

Salaries in  
The Oklahoma State System of Higher Education  
2014-2015

*Faculty and Selected  
Administrative Positions*



Oklahoma State Regents for Higher Education  
Research Park, Oklahoma City

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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 \$67,482 for the year 2014-2015 (Table 1). This is an increase of \$1,561 or 2.4 percent above 2013-2014.

**Increase/Decrease by Type of Institution:** Average salaries increased \$2,351 at the research universities, increased by \$1,417 at the four-year universities, and a decrease of \$367 at the two-year colleges. These salaries represent changes of 2.9 percent—research, 2.4 percent—four-year, and -0.7 percent—two-year, over 2013-2014.

**Increase/Decrease by Rank:** Among the three categories of institutions, the rank of Assistant Professor showed the greatest dollar increase over 2013-14--\$2,349 or 4.0 percent. All other percent changes in salaries range from decreases of \$96 or. 0.2 percent for Instructors, to \$2,140 or 2.0 percent for Professors. (see Figure 2).

**Total Faculty:** Total full-time faculty in 2014-2015 is 5,067 an increase of 35 or 0.7 percent over 2013-14 (Figure 1). The total number of faculty when the constituent agencies are added is 6,249 a decrease of 527 or 7.8 percent.

**Salary Range:** Full-time salaries on a 9-10 month basis in the 25 institutions in 2014-2015 range from a minimum of \$22,713, compared to \$16,740 as a low in 2013-2014, to a maximum of \$298,863, the same as in the previous year (Table 9). On an 11-12 month basis, full-time salaries range from a minimum of \$8,773, a decrease of \$11,630 from the low in 2013-2013, to a maximum of \$425,004, an increase of 21.4 percent from the high in 2013-2014. 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 2014-2015 are \$23,889, an increase over 2013-2014 of \$356, or 1.5 percent (Table 5); for faculty on an 11-12 month contract basis, average benefits total \$31,426, an increase of \$1,616 or 5.4 percent (Table 7).

**Oklahoma Average Salaries Compared to National:** Research universities’ average salary is 90.33 percent of the national average, compared to 89.64 percent in 2013-2014. In all ranks the average rate for Oklahoma has increased, by 0.59 percent, from the 2013-14 average to 80.39 percent. (Table 17)

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

## **TABLE 1**

Table 1 presents the 2014-2015 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 2014-2015 is \$67,482. This represents an increase over 2013-2014 of \$1,561 or 2.4 percent (see Figure 2). The average for research universities is \$84,746, for four-year universities, \$59,635, and for two-year colleges, \$49,503. These salaries represent increases over 2013-2014 of 2.9 percent and 2.4 percent, respectively, for the research and regional universities and a 0.7 percent decrease for the two-year colleges. The 2014-2015 median of all institutions' average salaries is \$51,346.

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 28.5 percent higher than the average salary of all ranks for four-year universities. By rank, the research universities' average salary exceeds the four-year universities' average salary in the rank of professor by 33.6 percent, associate professor by 18.0 percent, and assistant professor by 20.1 percent. However, in the rank of instructor, the two-year universities' average salary exceeds the system average salary by 5.6 percent.

The total number of full-time faculty reported in the 25 institutions in 2014-2015 is 5,067—2,109 at research universities, 1,946 at four-year universities, and 1,012 at two-year colleges. These figures compare to a total of 5,032-2,081; 1,895; and 1,041 at the research, four-year and two-year tiers, respectively in 2014.

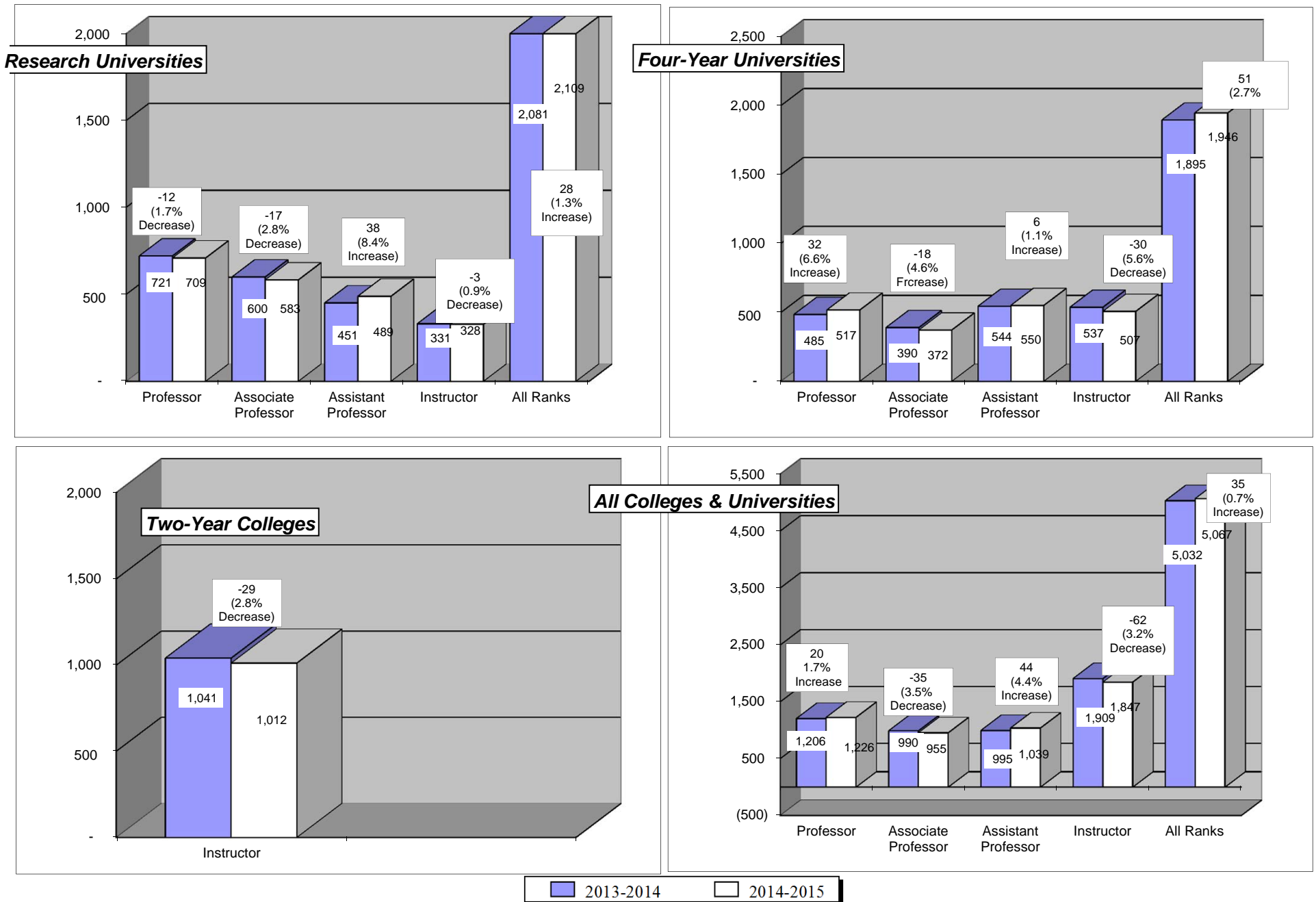
**TABLE 1**  
**AVERAGE SALARIES PAID ALL FULL-TIME FACULTY**  
**2014-2015**

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	422	\$ 116,482	298	\$ 77,111	275	\$ 71,532	147	\$ 42,655	1,142	\$ 85,881
Oklahoma State University	287	118,974	285	79,472	214	73,764	181	44,596	967	83,405
<b>Research Universities</b>	<b>709</b>	<b>\$ 117,491</b>	<b>583</b>	<b>\$ 78,266</b>	<b>489</b>	<b>\$ 72,509</b>	<b>328</b>	<b>\$ 43,726</b>	<b>2,109</b>	<b>\$ 84,746</b>
<b>Research Tier Salaries Greater than 4-Yr Tier:</b>		<b>33.6%</b>		<b>18.0%</b>		<b>24.9%</b>				<b>29.6%</b>
University of Central Oklahoma	181	\$ 86,116	89	\$ 73,502	112	\$ 61,750	109	\$ 42,666	491	\$ 68,626
East Central University	58	72,167	19	56,289	45	50,416	56	43,057	178	55,815
Northeastern State University	73	75,458	66	61,280	103	53,736	79	42,219	321	57,393
Northwestern Oklahoma State University	20	68,122	10	61,309	23	54,287	34	41,586	87	53,311
Southeastern Oklahoma State University	57	80,020	29	71,599	28	61,923	17	42,235	131	69,384
Southwestern Oklahoma State University	38	82,132	46	67,296	56	55,246	73	48,415	213	60,304
Cameron University	40	71,810	34	59,645	64	50,953	49	40,019	187	54,130
Langston University	6	81,580	40	57,591	55	52,146	40	48,083	141	53,790
Oklahoma Panhandle State University	3	40,673	4	49,941	17	41,970	19	35,520	43	39,771
Rogers State University	24	63,182	23	56,644	33	49,757	23	40,421	103	52,338
University of Science & Arts	17	60,409	12	50,875	14	46,480	8	41,306	51	51,346
<b>Regional Four-Year Universities</b>	<b>517</b>	<b>\$ 78,052</b>	<b>372</b>	<b>\$ 64,208</b>	<b>550</b>	<b>\$ 54,420</b>	<b>507</b>	<b>\$ 43,161</b>	<b>1,946</b>	<b>\$ 59,636</b>
<b>4-Yr Tier Salaries Greater than Research Tier:</b>								<b>-1.3%</b>		
Carl Albert State College	-	\$ -	-	\$ -	-	\$ -	53	\$ 43,252	53	\$ 43,252
Connors State College	-	-	-	-	-	-	46	43,450	46	43,450
Eastern Oklahoma State College	-	-	-	-	-	-	39	43,254	39	43,254
Murray State College	-	-	-	-	-	-	57	45,998	57	45,998
Northeastern Oklahoma A&M College	-	-	-	-	-	-	61	45,078	61	45,078
Northern Oklahoma College	-	-	-	-	-	-	99	48,487	99	48,487
Oklahoma City Community College	-	-	-	-	-	-	143	49,352	143	49,352
Redlands Community College	-	-	-	-	-	-	27	40,481	27	40,481
Rose State College	-	-	-	-	-	-	104	46,815	104	46,815
Seminole State College	-	-	-	-	-	-	36	43,688	36	43,688
Tulsa Community College	-	-	-	-	-	-	306	57,285	306	57,285
Western Oklahoma State College	-	-	-	-	-	-	41	44,538	41	44,538
<b>Two-Year Colleges</b>	<b>-</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>1,012</b>	<b>\$ 49,503</b>	<b>1,012</b>	<b>\$ 49,503</b>
<b>2-Yr Tier Salaries Greater than System Avg:</b>								<b>5.6%</b>		
<b>All Colleges and Universities</b>	<b>1,226</b>	<b>\$ 100,860</b>	<b>955</b>	<b>\$ 71,425</b>	<b>1,039</b>	<b>\$ 61,353</b>	<b>1,847</b>	<b>\$ 46,736</b>	<b>5,067</b>	<b>\$ 67,482</b>
<b>FY2015 Median Salary:</b>										<b>\$ 51,346</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

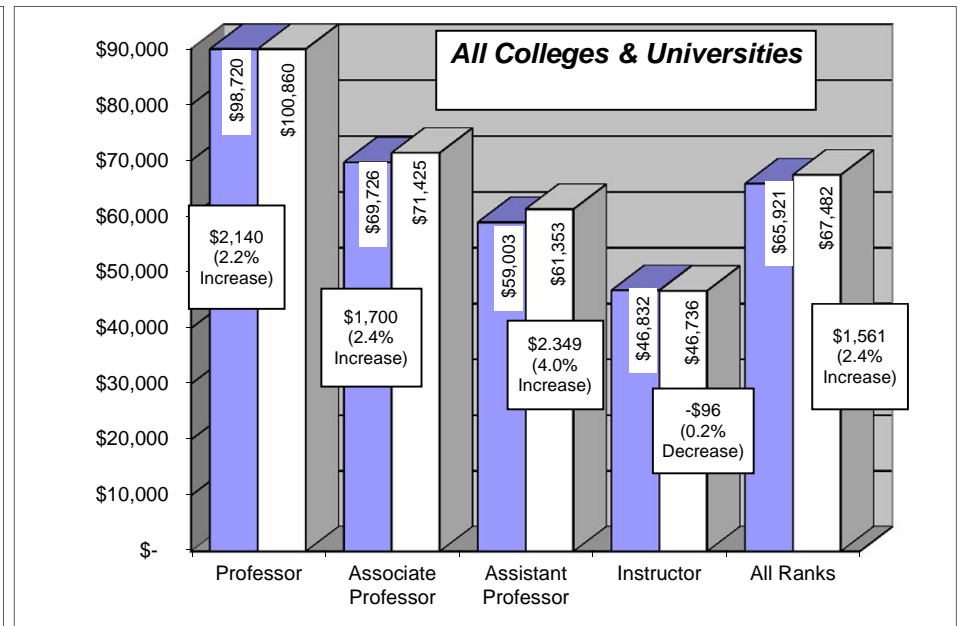
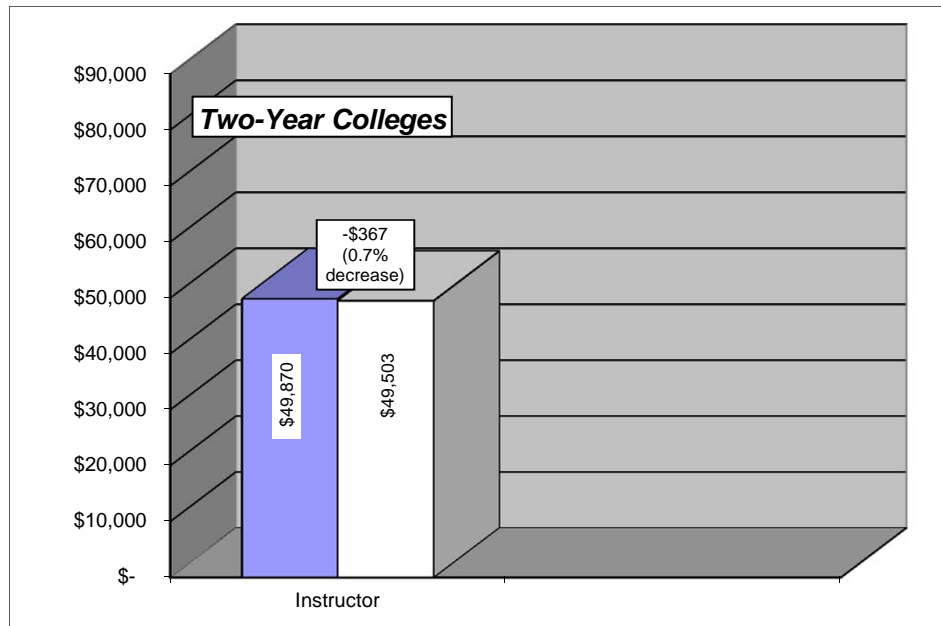
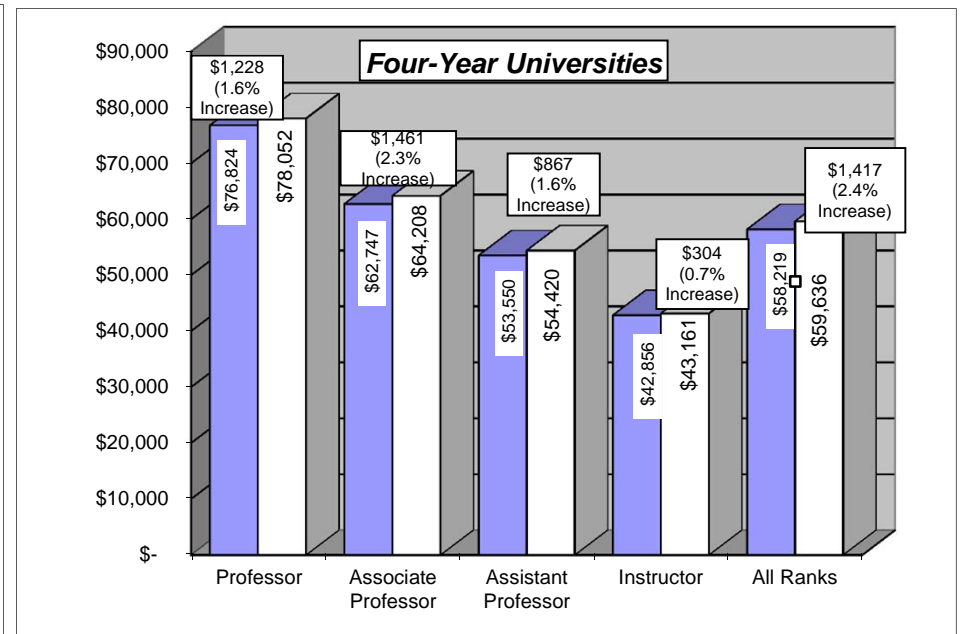
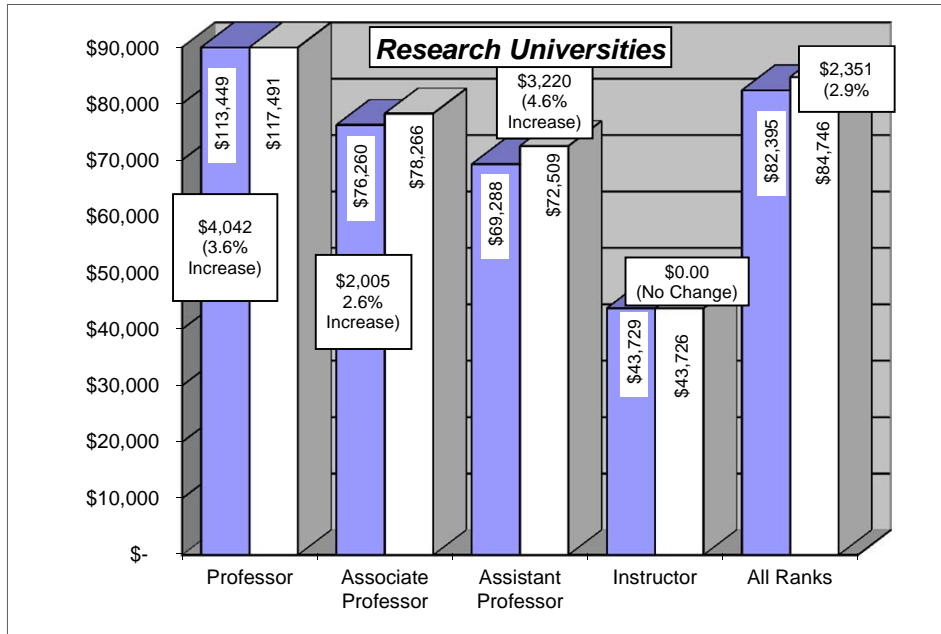
## CHANGE IN NUMBER OF FULL-TIME FACULTY 2013-2014 TO 2014-2015





# FIGURE 2

## CHANGE IN SALARIES OF FULL-TIME FACULTY 2013-2014 TO 2014-2015



Legend: 2013-2014 (Blue bar), 2014-2015 (White bar)

## TABLE 2

Table 2 presents the 9-10 month average salaries of all full-time faculty members for the three years, 2012-13 through 2014-2015, 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 2012-13 to 2014-2015 show the University of Oklahoma increased the average of all ranks \$ 4,312 or 5.3 percent, while Oklahoma State University increased \$4,630 or 5.9 percent. At Oklahoma State University, the salary for the rank of professor increased by \$8,160 the increase for associate professors was

\$4,934; the increase for assistant professor was \$6,403; and the rank of instructor showed an increase of \$1,284. At the University of Oklahoma, comparable figures were changes of \$5,648 \$3,743 \$5,321, and \$1,558 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**  
**2012-2013 THROUGH 2014-2015**

<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	2012-2013	110,834	73,368	66,211	41,096	81,569
	2013-2014	111,866	75,037	68,121	42,119	83,068
	2014-2015	116,482	77,111	71,532	42,655	85,881
	\$ Chg, 13-2015	5,648	3,743	5,321	1,558	4,312
	% Chg, 13-2015	5.1%	5.1%	8.0%	3.8%	5.3%
Oklahoma State University	2012-2013	110,813	74,539	67,361	43,312	78,775
	2013-2014	115,801	77,551	70,651	45,129	81,603
	2014-2015	118,974	79,472	73,764	44,596	83,405
	\$ Chg, 13-2015	8,160	4,934	6,403	1,284	4,630
	% Chg, 13-2015	7.4%	6.6%	9.5%	3.0%	5.9%
University of Central Oklahoma	2012-2013	79,927	67,099	60,108	44,509	65,501
	2013-2014	85,849	71,969	61,571	43,304	67,661
	2014-2015	86,116	73,502	61,750	42,666	68,626
	\$ Chg, 13-2015	6,189	6,403	1,642	(1,843)	3,124
	% Chg, 13-2015	7.7%	9.5%	2.7%	-4.1%	4.8%
East Central University	2012-2013	70,250	56,203	49,986	45,401	56,004
	2013-2014	71,237	53,281	49,315	45,190	54,983
	2014-2015	72,167	56,289	50,416	43,057	55,815
	\$ Chg, 13-2015	1,917	85	430	(2,344)	(189)
	% Chg, 13-2015	2.7%	0.2%	0.9%	-5.2%	-0.3%
Northeastern State University	2012-2013	73,131	58,764	51,339	42,998	55,500
	2013-2014	74,151	61,183	52,203	41,787	56,093
	2014-2015	75,458	61,280	53,736	42,219	57,393
	\$ Chg, 13-2015	2,327	2,516	2,397	(779)	1,892
	% Chg, 13-2015	3.2%	4.3%	4.7%	-1.8%	3.4%
Northwestern Oklahoma State University	2012-2013	65,803	60,431	53,447	41,931	52,555
	2013-2014	67,681	62,721	52,630	41,609	52,438
	2014-2015	68,122	61,309	54,287	41,586	53,311
	\$ Chg, 13-2015	2,319	878	840	(345)	756
	% Chg, 13-2015	3.5%	1.5%	1.6%	-0.8%	1.4%
Southeastern Oklahoma State University	2012-2013	74,023	60,608	53,650	35,455	61,642
	2013-2014	75,502	60,256	56,607	37,493	62,728
	2014-2015	80,020	71,599	61,923	42,235	69,384
	\$ Chg, 13-2015	5,996	10,991	8,273	6,780	7,742
	% Chg, 13-2015	8.1%	18.1%	15.4%	19.1%	12.6%
Southwestern Oklahoma State University	2012-2013	78,065	65,215	52,489	46,122	56,800
	2013-2014	78,300	65,958	53,894	47,097	57,771
	2014-2015	82,132	67,296	55,246	48,415	60,304
	\$ Chg, 13-2015	4,067	2,081	2,757	2,293	3,504
	% Chg, 13-2015	5.2%	3.2%	5.3%	5.0%	6.2%
Cameron University	2012-2013	70,542	61,574	51,763	38,927	54,033
	2013-2014	72,064	60,511	50,286	38,787	53,049
	2014-2015	71,810	59,645	50,953	40,019	54,130
	\$ Chg, 13-2015	1,268	(1,928)	(810)	1,092	97
	% Chg, 13-2015	1.8%	-3.1%	-1.6%	2.8%	0.2%
Langston University	2012-2013	67,786	56,795	49,878	44,228	51,329
	2013-2014	81,580	56,518	51,958	47,121	53,190
	2014-2015	81,580	57,591	52,146	48,083	53,790
	\$ Chg, 13-2015	13,794	795	2,268	3,855	2,461
	% Chg, 13-2015	20.3%	1.4%	4.5%	8.7%	4.8%
Oklahoma Panhandle State University	2012-2013	49,477	42,058	37,474	32,555	37,625
	2013-2014	48,434	49,599	49,828	31,166	43,307
	2014-2015	40,673	49,941	41,970	35,520	39,771
	\$ Chg, 13-2015	(8,803)	7,883	4,496	2,965	2,146
	% Chg, 13-2015	-17.8%	18.7%	12.0%	9.1%	5.7%
Rogers State University	2012-2013	66,574	57,095	48,405	43,805	52,835
	2013-2014	62,067	59,955	50,681	41,984	53,382
	2014-2015	63,182	56,644	49,757	40,421	52,338
	\$ Chg, 13-2015	(3,392)	(451)	1,352	(3,384)	(496)
	% Chg, 13-2015	-5.1%	-0.8%	2.8%	-7.7%	-0.9%
University of Science & Arts of Oklahoma	2012-2013	60,509	48,865	45,076	40,860	50,542
	2013-2014	60,306	51,212	46,065	40,896	51,113
	2014-2015	60,409	50,875	46,480	41,306	51,346
	\$ Chg, 13-2015	(100)	2,010	1,404	446	804
	% Chg, 13-2015	-0.2%	4.1%	3.1%	1.1%	1.6%

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

Institution	Period	Professor	Associate Professor	Assistant Professor	Instructor	Average, All Ranks
Carl Albert State College	2012-2013				41,906	41,906
	2013-2014				43,013	43,013
	2014-2015				43,252	43,252
	\$ Chg, 13-2015				1,346	1,346
	% Chg, 13-2015				3.2%	3.2%
Connors State College	2012-2013				45,379	45,379
	2013-2014				44,866	44,866
	2014-2015				43,450	43,450
	\$ Chg, 13-2015				(1,930)	(1,930)
	% Chg, 13-2015				-4.3%	-4.3%
Eastern Oklahoma State College	2012-2013				41,757	41,757
	2013-2014				41,765	41,765
	2014-2015				43,254	43,254
	\$ Chg, 13-2015				1,497	1,497
	% Chg, 13-2015				3.6%	3.6%
Murray State College	2012-2013				45,730	45,730
	2013-2014				45,577	45,577
	2014-2015				45,998	45,998
	\$ Chg, 13-2015				268	268
	% Chg, 13-2015				0.6%	0.6%
Northeastern Oklahoma A&M College	2012-2013				43,625	43,625
	2013-2014				45,543	45,543
	2014-2015				45,078	45,078
	\$ Chg, 13-2015				1,453	1,453
	% Chg, 13-2015				3.3%	3.3%
Northern Oklahoma College	2012-2013				45,898	45,898
	2013-2014				46,760	46,760
	2014-2015				48,487	48,487
	\$ Chg, 13-2015				2,588	2,588
	% Chg, 13-2015				5.6%	5.6%
Oklahoma City Community College	2012-2013				49,676	49,676
	2013-2014				51,171	51,171
	2014-2015				49,352	49,352
	\$ Chg, 13-2015				(324)	(324)
	% Chg, 13-2015				-0.7%	-0.7%
Redlands Community College	2012-2013				40,602	40,602
	2013-2014				41,335	41,335
	2014-2015				40,481	40,481
	\$ Chg, 13-2015				(121)	(121)
	% Chg, 13-2015				-0.3%	-0.3%
Rose State College	2012-2013				46,865	46,865
	2013-2014				47,892	47,892
	2014-2015				46,815	46,815
	\$ Chg, 13-2015				(50)	(50)
	% Chg, 13-2015				-0.1%	-0.1%
Seminole State College	2012-2013				42,841	42,841
	2013-2014				45,101	45,101
	2014-2015				43,688	43,688
	\$ Chg, 13-2015				847	847
	% Chg, 13-2015				2.0%	2.0%
Tulsa Community College	2012-2013				56,349	56,349
	2013-2014				57,906	57,906
	2014-2015				57,285	57,285
	\$ Chg, 13-2015				936	936
	% Chg, 13-2015				1.7%	1.7%
Western Oklahoma State College	2012-2013				45,387	45,387
	2013-2014				44,450	44,450
	2014-2015				44,538	44,538
	\$ Chg, 13-2015				(849)	(849)
	% Chg, 13-2015				-1.9%	-1.9%

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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, 2012-2013 through 2014-2015, classified by rank and by type of institution.

Dollar increases in average annual salaries of all ranks in 2014-2015 over 2013-2014 are greatest for the research universities, next for four-year universities, and least for two-year colleges. The changes in averages of all ranks by type of institution in 2014-2015 over 2013-14 were \$2,351, \$1,417, and -\$367 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 2013-2014, and \$25,110 greater in 2014-2015. The average salary at four-year universities was \$10,132 greater than the average at two-year colleges in 2014-2015, and \$8,349 greater in 2013-2014.

Averages by rank show that research universities' faculty receive higher salaries than four-year universities' faculty in the all ranks in 2014-2015. 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 (8.2%), and a small decrease for two-year faculty, (-5.7%) and research universities showed an increase percentage of (1.9%.)

The annual increases in average salaries for 2013-2014 and 2014-2015 for research universities have been an increase of 1.0 and 2.9 percent. The four-year universities experienced increases of 13.9 percent in 2013-2014 and 2.4 percent in 2014-2015, with an average of 1.9 percent. The two-year colleges experienced a 0.7 percent increase in 2014-2015 and a 12.2 decrease in 2013-2014, with an average decrease of 5.7 percent.

**TABLE 3**  
**AVERAGE SALARIES PAID FULL-TIME FACULTY**  
**25 OKLAHOMA STATE COLLEGES AND UNIVERSITIES**  
**2012-2013 THROUGH 2014-2015**

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>					
2012-2013	\$ 110,826	\$ 36,623	\$ 74,203		
2013-2014	\$ 113,449	\$ 36,625	\$ 76,824		--
2014-2015	\$ 117,491	\$ 39,439	\$ 78,052		
<b>Associate Professor</b>					
2012-2013	\$ 73,932	\$ 13,286	\$ 60,645		--
2013-2014	\$ 76,260	\$ 13,514	\$ 62,747		--
2014-2015	\$ 78,266	\$ 14,058	\$ 64,208		
<b>Assistant Professor</b>					
2012-2013	\$ 66,743	\$ 14,289	\$ 52,454		--
2013-2014	\$ 69,288	\$ 15,738	\$ 53,550		--
2014-2015	\$ 72,509	\$ 18,089	\$ 54,420		
<b>Instructor</b>					
2012-2013	\$ 42,236	\$ (867)	\$ 43,102	\$ (5,593)	\$ 48,696
2013-2014	\$ 43,729	\$ 872	\$ 42,856	\$ (7,014)	\$ 49,870
2014-2015	\$ 43,726	\$ 565	\$ 43,161	\$ (6,342)	\$ 49,503
<b>Average, All Ranks</b>					
2012-2013	\$ 81,603	\$ 30,490	\$ 51,113	\$ 6,664	\$ 44,450
2013-2014	\$ 82,395	\$ 24,176	\$ 58,219	\$ 8,349	\$ 49,870
2014-2015	\$ 84,746	\$ 25,110	\$ 59,636	\$ 10,133	\$ 49,503
<b>Dollar Increase, All Ranks</b>					
2013-2014	\$ 791		\$ 7,106		\$ 5,420
2014-2015	\$ 2,351		\$ 1,417		\$ (367)
<b>Percent Increase, All Ranks</b>					
2013-2014	1.0%		13.9%		-12.2%
2014-2015	2.9%		2.4%		0.7%
<b>Avg Annual % Increase</b>	1.9%		8.2%		-5.7%

#### **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 2014-2015 to 9-10 month employed faculty is \$67,688. This represents an increase over 2013-2014 of \$1,301 or 2.0%. 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 39.6 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 17.1 percent above the mean. This influence is indicated by observing that the average salary for the research universities is \$83,494 the average salary for four-year universities is \$59,294, and the average salary for two-year colleges is \$49,528. The 2014-2015 median of all institutions' average salaries is \$50,809.

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 2014-2015 is 4,472. This number represents 88.3percent of the total full-time faculty in the 25 institutions. In 2013-2014, the number was 4,468 or 87.6 percent of the total. In 2014-2015, four-year universities employ 91.2 percent of their full-time faculty on a 9-10 month basis. The two-year colleges employ 91.3 percent on a 9-10 month basis. The two research universities combined employ 84.1 percent of their full-time faculty on a 9-10 month basis.



**TABLE 4**  
**AVERAGE SALARIES PAID 9-10 MONTH FULL-TIME FACULTY**  
**2014-2015**

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	339	\$ 112,811	264	\$ 75,028	263	\$ 71,694	139	\$ 41,959	1,005	\$ 81,930	
Oklahoma State University	227	115,154	247	79,690	208	73,940	86	47,594	768	82,146	
<b>Research Universities</b>	<b>566</b>	<b>\$ 113,751</b>	<b>511</b>	<b>\$ 77,281</b>	<b>471</b>	<b>\$ 72,686</b>	<b>225</b>	<b>\$ 44,113</b>	<b>1,773</b>	<b>\$ 83,494</b>	<b>84.1%</b>
University of Central Oklahoma	181	\$ 86,116	89	\$ 73,502	112	\$ 61,750	109	\$ 42,666	491	68,626	
East Central University	56	72,142	18	56,177	44	50,199	48	42,178	156	55,258	
Northeastern State University	61	73,723	62	60,209	89	51,504	74	41,456	296	56,160	
Northwestern Oklahoma State University	18	66,971	9	59,939	23	54,287	30	41,758	80	53,079	
Southeastern Oklahoma State University	52	78,001	29	71,599	25	62,031	13	40,127	118	63,855	
Southwestern Oklahoma State University	34	77,902	38	62,716	45	48,801	70	48,545	187	56,824	
Cameron University	40	71,810	31	61,067	64	50,953	47	40,158	182	54,466	
Langston University	4	66,120	23	57,693	33	53,300	32	49,499	92	53,633	
Oklahoma Panhandle State University	2	47,526	2	49,928	16	42,689	17	34,987	47	39,120	
Rogers State University	17	64,736	18	58,191	30	50,186	22	40,771	87	52,711	
University of Science & Arts	15	59,932	12	50,875	13	46,068	8	41,306	48	50,809	
<b>Regional Four-Year Universities</b>	<b>480</b>	<b>\$ 77,637</b>	<b>331</b>	<b>\$ 64,238</b>	<b>494</b>	<b>\$ 53,667</b>	<b>470</b>	<b>\$ 42,998</b>	<b>1,775</b>	<b>\$ 59,295</b>	<b>91.2%</b>
Carl Albert State College							48	\$ 43,190	48	43,190	
Connors State College							43	43,819	43	43,819	
Eastern Oklahoma State College							39	43,254	39	43,254	
Murray State College							49	45,858	49	45,858	
Northeastern Oklahoma A&M College							61	45,078	61	45,078	
Northern Oklahoma College							96	48,536	96	48,536	
Oklahoma City Community College							140	49,358	140	49,358	
Redlands Community College							23	41,926	23	41,926	
Rose State College							98	46,767	98	46,767	
Seminole State College							31	43,845	31	43,845	
Tulsa Community College							258	57,982	258	57,982	
Western Oklahoma State College							38	44,397	38	44,397	
<b>Two-Year Colleges</b>	<b>-</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>-</b>	<b>\$ -</b>	<b>924</b>	<b>\$ 49,528</b>	<b>924</b>	<b>\$ 49,528</b>	<b>91.3%</b>
<b>All Colleges and Universities</b>	<b>1,046</b>	<b>\$ 98,230</b>	<b>842</b>	<b>\$ 73,398</b>	<b>965</b>	<b>\$ 64,510</b>	<b>1,619</b>	<b>\$ 46,880</b>	<b>4,472</b>	<b>\$ 67,688</b>	<b>88.3%</b>

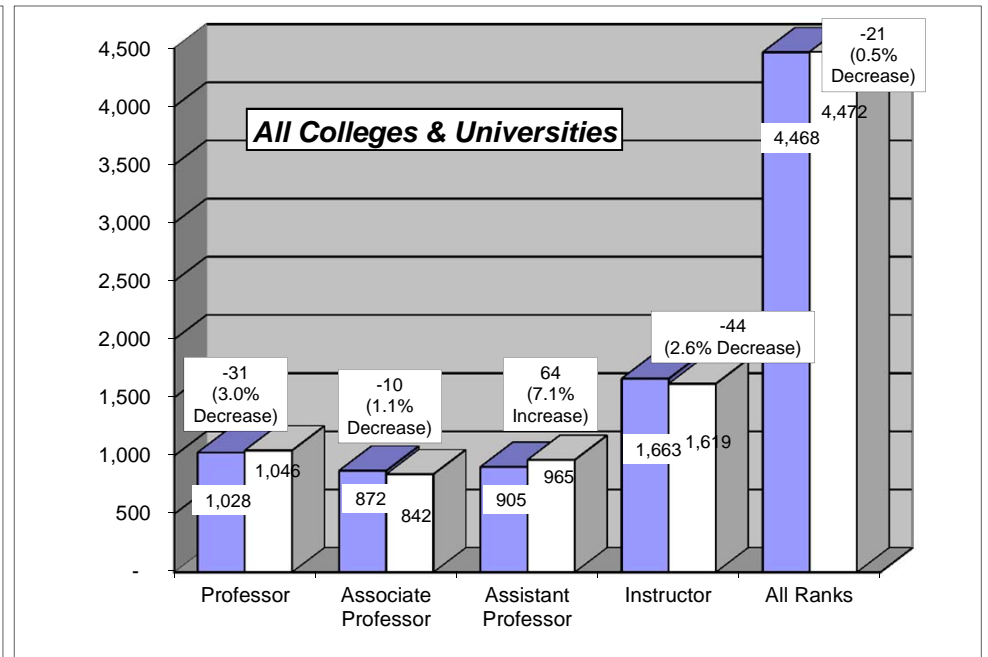
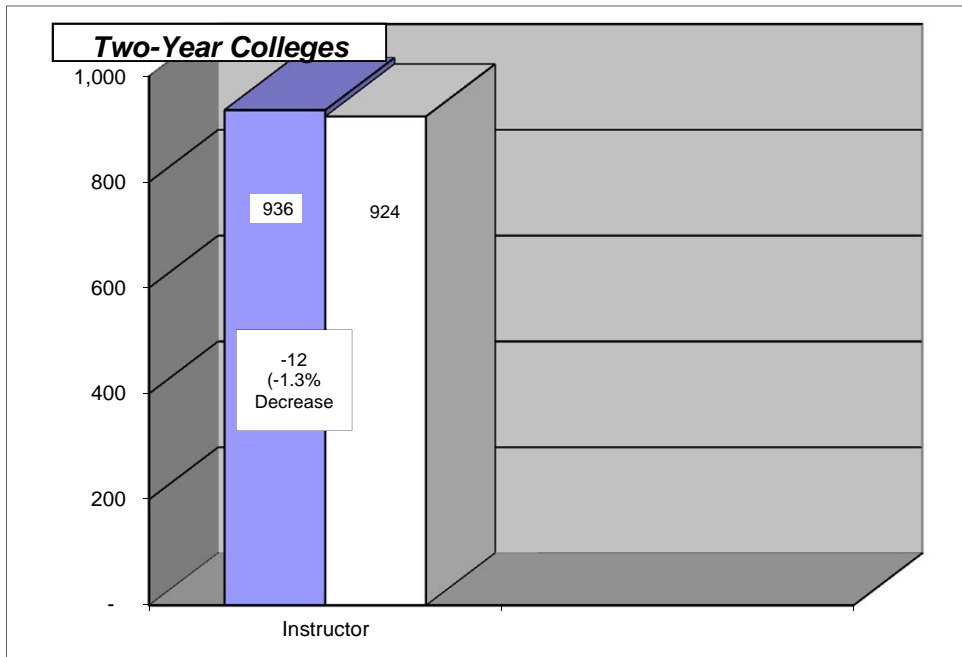
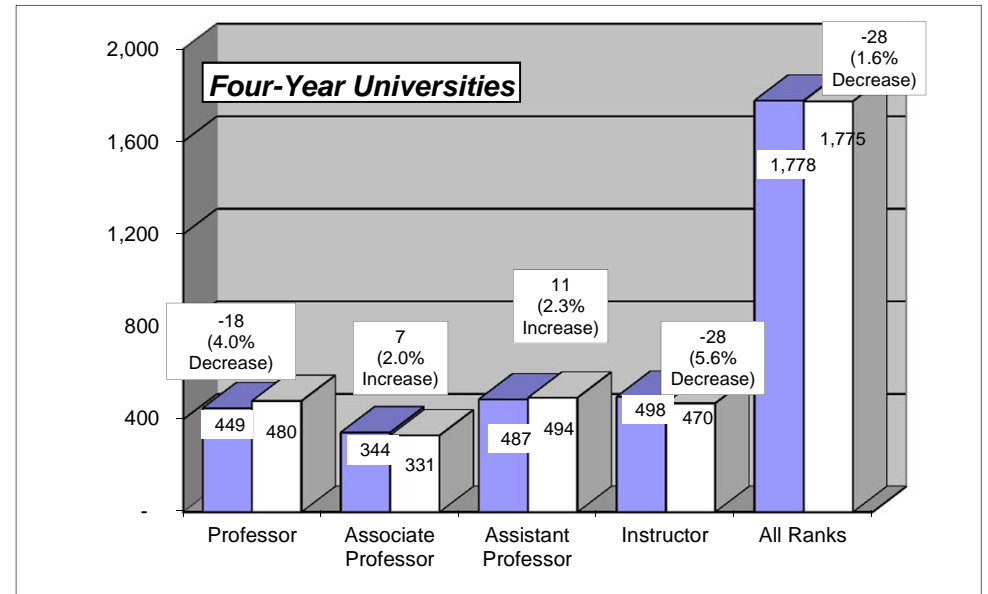
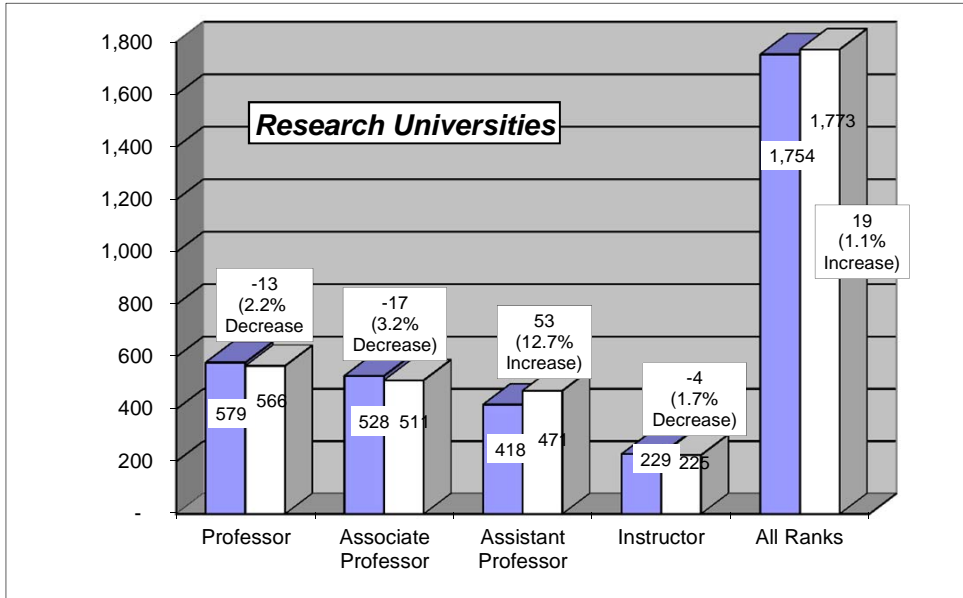
**FY14 9-10mo Faculty as % of Total Faculty: 87.6%**

Research University Tier	Number of 9-10 month Faculty as Percent of Total 9-10 month Faculty:	39.6%
	Average Salary Greater than Four-Year Tier by:	40.8%
Two-Year College Tier	TCC Number of Faculty as Percent of Two-Year:	27.9%
	TCC Average Salary Above Mean:	17.1%
All Colleges and Universities	Median of All Institutions' Average Salaries:	\$ 50,809

# FIGURE 3

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

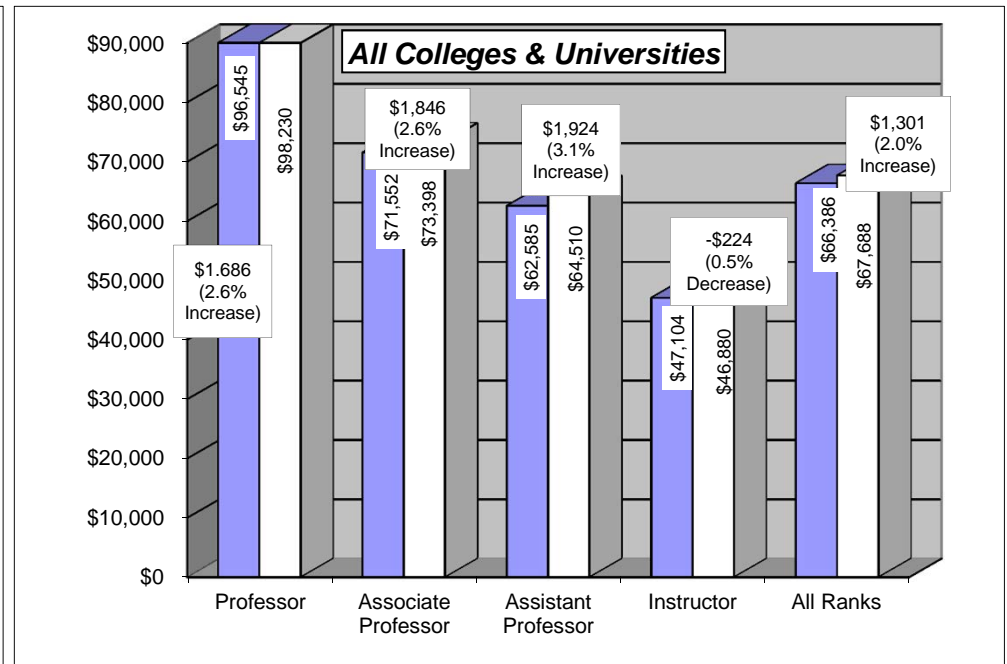
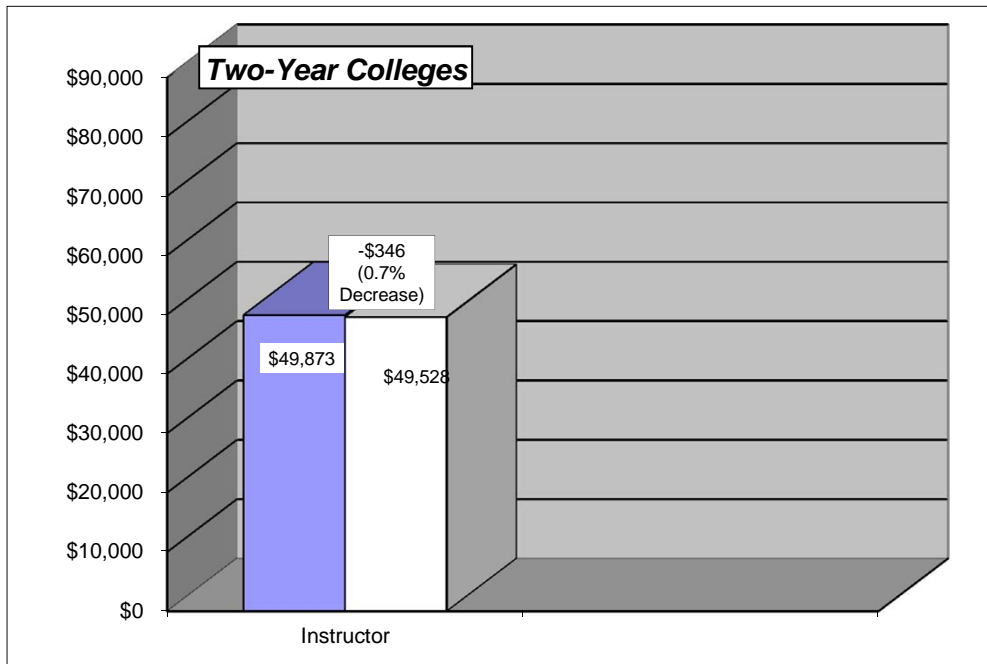
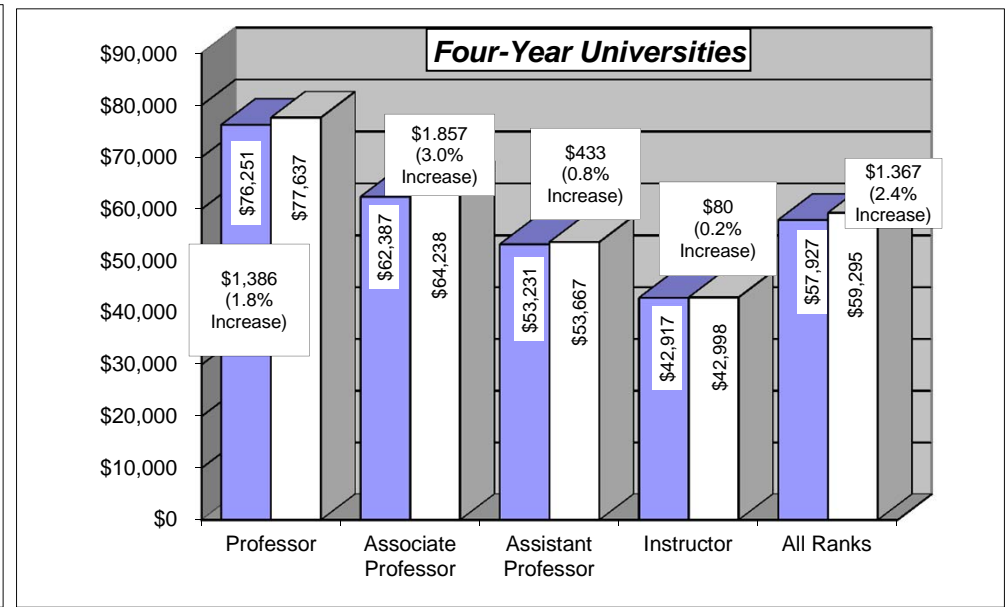
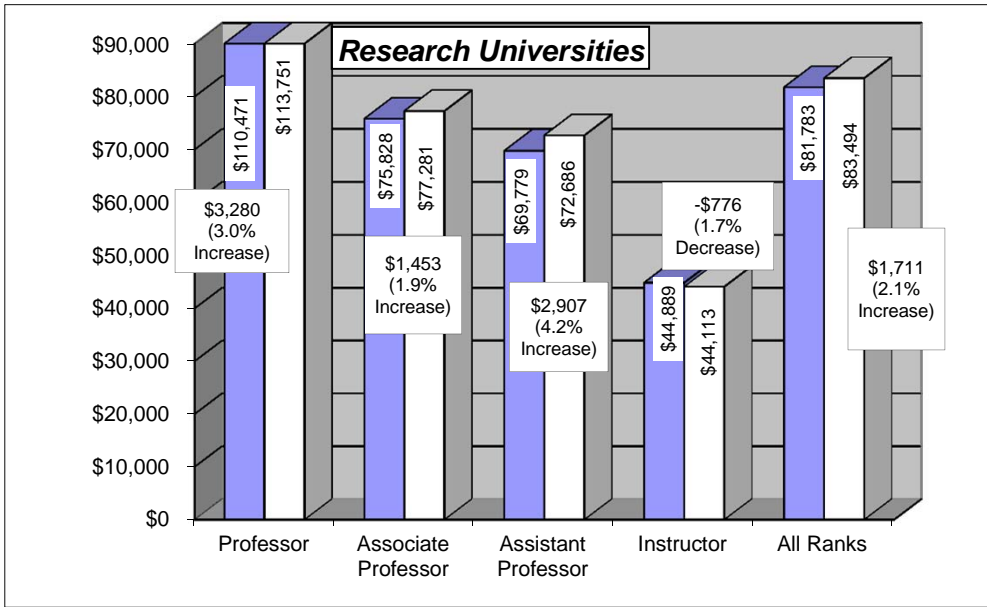
2013-2014 TO 2014-2015



2013-2014 2014-2015

# FIGURE 4

## CHANGE IN SALARIES OF 9-10 MONTH FULL-TIME FACULTY 2013-2014 TO 2014-2015



■ 2013-2014    
  2014-2015

## 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 2014-2015 is \$23,889, an increase over 2013-2014 of \$356 or 1.5 percent.

Fringe benefits as a percent of average salaries may be computed from the data in Tables 4 and 5. For all institutions, 2014-2015 fringe benefits are 35.1 percent of the average salary; compared to 35.5 percent in 2013-2014. For the research universities, four-year universities, and two-year colleges, the fringe benefits for 2014-2015 as a percent of average salaries are 33.9 percent, 34.2 percent, and 44.3 percent, respectively. Comparative percentages for 2013-2014 were 34.0 percent, 34.7 percent, and 44.5 percent, respectively.

Retirement plan payments are the largest fringe benefit for all institutions combined. 2014-2015 payments comprise 50.0 percent of the average total fringe benefits for the State System, a slight decrease from the 50.6 percent in 2013-2014. For the research universities, four-year universities, and two-year colleges, retirement plan payments are 56.1 percent, 42.3 percent, and 48.7 percent, respectively, of the total average fringe benefits. Comparable 2013-2014 figures were 56.8 percent, 42.5 percent, and 49.9 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.

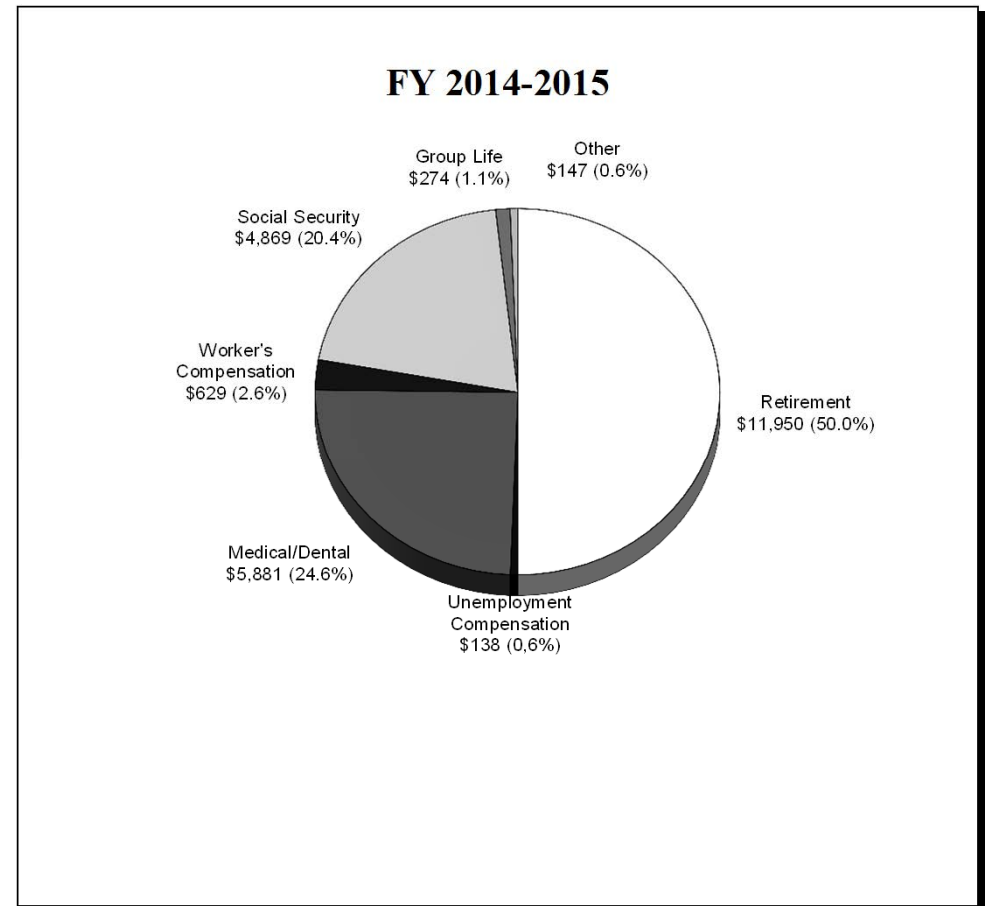
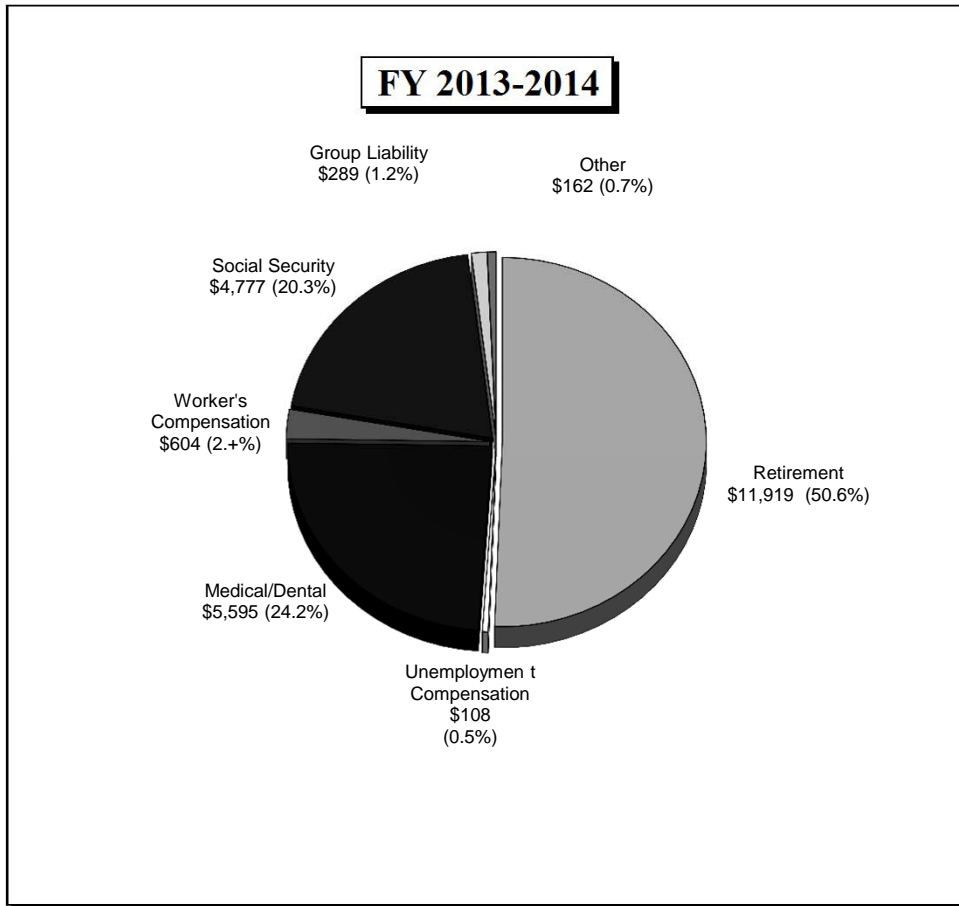
TABLE 5

**AVERAGE STAFF BENEFITS PAID 9-10 MONTH FULL-TIME FACULTY  
2014-2015**

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	FY14 Benefits as % of Salary
OU	1,005	\$17,668	\$5,327	\$5,974	\$33	\$111	\$819	\$2	29,934		
OSU	768	13,527	5,403	6,041	57	507	592		26,127		
<b>Research Universities</b>	<b>1,773</b>	<b>\$15,874</b>	<b>\$5,360</b>	<b>\$6,003</b>	<b>\$43</b>	<b>\$283</b>	<b>\$721</b>	<b>\$1</b>	<b>\$28,285</b>	<b>33.9%</b>	<b>34.0%</b>
UCO	491	\$4,865	\$5,664	\$5,242	\$434	\$251	\$532	\$98	17,086		
ECU	156	10,084	6,482	4,227	449	18	746	86	22,092		
NSU	286	8,890	5,885	4,292	149	348	800	208	20,572		
NWOSU	80	10,003	6,366	4,061	170	204	584	177	21,565		
SEOSU	118	11,554	6,070	4,893	82	221	888	186	23,894		
SWOSU	187	13,187	6,366	4,347	150	218	1,136	627	26,031		
Cameron	182	10,234	5,916	4,167	109	577	542	242	21,787		
Langston	92	9,670	5,897	3,325	170	379	547	1,019	21,007		
OPSU	47	7,743	6,794	2,988	170	318	269	191	18,473		
RSU	87	10,159	6,180	2,154	187	245	290	73	19,288		
USAO	49	5,744	6,377	3,887	187	163	518	193	17,069		
<b>Four-Year Universities</b>	<b>1,775</b>	<b>\$8,685</b>	<b>\$6,017</b>	<b>\$4,371</b>	<b>\$251</b>	<b>\$278</b>	<b>\$666</b>	<b>\$246</b>	<b>\$20,514</b>	<b>34.6%</b>	<b>34.7%</b>
CASC	48	\$8,462	\$6,397	\$2,992	\$170	\$198	\$69	\$69	18,357		
CSC	43	8,895	5,896	3,352	131	294	271	214	19,053		
EOSC	41	8,864	6,290	3,212	187	304	1,174		20,031		
MSC	49	7,534	6,366	3,508	225	177	468		18,278		
NEOAMC	61	9,156	6,382	2,795	-	387	625	221	19,566		
NOC	96	9,989	6,866	3,713	187	186	259	75	21,275		
OSCC	140	10,854	7,695	3,776	79	231	474	173	23,282		
REDLANDS	23	8,700	6,866	3,207	419	74	440	166	19,872		
ROSE	98	10,993	6,852	3,577	149	112	304	396	22,383		
SSC	31	10,827	6,877	3,354	165	168	272	68	21,731		
TCC	258	13,130	6,173	4,280		350	192	450	24,575		
WOSC	38	9,029	6,256	2,753	101	171	1,100	69	19,479		
<b>Two-Year Colleges</b>	<b>926</b>	<b>\$10,693</b>	<b>\$6,619</b>	<b>\$3,654</b>	<b>\$102</b>	<b>\$250</b>	<b>\$383</b>	<b>\$239</b>	<b>\$21,941</b>	<b>44.3%</b>	<b>44.5%</b>
<b>All Colleges &amp; Universities</b>	<b>4,474</b>	<b>\$11,950</b>	<b>\$5,881</b>	<b>\$4,869</b>	<b>\$138</b>	<b>\$274</b>	<b>\$629</b>	<b>\$147</b>	<b>\$23,889</b>	<b>35.3%</b>	<b>35.5%</b>
FY14 Total Benefits									\$23,533		
FY2015 Dollar and Percent Increase in Total Benefits									\$356	1.5%	

# FIGURE 5

## CHANGE IN AVERAGE BENEFITS PAID TO 9-10 MONTH FULL-TIME FACULTY ALL INSTITUTIONS 2013-2014 TO 2014-2015



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

	<u>FY14</u>	<u>FY15</u>
Research Universities	56.8%	56.1%
Four-Year Universities	42.5%	42.3%
Two-Year Colleges	49.9%	48.7%

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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 2014-2015 to 11-12 month employed faculty is \$94,143, an increase over 2013-2014 of \$5,291 or 6.0 percent. The average 11-12 month salary for research universities is \$111,653; the average for four-year universities is \$77,215; and the average for two-year colleges is \$60,185. The 2014-2015 median of the average salaries for 22 institutions reporting 11-12 month full-time faculty is \$62,705.

The number of full-time faculty employed on an 11-12 month contract basis is 595 or 11.8 percent of the total full-time faculty in the 25 institutions. In 2013-2014 the number was 632 or 12.4 percent. The percent of faculty employed on an 11-12 month basis is 15.9 percent at research universities; 8.9 percent at four-year universities, and 18.7 percent at two-year colleges. The number of full-time faculty employed on an 11-12 month basis varies by institution. For example, nine institutions employ five or less faculty on an 11-12 month basis; while over 34.8 percent of Langston University's faculty (49 out of 141) is employed on an 11-12 month basis.



**TABLE 6**

**AVERAGE SALARIES PAID 11-12 MONTH FULL-TIME FACULTY  
2014-2015**

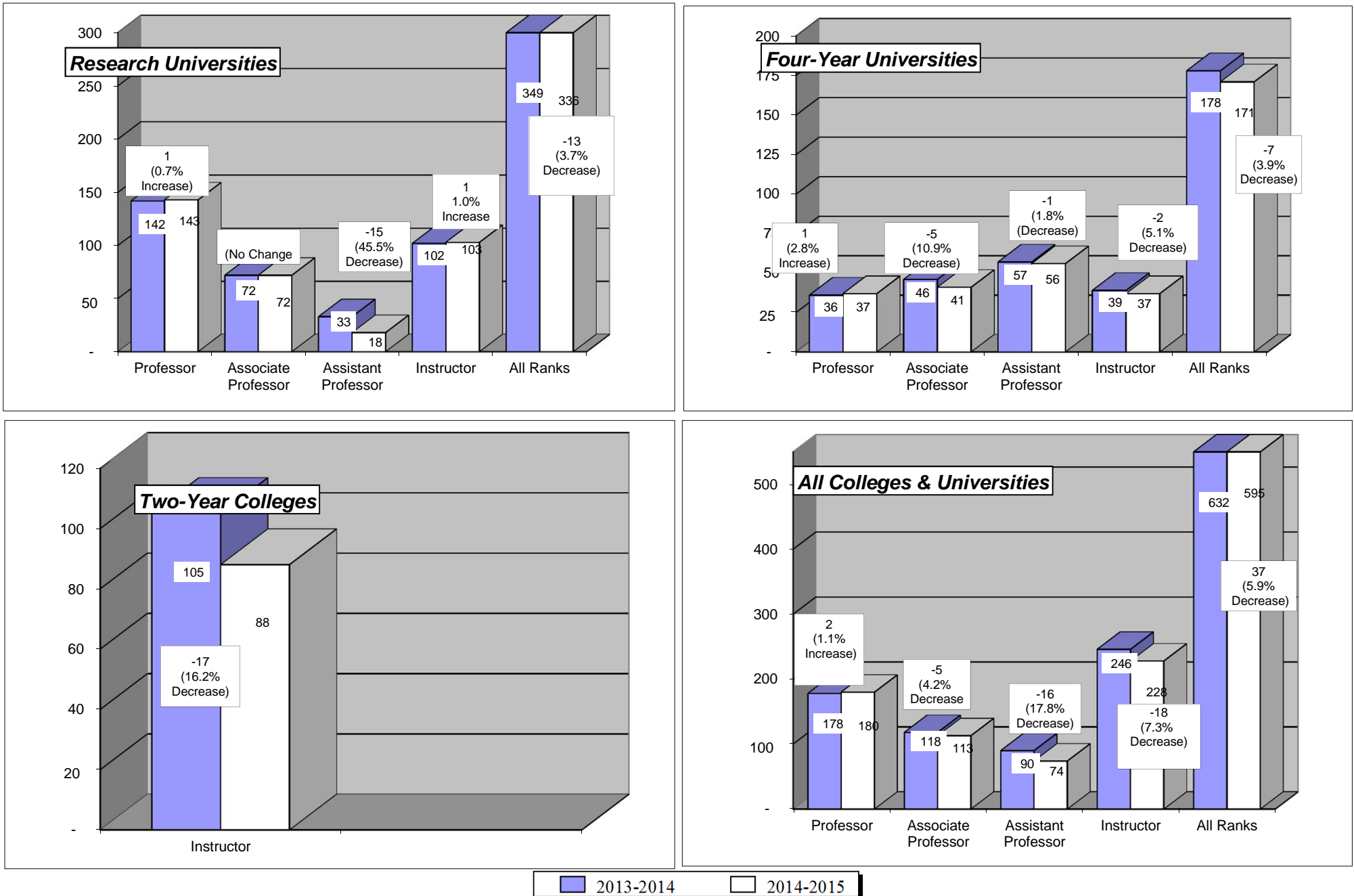
Institution	Academic Rank										No. of 11-12mo. Faculty as % of Total Faculty
	Professor		Associate Professor		Assistant Professor		Instructor		Average, All Ranks		
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	
University of Oklahoma	83	\$ 160,693	34	\$ 114,018	12	\$ 83,087	8	\$ 66,905	137	\$ 137,261	
Oklahoma State University	60	163,074	38	95,404	6	82,681	95	51,189	209	94,261	
<b>Research Universities</b>	<b>143</b>	<b>\$ 161,692</b>	<b>72</b>	<b>\$ 104,194</b>	<b>18</b>	<b>\$ 82,952</b>	<b>103</b>	<b>\$ 52,410</b>	<b>336</b>	<b>\$ 111,653</b>	<b>15.9%</b>
University of Central Oklahoma	-	-	-	-	-	-	-	-	-	-	
East Central University	2	89,052	1	71,253	1	73,270	8	59,074	12	66,268	
Northeastern State University	12	103,007	4	95,184	14	83,022	5	65,395	35	88,746	
Northwestern Oklahoma State University	2	95,925	1	90,000			4	49,248	7	68,406	
Southeastern Oklahoma State University	5	123,463			3	74,586	4	59,994	12	90,087	
Southwestern Oklahoma State University	4	144,329	8	108,837	11	99,750	3	55,463	26	104,294	
Cameron University			3	54,945			2	44,930	5	50,939	
Langston University	2	137,500	17	70,219	22	61,618	8	51,844	49	66,103	
Oklahoma Panhandle State University	1	32,961	2	61,055	1	37,235	2	48,950	6	36,040	
Rogers State University	7	72,610	5	62,425	3	55,568	1	40,000	16	72,714	
University of Science & Arts	2	78,205			1	63,360			3	73,257	
<b>Regional Four-Year Universities</b>	<b>37</b>	<b>\$ 101,981</b>	<b>41</b>	<b>\$ 78,182</b>	<b>56</b>	<b>\$ 74,634</b>	<b>37</b>	<b>\$ 55,282</b>	<b>171</b>	<b>\$ 77,215</b>	<b>8.8%</b>
Carl Albert State College							5	\$ 53,590	5	53,590	
Connors State College							3	46,635	3	46,635	
Eastern Oklahoma State College											
Murray State College							8	57,271	8	57,271	
Northeastern Oklahoma A&M College											
Northern Oklahoma College							3	57,332	3	57,332	
Oklahoma City Community College							3	59,971	3	59,971	
Redlands Community College							4	39,323	4	39,323	
Rose State College							6	58,186	6	58,186	
Seminole State College							5	52,204	5	52,204	
Tulsa Community College							48	65,439	48	65,439	
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>88</b>	<b>\$ 60,185</b>	<b>88</b>	<b>\$ 60,185</b>	<b>8.7%</b>
<b>All Colleges and Universities</b>	<b>180</b>	<b>\$ 149,418</b>	<b>113</b>	<b>\$ 94,756</b>	<b>74</b>	<b>\$ 76,657</b>	<b>228</b>	<b>\$ 55,877</b>	<b>595</b>	<b>\$ 94,143</b>	<b>11.7%</b>

**FY14 11-12mo Faculty as % of Total Faculty: 12.4%**

All Colleges and Universities	Median of All Institutions' Average Salaries:	\$ 62,705
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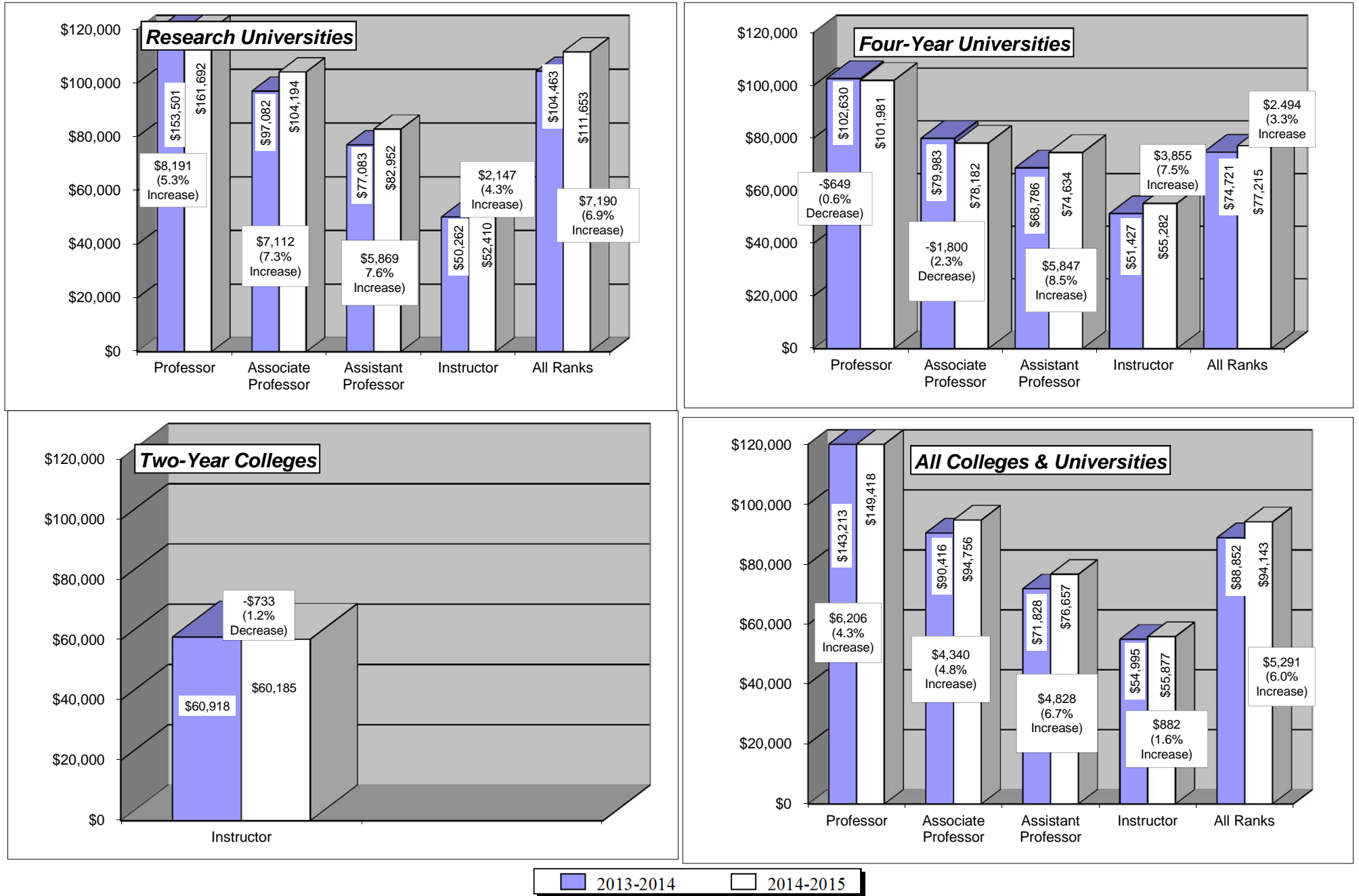
# FIGURE 6

## CHANGE IN NUMBER OF 11-12 MONTH FULL-TIME FACULTY 2013-2014 TO 2014-2015



# FIGURE 7

## CHANGE IN SALARIES OF 11-12 MONTH FULL-TIME FACULTY 2013-2014 TO 2014-2015



## **Table 7**

Table 7 represents the 2014-2015 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 2014-2015 is \$31,426 and represents a decrease of \$1,616 or 5.4 percent.

Fringe benefits as a percent of average salaries may be computed from the data in Tables 6 and 7. For all institutions, 2014-2015 fringe benefits are 33.4 percent of the average salary, a decrease from 33.6 percent in 2013-2014. For the research universities, four-year universities, and two-year colleges, the fringe benefits as a percent of average salaries are 33.5 percent, 32.9 percent, and 31.9 percent, respectively. Comparable 2013-2014 figures were 33.9 percent, 33.7 percent, and 35.6 percent, respectively.

Retirement plan payments are the largest fringe benefit for all institutions combined. Such payments comprise 57.9 percent of the average total fringe benefits for the State System for 2013-2013 as compared with 57.0 percent for 2013-2014. For the research universities, four-year universities, and two-year colleges, the payments are 57.4 percent, 56.2 percent, and 67.2 percent, respectively, of the total average fringe benefits. Comparable figures for 2013-2014 were 57.3 percent, 51.2 percent, and 61.3 percent respectively (see Figure 8).

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

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

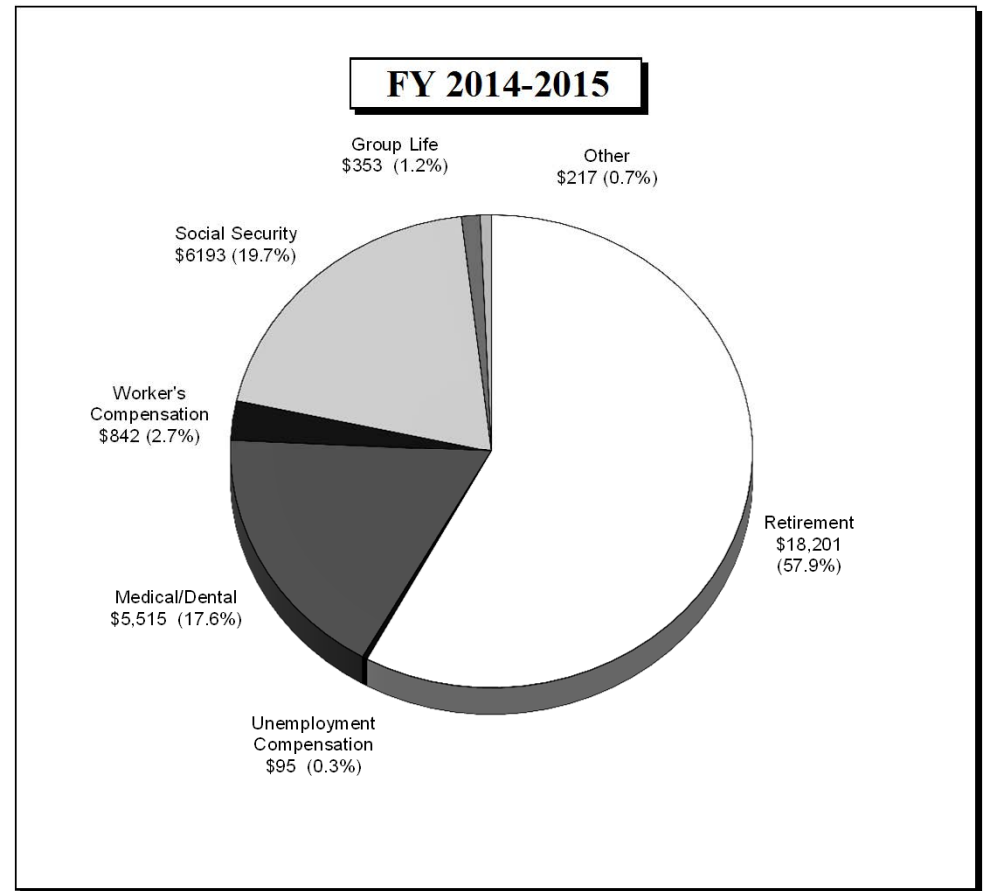
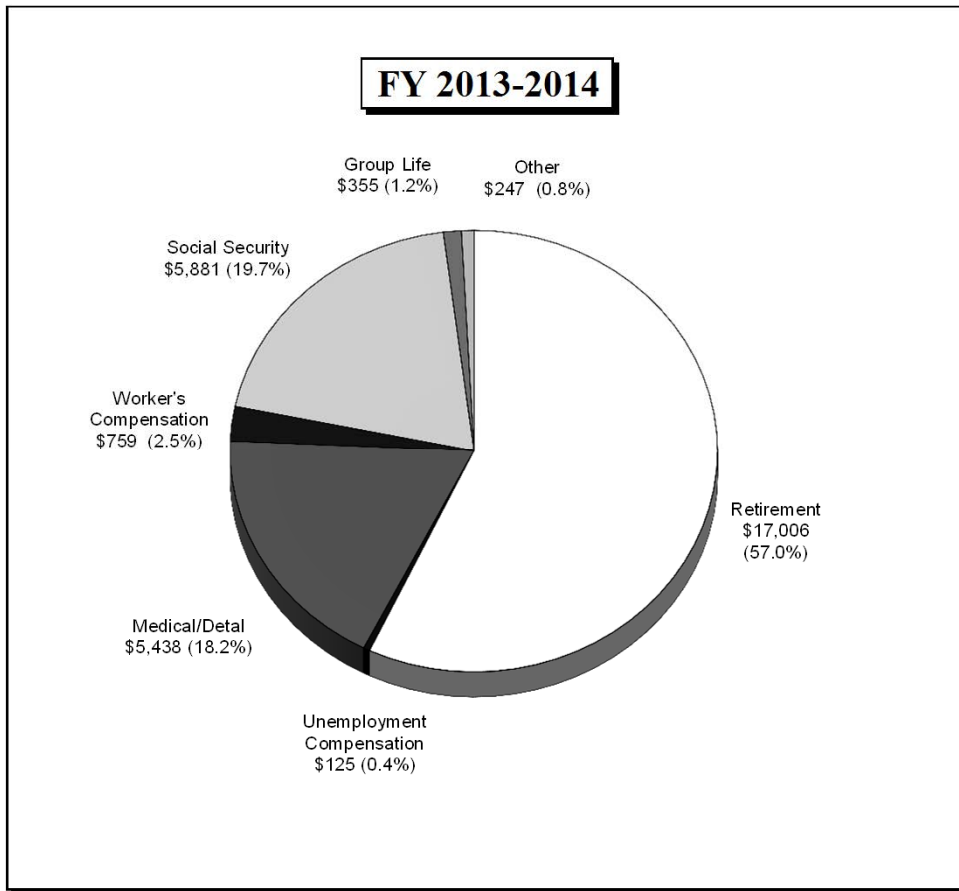
TABLE 7

AVERAGE STAFF BENEFITS PAID 11-12 MONTH FULL-TIME FACULTY  
2014-2015

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	FY14 Benefits as % of Salary
OU	137	\$33,873	\$5,095	\$8,536	\$55	\$185	\$1,373	\$2	\$ 49,119		
OSU	209	13,366	5,028	6,102	57	464	683		25,700		
<b>Research Universities</b>	<b>346</b>	<b>\$21,486</b>	<b>\$5,055</b>	<b>\$7,066</b>	<b>\$56</b>	<b>\$354</b>	<b>\$956</b>	<b>\$1</b>	<b>\$ 37,410</b>	<b>33.5%</b>	<b>33.9%</b>
UCO	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
ECU	12	11,716	6,482	5,070	449	21	372	103	24,213		
NSU	35	14,570	5,885	6,686	149	549	800	328	28,967		
NWOSU	7	12,580	6,366	5,233	170	263	752	207	25,571		
SEOSU	12	16,664	5,705	6,396	108	324	1,001	232	30,430		
SWOSU	26	23,303	6,366	7,978	150	401	2,086	693	40,977		
Cameron	5	9,636	5,916	3,897	109	540	507	234	20,839		
Langston	49	11,949	5,897	4,050	170	457	674	1,256	24,453		
OPSU	6	5,797	5,281	2,356	136	255	529	144	14,498		
RSU	16	12,913	6,180	2,825	187	353	382	108	22,948		
USAO	3	7,663	6,377	5,604	187	234	747	228	21,040		
<b>Four-Year Universities</b>	<b>171</b>	<b>\$14,284</b>	<b>\$6,026</b>	<b>\$5,320</b>	<b>\$177</b>	<b>\$401</b>	<b>\$883</b>	<b>\$590</b>	<b>\$ 25,394</b>	<b>32.9%</b>	<b>33.7%</b>
CASC	5	\$10,643	\$6,397	\$4,105	\$170	\$246	\$86	\$86	\$ 21,733		
CSC	3	\$9,467	\$5,896	\$3,567	\$139	\$348	\$289	\$226	19,932		
EOSC									-		
MSC	8	8,579	6,366	4,381	225	221	584		20,356		
NEOAMC									-		
NOC	3	11,527	6,866	4,386	187	220	550	89	23,825		
OCCC	3	12,571	7,695	4,588	96	281	576	210	26,017		
REDLANDS	4	8,236	6,866	3,008	393	70	413	160	19,146		
ROSE	6	13,376	6,852	4,452	149	140	378	474	25,821		
SSC	5	12,659	6,877	3,994	165	200	323	81	24,299		
TCC	48	14,635	6,070	4,793		420	192	501	26,611		
WOSC	3	11,209	6,256	3,510	101	219	1,100	88	22,483		
<b>Two-Year Colleges</b>	<b>88</b>	<b>\$12,899</b>	<b>\$6,334</b>	<b>\$4,460</b>	<b>\$85</b>	<b>\$324</b>	<b>\$311</b>	<b>\$343</b>	<b>19,185</b>	<b>31.9%</b>	<b>35.7%</b>
<b>All Colleges &amp; Universities</b>	<b>605</b>	<b>\$18,201</b>	<b>\$5,515</b>	<b>\$6,193</b>	<b>\$95</b>	<b>\$363</b>	<b>\$842</b>	<b>\$217</b>	<b>\$31,426</b>	<b>33.4%</b>	<b>33.6%</b>
FY14 Total Average Benefits									\$29,810		
FY15 Dollar and Percent Increase in Total Benefits									\$1,616	5.4%	

# FIGURE 8

## CHANGE IN AVERAGE BENEFITS PAID TO 11-12 MONTH FULL-TIME FACULTY ALL INSTITUTIONS 2013-2014 TO 2014-2015



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

	<u>FY14</u>	<u>FY15</u>
Comprehensive Universities	57.3%	57.4%
Four-Year Universities	51.2%	56.2%
Two-Year Colleges	61.3%	67.2%

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## **TABLE 8**

Table 8 presents the 2014-2015 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 2014-2015 is \$91,577 compared with \$89,940 in 2013-2014, and represents an increase of \$1,637 or 1.8 percent. The 2014-2015 average for research universities is \$111,779, for four-year universities, \$79,808, and for two-year colleges, \$71,469. The median of the average total compensation for all 25 institutions reporting is \$71,999.

Average total compensation for 11-12 month faculty in 2014-2015 is \$125,569 compared with \$118,662 in 2013-2014, and represents an increase of \$6,907 or 5.8 percent. The 2014-2015 average for research universities is \$149,062, for four-year universities, \$102,608, and for two-year colleges, \$79,370. The median of the average total compensation of the 22 institutions reporting 11-12 month faculty is \$84,998.



**TABLE 8**  
**AVERAGE TOTAL COMPENSATION PAID**  
**9-10 MONTH AND 11-12 MONTH FULL-TIME FACULTY**  
**2014-2015**

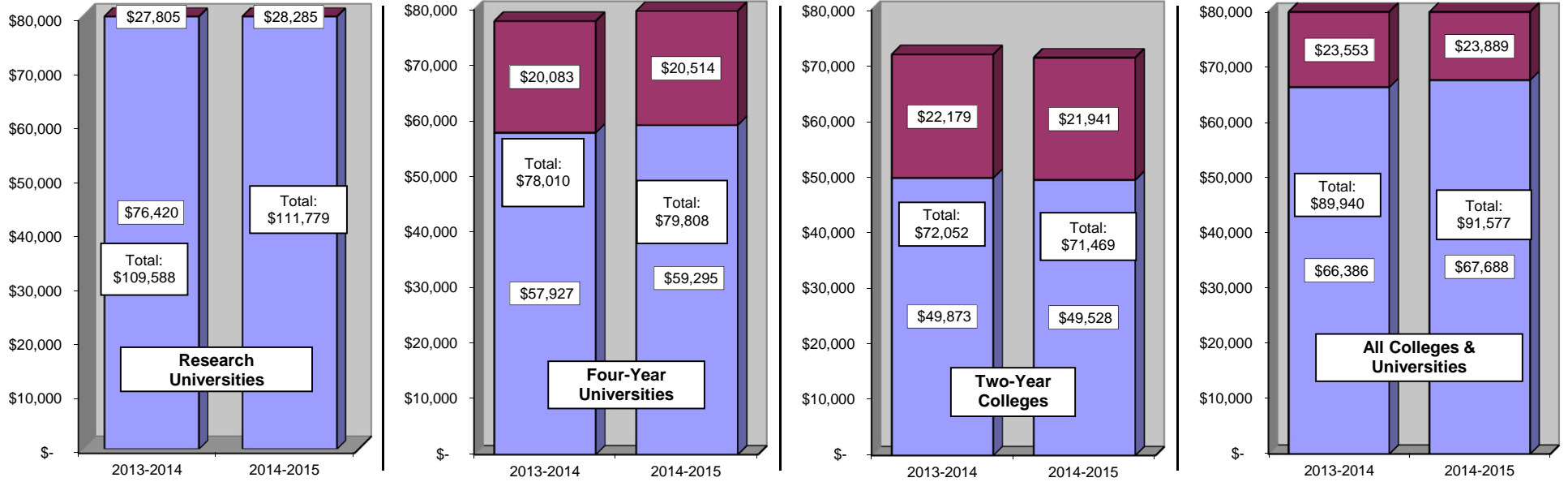
Institution	9-10 Month			11-12 Month		
	Average Salaries	Average Staff Benefits	Average Total Compensation	Average Salaries	Average Staff Benefits	Average Total Compensation
University of Oklahoma	\$ 81,930	\$ 29,934	\$ 111,864	\$ 137,261	\$ 49,119	\$ 186,380
Oklahoma State University	82,146	26,127	108,273	94,261	25,700	119,961
<b>Research Universities</b>	<b>\$ 83,494</b>	<b>\$ 28,285</b>	<b>\$ 111,779</b>	<b>\$ 111,653</b>	<b>\$ 37,410</b>	<b>\$ 149,062</b>
University of Central Oklahoma	\$ 68,626	\$ 17,086	\$ 85,712	\$ -	\$ -	\$ -
East Central University	55,258	22,092	77,350	66,268	24,213	90,481
Northeastern State University	56,160	20,572	76,732	88,746	28,967	117,713
Northwestern Oklahoma State University	53,079	21,565	74,644	68,406	25,571	93,977
Southeastern Oklahoma State University	63,855	23,894	87,749	90,087	30,430	120,517
Southwestern Oklahoma State University	56,824	26,031	82,855	104,294	40,977	145,271
Cameron University	54,466	21,787	76,253	50,939	20,839	71,778
Langston University	53,633	21,007	74,640	66,103	24,453	90,556
Oklahoma Panhandle State University	39,120	18,473	57,593	36,040	14,498	50,538
Rogers State University	52,711	19,288	71,999	72,714	22,948	95,662
University of Science & Arts of Oklahoma	50,809	17,069	67,878	73,257	21,040	94,297
<b>Four-Year Universities</b>	<b>\$ 59,295</b>	<b>\$ 20,514</b>	<b>\$ 79,809</b>	<b>\$ 77,215</b>	<b>\$ 25,394</b>	<b>\$ 102,608</b>
Carl Albert State College	\$ 43,190	\$ 18,357	\$ 61,547	\$ 53,590	\$ 21,733	\$ 75,323
Connors State College	43,819	19,053	62,872	46,635	19,932	66,567
Eastern Oklahoma State College	43,254	20,031	63,285	-	-	-
Murray State College	45,858	18,278	64,136	57,271	20,356	77,627
Northeastern Oklahoma A&M College	45,078	19,566	64,644	-	-	-
Northern Oklahoma College	48,536	21,275	69,811	57,332	23,825	81,157
Oklahoma City Community College	49,358	23,282	72,640	59,971	26,017	85,988
Redlands Community College	41,926	19,872	61,798	39,323	19,146	58,469
Rose State College	46,767	22,383	69,150	58,186	25,821	84,007
Seminole State College	43,845	21,731	65,576	52,204	24,299	76,503
Tulsa Community College	57,982	24,575	82,557	65,439	26,611	92,050
Western Oklahoma State College	44,397	19,479	63,876	56,616	22,483	79,099
<b>Two-Year Colleges</b>	<b>\$ 49,528</b>	<b>\$ 21,941</b>	<b>\$ 71,469</b>	<b>\$ 60,185</b>	<b>\$ 19,185</b>	<b>\$ 79,370</b>
<b>All Colleges &amp; Universities</b>	<b>\$ 67,688</b>	<b>\$ 23,889</b>	<b>\$ 91,577</b>	<b>\$ 94,143</b>	<b>\$ 31,426</b>	<b>\$ 125,569</b>
Median Average Total Compensation:			\$ 71,999			\$ 84,998
Average Total Compensation, FY14:			\$ 89,940			\$ 118,662
			\$ 1,637			\$ 6,907
FY15 Dollar Increase			1.8%			5.8%

FY15 Percent Increase

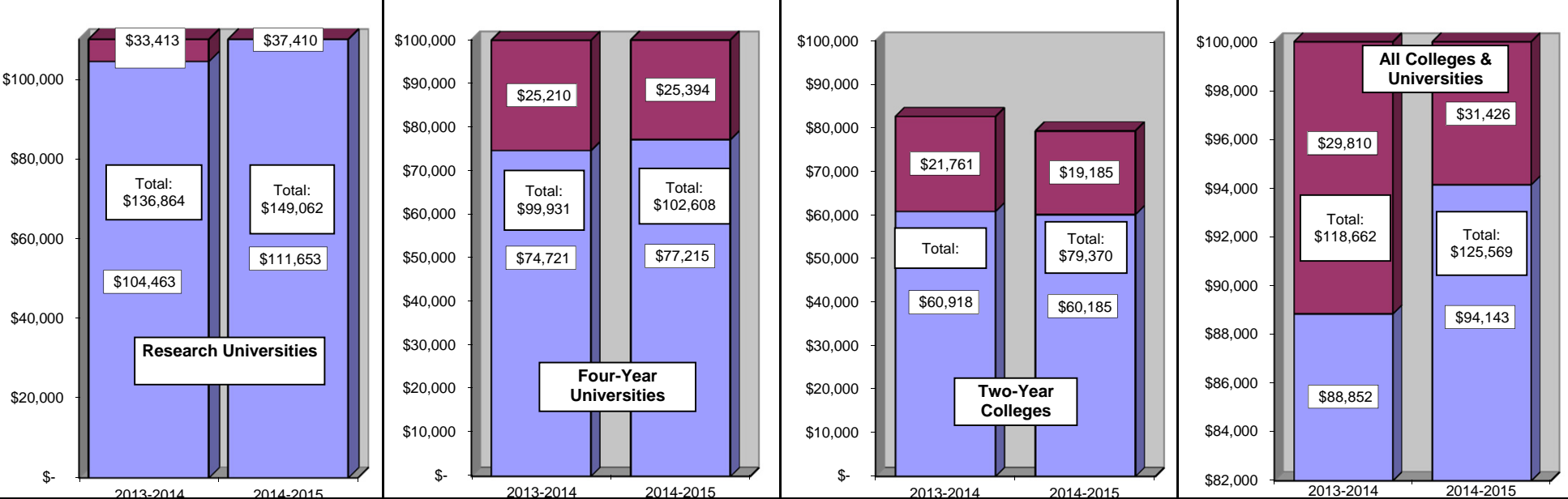
**FIGURE 9**

**AVERAGE TOTAL COMPENSATION PAID 9-10 MONTH & 11-12 MONTH FULL-TIME FACULTY  
2013-2014 COMPARED TO 2014-2015**

**9-10 MONTH FULL-TIME FACULTY**



**11-12 MONTH FULL-TIME FACULTY**



■ Salary ■ Benefits

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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 2014-2015 for the three classifications of institutions are: research universities, \$242,173; four-year universities, \$113,776; and two-year colleges, \$68,352. For 2013-2014 the average salaries were \$226,185, \$111,442, and \$73,292, respectively. Average salaries for academic deans in 2014-2015, increased 7.1 percent at the research universities, and 2.1 percent at the regional universities and decreased by 6.7 at the two-year colleges.

The highest salary paid academic deans in the 25 institutions on an 11-12 month contract basis in 2014-2015 is \$378,446 for research universities, \$201,900 for four-year universities, and \$96,304 for two-year colleges. The highest salary for these categories in 2013-2014 was \$371,025, \$199,614, and \$96,304 for the research universities, four-year universities, and two-year colleges, respectively. The 2014-2015 lowest salary for academic deans is \$161,118 for research universities, \$55,709 for four-year universities, and \$50,140 for two-year colleges. The lowest salaries for these categories in 2013-2014, were \$157,959; \$68,567; and \$55,000, respectively.

For full-time faculty on 9-10 month contracts in the state system, the highest salary paid in 2014-2015 is \$298,863, compared to the same in 2013-2014. The lowest salary is \$22,713, compared to 16,740 in 2013-2014.

For 2014-2015, 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, the same as in 2013-2014. The lowest salary for a full-time faculty member employed on a 9-10 month contract basis by a four-year university in 2014-2015 is \$15,479, compared to \$13,390 in 2013-2014. For two-year colleges, the 2014-2015 high is \$86,779 compared to the same in 2013-2014. Finally, the 2014-2015 low two-year college salary is \$25,700, compared to the same in 2013-2014.

The highest salary paid an 11-12 month contract full-time faculty member in the 25 institutions in 2014-2015 is \$425,004, compared to \$350,000 in 2013-2014. The lowest salary in 2014-2015 is \$8,773 compared to \$20,403 in 2013-2014. For 2014-2015, 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 2013-2014; the lowest salary in 2013-2014 is \$32,961, compared to \$32,000 in 2013-2014. For 2014-2015, 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 the same in 2013-2014; the lowest salary is \$30,000 compared to \$32,689 in 2013-2014. These data exclude academic deans.

**TABLE 9**

**RANGE OF SALARIES PAID 9-10 AND 11-12 MONTH  
ACADEMIC DEANS AND FULL-TIME FACULTY  
2014-2015**

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	-	2	10	7
	Individuals	1	1	-	21	38	33
<b>Salary:</b>	<b>Highest (FY15)</b>	105,975	64,515		\$378,446	\$201,900	\$96,304
	<i>FY14 High</i>	-	<i>64,515</i>	<i>57,433</i>	<i>\$371,025</i>	<i>\$199,614</i>	<i>\$96,304</i>
	<b>Lowest (FY15)</b>	105,975	64,515		161,118	55,709	50,140
	<i>FY14 Low</i>	-	<i>64,515</i>	<i>50,140</i>	<i>157,959</i>	<i>68,566</i>	<i>55,000</i>
	<b>Average (FY15)</b>	105,975	64,515		242,173	113,776	68,352
	<i>FY14 Average</i>	-	<i>64,515</i>	<i>53,222</i>	<i>226,185</i>	<i>111,442</i>	<i>73,292</i>
	% Change in Avg Salary	100.0%	0.0%	-100.0%	7.1%	2.1%	-6.7%
<b><u>Professor</u></b>							
<b>Number:</b>	Institutions	2	11		2	9	
	Individuals	566	470		145	37	
<b>Salary:</b>	Highest	\$298,863	\$129,380		\$425,004	\$163,392	
	Lowest	52,530	44,880		65,670	32,961	
	Average	113,751	69,253		161,678	98,576	
<b><u>Associate Professor</u></b>							
<b>Number:</b>	Institutions	2	11		2	9	
	Individuals	511	341		72	44	
<b>Salary:</b>	Highest	\$176,175	\$121,000		\$246,640	\$115,796	
	Lowest	47,322	41,706		47,498	50,715	
	Average	75,962	59,303		104,194	77,954	

**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	8	
Individuals	471	494		28	57	
<b>Salary:</b> Highest	\$190,000	\$125,000		\$200,365	\$120,254	
Lowest	42,722	33,625		48,719	37,235	
Average	72,686	51,944		82,855	66,727	
<b><u>Instructor</u></b>						
<b>Number:</b> Institutions	2	11	12	2	8	10
Individuals	225	470	924	103	33	89
<b>Salary:</b> Highest	\$128,700	\$93,278	\$86,779	\$313,920	\$94,062	\$85,971
Lowest	22,713	15,479	25,700	8,775	35,000	30,000
Average	44,113	42,132	46,167	52,340	51,863	54,658
<b><u>All Ranks</u></b>						
<b>Number:</b> Institutions	2	11	12	2	10	10
Individuals	1,773	1,774	924	346	176	91
<b>Salary: Highest (FY15)</b>	298,863	129,380	86,779	425,004	163,392	85,971
<i>FY14 High</i>	\$298,863	\$129,380	\$86,779	\$350,000	\$163,392	\$85,971
<b>Lowest (FY15)</b>	22,713	15,479	25,700	8,775	32,961	30,000
<i>FY14 Low</i>	16,740	13,390	25,700	20,403	32,000	32,689
<b>Average (FY15)</b>	82,038	54,958	46,168	115,761	76,498	54,658
<i>FY14 Average</i>	80,305	54,736	46,377	107,896	71,663	57,490
% Change in Avg Salary	2.2%	0.4%	-0.5%	7.3%	6.7%	-4.9%

## **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 2013-2014 and “estimated” for the current year, 2014-2015.

The “estimated” average mean income in the 25 institutions from extra teaching assignments and approved non-institutional employment for 2014-2015 is \$5,332 for those faculty members earning such income. The “actual” figure for 2013-2014 was \$4,854. In 2014-2015, the median of the “estimated” averages is \$4,651; in 2013-2014, the median of the “actual” averages was \$4,428. In 2014-2015, the highest “estimated” average income from extra assignments is \$15,000; in 2013-2014, the highest “actual” average was \$13,000.

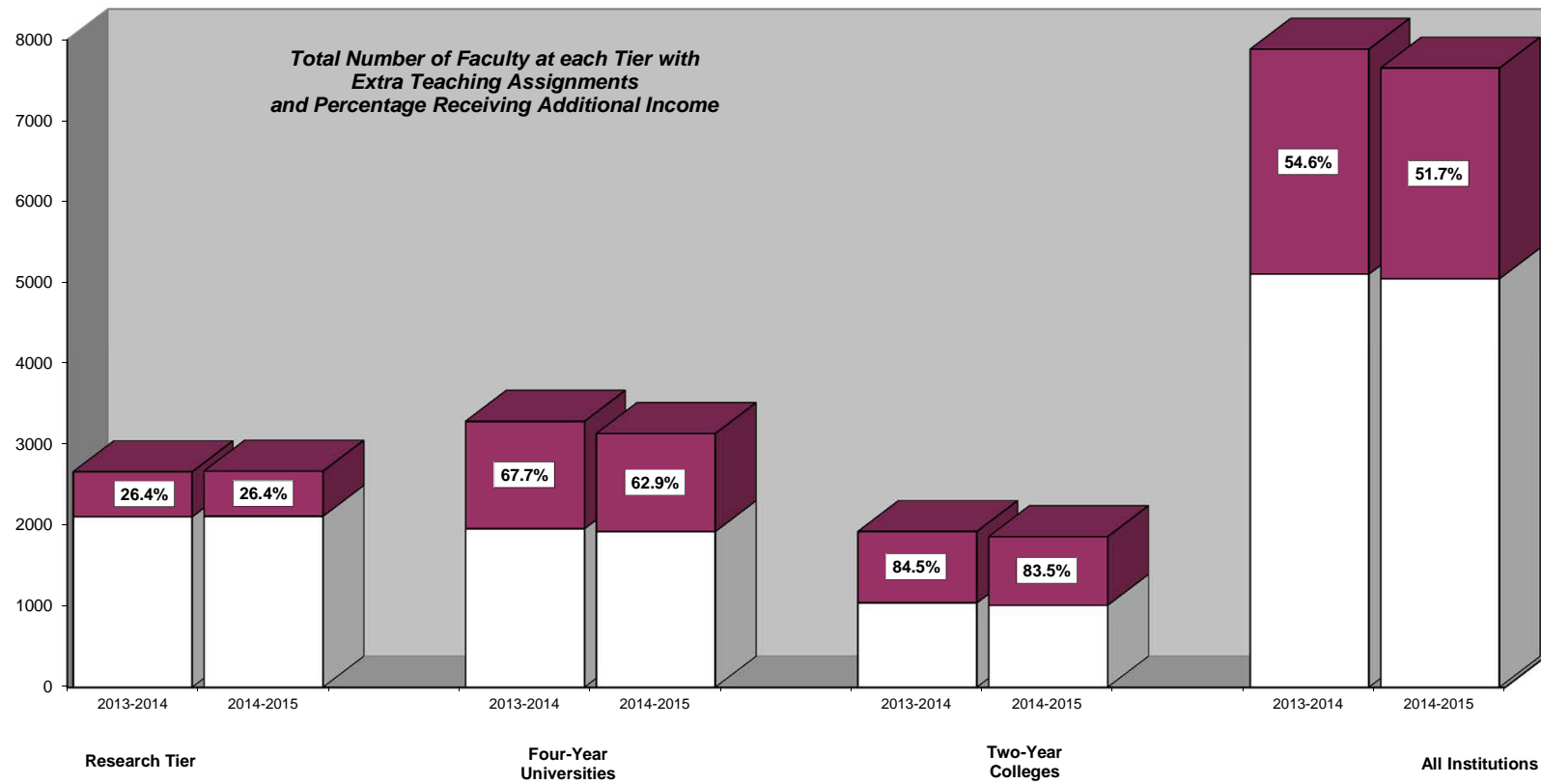
**TABLE 10**

**ADDITIONAL INCOME FROM EXTRA TEACHING ASSIGNMENTS  
AND APPROVED NONINSTITUTIONAL EMPLOYMENT  
2013-2014 AND 2014-2015**

Institution	Income from Extra Assignments			
	2013-2014 ACTUAL		2014-2015 ESTIMATED	
	Number of Faculty	Average Income	Number of Faculty	Average Income
University of Oklahoma	414	\$8,151	415	\$8,084
Oklahoma State University	141	\$2,190	141	\$2,190
<b>Research Universities</b>	<b>555</b>	<b>\$6,637</b>	<b>556</b>	<b>\$6,589</b>
University of Central Oklahoma	523	\$1,576	373	\$1,863
East Central University	157	2,750	53	539
Northeastern State University	70	2,096	194	8,517
Northwestern Oklahoma State University	71	3,073	64	2,149
Southeastern Oklahoma State University	88	5,001	85	4,891
Southwestern Oklahoma State University	135	5,348	130	5,250
Cameron University	148	2,778	145	2,413
Langston University	56	5,549	63	4,546
Oklahoma Panhandle State University	-		-	
Rogers State University	74	3,245	70	3,263
University of Science & Arts of Oklahoma	26	2,743	31	3,180
<b>Four-Year Universities</b>	<b>1,348</b>	<b>\$2,491</b>	<b>1,208</b>	<b>\$3,484</b>
Carl Albert State College	57	7,446	55	5,161
Connors State College	59	2,800	51	2,600
Eastern Oklahoma State College				
Murray State College	32	4,330	34	3,748
Northeastern Oklahoma A&M College	85	1,387	80	1,397
Northern Oklahoma College	71	4,495	74	5,144
Oklahoma City Community College	140	12,311	140	15,000
Redlands Community College	23	5,188	23	4,651
Rose State College	113	8,652	105	5,438
Seminole State College	38	5,394	31	6,386
Tulsa Community College	234	8,655	222	8,190
Western Oklahoma State College	28	4,570	28	2,904
<b>Two-Year Colleges</b>	<b>880</b>	<b>\$7,348</b>	<b>843</b>	<b>\$7,151</b>
<b>All Colleges &amp; Universities</b>	<b>2,783</b>	<b>\$4,854</b>	<b>2,607</b>	<b>\$5,332</b>
Median of Averages:		\$ 4,570		\$ 4,651
Highest Average:		\$ 12,311		\$ 15,000



**FIGURE 10**  
**NUMBER OF FACULTY RECEIVING ADDITIONAL INCOME FROM EXTRA TEACHING ASSIGNMENTS**  
**AND APPROVED NONINSTITUTIONAL EMPLOYMENT**  
**2013-2014 TO 2014-2015**



**TABLE 11**

Table 11 presents 2014-2015 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 \$398,604 in 2014-2015, up from \$357,453 in 2013-2014. Fringe benefits for the president average \$101,996.

Four-year university presidents receive an average salary of \$200,780 in 2014-2015, up from \$184,177 in 2013-2014 average salary. The highest salary for a four-year university president in 2014-2015 is \$279,000, compared to \$232,000 in 2013-2014. Fringe benefits average \$51,037 or 25.4 percent of the average salary.

Two-year college presidents receive an average salary of \$175,861 in 2014-2015, down slightly from the 2013-2014 average salary of \$171,012. The highest salary for a two-year college president in 2014-2015 is \$270,000, compared to \$274,932 in 2013-2014. Fringe benefits average \$58,792 or 33.4 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  
2014-2015**

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	\$425,004	\$279,000	\$270,000	<b>Salary:</b>	Highest	\$233,075	\$117,000	\$115,000
	Lowest	372,203	148,665	125,000		Lowest	233,075	80,000	47,708
	Average	398,604	200,780	175,861		Average	233,075	96,281	79,357
<b>Fringe Benefits:</b>	Highest	\$141,728	\$71,298	\$122,701	<b>Fringe Benefits:</b>	Highest	\$94,012	\$34,733	\$43,622
	Lowest	62,263	34,383	16,944		Lowest	94,012	23,379	20,075
	Average	101,996	51,037	58,792		Average	94,012	28,914	31,517
<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	\$320,040	\$160,000	\$120,821	<b>Salary:</b>	Highest	\$225,000	\$132,000	\$114,240
	Lowest	295,800	109,880	77,500		Lowest	196,392	84,640	59,000
	Average	307,920	141,107	98,660		Average	210,696	108,336	85,218
<b>Fringe Benefits:</b>	Highest	\$59,989	\$51,912	\$48,800	<b>Fringe Benefits:</b>	Highest	\$91,143	\$46,297	\$47,018
	Lowest	50,261	27,522	-		Lowest	59,484	-	22,870
	Average	55,125	40,514	32,581		Average	75,314	30,369	32,295
<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	\$311,000	\$169,950	\$110,824	<b>Salary:</b>	Highest	\$144,780	\$97,550	\$87,172
	Lowest	311,000	75,000	75,500		Lowest	121,631	41,210	35,700
	Average	311,000	124,039	95,116		Average	133,206	72,188	59,178
<b>Fringe Benefits:</b>	Highest	\$121,697	\$54,347	\$44,919	<b>Fringe Benefits:</b>	Highest	\$47,510	\$33,353	\$37,629
	Lowest	121,697	21,450	27,652		Lowest	45,655	15,370	16,642
	Average	121,697	37,712	34,695		Average	46,583	25,337	25,260

**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	\$218,840	\$107,000	\$138,185	<b>Salary:</b>	Highest		\$97,885	\$86,000
	Lowest	150,720	45,000	31,000		Lowest		64,673	48,203
	Average	184,780	73,260	55,889		Average		81,819	71,114
<b>Fringe Benefits:</b>	Highest	\$88,954	\$32,006	\$49,412	<b>Fringe Benefits:</b>	Highest	\$0	\$34,160	\$31,904
	Lowest	33,999	14,283	15,878		Lowest	-	22,709	24,858
	Average	61,477	24,268	24,037		Average	-	28,492	29,080
<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	\$280,500	\$89,897	\$70,380	<b>Salary:</b>	Highest	\$165,335	\$88,987	\$62,596
	Lowest	168,576	58,710	41,263		Lowest	124,896	53,030	40,000
	Average	224,538	74,453	54,193		Average	145,116	67,329	50,922
<b>Fringe Benefits:</b>	Highest	\$81,073	\$30,958	\$31,392	<b>Fringe Benefits:</b>	Highest	\$70,291	\$26,947	\$29,576
	Lowest	53,031	20,261	18,206		Lowest	42,897	18,906	14,949
	Average	67,052	25,729	23,315		Average	56,594	23,801	22,012
<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	\$166,801	\$68,000	\$73,536	<b>Salary:</b>	Highest	\$168,972	\$90,640	\$87,000
	Lowest	110,940	40,000	28,909		Lowest	157,820	63,440	35,000
	Average	138,871	51,969	48,374		Average	163,396	-	60,221
<b>Fringe Benefits:</b>	Highest	\$58,050	\$23,632	\$30,140	<b>Fringe Benefits:</b>	Highest	\$55,584	\$35,973	\$42,262
	Lowest	39,283	10,960	13,912		Lowest	36,494	21,513	18,593
	Average	48,667	18,956	22,163		Average	46,039	27,526	25,171

**TABLE 11 (cont.)**

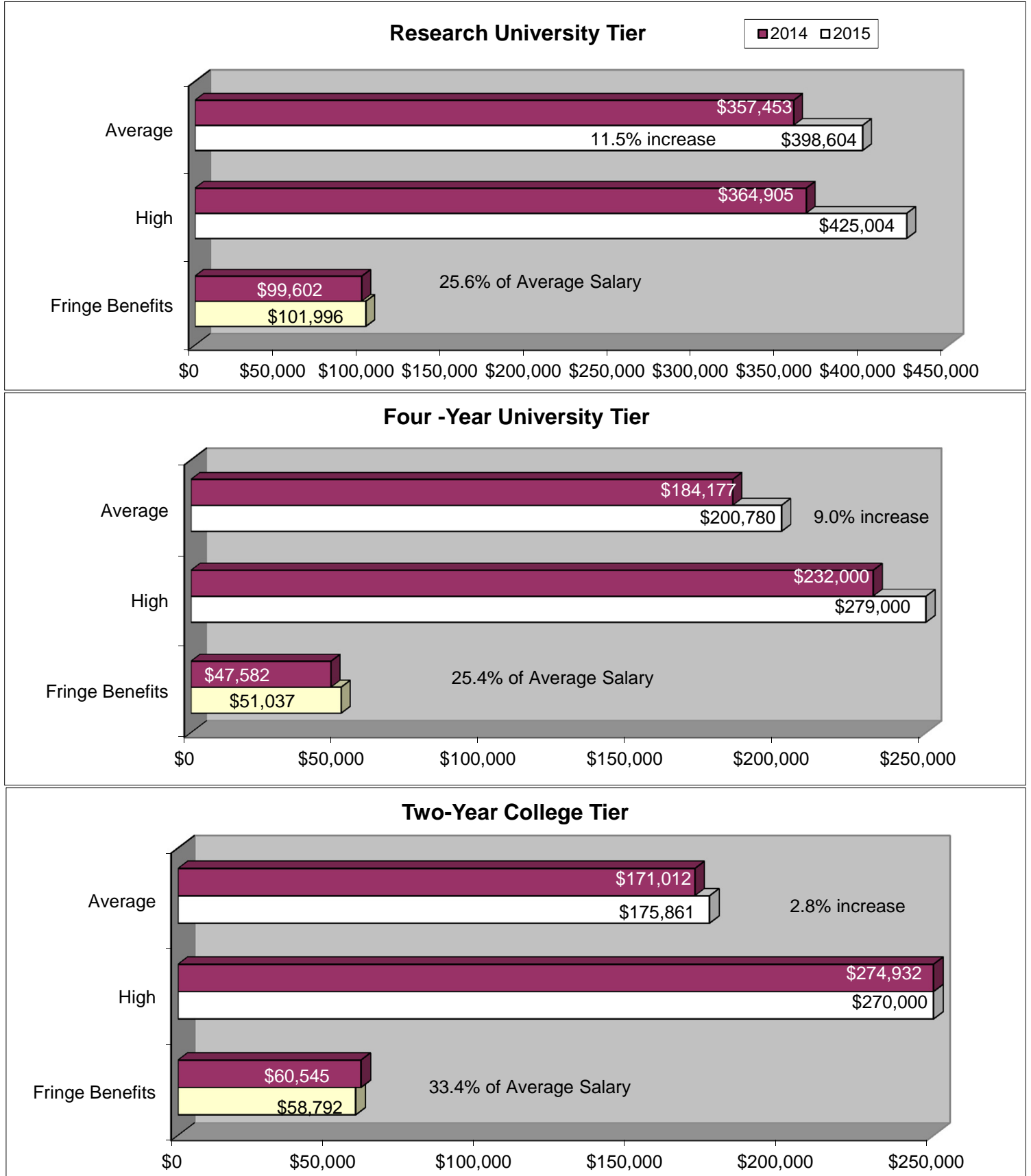
Position	Type of Institution			Position	Type of Institution				
	Research Universities	Four-Year Universities	Two-Year Colleges		Research Universities	Four-Year Universities	Two-Year Colleges		
<b><u>Chief Budgeting Officer</u></b>				<b><u>Director of Campus Security</u></b>					
<b>Number:</b>	Institutions	2	11	12	<b>Number:</b>	Institutions	2	11	12
	Individuals	2	3	4		Individuals	2	9	7
<b>Salary:</b>	Highest	\$153,789	\$93,713	\$65,867	<b>Salary:</b>	Highest	\$136,800	\$83,364	\$77,327
	Lowest	120,012	74,388	47,000		Lowest	122,377	39,566	30,752
	Average	136,901	85,093	58,978		Average	129,589	57,602	49,798
<b>Fringe Benefits:</b>	Highest	\$66,191	\$31,892	\$30,058	<b>Fringe Benefits:</b>	Highest	\$16,365	\$31,684	\$41,218
	Lowest	41,763	25,327	19,812		Lowest	15,535	18,032	14,821
	Average	53,977	29,359	26,000		Average	15,950	22,728	23,260
<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	\$218,840	\$90,512	\$113,367	<b>Salary:</b>	Highest	\$94,801	\$60,048	\$49,317
	Lowest	132,504	50,000	39,900		Lowest	87,812	36,750	23,941
	Average	175,672	68,977	57,489		Average	91,307	48,916	33,589
<b>Fringe Benefits:</b>	Highest	\$88,954	\$36,179	\$42,578	<b>Fringe Benefits:</b>	Highest	\$41,271	\$23,728	\$23,151
	Lowest	39,444	-	18,315		Lowest	34,501	15,620	14,399
	Average	64,199	20,244	23,931		Average	37,886	19,170	17,770
<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	\$206,917	\$82,051	\$64,000	<b>Salary:</b>	Highest	\$99,244	\$61,089	\$0
	Lowest	206,917	33,481	41,500		Lowest	99,244	54,320	-
	Average	206,917	53,491	52,500		Average	99,244	57,705	#DIV/0!
<b>Fringe Benefits:</b>	Highest	\$84,717	\$22,670	\$30,035	<b>Fringe Benefits:</b>	Highest	\$32,059	\$24,779	\$0
	Lowest	84,717	16,178	19,753		Lowest	32,059	23,260	-
	Average	84,717	19,424	23,876		Average	32,059	24,020	-

**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	\$184,248	\$103,000	\$92,500	<b>Salary:</b>	Highest	\$98,964	\$63,984	\$64,710
	Lowest	180,000	40,500	46,000		Lowest	97,000	38,000	31,000
	Average	182,124	73,713	61,231		Average	97,982	50,010	45,626
<b>Fringe Benefits:</b>	Highest	\$75,503	\$36,179	\$35,069	<b>Fringe Benefits:</b>	Highest	\$45,105	\$24,099	\$29,013
	Lowest	56,667	18,278	19,700		Lowest	35,756	14,105	15,753
	Average	66,085	27,032	24,653		Average	40,431	19,602	21,221
<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	\$102,504	\$79,989	\$83,780	<b>Salary:</b>	Highest	\$550,608	\$120,000	\$70,000
	Lowest	97,000	48,500	40,750		Lowest	375,000	25,000	55,315
	Average	99,752	63,346	53,599		Average	462,804	90,086	63,520
<b>Fringe Benefits:</b>	Highest	\$37,987	\$39,994	\$33,641	<b>Fringe Benefits:</b>	Highest	\$83,554	\$35,986	\$29,372
	Lowest	36,804	18,247	18,162		Lowest	76,460	13,699	22,674
	Average	37,396	23,631	22,859		Average	80,007	29,972	24,819
<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	\$325,000	\$0	\$106,077	<b>Salary:</b>	Highest	\$239,700	\$126,000	\$71,790
	Lowest	256,250	-	106,077		Lowest	168,564	73,645	50,610
	Average	290,625	#DIV/0!	106,077		Average	204,132	89,206	60,047
<b>Fringe Benefits:</b>	Highest	\$58,606	\$0	\$44,339	<b>Fringe Benefits:</b>	Highest	\$77,706	\$37,719	\$26,382
	Lowest	51,029	-	44,339		Lowest	53,028	21,218	20,938
	Average	54,818	#DIV/0!	44,339		Average	65,367	29,566	24,371

# FIGURE 11

## PRESIDENTS' SALARIES AND BENEFITS HIGH AND AVERAGE SALARY COMPARISONS, FY2014 TO FY2015



## **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** 2014-2015 average salary is \$86,504. **The College of Dentistry** 2014-2015 average salary is \$87,758. **The College of Nursing** 2014-2015 average salary is \$77,160. **The College of Public Health** 2014-2015 average salary is \$82,528. **The College of Allied Health** 2014-2015 average salary is \$71,990. **The College of Pharmacy** 2014-2015 average salary is \$107,119. **The Tulsa Branch College of Medicine** 2014-2015 average salary is \$99,369. **The Tulsa Branch, College of Nursing** average salary is \$64,731. **The Tulsa Branch, College of Pharmacy** average salary is \$98,125 and finally, **The Tulsa Branch College of Allied Health** average salary is \$74,376.

**The University of Oklahoma Law Center** full-time faculty average salary on a 9-10 month equivalent contract basis for 2014-2015 is \$136,804 a 0.7 percent decrease from 2013-2014.

**The Oklahoma State University College of Veterinary Medicine** full-time faculty average salary on an 11-12 month contract basis for 2014-2015 of \$129,764 is an increase of 5.5 percent over 2013-2014.

**The Oklahoma State University Agricultural Experiment Station** full-time faculty average salary on an 11-12 month contract basis for 2014-2015 of \$102,131 is an increase of 4.19 percent over 2013-2014.

**The Oklahoma State University Cooperative Extension Service** full-time faculty average salary on an 11-12 month contract basis for 2014-2015 of \$111,493 is an increase of 3.5 percent under 2013-2014.

**The Oklahoma State University Center for Health Sciences** full-time faculty average salary on an 11-12 month contract basis for 2014-2015 of \$200,310, an increase of 2.9 in 2013-2014. 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 2014-2015 of \$54,349, the same as in 2013-2014.

**The Oklahoma State University, Oklahoma City** full-time faculty average salary on a 9-10 month contract basis for 2014-2015 of \$52,451, a very slight increase 1.1% from 2013-2014.



**TABLE 12**

**UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER\***  
**AVERAGE SALARIES PAID ALL FULL-TIME FACULTY**  
**11-12-MONTH SALARIES FOR 2014-2015**

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	168	\$159,269	156	\$89,725	355	\$67,883	104	\$59,943	793	\$86,504
College of Dentistry	17	\$159,260	6	\$88,236	15	\$80,247	2	\$74,250	47	\$87,758
College of Nursing	5	\$125,166	8	\$87,322	21	\$75,480	12	\$66,055	48	\$77,160
College of Nursing - Tulsa Branch			6	\$69,366	6	\$59,376			12	\$64,731
College of Public Health	10	\$154,384	14	\$96,529	14	\$86,000	2	\$67,500	49	\$82,528
College of Allied Health	7	\$109,689	14	\$78,099	24	\$68,113	1	\$43,500	49	\$71,990
College of Allied Health - Tulsa Branch	-		3	\$82,500	5	\$69,502	-	\$0	8	\$74,376
College of Pharmacy			11	\$139,331	14	\$105,777	20	\$90,343	45	\$107,119
College of Pharmacy - Tulsa Branch	1	\$112,000	2	\$105,000	9	\$95,056			12	\$98,125
College of Medicine - Tulsa Branch	14	\$166,061	22	\$117,567	64	\$90,288	16	\$71,148	119	\$99,369
<b>TOTAL</b>	<b>222</b>	<b>\$145,955</b>	<b>242</b>	<b>\$79,349</b>	<b>527</b>	<b>\$59,216</b>	<b>157</b>	<b>\$58,348</b>	<b>1,182</b>	<b>\$75,142</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 2014-2015

<b><u>UNIVERSITY OF OKLAHOMA LAW CENTER</u></b>		
<b>9-10 MONTH EQUIVALENT SALARIES FOR</b>		
<b>Rank</b>	<b>Number</b>	<b>Amount</b>
Professor	24	\$141,315
Associate Professor	4	110,045
Assistant Professor	8	61,262
Instructor		
All Ranks	36	\$136,804
FY14 Average		\$ 135,898
% Change		0.7%

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

<b><u>OSU COLLEGE OF VETERINARY MEDICINE</u></b>		
<b>11-12 MONTH EQUIVALENT SALARIES FOR</b>		
<b>Rank</b>	<b>Number</b>	<b>Amount</b>
Professor	35	\$151,387
Associate Professor	16	114,577
Assistant Professor	12	113,709
Instructor	4	65,401
All Ranks	67	\$129,764
FY14 Average		\$ 123,030
% Change		5.5%

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

<b><u>OSU AGRICULTURE EXPERIMENT STATION</u></b>		
<b>11-12 MONTH EQUIVALENT SALARIES FOR</b>		
<b>Rank</b>	<b>Number</b>	<b>Amount</b>
Professor	49	\$149,034
Associate Professor	38	87,632
Assistant Professor	2	84,515
Instructor		
All Ranks	89	\$102,131
FY14 Average		\$ 98,028
% Change		4.19%

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

**TABLE 13 (continued)**

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

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

Rank	Number	Amount
Professor	25	\$128,503
Associate Professor	11	92,117
Assistant Professor	3	787,872
Instructor	1	68,574
All Ranks	40	\$111,493
FY14 Average		\$ 107,712
% Change		3.5%

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

Rank	Number	Amount
Professor	59	\$191,384
Associate Professor	41	230,973
Assistant Professor		
Instructor	4	42,597
All Ranks	104	\$200,310
FY14 Average		\$ 194,591
% Change		2.9%

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

Rank	Number	Amount
Professor		
Associate Professor		
Assistant Professor		
Instructor	122	54,849
All Ranks	123	54,849
FY14 Average		\$ 54,349
% Change		0.9%

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

Rank	Number	Amount
Professor	8	64,566
Associate Professor	36	55,400
Assistant Professor	18	48,935
Instructor	19	45,817
All Ranks	81	\$52,451
FY14 Average		\$ 51,866
% Change		1.1%

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

**TABLE 14**

**AVERAGE FRINGE BENEFITS PAID 9-10 MONTH FULL-TIME FACULTY, 2014-2015**

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	23	3,572	4,663	2,418	129	103	352	1	11,238
College of Nursing - Tulsa	10	5,042	5,320	2,813	116	137	456	2	13,886
<b>OU Law Center</b>	31	34,886	5,103	8,541	55	185	1,368	2	50,140
<b>OSU Constituent Agencies</b>									
College of Veterinary Medicine	16	20,131	5,417	8,047	57	642	813		35,107
College of Veterinary Medicine - n	3	17,274	5,417	7,878	57	624	865		32,115
Agriculture Experiment Station	1	23,679	5,417	8,423	57	672	789		39,037
Cooperative Extension Service	56	10,227	5,417	3,932	57	365	388		20,386

Technical Branch, Oklahoma City

**AVERAGE FRINGE BENEFITS PAID 11-12 MONTH FULL-TIME FACULTY, 2014-2015**

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	709	6,961	5,384	3,237	198	178	690	2	16,650
College of Dentistry	38	8,688	4,885	3,443	235	208	809	2	18,270
College of Nursing	39	6,992	5,132	3,949	165	178	699	2	17,117
College of Nursing - Tulsa Branch	9	5,157	6,465	3,710	123	153	607	2	16,217
College of Public Health	43	7,442	5,122	3,829	225	191	753	2	17,564
College of Allied Health	45	6,987	4,404	2,933	168	174	667	2	15,335
College of Allied Health - Tulsa Branch	8	8,666	6,893	3,472	164	192	746	2	20,135
College of Pharmacy	44	7,011	5,429	3,275	236	180	696	2	16,829
College of Pharmacy - Tulsa Branch	12	6,892	3,332	3,165	216	178	692	2	14,477
College of Pharmacy - Tulsa Branch	109	6,613	5,307	3,421	230	173	692	2	16,438
College of Medicine - Tulsa Branch									
<b>OU Law Center</b>	5	15,306	5,239	7,037	43	145	1,074	2	28,846
<b>OSU Constituent Agencies</b>									
College of Veterinary Medicine	41	20,283	5,417	8,296	57	647	834		35,534
College of Veterinary Medicine	97	18,718	5,417	7,501	57	619	732		33,044
Agriculture Experiment Station	39	19,087	5,417	7,963	57	636	801		33,961
Cooperative Extension Service	122	9,933	6,898	4,196	57	367	395		21,846
Technical Branch, Okmulgee	25	10,974	5,417	5,035	57	424	451		22,358
Technical Branch, Oklahoma City	104	27,245	5,417	9,851	57	654	1,436		44,660

Center for Health Sciences

## **TABLES 15 and 16**

Tables 15 and 16 illustrate the number and average salaries of new full-time faculty hired in 2014-2015, as well as the number and average salaries of full-time faculty terminations in 2014-2015. A total of 336 faculty retired, resigned, or were terminated, while an additional 427 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 3.2 percent lower at the research universities, and 0.7 percent higher at four-year universities, and 11.4 at two-year colleges. The system average is 0.7 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 \$225,535, compared to \$118,974 average salary of currently employed professors. At OU, at the associate professor level, new hires average \$91,053, compared to \$77,111 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 - 2014-2015**

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	4	\$186,886	6	\$91,053	73	\$73,363			83	\$ 80,113
Oklahoma State University	4	\$225,535	5	\$100,543	68	\$75,793			77	\$ 85,179
<b>Research Universities</b>	<b>8</b>	<b>\$ 206,211</b>	<b>11</b>	<b>\$ 95,367</b>	<b>141</b>	<b>\$ 74,535</b>	<b>0</b>		<b>160</b>	<b>\$ 82,551</b>
University of Central Oklahoma	0		0		23	\$66,647	18	\$40,598	41	\$ 55,211
East Central University	1		3	\$54,539	9	\$53,344	12	\$47,350	25	\$ 48,477
Northeastern State University	0		0		11	\$54,192	15	\$43,140	26	\$ 47,816
Northwestern Oklahoma State University	0		1	\$52,177	2	\$47,518	8	\$36,024	11	\$ 39,582
Southeastern Oklahoma State University	1		1	\$52,020	10	\$59,792	4	\$40,789	16	\$ 50,818
Southwestern Oklahoma State University	0		0		13	\$51,789	9	\$46,417	22	\$ 49,591
Cameron University	0		2	\$75,864	9	\$44,555	6	\$34,833	17	\$ 44,807
Langston University	0		0		11	\$56,351	9	\$49,212	20	\$ 53,139
Oklahoma Panhandle State University	0		0		1	\$43,000	6	\$38,250	7	\$ 38,929
Rogers State University	0		0		3	\$42,333	0		3	\$ 42,333
University of Science & Arts of Oklahoma	0		0		3	\$45,450	1	\$46,636	4	\$ 45,747
<b>Regional 4-Year Tier</b>	<b>2</b>	<b>\$0</b>	<b>7</b>	<b>\$59,934</b>	<b>95</b>	<b>\$55,816</b>	<b>88</b>	<b>\$42,536</b>	<b>192</b>	<b>\$ 49,298</b>
Carl Albert State College							1	\$37,700	1	\$ 37,700
Connors State College							3	\$41,610	3	\$ 41,610
Eastern Oklahoma State College							3	\$41,893	3	\$ 41,893
Murray State College							10	\$42,753	10	\$ 42,753
Northeastern Oklahoma A&M College							3	\$42,110	3	\$ 42,110
Northern Oklahoma College							11	\$44,653	11	\$ 44,653
Oklahoma City Community College							8	\$43,100	8	\$ 43,100
Redlands Community College							7	\$38,003	7	\$ 38,003
Rose State College							7	\$46,891	7	\$ 46,891
Seminole State College							1	\$39,000	1	\$ 39,000
Tulsa Community College							15	\$49,378	15	\$ 49,378
Western Oklahoma State College							7	\$41,633	7	\$ 41,633
<b>Two-Year Colleges</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>75</b>	<b>\$44,076</b>	<b>75</b>	<b>\$ 44,076</b>
<b>All Institutions</b>									<b>427</b>	<b>\$ 60,841</b>

## TABLE 16

### FACULTY TERMINATIONS - 2014-2015

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	33	\$ 110,789	23	\$ 71,023	24	\$ 62,683	-		80	\$ 84,924
Oklahoma State University	8	\$ 105,899	13	\$ 78,588	3	\$ 70,237	-		24	\$ 86,648
<b>Research Universities</b>	<b>41</b>	<b>\$ 109,835</b>	<b>36</b>	<b>\$ 73,755</b>	<b>27</b>	<b>\$ 63,522</b>	-	\$ -	<b>104</b>	<b>\$ 85,322</b>
University of Central Oklahoma	8	\$ 85,657	1	\$ 65,182	2	\$ 73,444	-		11	\$ 81,575
East Central University	4	\$ 71,826	1	\$ 55,991	3	\$ 54,875	7	\$ 43,616	15	\$ 54,216
Northeastern State University	6	\$ 69,757	3	\$ 61,287	12	\$ 46,923	9	\$ 43,158	30	\$ 51,796
Northwestern Oklahoma State University	2	\$ 57,602	-		5	\$ 48,805	5	\$ 39,331	12	\$ 46,324
Southeastern Oklahoma State University	3	\$ 67,430	2	\$ 57,071	4	\$ 52,484	2	\$ 36,510	11	\$ 54,490
Southwestern Oklahoma State University	2	\$ 72,611	1	\$ 54,106	7	\$ 42,645	12	\$ 46,796	22	\$ 48,154
Cameron University	3	\$ 64,345	2	\$ 58,700	7	\$ 45,314	12	\$ 35,616	24	\$ 43,959
Langston University	-		3	\$ 53,714	2	\$ 66,818	3	\$ 50,000	8	\$ 55,597
Oklahoma Panhandle State University	-		1	\$ 66,494	-		-		1	\$ 66,494
Rogers State University	3	\$ 82,227	-		4	\$ 45,323	2	\$ 52,998	9	\$ 59,330
University of Science & Arts of Oklahoma	1	\$ 65,355	1	\$ 56,405	1	\$ 45,900	1	\$ 44,587	4	\$ 53,062
<b>4-year Universities</b>	<b>32</b>	<b>\$ 66,006</b>	<b>15</b>	<b>\$ 53,882</b>	<b>47</b>	<b>\$ 45,187</b>	<b>53</b>	<b>\$ 40,508</b>	147	<b>\$ 48,920</b>
Carl Albert State College							1	43,272	1	43,272
Connors State College							4	44,257	4	44,257
Eastern Oklahoma State College							4	41,477	4	41,477
Murray State College							8	51,925	8	51,925
Northeastern Oklahoma A&M College							2	48,341	2	48,341
Northern Oklahoma College							9	44,552	9	44,552
Oklahoma City Community College							6	53,513	6	53,513
Redlands Community College							12	42,456	12	42,456
Rose State College							13	48,246	13	48,246
Seminole State College							7	45,107	7	45,107
Tulsa Community College							17	62,284	17	62,284
Western Oklahoma State College							2	47,466	2	47,466
<b>2-year Colleges</b>							<b>85</b>	<b>\$ 49,724</b>	85	<b>\$ 49,724</b>
<b>All Institutions</b>	<b>73</b>	<b>\$ 90,622</b>	<b>51</b>	<b>\$ 67,910</b>	<b>74</b>	<b>\$ 51,877</b>	<b>138</b>	<b>\$ 46,184</b>	336	<b>\$ 60,390</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 88.1 percent of the national average (\$101,811 compared to \$115,592), associate professors are 86.8 percent of the national average (\$71,429 compared to \$82,284), and assistant professors are 89.3 percent of the national average (\$63,195 compared to \$70,801). Oklahoma instructor's salaries are lower than the national average. (\$46,736 compared to \$49,245, or 94.91 percent)

Assistant Professors at Oklahoma's research universities have seen the largest 10-year growth in average salary, 34.8 percent, just slightly higher than professors, when compared to other ranks and other tiers. Nationally, assistant professors' salaries at research universities grew by 30.5 percent, by comparison.

Overall, average Oklahoma salaries of all ranks have increased 27.7 percent over the 10-year period compared to 25.6 percent nationally, bringing Oklahoma average faculty salaries to 80.39 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 2.8 percent. Overall, Oklahoma's average annual increase was 2.5 percent, compared to the national average of only 0.1 percent.

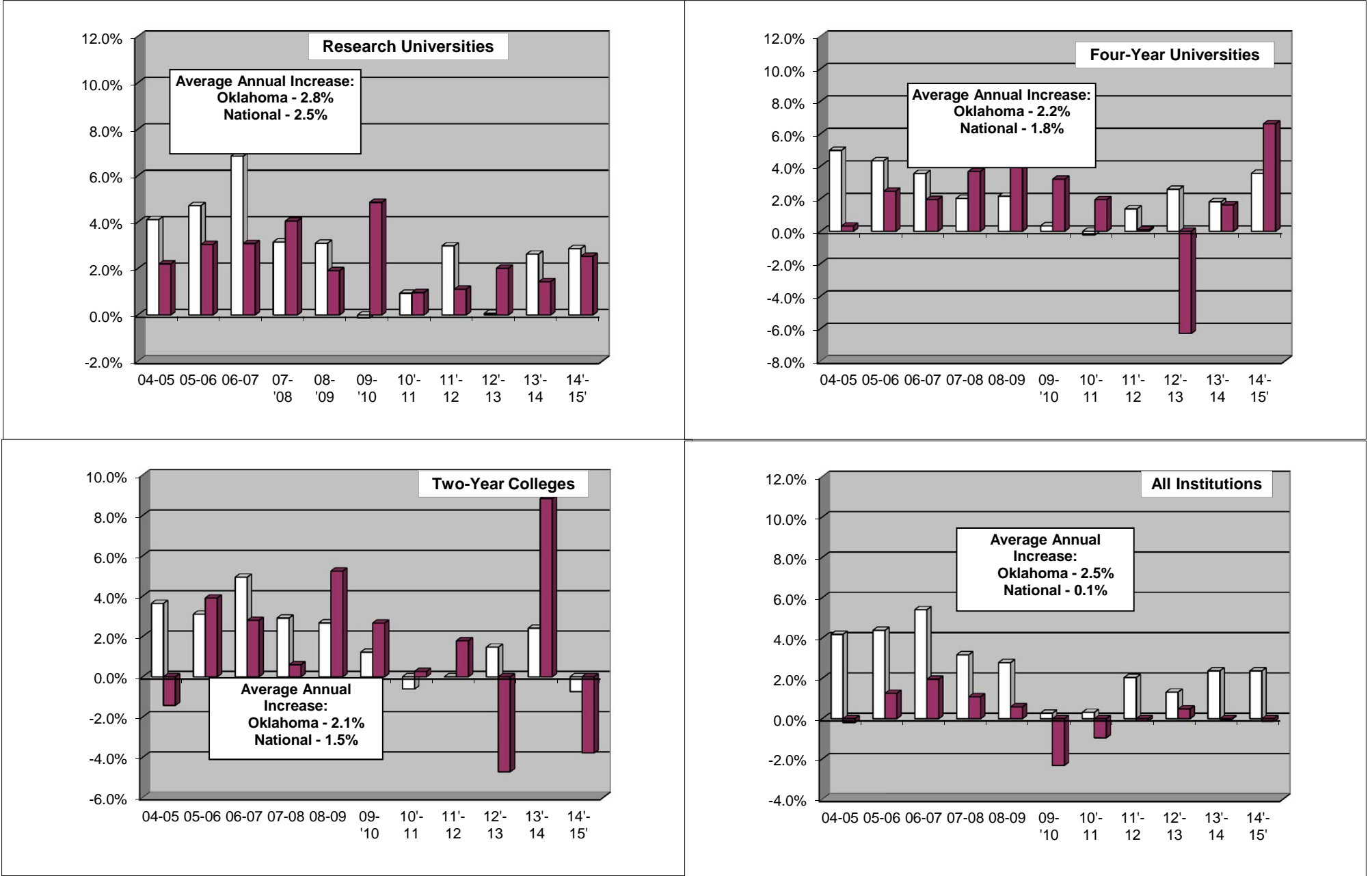
Figure 13 shows annual percentage increases in faculty salaries in Oklahoma and the nation over a 10-year period by faculty rank. Assistant professors received the largest average annual increase, 3.3 percent, compared to 2.8 percent nationally. Average annual increases in Oklahoma for professors, associate professors, and instructors were 2.9 percent, 2.6 percent, and 2.4 percent, respectively.





**FIGURE 12**

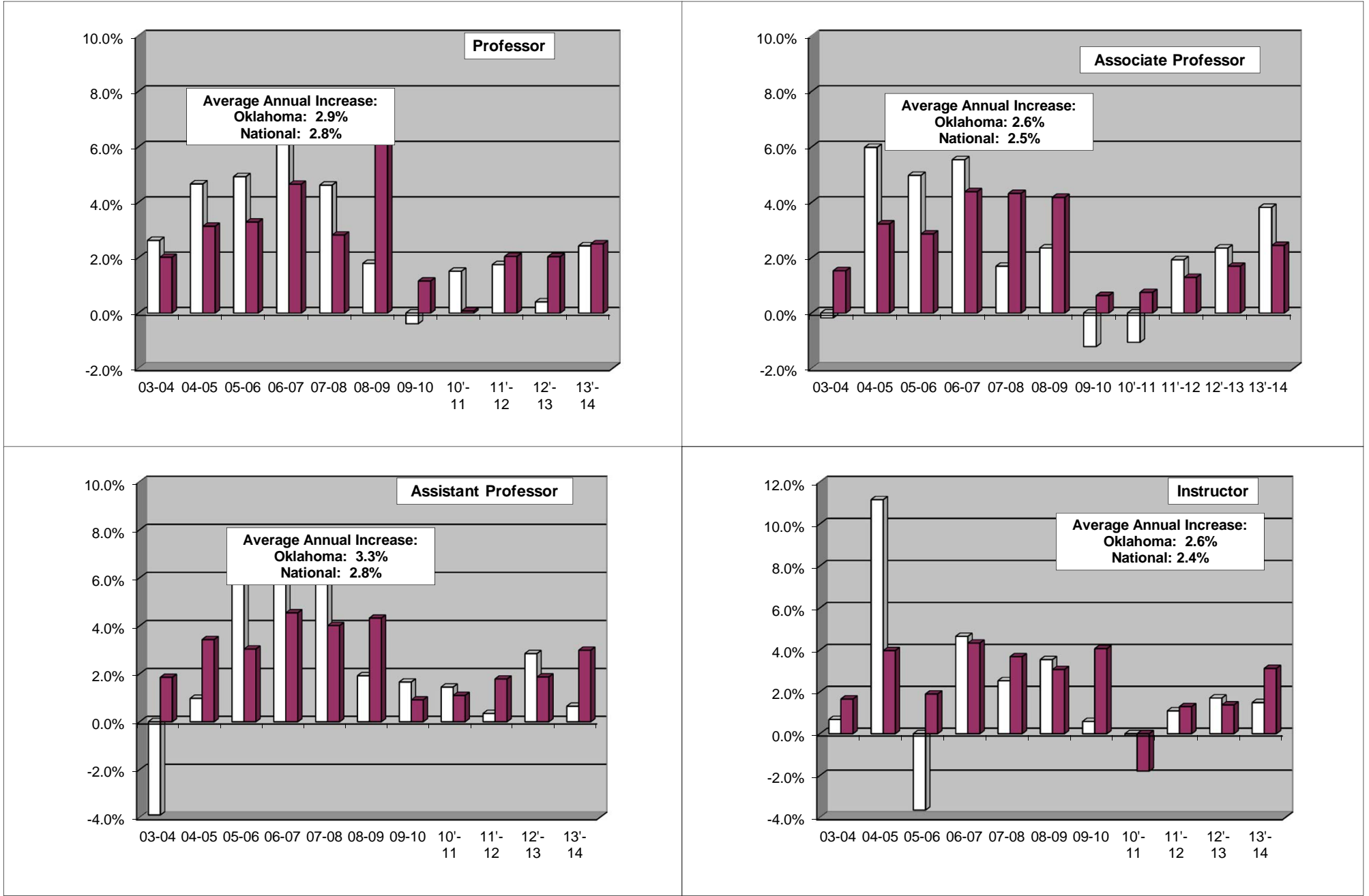
**ANNUAL PERCENTAGE INCREASES IN FACULTY SALARIES, BY TIER  
OKLAHOMA COMPARED TO NATIONAL PUBLIC INSTITUTIONS (10 Yr Period)**



□ Oklahoma      ■ National

# FIGURE 13

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



□ Oklahoma      ■ National