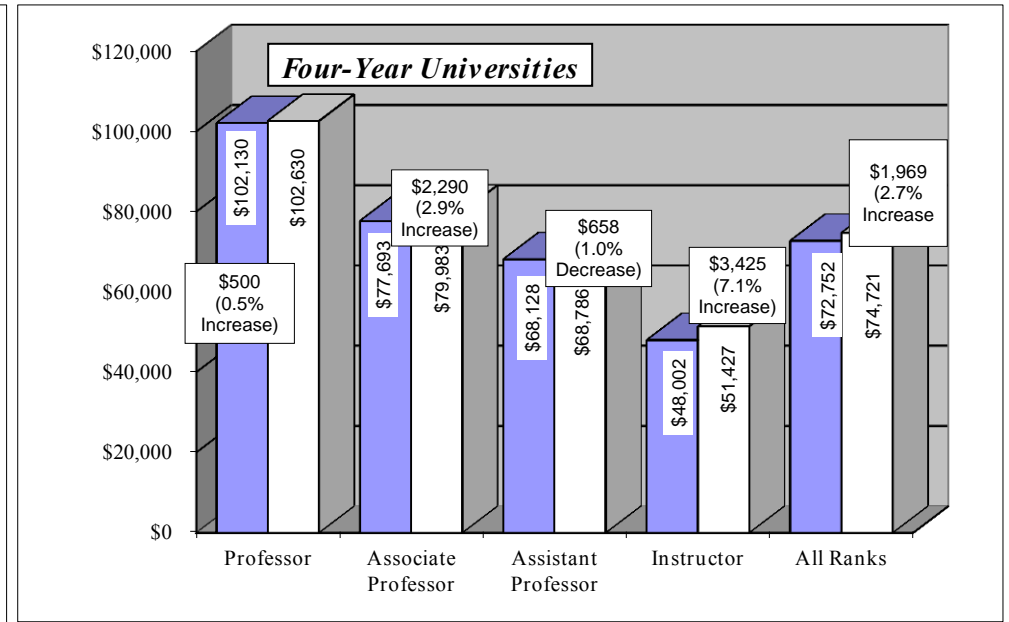
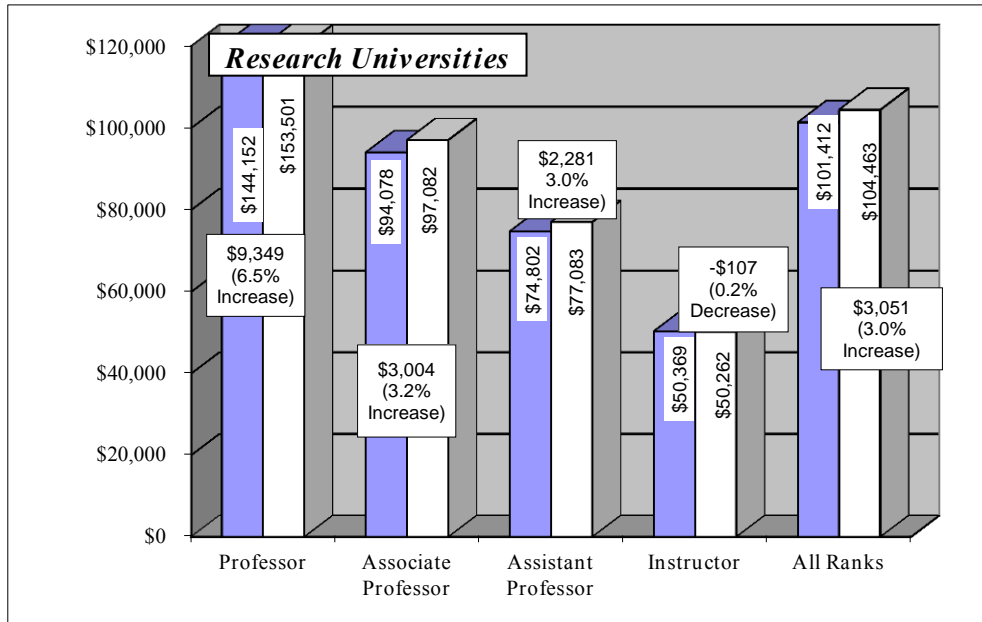
All Colleges and Universities	Median of All Institutions' Average Salaries:	\$ 60,390
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**FIGURE 6**  
**CHANGE IN NUMBER OF 11-12 MONTH FULL-TIME FACULTY**  
**2011-2012 TO 2012-2013**



2012-2013
  2013-2014

**FIGURE 7**  
**CHANGE IN SALARIES OF 11-12 MONTH FULL-TIME FACULTY**  
**2012-2013 TO 2013-2014**



2012-2013
  2013-2014

## **Table 7**

Table 7 represents the 2013-2014 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 2013-2014 is \$29,810 and represents a decrease of \$495 or 1.6 percent.

Fringe benefits as a percent of average salaries may be computed from the data in Tables 6 and 7. For all institutions, 2013-2014 fringe benefits are 33.6 percent of the average salary, a decrease from 35.1 percent in 2012-2013. For the research universities, four-year universities, and two-year colleges, the fringe benefits as a percent of average salaries are 33.9 percent, 33.7 percent, and 35.7 percent, respectively. Comparable 2012-2013 figures were 34.9 percent, 35.6 percent, and 37.5 percent, respectively.

Retirement plan payments are the largest fringe benefit for all institutions combined. Such payments comprise 57.0 percent of the average total fringe benefits for the State System for 2013-2013 as compared with 56.7 percent for 2012-2013. For the research universities, four-year universities, and two-year colleges, the payments are 57.3 percent, 51.2 percent, and 61.3 percent, respectively, of the total average fringe benefits. Comparable figures for 2012-2013 were 58.1 percent, 49.2 percent, and 60.1 percent respectively (see Figure 8).

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

All 23 institutions reporting 11-12 month full-time faculty provide medical and life insurance benefits. Nineteen institutions provide other fringe benefits not specifically identified.

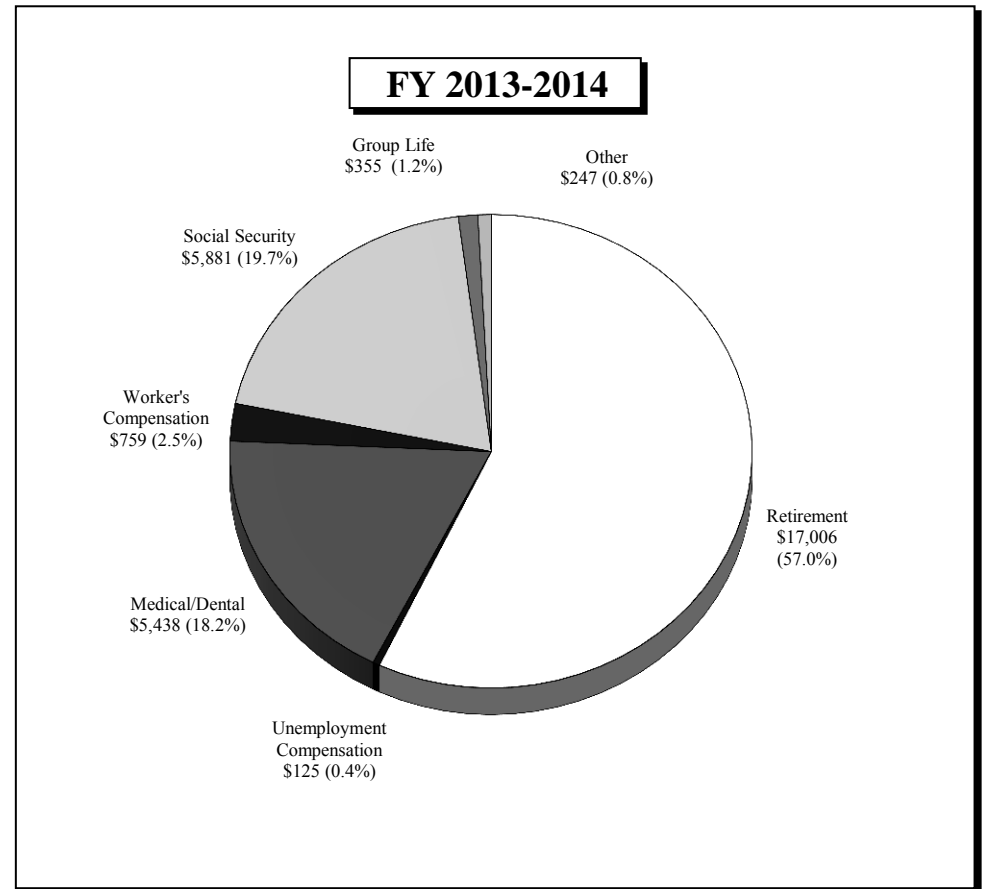
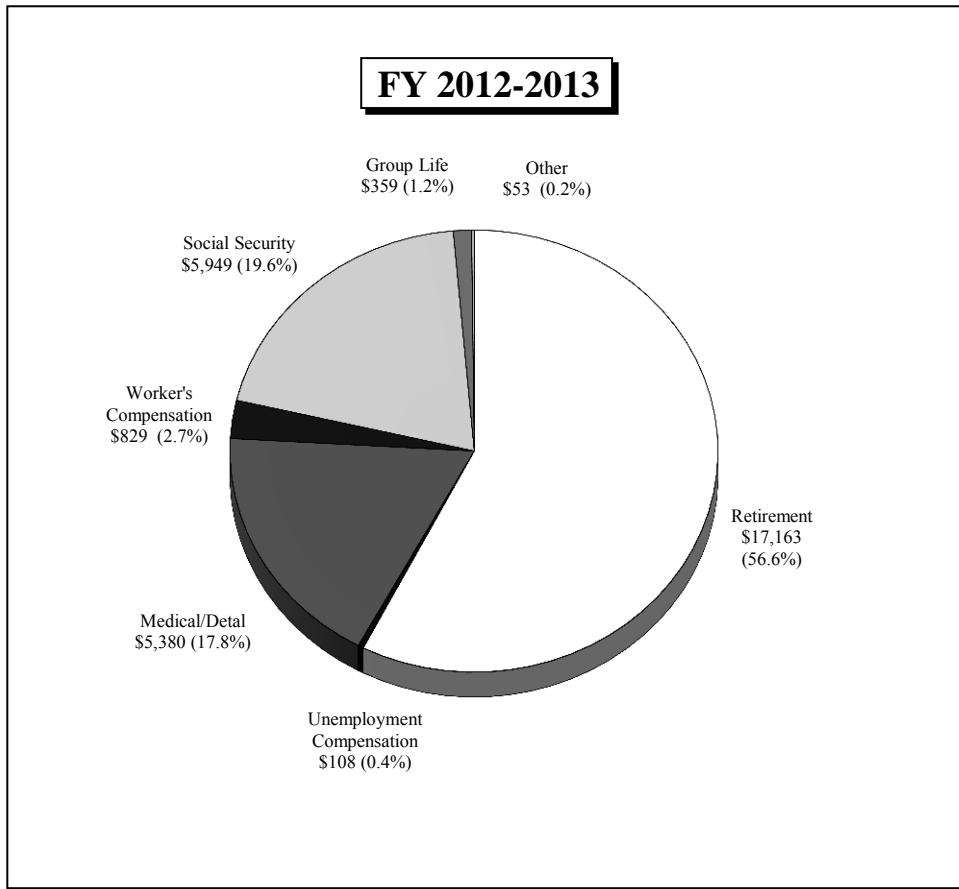
TABLE 7

AVERAGE STAFF BENEFITS PAID 11-12 MONTH FULL-TIME FACULTY  
2013-2014

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	FY13 Benefits as % of Salary
OU	141	\$32,425	\$4,697	\$8,250	\$130	\$176	\$1,431	\$2	\$ 47,111		
OSU	208	12,079	4,796	5,704	57	446	610	-	23,692		
<b>Research Universities</b>	<b>349</b>	<b>\$20,299</b>	<b>\$4,756</b>	<b>\$6,733</b>	<b>\$86</b>	<b>\$337</b>	<b>\$942</b>	<b>\$1</b>	<b>\$ 35,402</b>	<b>33.9%</b>	<b>34.9%</b>
UCO	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
ECU	16	13,210	6,658	5,709	402	580	419	307	27,285		
NSU	36	14,029	6,500	6,397	149	526	800	315	28,716		
NWOSU	6	13,191	6,181	5,525	187	277	809	214	26,384		
SEOSU	19	12,805	6,144	4,917	82	248	802	194	25,192		
SWOSU	28	22,560	6,366	7,480	403	387	1,008	1,240	39,444		
Cameron	5	9,319	5,798	3,763	109	523	418	226	20,156		
Langston	53	8,130	5,680	3,525	187	397	546	1,081	19,546		
OPSU	6	10,264	6,574	4,142	169	403	352	265	22,169		
RSU	15	12,601	6,144	2,799	201	271	330	96	22,442		
USAO	4	7,525	6,195	5,480	201	458	688	221	20,768		
<b>Four-Year Universities</b>	<b>188</b>	<b>\$12,919</b>	<b>\$6,165</b>	<b>\$5,064</b>	<b>\$218</b>	<b>\$412</b>	<b>\$663</b>	<b>\$629</b>	<b>\$ 25,210</b>	<b>33.7%</b>	<b>35.6%</b>
CASC	5	\$10,664	\$6,224	\$4,105	\$187	\$292	\$92	\$0	\$ 21,564		
CSC	4	\$9,409	\$5,896	\$3,545	\$139	\$311	\$287	\$227	19,814		
EOSC	1	\$12,116	\$6,195	\$4,654	\$187	\$275	\$1,651		25,078		
MSC	7	10,552	6,146	4,308	225	304	422	251	22,208		
NEOAMC	-	-	-	-	-	-	-	-	-		
NOC	3	11,527	6,637	4,294	187	216	548	87	23,496		
OCCC	3	15,192	7,259	3,718	96	281	576	210	27,332		
REDLANDS	7	9,759	7,340	3,608	194	99	495	285	21,780		
ROSE	17	13,815	6,877	4,613	149	123	392	489	26,458		
SSC	5	12,514	6,877	3,943	165	198	319	80	24,096		
TCC	49	14,925	6,116	4,906	-	435	192	513	27,087		
WOSC	3	11,213	6,277	3,510	101	219	810	88	22,218		
<b>Two-Year Colleges</b>	<b>104</b>	<b>\$13,344</b>	<b>\$6,412</b>	<b>\$4,499</b>	<b>\$88</b>	<b>\$311</b>	<b>\$319</b>	<b>\$381</b>	<b>21,761</b>	<b>35.7%</b>	<b>37.5%</b>
<b>All Colleges &amp; Universities</b>	<b>641</b>	<b>\$17,006</b>	<b>\$5,438</b>	<b>\$5,881</b>	<b>\$125</b>	<b>\$355</b>	<b>\$759</b>	<b>\$247</b>	<b>\$29,810</b>	<b>33.6%</b>	<b>35.1%</b>
FY13 Total Average Benefits									\$30,305		
FY14 Dollar and Percent Increase in Total Benefits									(\$495)	-1.6%	

# FIGURE 8

## CHANGE IN AVERAGE BENEFITS PAID TO 11-12 MONTH FULL-TIME FACULTY ALL INSTITUTIONS 2012-2013 TO 2013-2014



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

	<u>FY13</u>	<u>FY14</u>
Comprehensive Universities	58.1%	57.3%
Four-Year Universities	49.2%	51.2%
Two-Year Colleges	60.0%	61.3%

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## **TABLE 8**

Table 8 presents the 2013-2014 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 2013-2014 is \$89,940 compared with \$88,199 in 2012-2013, and represents an increase of \$1,741 or 2.0 percent. The 2013-2014 average for research universities is \$109,588, for four-year universities, \$78,010, and for two-year colleges, \$72,052. The median of the average total compensation for all 25 institutions reporting is \$72,391.

Average total compensation for 11-12 month faculty in 2013-2014 is \$118,662 compared with \$116,705 in 2012-2013, and represents an increase of \$1,957 or 1.1 percent. The 2013-2014 average for research universities is \$139,864, for four-year universities, \$99,931, and for two-year colleges, \$82,679. The median of the average total compensation of the 22 institutions reporting 11-12 month faculty is \$87,029.



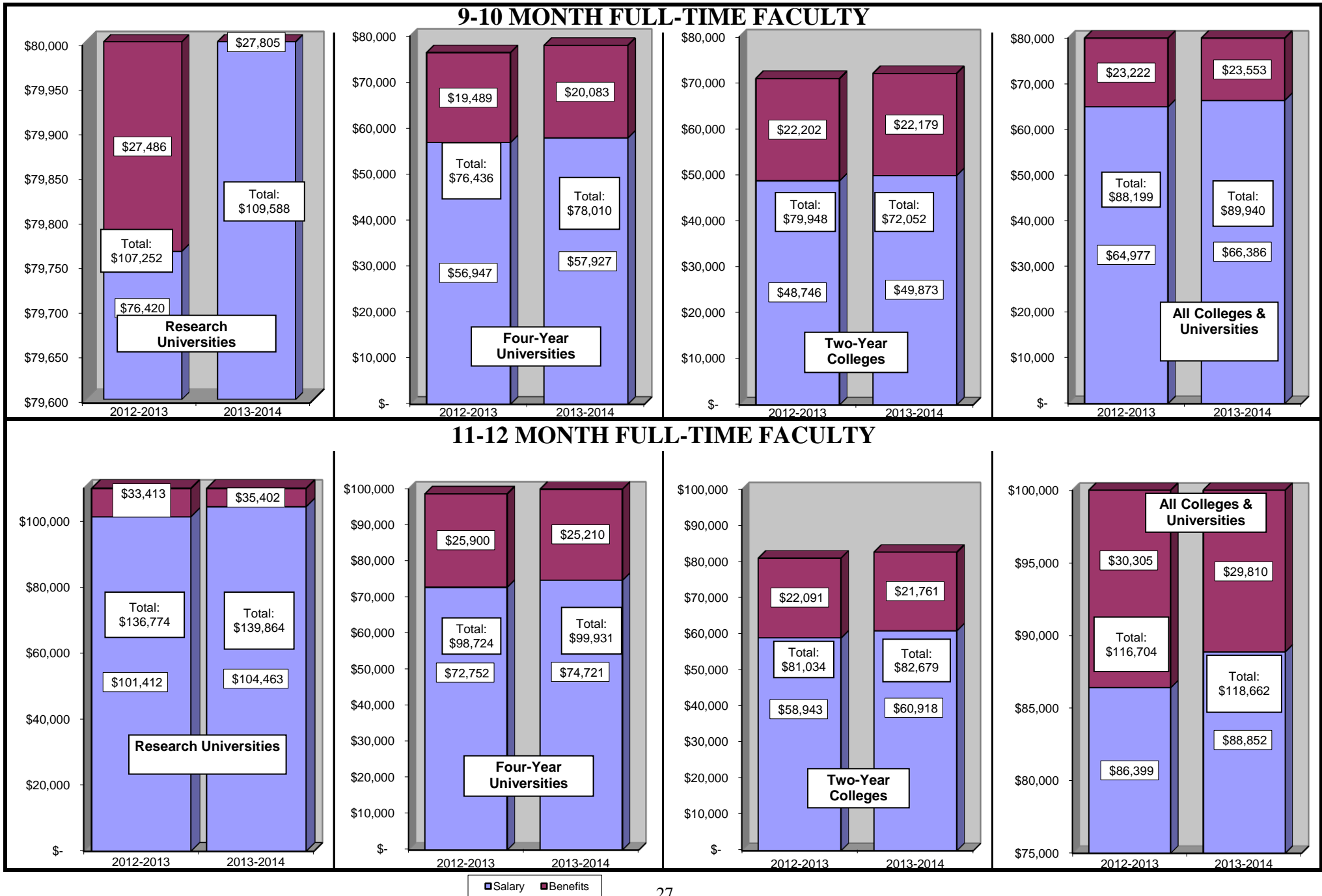
**TABLE 8**

**AVERAGE TOTAL COMPENSATION PAID  
9-10 MONTH AND 11-12 MONTH FULL-TIME FACULTY  
2013-2014**

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	\$ 79,753	\$ 29,357	\$ 109,110	\$ 130,128	\$ 47,111	\$ 177,239
Oklahoma State University	80,857	25,771	106,628	85,663	23,692	109,355
<b>Research Universities</b>	<b>\$ 81,783</b>	<b>\$ 27,805</b>	<b>\$ 109,588</b>	<b>\$ 104,463</b>	<b>\$ 35,402</b>	<b>\$ 139,864</b>
University of Central Oklahoma	\$ 67,731	\$ 15,649	\$ 83,380	\$ -	\$ -	\$ -
East Central University	53,767	22,520	76,287	74,621	27,285	101,906
Northeastern State University	55,187	21,039	76,226	85,036	28,716	113,752
Northwestern Oklahoma State University	51,946	21,080	73,026	72,223	26,384	98,607
Southeastern Oklahoma State University	62,676	23,809	86,485	68,056	25,192	93,248
Southwestern Oklahoma State University	54,130	24,787	78,917	100,809	39,444	140,253
Cameron University	53,386	22,018	75,404	49,189	20,156	69,345
Langston University	53,198	19,193	72,391	71,029	19,546	90,575
Oklahoma Panhandle State University	46,280	20,936	67,216	53,217	22,169	75,386
Rogers State University	53,278	19,195	72,473	70,817	22,442	93,259
University of Science & Arts of Oklahoma	50,489	16,971	67,460	71,634	20,768	92,402
<b>Four-Year Universities</b>	<b>\$ 57,927</b>	<b>\$ 20,083</b>	<b>\$ 78,010</b>	<b>\$ 74,721</b>	<b>\$ 25,210</b>	<b>\$ 99,931</b>
Carl Albert State College	\$ 42,925	\$ 21,988	\$ 64,913	\$ 53,600	\$ 21,564	\$ 75,164
Connors State College	45,560	19,576	65,136	46,350	19,814	66,164
Eastern Oklahoma State College	41,567	19,535	61,102	60,483	25,078	85,561
Murray State College	45,528	18,813	64,341	56,070	22,208	78,278
Northeastern Oklahoma A&M College	45,543	18,016	63,559	-	-	-
Northern Oklahoma College	46,787	20,900	67,687	56,125	23,496	79,621
Oklahoma City Community College	51,215	24,241	75,456	59,971	27,332	87,303
Redlands Community College	42,105	20,561	62,666	47,159	21,780	68,939
Rose State College	47,656	22,661	70,317	60,296	26,458	86,754
Seminole State College	44,785	21,890	66,675	57,441	24,096	81,537
Tulsa Community College	58,527	24,458	82,985	66,777	27,087	93,864
Western Oklahoma State College	44,298	19,190	63,488	56,616	22,218	78,834
<b>Two-Year Colleges</b>	<b>\$ 49,873</b>	<b>\$ 22,179</b>	<b>\$ 72,052</b>	<b>\$ 60,918</b>	<b>\$ 21,761</b>	<b>\$ 82,679</b>
<b>All Colleges &amp; Universities</b>	<b>\$ 66,386</b>	<b>\$ 23,553</b>	<b>\$ 89,940</b>	<b>\$ 88,852</b>	<b>\$ 29,810</b>	<b>\$ 118,662</b>
Median Average Total Compensation:			\$ 72,391			\$ 87,029
Average Total Compensation, FY13:			\$ 88,199			\$ 116,705
FY14 Dollar Increase			\$ 1,741			\$ 1,957
FY14 Percent Increase			2.0%			1.7%

**FIGURE 9**

**AVERAGE TOTAL COMPENSATION PAID 9-10 MONTH & 11-12 MONTH FULL-TIME FACULTY  
2011-2012 COMPARED TO 2012-2013**



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## TABLE 9

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

The average (mean) salaries for academic deans employed on an 11-12 month contract basis in 2013-2014 for the three classifications of institutions are: research universities, \$226,185; four-year universities, \$111,442; and two-year colleges, \$73,292. For 2012-2013 the average salaries were \$237,591, \$107,482, and \$72,394, respectively. Average salaries for academic deans decreased in 2013-2014, decreased 4.8 percent at the research universities, and 3.7 percent at the regional universities and increased by 1.2 at the two-year colleges.

The highest salary paid academic deans in the 25 institutions on an 11-12 month contract basis in 2013-2014 is \$371,025 for research universities, \$199,614 for four-year universities, and \$96,304 for two-year colleges. The highest salary for these categories in 2012-2013 was \$370,125, \$195,700, and \$86,575 for the research universities, four-year universities, and two-year colleges, respectively. The 2013-2014 lowest salary for academic deans is \$157,959 for research universities, \$68,567 for four-year universities, and \$53,192 for two-year colleges. The lowest salaries for these categories in 2012-2013, were \$157,959; \$68,567; and \$53,192, respectively.

For full-time faculty on 9-10 month contracts in the state system, the highest salary paid in 2013-2014 is \$298,863, compared to

\$295,900 in 2012-2013. The lowest salary is \$16,740, compared to \$11,760 in 2012-2013.

For 2013-2014, the highest salary for a full-time faculty member employed on a 9-10 month contract basis by a four-year university is \$129,380, an increase from \$125,000 in 2012-2013. The lowest salary for a full-time faculty member employed on a 9-10 month contract basis by a four-year university in 2013-2014 is \$13,390, compared to \$29,120 in 2012-2013. For two-year colleges, the 2013-2014 high is \$86,779 compared to \$85,119 as in 2012-2013. Finally, the 2013-2014 low two-year college salary is \$25,700, compared to \$26,700 in 2012-2013.

The highest salary paid an 11-12 month contract full-time faculty member in the 25 institutions in 2013-2014 is \$350,000, compared to \$372,300 in 2012-2013. The lowest salary in 2013-2014 is \$20,403 compared to \$3,060 in 2012-2013. For 2013-2014, the highest salary for a full-time faculty member employed on an 11-12 month contract basis by a four-year university is \$163,392, the same as in 2012-2013; the lowest salary in 2012-2013 is \$32,000, compared to \$18,000 in 2012-2013. For 2013-2014, the highest salary for a full-time faculty member employed on an 11-12 month contract basis by a two-year college is \$85,971, as compared to \$91,954 in 2012-2013; the lowest salary is \$32,689 compared to \$31,000 in 2012-2013. These data exclude academic deans.

**TABLE 9**

**RANGE OF SALARIES PAID 9-10 AND 11-12 MONTH  
ACADEMIC DEANS AND FULL-TIME FACULTY  
2013-2014**

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	1	1	9	7	
	Individuals	1	5	21	37	27	
<b>Salary:</b>	<b>Highest (FY14)</b>	64,515	57,433	\$371,025	\$199,614	\$96,304	
	<i>FY13 High</i>	334,752	64,515	57,433	\$370,025	\$195,700	\$86,575
	<b>Lowest (FY14)</b>	64,515	50,140	157,959	68,566	55,000	
	<i>FY13 Low</i>	159,660	64,515	50,142	157,959	68,566	53,192
	<b>Average (FY14)</b>	64,515	53,222	226,185	111,442	73,292	
	<i>FY12 Average</i>	218,475	64,515	53,222	237,591	107,482	72,394
	% Change in Avg Salary		0.0%	0.0%	-4.8%	3.7%	1.2%
<b><u>Professor</u></b>							
<b>Number:</b>	Institutions	2	11	2	8		
	Individuals	579	446	142	36		
<b>Salary:</b>	Highest	\$298,863	\$129,380	\$350,000	\$163,392		
	Lowest	51,500	44,999	63,448	68,305		
	Average	110,471	68,378	153,501	103,410		
<b><u>Associate Professor</u></b>							
<b>Number:</b>	Institutions	2	11	2	9		
	Individuals	528	344	72	46		
<b>Salary:</b>	Highest	\$184,959	\$120,000	\$233,810	\$142,660		
	Lowest	46,620	37,000	50,292	50,420		
	Average	75,828	58,628	97,082	78,203		

**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	9	
Individuals	418	487		33	57	
<b>Salary:</b> Highest	\$180,250	\$115,000		\$193,215	\$115,629	
Lowest	16,965	33,625		31,207	37,235	
Average	69,779	52,292		77,083	62,598	
<b><u>Instructor</u></b>						
<b>Number:</b> Institutions	2	11	12	2	7	10
Individuals	229	499	937	102	39	100
<b>Salary:</b> Highest	\$126,477	\$99,050	\$86,779	\$130,224	\$92,105	\$85,971
Lowest	16,740	13,390	25,700	20,403	32,000	32,689
Average	44,889	41,874	46,377	50,262	49,198	56,900
<b><u>All Ranks</u></b>						
<b>Number:</b> Institutions	2	11	12	2	10	10
Individuals	1,754	1,775	937	349	188	100
<b>Salary: Highest (FY14)</b>	298,863	129,380	86,779	350,000	163,392	85,971
<i>FY13 High</i>	\$295,900	\$129,380	\$85,119	\$372,300	\$163,392	\$91,594
<b>Lowest (FY14)</b>	16,740	13,390	25,700	20,403	32,000	32,689
<i>FY13 Low</i>	11,760	29,120	26,700	3,060	18,000	31,000
<b>Average (FY14)</b>	80,305	54,736	46,377	107,896	71,663	57,490
<i>FY12 Average</i>	77,736	46,431	45,409	107,775	69,719	58,352
% Change in Avg Salary	3.3%	17.9%	2.1%	0.1%	2.8%	-1.5%

## **TABLE 10**

Table 10 presents income earned by full-time faculty members from activities that are specifically authorized by the institution in addition to primary employment duties. Income from summer-term employment for faculty employed on a 9-10 month contract basis is excluded from Table 10. These data are presented as “actual” for the completed year of 2012-2013 and “estimated” for the current year, 2013-2014.

The “estimated” average mean income in the 25 institutions from extra teaching assignments and approved non-institutional employment for 2013-2014 is \$5,586 for those faculty members earning such income. The “actual” figure for 2012-2013 was \$5,678. In 2013-2014, the median of the “estimated” averages is \$4,428; in 2012-2013, the median of the “actual” averages was \$4,739. In 2013-2014, the highest “estimated” average income from extra assignments is \$13,000; in 2012-2013, the highest “actual” average was \$13,313.

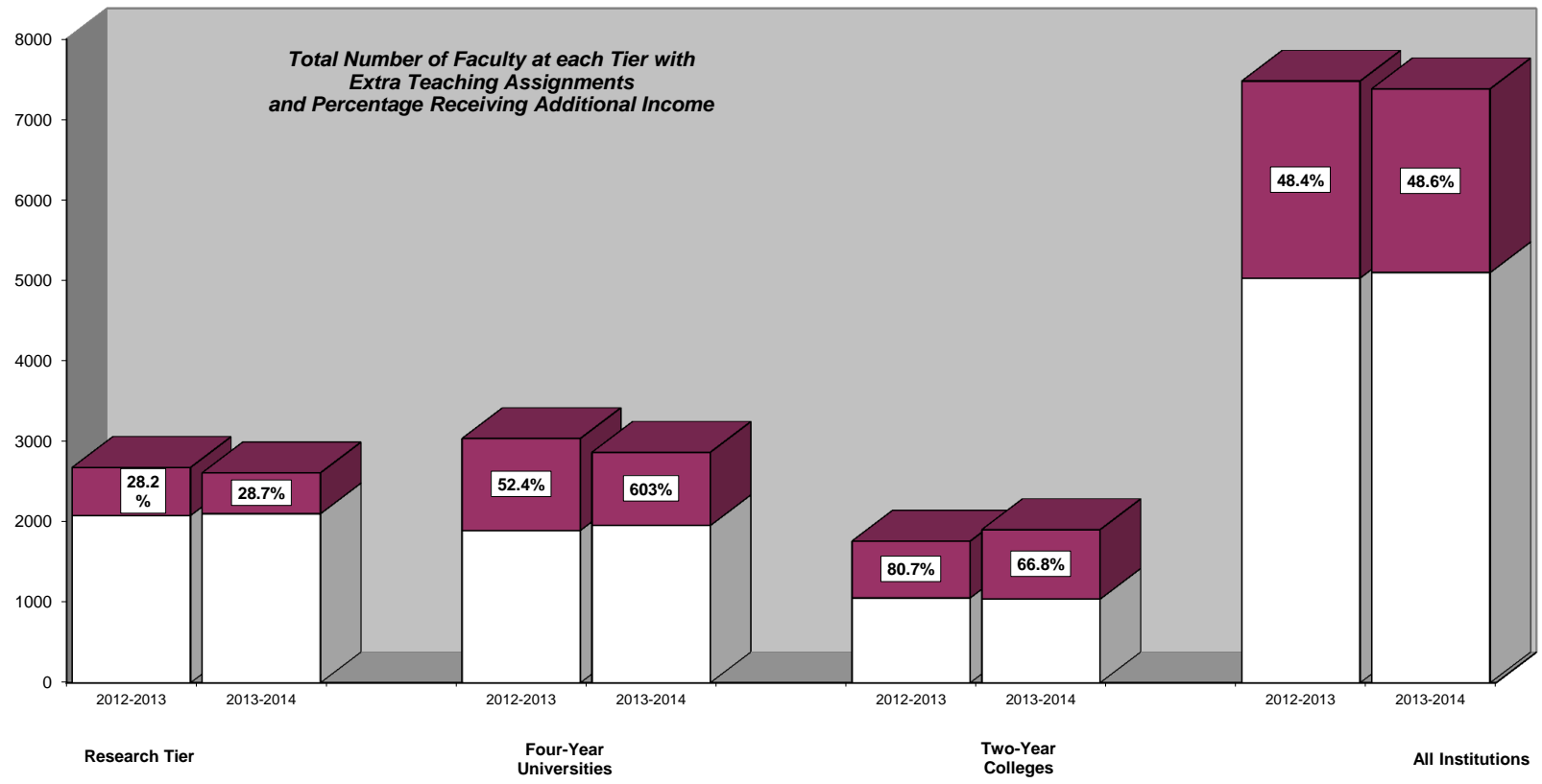
**TABLE 10**

**ADDITIONAL INCOME FROM EXTRA TEACHING ASSIGNMENTS  
AND APPROVED NONINSTITUTIONAL EMPLOYMENT  
2012-2013 AND 2013-2014**

Institution	Income from Extra Assignments			
	2012-2013 ACTUAL		2013-2014 ESTIMATED	
	Number of Faculty	Average Income	Number of Faculty	Average Income
University of Oklahoma	338	\$8,352	340	\$8,897
Oklahoma State University	168	\$3,385	168	\$3,385
<b>Research Universities</b>	<b>506</b>	<b>\$6,703</b>	<b>508</b>	<b>\$7,074</b>
University of Central Oklahoma	169	\$2,921	145	\$3,400
East Central University	150	2,850	151	1,937
Northeastern State University	47	3,800	40	4,465
Northwestern Oklahoma State University	65	2,790	66	1,881
Southeastern Oklahoma State University	78	4,178	64	4,757
Southwestern Oklahoma State University	148	5,848	150	6,000
Cameron University	136	2,988	143	2,832
Langston University	52	4,438	38	5,653
Oklahoma Panhandle State University	-	-	-	-
Rogers State University	85	5,057	85	3,812
University of Science & Arts of Oklahoma	21	5,039	28	3,114
<b>Four-Year Universities</b>	<b>951</b>	<b>\$3,190</b>	<b>910</b>	<b>\$3,160</b>
Carl Albert State College	52	5,842	57	5,669
Connors State College	42	2,648	59	2,800
Eastern Oklahoma State College	-	-	-	-
Murray State College	33	2,650	32	4,330
Northeastern Oklahoma A&M College	50	1,200	58	1,200
Northern Oklahoma College	71	3,264	71	4,495
Oklahoma City Community College	142	13,313	143	13,000
Redlands Community College	22	5,477	23	4,693
Rose State College	116	7,869	116	8,093
Seminole State College	32	5,858	43	4,391
Tulsa Community College	230	8,574	233	7,873
Western Oklahoma State College	37	8,007	28	2,604
<b>Two-Year Colleges</b>	<b>827</b>	<b>\$7,912</b>	<b>863</b>	<b>\$7,268</b>
<b>All Colleges &amp; Universities</b>	<b>2,284</b>	<b>\$5,678</b>	<b>2,281</b>	<b>\$5,586</b>
Median of Averages:		\$ 4,739		\$ 4,428
Highest Average:		\$ 13,313		\$ 13,000



**FIGURE 10**  
**NUMBER OF FACULY RECEIVING ADDITIONAL INCOME FROM EXTRA TEACHING ASSIGNMENTS**  
**AND APPROVED NONINSTITUTIONAL EMPLOYMENT**  
**2012-2013 TO 2013-2014**



**TABLE 11**

Table 11 presents 2013-2014 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 \$357,453 in 2013-2014, the same amount as in 2012-2013. Fringe benefits for the president average \$99,602.

Four-year university presidents receive an average salary of \$184,177 in 2013-2014, down from \$190,632 in 2012-2013 average salary. The highest salary for a four-year university president in 2013-2014 is \$232,000, compared to \$269,568 in 2012-2013. Fringe benefits average \$47,582 or 24.7 percent of the average salary.

Two-year college presidents receive an average salary of \$171,012 in 2013-2014, down slightly from the the 2012-2013 average salary of \$171,096. The highest salary for a two-year college president in 2013-2014 is \$274,932, compared to \$266,924 in 2012-2013. Fringe benefits average \$60,545 or 35.4 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**  
**2013-2014**

Position	Type of Institution			Position	Type of Institution				
	Research Universities	Four-Year Universities	Two-Year Colleges		Research Universities	Four-Year Universities	Two-Year Colleges		
<b><u>President</u></b>				<b><u>Chief Development Officer</u></b>					
<b>Number:</b>	Institutions	2	11	12	<b>Number:</b>	Institutions	2	11	12
	Individuals	2	11	12		Individuals	1	6	5
<b>Salary:</b>	Highest	\$364,905	\$232,000	\$274,932	<b>Salary:</b>	Highest	\$212,075	\$100,000	\$97,933
	Lowest	350,000	147,195	125,000		Lowest	212,075	80,000	47,708
	Average	357,453	184,177	171,012		Average	212,075	89,850	78,713
<b>Fringe Benefits:</b>	Highest	\$139,188	\$56,665	\$122,674	<b>Fringe Benefits:</b>	Highest	\$86,199	\$34,524	\$39,224
	Lowest	60,016	33,634	39,967		Lowest	86,199	23,279	20,021
	Average	99,602	47,582	60,545		Average	86,199	29,955	31,216
<b><u>Chief Academic Officer</u></b>				<b><u>Chief Student Affairs Officer</u></b>					
<b>Number:</b>	Institutions	2	11	12	<b>Number:</b>	Institutions	2	11	12
	Individuals	2	11	11		Individuals	2	9	9
<b>Salary:</b>	Highest	\$290,000	\$154,500	\$137,853	<b>Salary:</b>	Highest	\$211,650	\$124,000	\$114,240
	Lowest	202,968	94,785	77,500		Lowest	192,384	75,695	73,000
	Average	246,484	137,167	101,431		Average	202,017	106,704	88,873
<b>Fringe Benefits:</b>	Highest	\$114,055	\$50,162	\$48,571	<b>Fringe Benefits:</b>	Highest	\$86,094	\$46,298	\$44,848
	Lowest	60,371	24,925	29,928		Lowest	57,916	21,497	26,991
	Average	87,213	40,012	36,764		Average	72,005	33,524	32,921
<b><u>Chief Business Officer</u></b>				<b><u>Director of Institutional Research</u></b>					
<b>Number:</b>	Institutions	2	11	12	<b>Number:</b>	Institutions	2	11	12
	Individuals	2	11	12		Individuals	2	7	9
<b>Salary:</b>	Highest	\$275,000	\$169,950	\$154,884	<b>Salary:</b>	Highest	\$128,412	\$96,800	\$87,182
	Lowest	220,836	87,165	75,500		Lowest	119,246	40,800	35,700
	Average	247,918	125,687	96,433		Average	123,829	70,784	64,715
<b>Fringe Benefits:</b>	Highest	\$108,657	\$52,109	\$55,256	<b>Fringe Benefits:</b>	Highest	\$44,516	\$33,674	\$35,851
	Lowest	64,516	20,546	27,614		Lowest	43,074	15,231	16,616
	Average	86,587	38,330	35,892		Average	43,795	24,468	26,695

**TABLE 11 (cont.)**

Position	Type of Institution			Position	Type of Institution				
	Research Universities	Four-Year Universities	Two-Year Colleges		Research Universities	Four-Year Universities	Two-Year Colleges		
<b><u>Chief Public Relations Officer</u></b>				<b><u>Chief Admissions Officer</u></b>					
<b>Number:</b>	Institutions	2	11	12	<b>Number:</b>	Institutions	2	11	12
	Individuals	2	10	9		Individuals	-	7	2
<b>Salary:</b>	Highest	\$203,840	\$98,880	\$138,185	<b>Salary:</b>	Highest		\$90,000	\$79,072
	Lowest	146,916	45,000	28,560		Lowest		40,000	48,203
	Average	175,378	71,340	58,942		Average		67,374	63,638
<b>Fringe Benefits:</b>	Highest	\$83,306	\$32,205	\$49,217	<b>Fringe Benefits:</b>	Highest	\$0	\$31,608	\$29,644
	Lowest	32,856	18,896	15,433		Lowest	-	17,194	23,646
	Average	58,081	24,135	25,063		Average	-	24,045	26,645
<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	2	11	10		Individuals	2	9	9
<b>Salary:</b>	Highest	\$275,000	\$88,000	\$70,380	<b>Salary:</b>	Highest	\$153,086	\$88,987	\$62,896
	Lowest	164,460	58,710	41,263		Lowest	121,260	52,530	39,260
	Average	219,730	73,064	53,917		Average	137,173	68,752	50,610
<b>Fringe Benefits:</b>	Highest	\$79,605	\$31,279	\$28,260	<b>Fringe Benefits:</b>	Highest	\$65,511	\$26,894	\$28,154
	Lowest	51,437	19,909	18,038		Lowest	41,414	18,785	18,236
	Average	65,521	25,212	22,083		Average	53,463	23,773	22,067
<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	4		Individuals	2	10	11
<b>Salary:</b>	Highest	\$161,160	\$70,285	\$73,536	<b>Salary:</b>	Highest	\$164,844	\$90,640	\$87,000
	Lowest	108,234	40,000	34,000		Lowest	143,820	63,440	40,000
	Average	134,697	50,987	54,313		Average	154,332	-	61,932
<b>Fringe Benefits:</b>	Highest	\$56,085	\$22,540	\$29,559	<b>Fringe Benefits:</b>	Highest	\$51,299	\$35,620	\$42,013
	Lowest	38,277	17,194	16,740		Lowest	35,307	17,780	19,809
	Average	47,181	19,492	24,240		Average	43,303	26,842	26,100

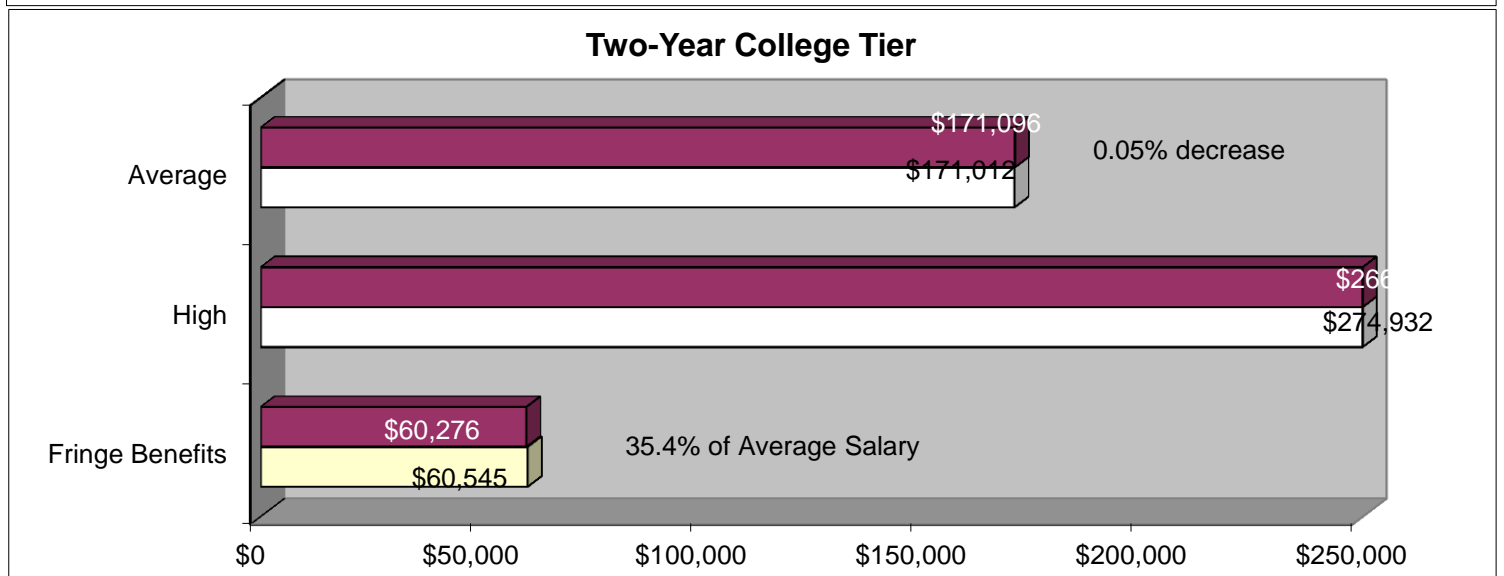
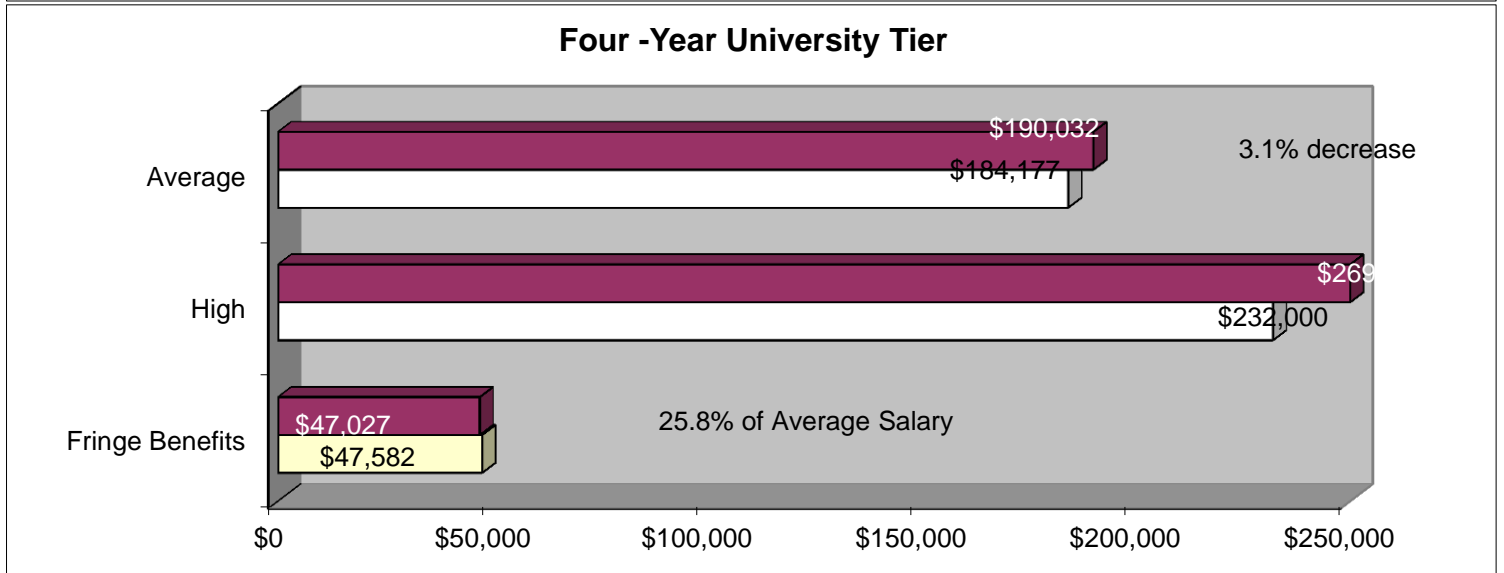
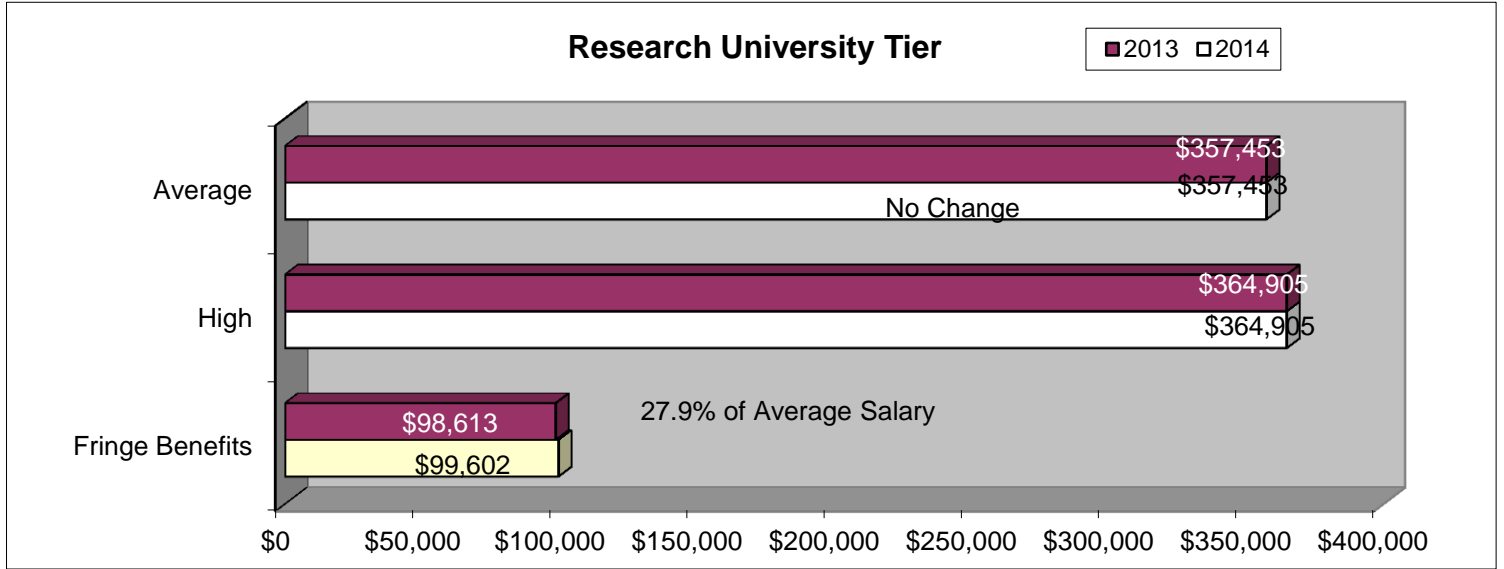
**TABLE 11 (cont.)**

Position	Type of Institution			Position	Type of Institution				
	Research Universities	Four-Year Universities	Two-Year Colleges		Research Universities	Four-Year Universities	Two-Year Colleges		
<b><u>Chief Budgeting Officer</u></b>				<b><u>Director of Campus Security</u></b>					
<b>Number:</b>	Institutions	2	11	12	<b>Number:</b>	Institutions	2	11	12
	Individuals	2	3	4		Individuals	2	9	7
<b>Salary:</b>	Highest	\$135,080	\$93,713	\$79,078	<b>Salary:</b>	Highest	\$132,792	\$83,364	\$77,327
	Lowest	112,908	71,196	47,000		Lowest	115,000	39,066	30,875
	Average	123,994	83,446	64,003		Average	123,896	56,001	49,407
<b>Fringe Benefits:</b>	Highest	\$59,084	\$31,064	\$31,695	<b>Fringe Benefits:</b>	Highest	\$15,656	\$30,842	\$39,583
	Lowest	39,477	25,216	19,824		Lowest	14,914	17,711	14,778
	Average	49,281	29,046	27,066		Average	15,285	22,119	23,378
<b><u>Chief Personnel/HR Officer</u></b>				<b><u>Chief Payroll Officer</u></b>					
<b>Number:</b>	Institutions	2	11	12	<b>Number:</b>	Institutions	2	11	12
	Individuals	2	8	11		Individuals	2	5	6
<b>Salary:</b>	Highest	\$150,000	\$85,680	\$113,367	<b>Salary:</b>	Highest	\$92,488	\$60,048	\$49,317
	Lowest	128,400	51,500	35,685		Lowest	81,090	33,500	23,940
	Average	139,200	70,051	55,228		Average	86,789	48,705	33,013
<b>Fringe Benefits:</b>	Highest	\$38,016	\$34,853	\$42,370	<b>Fringe Benefits:</b>	Highest	\$38,099	\$23,462	\$23,161
	Lowest	29,389	18,574	17,484		Lowest	33,033	15,241	14,427
	Average	33,703	25,357	23,532		Average	35,566	19,031	17,840
<b><u>Director of Alumni Affairs</u></b>				<b><u>Director of Telecommunications</u></b>					
<b>Number:</b>	Institutions	2	11	12	<b>Number:</b>	Institutions	2	11	12
	Individuals	1	8	2		Individuals	1	3	2
<b>Salary:</b>	Highest	\$197,064	\$82,051	\$50,801	<b>Salary:</b>	Highest	\$95,427	\$67,800	\$65,777
	Lowest	197,064	32,500	40,000		Lowest	95,427	54,320	50,429
	Average	197,064	53,537	45,401		Average	95,427	60,488	58,103
<b>Fringe Benefits:</b>	Highest	\$80,888	\$22,401	\$24,462	<b>Fringe Benefits:</b>	Highest	\$30,842	\$25,939	\$28,103
	Lowest	80,888	16,137	19,809		Lowest	30,842	23,026	20,269
	Average	80,888	19,490	22,136		Average	30,842	24,604	24,186

**TABLE 11 (cont.)**

Position	Type of Institution			Position	Type of Institution				
	Research Universities	Four-Year Universities	Two-Year Colleges		Research Universities	Four-Year Universities	Two-Year Colleges		
<b><u>Comptroller</u></b>				<b><u>Bursar</u></b>					
<b>Number:</b>	Institutions	2	11	12	<b>Number:</b>	Institutions	2	11	12
	Individuals	2	8	8		Individuals	2	8	7
<b>Salary:</b>	Highest	\$179,244	\$103,000	\$110,000	<b>Salary:</b>	Highest	\$96,551	\$62,238	\$64,710
	Lowest	156,000	40,000	45,000		Lowest	92,500	37,000	26,979
	Average	167,622	71,897	61,038		Average	94,526	49,893	43,647
<b>Fringe Benefits:</b>	Highest	\$66,550	\$34,853	\$39,734	<b>Fringe Benefits:</b>	Highest	\$42,880	\$26,153	\$28,815
	Lowest	54,867	17,955	18,922		Lowest	34,820	14,885	15,171
	Average	60,709	26,261	24,763		Average	38,850	19,593	20,776
<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	11		Individuals	2	9	5
<b>Salary:</b>	Highest	\$127,608	\$79,704	\$85,400	<b>Salary:</b>	Highest	\$535,608	\$115,360	\$70,000
	Lowest	92,500	48,000	40,000		Lowest	375,000	79,279	30,000
	Average	110,054	62,767	55,756		Average	455,304	95,558	55,096
<b>Fringe Benefits:</b>	Highest	\$42,888	\$32,538	\$35,298	<b>Fringe Benefits:</b>	Highest	\$82,390	\$35,232	\$29,371
	Lowest	36,126	18,122	18,133		Lowest	75,513	-	13,393
	Average	39,507	22,760	23,328		Average	78,952	27,968	23,346
<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	1	1		Individuals	2	11	8
<b>Salary:</b>	Highest	\$298,000	\$82,051	\$106,077	<b>Salary:</b>	Highest	\$235,000	\$118,874	\$97,000
	Lowest	215,100	82,051	106,077		Lowest	158,556	72,100	50,610
	Average	256,550	82,051	106,077		Average	196,778	87,740	68,764
<b>Fringe Benefits:</b>	Highest	\$63,186	\$19,187	\$42,286	<b>Fringe Benefits:</b>	Highest	\$76,147	\$41,267	\$37,364
	Lowest	49,635	19,187	42,286		Lowest	50,068	21,107	20,674
	Average	56,411	19,187	42,286		Average	63,108	29,188	27,326

**FIGURE 11**  
**PRESIDENTS' SALARIES AND BENEFITS**  
**HIGH AND AVERAGE SALARY COMPARISONS, FY2013 TO FY2014**



## TABLES 12, 13, and 14

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

**The University of Oklahoma Health Sciences Center** average salaries are presented on an 11-12 month contract basis. **The College of Medicine** 2013-2014 average salary is \$114,362. **The College of Dentistry** 2013-2014 average salary is \$97,879. **The College of Nursing** 2013-2014 average salary is \$76,693. **The College of Public Health** 2013-2014 average salary is \$117,412. **The College of Allied Health** 2013-2014 average salary is \$86,181. **The College of Pharmacy** 2013-2014 average salary is \$106,106. **The Tulsa Branch College of Medicine** 2013-2014 average salary is \$106,970. **The Tulsa Branch, College of Nursing** average salary is \$63,003 **The Tulsa Branch, College of Pharmacy** average salary is \$106,407 and finally, **The Tulsa Branch College of Allied Health** average salary is \$77,456.

**The University of Oklahoma Law Center** full-time faculty average salary on a 9-10 month equivalent contract basis for 2013-2014 is \$135,898 a 3.7 percent decrease from 2012-2013.

**The Oklahoma State University College of Veterinary Medicine** full-time faculty average salary on an 11-12 month contract basis for 2013-2014 of \$123,030 is an increase of 3.1 percent over 2012-2013.

**The Oklahoma State University Agricultural Experiment Station** full-time faculty average salary on an 11-12 month contract basis for 2013-2014 of \$98,028 is an increase of 3.43 percent over 2012-2013.

**The Oklahoma State University Cooperative Extension Service** full-time faculty average salary on an 11-12 month contract basis for 2013-2014 of \$107,712 is an increase of 2.7 percent under 2012-2013.

**The Oklahoma State University Center for Health Sciences** full-time faculty average salary on an 11-12 month contract basis for 2013-2014 of \$194,591, an increase of 2.8 in 2012-2013. 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 9-10 month contract basis for 2013-2014 of \$54,349, a decrease of 1.6 percent from 2012-2013.

**The Oklahoma State University, Oklahoma City** full-time faculty average salary on a 9-10 month contract basis for 2013-2014 of \$51,8866, a very slight increase from 2012-2013.



**TABLE 12**

**UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER\*  
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY  
11-12-MONTH SALARIES FOR 2013-2014**

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	162	\$170,191	129	\$95,557	216	\$72,563	240	\$63,310	747	\$114,362
College of Dentistry	18	\$118,030	4	\$100,929	5	\$102,200	17	\$84,117	44	\$97,879
College of Nursing	5	\$125,166	12	\$80,693	14	\$66,409	16	\$59,424	47	\$76,693
College of Nursing - Tulsa Branch					5	\$68,854	5	\$57,151	10	\$63,003
College of Public Health	11	\$154,972	11	\$106,958	11	\$87,364	8	\$82,793	41	\$117,412
College of Allied Health	6	\$111,901	12	\$79,952	15	\$66,555	15	\$60,416	48	\$86,181
College of Allied Health - Tulsa Branch			2	\$86,250	5	\$68,662			7	\$77,456
College of Pharmacy	11	\$136,342	14	\$106,714	12	\$95,842	10	\$85,525	47	\$106,106
College of Pharmacy - Tulsa Branch			2	\$105,000	4	\$95,750	5	\$98,000	11	\$106,407
College of Medicine - Tulsa Branch	14	\$174,813	24	\$96,664	51	\$80,933	33	\$75,469	122	\$106,970
<b>TOTAL</b>	<b>227</b>	<b>\$150,648</b>	<b>210</b>	<b>\$82,518</b>	<b>338</b>	<b>\$59,834</b>	<b>349</b>	<b>\$57,304</b>	<b>1,124</b>	<b>\$95,442</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 multiplying the 9-10 month salaries by 9/11.

**TABLE 13**  
**AVERAGE SALARIES PAID ALL FULL-TIME FACULTY**  
**All Other Constituent Agencies**  
**2013-2014**

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

<b>Rank</b>	<b>Number</b>	<b>Amount</b>
Professor	25	\$151,083
Associate Professor	4	106,900
Assistant Professor	8	59,889
Instructor		
All Ranks	37	\$135,898
FY13 Average		\$ 131,064
% Change		3.7%

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

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

<b>Rank</b>	<b>Number</b>	<b>Amount</b>
Professor	24	\$161,326
Associate Professor	20	110,670
Assistant Professor	12	107,093
Instructor	3	60,020
All Ranks	59	\$123,030
FY13 Average		\$ 119,300
% Change		3.1%

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

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

<b>Rank</b>	<b>Number</b>	<b>Amount</b>
Professor	50	\$138,714
Associate Professor	30	85,334
Assistant Professor	24	84,362
Instructor	1	48,895
All Ranks	105	\$98,028
FY13 Average		\$ 94,781
% Change		3.43%

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

**TABLE 13 (continued)**

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

**OSU COOPERATIVE EXTENSION SERVICE**

**11-12 MONTH SALARIES FOR**

<b>Rank</b>	<b>Number</b>	<b>Amount</b>
Professor	28	\$127,234
Associate Professor	9	84,663
Assistant Professor	5	77,293
Instructor	1	64,944
<b>All Ranks</b>	<b>43</b>	<b>\$107,712</b>

FY13 Average \$ 104,911  
 % Change 2.7%

**OSU CENTER FOR HEALTH SCIENCES**

**11-12 MONTH EQUIVALENT SALARIES FOR**

<b>Rank</b>	<b>Number</b>	<b>Amount</b>
Professor	24	\$184,811
Associate Professor	32	163,252
Assistant Professor	43	233,692
Instructor	3	46,672
<b>All Ranks</b>	<b>102</b>	<b>\$194,591</b>

FY13 Average \$ 189,227  
 % Change 2.8%

**OSU INSTITUTE OF TECHNOLOGY, OKMULGEE**

**11-12 MONTH EQUIVALENT SALARIES FOR**

<b>Rank</b>	<b>Number</b>	<b>Amount</b>
Professor		
Associate Professor		
Assistant Professor		
Instructor	123	54,349
<b>All Ranks</b>	<b>123</b>	<b>54,349</b>

FY13 Average \$ 53,505  
 % Change 1.6%

**OSU TECHNICAL BRANCH, OKLAHOMA CITY**

**9-10 MONTH EQUIVALENT SALARIES FOR**

<b>Rank</b>	<b>Number</b>	<b>Amount</b>
Professor	8	63,515
Associate Professor	34	55,274
Assistant Professor	24	52,716
Instructor	17	46,177
<b>All Ranks</b>	<b>83</b>	<b>\$51,866</b>

FY13 Average \$ 51,842  
 % Change 0.0%

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, 2013-2014**

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	19	7,167	5,897	2,778	135	175	682	2	16,836
College of Nursing - Tulsa	6	5,421	5,196	2,705	126	162	636	2	14,248
<b>OU Law Center</b>	31	34,160	4,685	8,470	136	184	1,498	2	49,135
<b>OSU Constituent Agencies</b>									
College of Veterinary Medicine	17	20,063	5,223	7,739	57	636	796		34,514
Agriculture Experiment Station	3	16,701	5,223	7,557	57	614	838		30,990
Cooperative Extension Service	1	22,063	5,223	7,841	57	672	735		36,591
Technical Branch, Oklahoma City	55	9,462	5,223	3,777	57	334	354		19,207

**AVERAGE FRINGE BENEFITS PAID 11-12 MONTH FULL-TIME FACULTY, 2013-2014**

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	683	9,977	5,160	3,402	251	225	857	2	19,874
College of Dentistry	35	7,489	3,919	4,989	226	207	784	2	17,616
College of Nursing	52	6,106	4,441	4,529	180	174	684	2	16,116
College of Nursing - Tulsa Branch	17	4,190	4,791	3,095	120	114	461	2	12,773
College of Public Health	36	13,995	5,436	5,222	258	287	1,084	2	26,284
College of Allied Health	48	7,925	4,766	4,494	189	172	663	2	18,211
College of Allied Health - Tulsa Branch	6	7,603	5,264	4,366	171	161	627	2	18,194
College of Pharmacy	46	9,401	5,763	5,632	233	225	888	2	22,144
College of Pharmacy - Tulsa Branch	11	7,476	5,986	5,714	219	214	844	2	20,455
College of Medicine - Tulsa Branch	99	8,559	5,542	2,986	237	214	820	2	18,360
<b>OU Law Center</b>	6	23,199	4,746	7,350	119	160	134	2	35,710
<b>OSU Constituent Agencies</b>									
College of Veterinary Medicine	42	20,117	5,223	8,028	57	649	813		34,887
Agriculture Experiment Station	102	18,156	5,223	7,115	57	598	703		31,852
Cooperative Extension Service	42	18,634	5,223	7,567	57	623	772		32,876
Technical Branch, Okmulgee	123	9,849	6,822	4,158	57	364	391		21,641
Technical Branch, Oklahoma City	28	11,989	5,223	5,083	57	448	476		23,276
Center for Health Sciences	102	26,836	5,223	9,424	57	657	1,395		43,592

## **TABLES 15 and 16**

Tables 15 and 16 illustrate the number and average salaries of new full-time faculty hired in 2013-2014, as well as the number and average salaries of full-time faculty terminations in 2013-2013. A total of 377 faculty retired, resigned, or were terminated, while an additional 468 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 10.8 percent lower at the research universities, and 12.8 percent higher at four-year universities, and 9.7 at two-year colleges. The system average is 11.9 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 OSU, for example, at the professor level, new hires’ average salary is \$132,961, compared to \$115,801 average salary of currently employed professors. At OU, at the associate professor level, new hires average \$110,000, compared to \$75,037 average salary of currently employed associate professors. At the regional universities, newcomers’ average salaries are lower than the average salaries for all ranks, yet higher for the rank of instructor.

**TABLE 15**

**NEW FACULTY HIRES - 2013-2014**

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	6	\$135,234	2	\$110,000	63	\$67,514			71	\$ 74,433
Oklahoma State University	4	\$132,961	2	\$81,252	55	\$72,636			61	\$ 76,875
<b>Research Universities</b>	<b>10</b>	<b>\$ 134,325</b>	<b>4</b>	<b>\$ 95,626</b>	<b>118</b>	<b>\$ 69,901</b>	<b>0</b>		<b>132</b>	<b>\$ 75,561</b>
University of Central Oklahoma	0		0		18	\$55,389	29	\$34,138	47	\$ 42,277
East Central University	0		3	\$63,400	11	\$48,070	18	\$40,601	32	\$ 45,306
Northeastern State University	0		0		13	\$53,075	18	\$48,425	31	\$ 50,375
Northwestern Oklahoma State University	0		0		8	\$51,647	8	\$38,129	16	\$ 44,888
Southeastern Oklahoma State University	0		1	\$53,000	4	\$80,708	8	\$34,477	13	\$ 50,127
Southwestern Oklahoma State University	0		0		7	\$44,143	12	\$44,183	19	\$ 44,168
Cameron University	0		2	\$47,045	15	\$44,600	18	\$35,551	35	\$ 40,086
Langston University	0		1	\$55,000	4	\$49,500	9	\$46,081	14	\$ 47,695
Oklahoma Panhandle State University	0		1	\$121,000	0		1	\$33,000	2	\$ 77,000
Rogers State University	0		0		8	\$51,250	15	\$44,167	23	\$ 46,631
University of Science & Arts of Oklahoma	0		0		4	\$45,493	2		6	\$ 30,329
<b>Regional 4-Year Tier</b>	<b>0</b>	<b>#DIV/0!</b>	<b>8</b>	<b>\$64,161</b>	<b>92</b>	<b>\$51,301</b>	<b>138</b>	<b>\$39,519</b>	<b>238</b>	<b>\$ 44,902</b>
Carl Albert State College							2	\$31,200	2	\$ 31,200
Connors State College							10	\$37,194	10	\$ 37,194
Eastern Oklahoma State College							2	\$34,501	2	\$ 34,501
Murray State College							8	\$42,756	8	\$ 42,756
Northeastern Oklahoma A&M College							5	\$41,176	5	\$ 41,176
Northern Oklahoma College							11	\$42,215	11	\$ 42,215
Oklahoma City Community College							13	\$43,821	13	\$ 43,821
Redlands Community College							3	\$44,912	3	\$ 44,912
Rose State College							9	\$43,269	9	\$ 43,269
Seminole State College							3	\$37,249	3	\$ 37,249
Tulsa Community College							25	\$52,308	25	\$ 52,308
Western Oklahoma State College							9	\$43,196	9	\$ 43,196
<b>Two-Year Colleges</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>98</b>	<b>\$44,442</b>	<b>98</b>	<b>\$ 44,442</b>
<b>All Institutions</b>									<b>468</b>	<b>\$ 53,453</b>

**TABLE 16**

**FACULTY TERMINATIONS - 2013-2014**

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	25	\$ 98,180	16	\$ 81,366	11	\$ 55,690			52	\$ 84,018
Oklahoma State University	23	\$ 95,749	11	\$ 78,867	12	\$ 72,451			46	\$ 85,635
<b>Research Universities</b>	<b>48</b>	<b>\$ 97,015</b>	<b>27</b>	<b>\$ 80,348</b>	<b>23</b>	<b>\$ 64,435</b>	<b>-</b>	<b>\$ -</b>	<b>98</b>	<b>\$ 84,777</b>
University of Central Oklahoma	7	\$ 91,379	1	\$ 56,765	8	\$ 55,519	4	\$ 40,794	20	\$ 65,187
East Central University	4	\$ 70,205	1	\$ 65,215	3	\$ 44,823	7	\$ 44,306	15	\$ 52,710
Northeastern State University	5	\$ 76,081	2	\$ 45,045	17	\$ 52,444	6	\$ 48,151	30	\$ 55,032
Northwestern Oklahoma State University	-		-		7	\$ 49,994	5	\$ 44,760	12	\$ 47,813
Southeastern Oklahoma State University	1	\$ 69,961	-		2	\$ 71,423	2	\$ 30,157	5	\$ 54,624
Southwestern Oklahoma State University	3	\$ 87,353	-		5	\$ 53,849	7	\$ 48,879	15	\$ 58,230
Cameron University	2	\$ 55,991	3	\$ 57,296	8	\$ 47,785	9	\$ 40,185	22	\$ 46,719
Langston University	2	\$ 55,525	1	\$ 54,777	3	\$ 50,788	9	\$ 42,604	15	\$ 46,775
Oklahoma Panhandle State University	-		-		2	\$ 37,610	4	\$ 23,602	6	\$ 28,272
Rogers State University	-		5	\$ 64,699	4	\$ 48,142	7	\$ 48,062	16	\$ 53,281
University of Science & Arts of Oklahoma	2	\$ 65,880	-		2	\$ 458,253	1	\$ 46,770	5	\$ 219,007
<b>4-year Universities</b>	<b>26</b>	<b>\$ 76,449</b>	<b>13</b>	<b>\$ 33,749</b>	<b>61</b>	<b>\$ 60,383</b>	<b>61</b>	<b>\$ 35,744</b>	<b>161</b>	<b>\$ 51,492</b>
Carl Albert State College							1	43,272	1	43,272
Connors State College							3	37,275	3	37,275
Eastern Oklahoma State College							1	50,321	1	50,321
Murray State College							4	50,269	4	50,269
Northeastern Oklahoma A&M College							5	44,705	5	44,705
Northern Oklahoma College							10	42,617	10	42,617
Oklahoma City Community College							5	52,296	5	52,296
Redlands Community College							6	43,187	6	43,187
Rose State College							8	51,006	8	51,006
Seminole State College							7	41,135	7	41,135
Tulsa Community College							17	60,505	17	60,505
Western Oklahoma State College							11	48,769	11	48,769
<b>2-year Colleges</b>							<b>78</b>	<b>\$ 49,203</b>	<b>78</b>	<b>\$ 49,203</b>
<b>All Institutions</b>	<b>74</b>	<b>\$ 89,789</b>	<b>40</b>	<b>\$ 65,203</b>	<b>84</b>	<b>\$ 61,493</b>	<b>139</b>	<b>\$ 43,296</b>	<b>337</b>	<b>\$ 60,641</b>

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

## TABLE 17

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

Oklahoma has made significant strides in bringing faculty salaries up to the national average. Oklahoma professors' salaries are at 87.4 percent of the national average (\$98,720 compared to \$112,897), associate professors are 86.7 percent of the national average (\$69,726 compared to \$80,448), and assistant professors are 85.4 percent of the national average (\$59,003 compared to \$69,100). Oklahoma instructor's salaries are lower than the national average. (\$46,832 compared to \$48,398, or 96.78 percent)

Assistant Professors at Oklahoma's research universities have seen the largest 10-year growth in average salary, 33.2 percent, just slightly higher than professors, when compared to other ranks and other tiers. Nationally, assistant professors' salaries at research universities grew by 31.7 percent, by comparison.

Overall, average Oklahoma salaries of all ranks have increased 29.4 percent over the 10-year period compared to 27.1 percent nationally, bringing Oklahoma average faculty salaries to 79.8 percent of the national average.

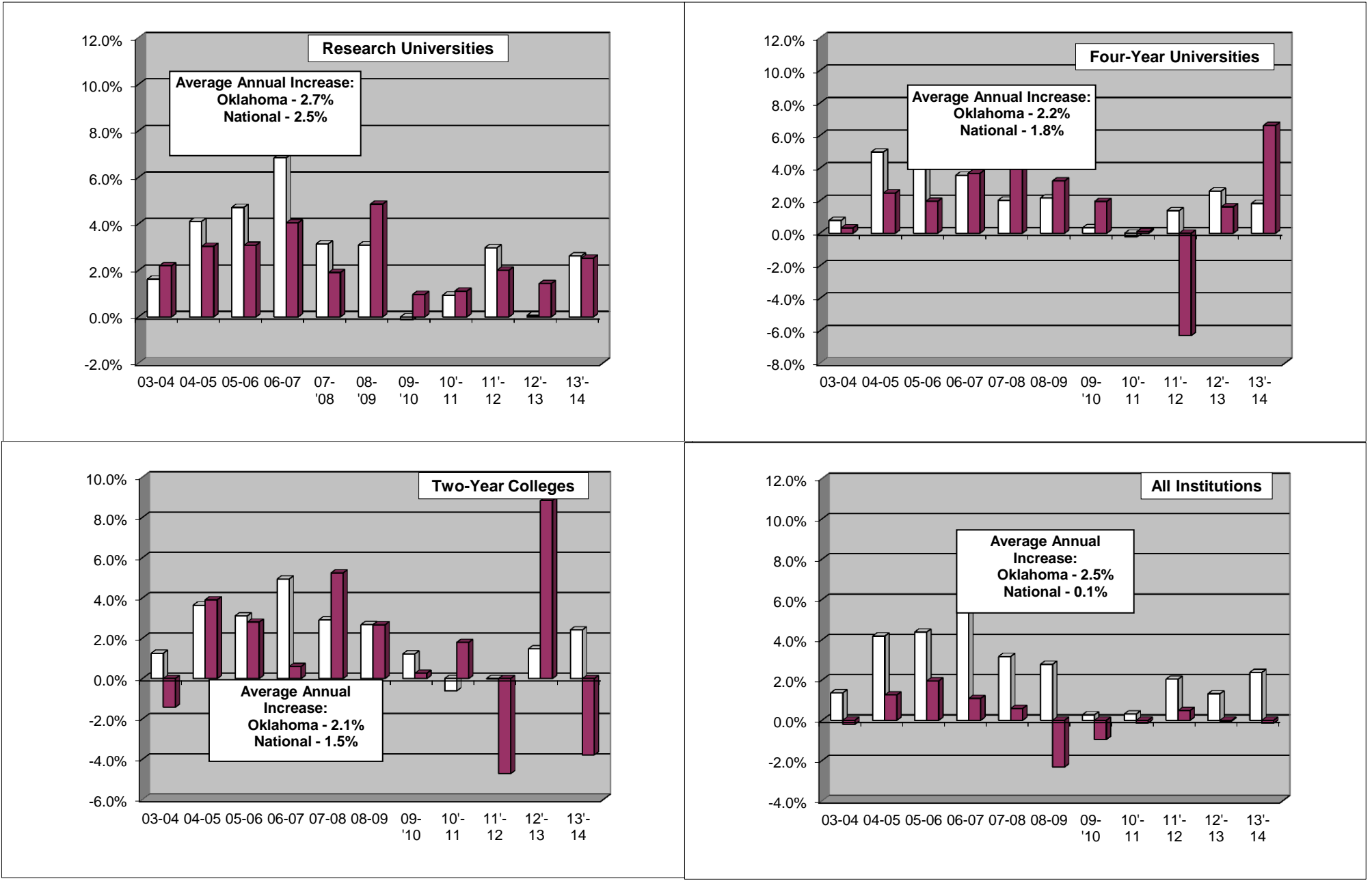
Figure 12 shows the annual percentage increases in average faculty salaries in Oklahoma and the nation over a 10-year period for each tier of institutions. Research universities have shown the greatest average annual percent increase at 2.7 percent. Overall, Oklahoma's average annual increase was 2.5 percent, compared to the national average of only 0.1 percent.

Figure 13 shows annual percentage increases in faculty salaries in Oklahoma and the nation over a 10-year period by faculty rank. Professors received the largest average annual increase, 2.9 percent, compared to 2.7 percent nationally. Average annual increases in Oklahoma for associate professors, assistant professors, and professors were 2.4 percent, 2.7 percent, and 2.5 percent, respectively.



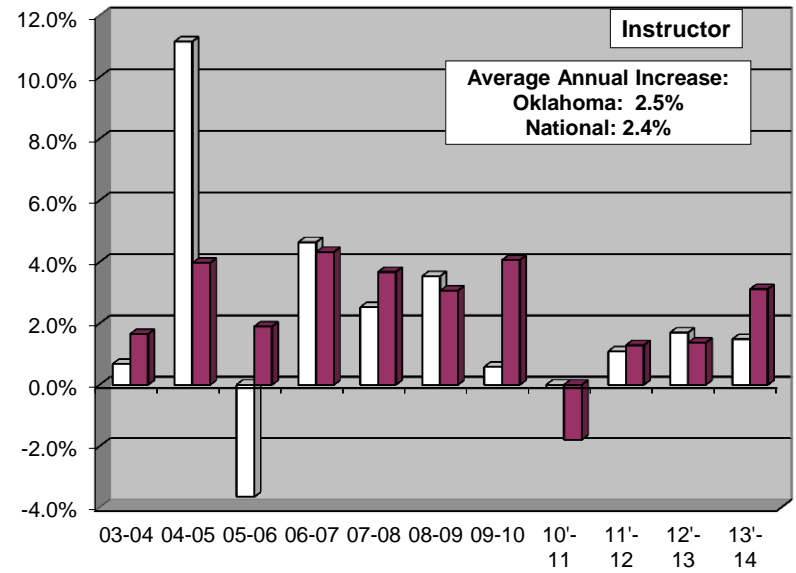
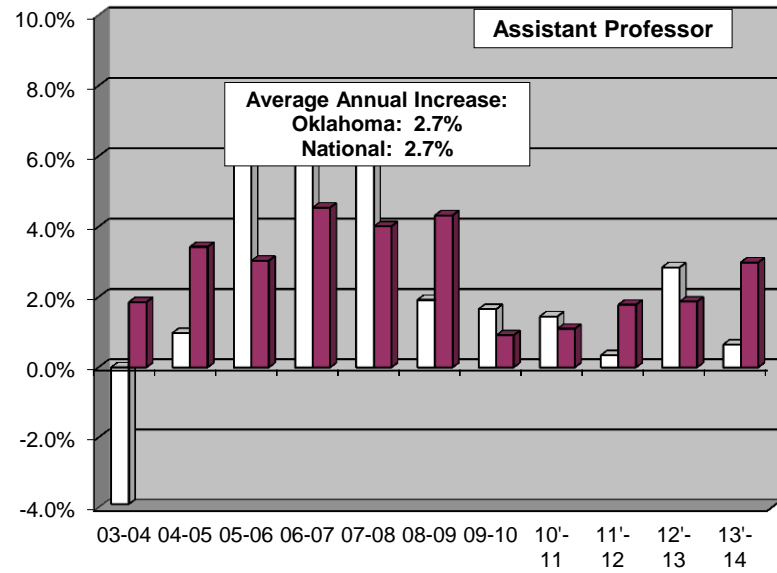
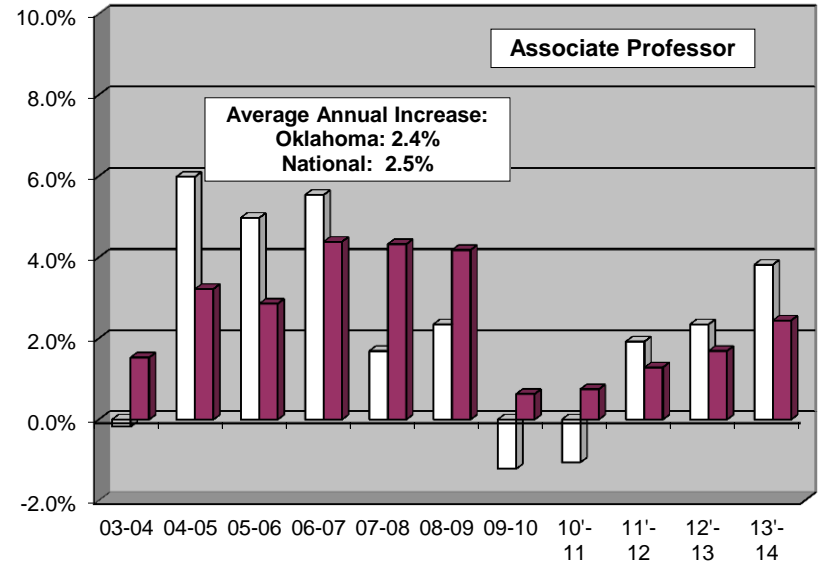
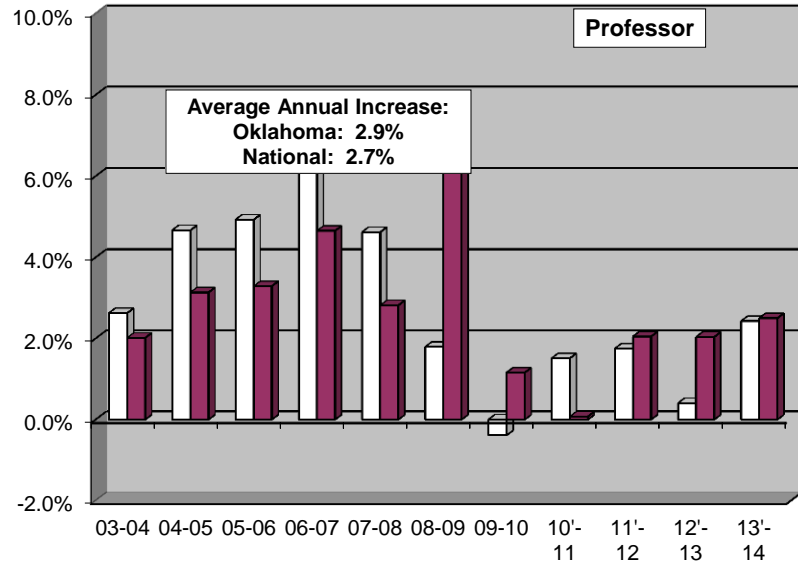


**FIGURE 12**  
**ANNUAL PERCENTAGE INCREASES IN FACULTY SALARIES, BY TIER**  
**OKLAHOMA COMPARED TO NATIONAL PUBLIC INSTITUTIONS (10 Yr Period)**



Oklahoma
  National

**FIGURE 13**  
**ANNUAL PERCENTAGE INCREASES IN FACULTY SALARIES, BY RANK**  
**OKLAHOMA COMPARED TO NATIONAL PUBLIC INSTITUTIONS**



Oklahoma
  National