

**Salaries in
The Oklahoma State System of Higher Education
2020-2021**

Faculty and Selected Administrative Positions



Oklahoma State Regents for Higher Education
Research Park, Oklahoma City
September 2021

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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 \$74,056 for the year 2020-2021 (Table 1). This is an increase of \$793 or 1.1 percent above 2019-2020.

Increase/Decrease by Type of Institution: Average salaries increased \$1,246 at the research universities, \$384 at the four-year universities, and -\$106 at the two-year colleges. These salaries represent changes of 1.4 percent—research, 0.6 percent—four-year, and -0.2 percent—two-year, from 2019-2020.

Increase/Decrease by Rank: Among the three categories of institutions, the rank of Professor showed the greatest dollar increase over 2019-2020—\$1,069 or, 1.0 percent. All other percent changes in salaries range from a 0.8 percent for Instructors, to -0.6 percent for Associate Professors. (See Figure 2).

Total Faculty: Total full-time faculty in 2020-2021 is 4,931 a decrease of 32 or -0.6 percent over 2019-2020 (Figure 1). The

total number of faculty when the constituent agencies are added is 6,603 an increase of 116 or 1.7 percent from last year.

Salary Range: Full-time salaries on a 9-10 month basis in the 25 institutions in 2020-2021 range from a minimum of \$12,010, compared to \$12,510 as a low in 2019-2020, to a maximum of \$319,599, compared to \$308,154 in 2019-2020 (Table 9). On an 11-12 month basis, full-time salaries range from a minimum of \$2,000, compared to \$9,600 in 2019-2020, to a maximum of \$440,000, the as the high in 2019-2020. 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 2020-2021 are \$25,599, an decrease over 2019-2020 of \$1,163, or -4.3 percent (Table 5); for faculty on an 11-12 month contract basis, average benefits total \$36,140, a decrease of \$934 or -2.5 percent (Table 7). The benefits figure represents the institution’s contribution on behalf of the faculty member. It is best viewed as an approximate “cost” figure for the institution rather than an amount received by the faculty member.

Oklahoma Average Salaries Compared to National: Research universities’ average salary is 87.4 percent of the national average, compared to 86.8 percent in 2019-2020. Across all ranks and institutions, the average salary in Oklahoma is just 76.2 percent of the national average (Table 17).

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

Table 1 - Average Salaries Paid All Full-Time Faculty

Table 1 presents the 2020-2021 average salaries paid all full-time faculty by rank at all 25 colleges and universities in The Oklahoma State System of Higher Education. These data include salaries of full-time faculty employed on a 9-10 month contract basis and full-time faculty employed on an 11-12 month contract basis with the later salaries equated to 9-10 months. Table 1 also includes the number of full-time faculty by rank and by institution.

The average salary equated to a 9-10 month basis paid in the 25 institutions in 2020-2021 is \$74,056. This represents an increase over 2019-2020 of \$793 or 1.1 percent (Figure 2). The average for research universities is \$92,000, for four-year universities, \$63,537, and for two-year colleges, \$53,606. These salaries represent increases over 2019-2020 of 1.4 percent, 0.6 percent, and of decline of 0.2 percent, respectively, for the research, regional universities, and two-year colleges. The 2020-2021 median of all institutions' average salaries is \$54,542.

Faculty distribution by rank may influence the salary averages of the various faculty ranks within an institution. Table 1 shows a smaller proportion of faculty in the upper two ranks (professor and associate professor) at four-year universities than at the research universities. These upper ranks make up 58.7 percent of faculty at research universities and just 48.6 percent at four-year universities. Additionally, the research universities' average salary for all ranks is 30.9 percent higher than the average salary of all ranks for four-year regional universities. By rank, the research universities' average salary exceeds the four-year regional universities' average salary in the rank of professor by 34.8 percent, associate professor by 24.8 percent, assistant professor by 30.2 percent, and instructor by 6.1 percent.

The total number of full-time faculty reported in the 25 institutions in 2020-2021 is 4,931 - 2,233 at research universities, 1,765 at four-year regional universities, and 933 at two-year colleges. These figures compare to a total of 4,963; 2,237; 1,765; and 961 at the research, four-year and two-year tiers, respectively in 2019-2020.

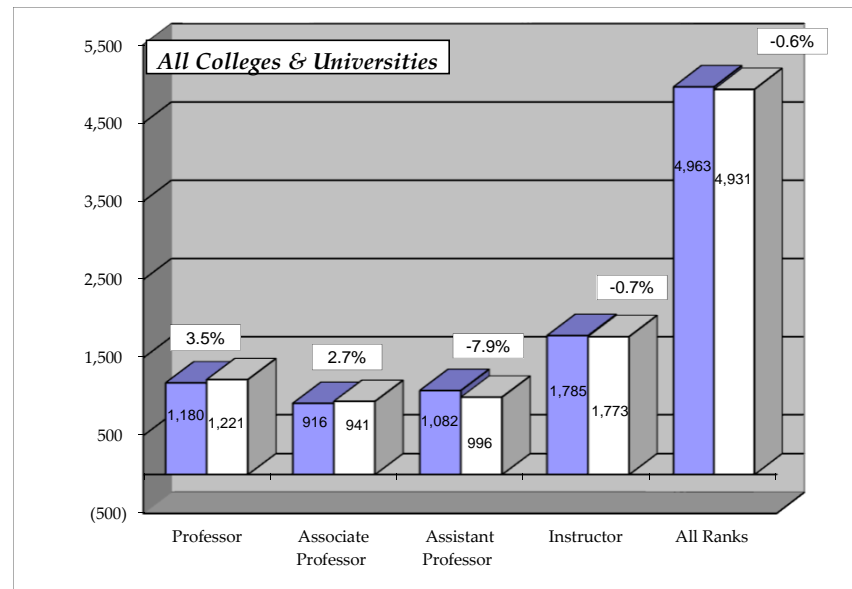
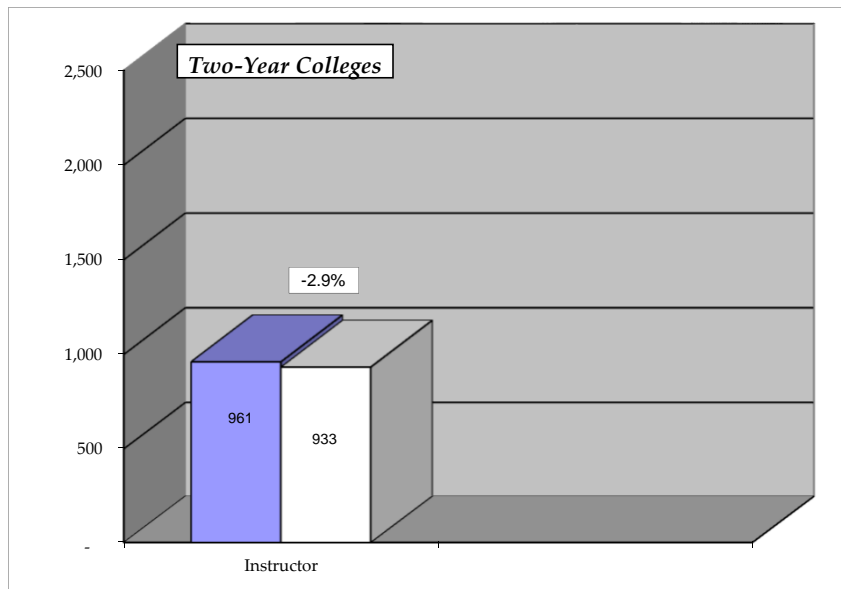
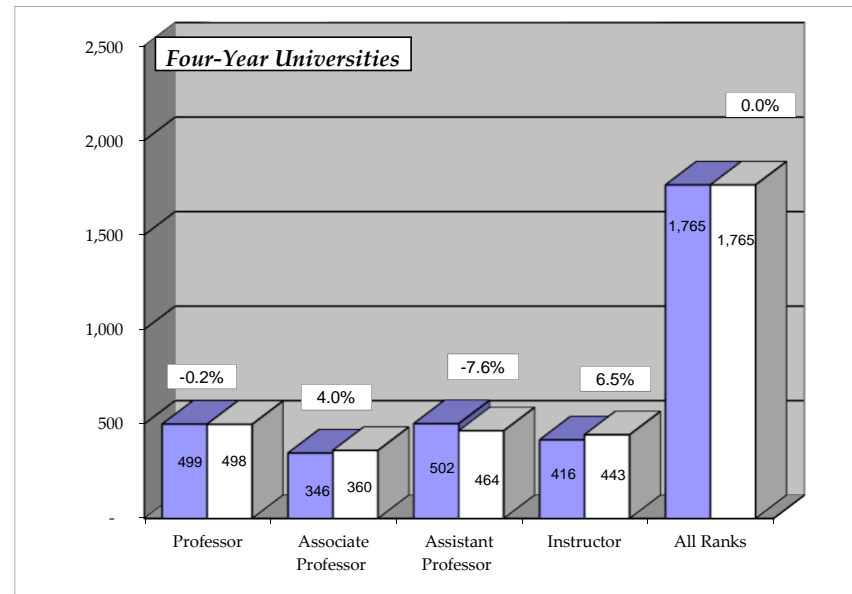
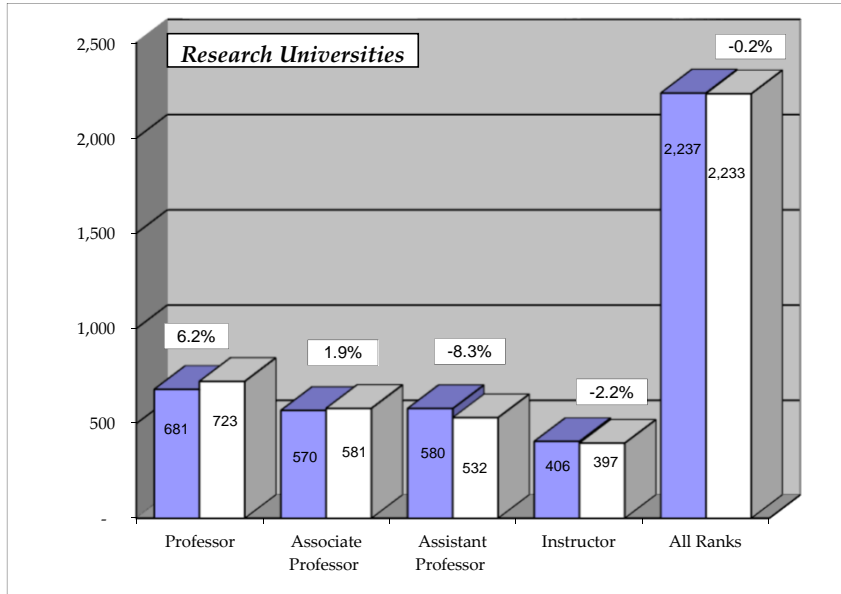
TABLE 1
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
2020-2021

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	433	\$ 127,721	316	\$ 86,195	252	\$ 86,729	258	\$ 49,107	1,259	\$ 92,984
Oklahoma State University	290	119,681	265	89,485	280	81,389	139	51,511	974	90,729
Research Universities	723	\$ 124,496	581	\$ 87,696	532	\$ 83,919	397	\$ 49,949	2,233	\$ 92,000
Research Tier Salaries Greater than 4-Yr Tier:		34.8%		24.8%		30.2%		6.1%		30.9%
University of Central Oklahoma	190	\$ 90,008	100	\$ 73,937	103	\$ 67,768	164	\$ 45,403	557	\$ 69,877
East Central University	32	74,563	16	59,136	54	53,780	36	51,180	138	58,542
Northeastern State University	70	78,985	69	66,008	95	58,517	39	46,285	273	63,911
Northwestern Oklahoma State University	20	74,350	16	67,334	24	52,767	25	46,460	85	58,732
Southeastern Oklahoma State University	48	78,996	19	65,362	31	63,286	26	42,428	124	65,312
Southwestern Oklahoma State University	51	83,348	47	68,912	45	62,904	64	53,102	207	66,274
Cameron University	34	72,205	28	59,603	29	51,151	35	43,707	126	56,643
Langston University	2	103,859	29	57,535	29	55,918	16	52,389	76	57,054
Oklahoma Panhandle State University	6	47,388	5	46,362	16	43,600	13	40,215	40	43,414
Rogers State University	28	68,493	17	56,749	29	50,360	19	45,809	93	56,058
University of Science & Arts	17	59,864	14	54,433	9	47,957	6	41,866	46	53,534
Regional Four-Year Universities	498	\$ 81,182	360	\$ 65,968	464	\$ 58,614	443	\$ 46,883	1,765	\$ 63,537
4-Yr Tier Salaries Less than Research Tier:										
Carl Albert State College	-	\$ -	-	\$ -	-	\$ -	45	\$ 43,413	45	\$ 43,413
Connors State College	-	-	-	-	-	-	48	43,190	48	43,190
Eastern Oklahoma State College	-	-	-	-	-	-	36	43,630	36	43,630
Murray State College	-	-	-	-	-	-	54	45,920	54	45,920
Northeastern Oklahoma A&M College	-	-	-	-	-	-	46	51,305	46	51,305
Northern Oklahoma College	-	-	-	-	-	-	90	51,535	90	51,535
Oklahoma City Community College	-	-	-	-	-	-	131	54,542	131	54,542
Redlands Community College	-	-	-	-	-	-	32	50,406	32	50,406
Rose State College	-	-	-	-	-	-	106	48,450	106	48,450
Seminole State College	-	-	-	-	-	-	40	44,047	40	44,047
Tulsa Community College	-	-	-	-	-	-	280	64,561	280	64,561
Western Oklahoma State College	-	-	-	-	-	-	25	48,251	25	48,251
Two-Year Colleges	-	\$ -	-	\$ -	-	\$ -	933	\$ 53,606	933	\$ 53,606
2-Yr Tier Salaries Greater than System Avg:								4.7%		
All Colleges and Universities	1,221	\$ 106,830	941	\$ 78,358	996	\$ 70,664	1,773	\$ 51,107	4,931	\$ 74,056
FY2021 Median Salary:										\$ 54,542

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
2019-2020 TO 2020-2021**



■ 2019-2020 □ 2020-2021

FIGURE 2

**CHANGE IN SALARIES OF FULL-TIME FACULTY
2019-2020 TO 2020-2021**

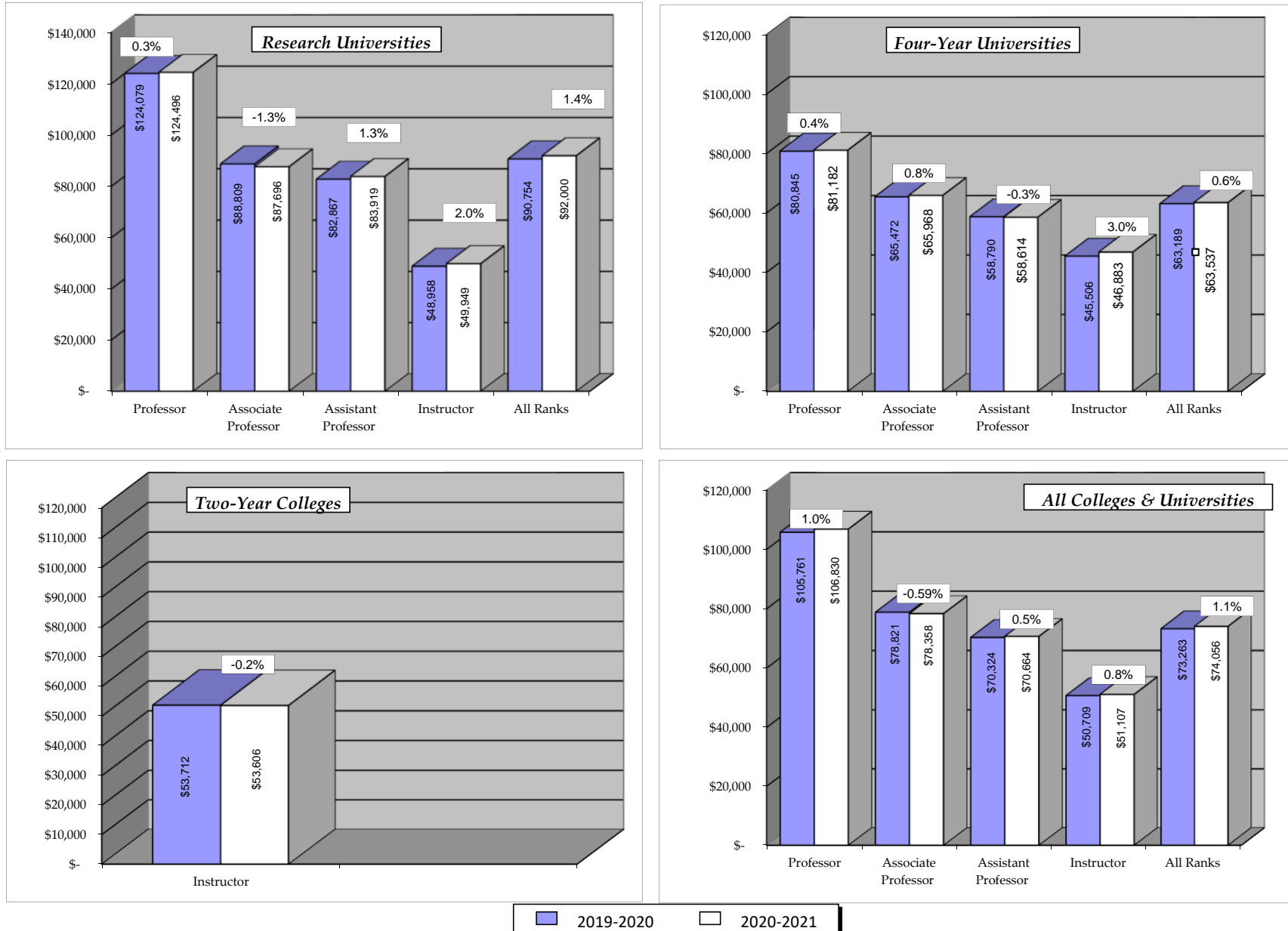


Table 2 - Average Salaries Paid All Full-Time Faculty, 2018-2019 through 2020-2021

Table 2 presents the 9-10 month average salaries of all full-time faculty members for the three years, 2018-2019 through 2020-2021.

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

Analyses of the data contained in Table 2 may be made in a variety of meaningful ways. No attempt is made here to provide an exhaustive analysis; however, certain observations are noted. The dollar increases in average salaries are not the same between different ranks in the same institution. For example, changes for 2018-2019 to 2020-2021 show the University of Oklahoma increased the average of all ranks \$5,849 or 6.7 percent, while Oklahoma State University increased \$3,707 or 4.3 percent. Although Table 2 does not provide specific reasons for observed salary averages and comparisons, the three-year trend of

institutions' average salaries by rank may provide helpful data for further analysis.

TABLE 2
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
2017-2019 THROUGH 2020-2021

Institution	Period	Professor	Associate Professor	Assistant Professor	Instructor	Average, All Ranks
University of Oklahoma	2018-2019	120,721	84,567	78,116	44,922	87,135
	2019-2020	127,192	89,680	83,306	47,257	91,746
	2020-2021	127,721	86,195	86,729	49,107	92,984
	\$ Chg, FY19-21	7,001	1,628	8,614	4,186	5,849
	% Chg, FY19-21	5.8%	1.9%	11.0%	9.3%	6.7%
Oklahoma State University	2018-2019	115,420	81,140	78,645	53,414	87,022
	2019-2020	119,502	87,732	82,444	51,683	89,499
	2020-2021	119,681	89,485	81,389	51,511	90,729
	\$ Chg, FY19-21	4,261	8,345	2,744	(1,903)	3,707
	% Chg, FY19-21	3.7%	10.3%	3.5%	-3.6%	4.3%
University of Central Oklahoma	2018-2019	87,120	70,807	62,592	41,552	67,830
	2019-2020	89,744	73,839	64,823	41,659	69,913
	2020-2021	90,008	73,937	67,768	45,403	69,877
	\$ Chg, FY19-21	2,888	3,130	5,176	3,850	2,047
	% Chg, FY19-21	3.3%	4.4%	8.3%	9.3%	3.0%
East Central University	2018-2019	73,352	58,746	53,690	51,220	57,805
	2019-2020	73,875	59,255	53,780	51,180	58,357
	2020-2021	74,563	59,136	53,780	51,180	58,542
	\$ Chg, FY19-21	1,211	390	90	(39)	737
	% Chg, FY19-21	1.7%	0.7%	0.2%	-0.1%	1.3%
Northeastern State University	2018-2019	77,497	63,800	54,761	46,367	61,060
	2019-2020	79,745	65,790	58,431	46,334	63,575
	2020-2021	78,985	66,008	58,517	46,285	63,911
	\$ Chg, FY19-21	1,488	2,208	3,756	(82)	2,851
	% Chg, FY19-21	1.9%	3.5%	6.9%	-0.2%	4.7%
Northwestern Oklahoma State University	2018-2019	70,926	68,609	53,723	43,211	57,598
	2019-2020	74,337	65,290	56,466	43,383	58,854
	2020-2021	74,350	67,334	52,767	46,460	58,732
	\$ Chg, FY19-21	3,423	(1,275)	(956)	3,250	1,135
	% Chg, FY19-21	4.8%	-1.9%	-1.8%	7.5%	2.0%
Southeastern Oklahoma State University	2018-2019	70,421	64,405	57,393	39,643	61,045
	2019-2020	76,718	64,921	63,863	44,542	65,316
	2020-2021	78,996	65,362	63,286	42,428	65,312
	\$ Chg, FY19-21	8,575	957	5,893	2,785	4,267
	% Chg, FY19-21	12.2%	1.5%	10.3%	7.0%	7.0%
Southwestern Oklahoma State University	2018-2019	82,191	65,874	60,642	50,790	62,712
	2019-2020	85,588	68,477	63,732	52,222	65,662
	2020-2021	83,348	68,912	62,904	53,102	66,274
	\$ Chg, FY19-21	1,157	3,038	2,262	2,311	3,562
	% Chg, FY19-21	1.4%	4.6%	3.7%	4.6%	5.7%
Cameron University	2018-2019	72,135	57,872	52,100	42,513	56,273
	2019-2020	71,703	60,498	51,871	43,333	56,482
	2020-2021	72,205	59,603	51,151	43,707	56,643
	\$ Chg, FY19-21	70	1,731	(949)	1,194	369
	% Chg, FY19-21	0.1%	3.0%	-1.8%	2.8%	0.7%
Langston University	2018-2019	75,725	57,660	52,856	50,225	54,277
	2019-2020	103,859	57,535	55,918	52,389	57,054
	2020-2021	103,859	57,535	55,918	52,389	57,054
	\$ Chg, FY19-21	49,156	46,162	43,014	39,496	43,129
	% Chg, FY19-21	64.9%	80.1%	81.4%	78.6%	79.5%
Oklahoma Panhandle State University	2018-2019	51,138	44,603	43,593	42,813	45,189
	2019-2020	49,156	46,162	43,014	39,496	43,129
	2020-2021	47,388	46,362	43,600	40,215	43,414
	\$ Chg, FY19-21	(3,750)	1,760	8	(2,598)	(1,775)
	% Chg, FY19-21	-7.3%	3.9%	0.0%	-6.1%	-3.9%
Rogers State University	2018-2019	63,098	53,965	46,149	41,490	51,158
	2019-2020	70,033	56,559	51,206	44,917	56,157
	2020-2021	68,493	56,749	50,360	45,809	56,058
	\$ Chg, FY19-21	5,395	2,784	4,211	4,320	4,899
	% Chg, FY19-21	8.6%	5.2%	9.1%	10.4%	9.6%
University of Science & Arts of Oklahoma	2018-2019	57,842	52,510	45,710	40,213	51,467
	2019-2020	59,418	54,460	47,641	42,331	53,272
	2020-2021	59,864	54,433	47,957	41,866	53,534
	\$ Chg, FY19-21	2,022	1,923	2,247	1,653	2,067
	% Chg, FY19-21	3.5%	3.7%	4.9%	4.1%	4.0%

TABLE 2 (continued)
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
2017-2019 through 2019-20

Institution	Period	Professor	Associate Professor	Assistant Professor	Instructor	Average, All Ranks
Carl Albert State College	2018-2019				43,764	43,764
	2019-2020				43,479	43,479
	2020-2021				43,413	43,413
Connors State College	\$ Chg, FY19-21				(351)	(351)
	% Chg, FY19-21				-0.8%	-0.8%
	2018-2019				41,091	41,091
Eastern Oklahoma State College	2019-2020				43,870	43,870
	2020-2021				43,190	43,190
	\$ Chg, FY19-21				2,099	2,099
Murray State College	% Chg, FY19-21				5.1%	5.1%
	2018-2019				44,083	44,083
	2019-2020				43,778	43,778
Northeastern Oklahoma A&M College	2020-2021				43,630	43,630
	\$ Chg, FY19-21				(453)	(453)
	% Chg, FY19-21				-1.0%	-1.0%
Northern Oklahoma College	2018-2019				44,191	44,191
	2019-2020				44,580	44,580
	2020-2021				45,920	45,920
Oklahoma City Community College	\$ Chg, FY19-21				1,729	1,729
	% Chg, FY19-21				3.9%	3.9%
	2018-2019				47,511	47,511
Redlands Community College	2019-2020				49,335	49,335
	2020-2021				51,305	51,305
	\$ Chg, FY19-21				3,794	3,794
Rose State College	% Chg, FY19-21				8.0%	8.0%
	2018-2019				49,449	49,449
	2019-2020				51,221	51,221
Seminole State College	2020-2021				51,535	51,535
	\$ Chg, FY19-21				2,086	2,086
	% Chg, FY19-21				4.2%	4.2%
Tulsa Community College	2018-2019				49,319	49,319
	2019-2020				58,125	58,125
	2020-2021				54,542	54,542
Western Oklahoma State College	\$ Chg, FY19-21				5,222	5,222
	% Chg, FY19-21				10.6%	10.6%
	2018-2019				47,913	47,913
Carl Albert State College	2019-2020				50,441	50,441
	2020-2021				50,406	50,406
	\$ Chg, FY19-21				2,494	2,494
Connors State College	% Chg, FY19-21				5.2%	5.2%
	2018-2019				48,120	48,120
	2019-2020				47,614	47,614
Eastern Oklahoma State College	2020-2021				48,450	48,450
	\$ Chg, FY19-21				330	330
	% Chg, FY19-21				0.7%	0.7%
Murray State College	2018-2019				42,179	42,179
	2019-2020				43,740	43,740
	2020-2021				44,047	44,047
Northeastern Oklahoma A&M College	\$ Chg, FY19-21				1,868	1,868
	% Chg, FY19-21				4.4%	4.4%
	2018-2019				58,952	58,952
Northern Oklahoma College	2019-2020				64,627	64,627
	2020-2021				64,561	64,561
	\$ Chg, FY19-21				5,609	5,609
Oklahoma City Community College	% Chg, FY19-21				9.5%	9.5%
	2018-2019				44,939	44,939
	2019-2020				47,393	47,393
Redlands Community College	2020-2021				48,251	48,251
	\$ Chg, FY19-21				3,312	3,312
	% Chg, FY19-21				7.4%	7.4%

Table 3 - Average Salaries Paid All Full-Time Faculty, 25 Oklahoma State Colleges and Universities, 2018-2019 through 2020-2021

Table 3 presents the average salaries of all full-time faculty members equated to a 9-10 month basis for the three years, 2018-2019 through 2020-2021, classified by rank and by type of institution.

Dollar increases in average annual salaries of all ranks in 2020-2021 over 2019-2020 are typically greatest for the research universities. However, in 2019-20 the increase was largest for two-year colleges. The changes in averages of all ranks by type of institution in 2020-2021 over 2019-2020 were \$1,246, \$298, and -\$106 for research universities, four-year universities, and two-year colleges, respectively. The average salary at research universities was \$27,515 greater than the average at four-year universities in 2019-2020, and \$28,463 greater in 2020-2021. The average salary at four-year universities was \$9,528 greater than the average at two-year colleges in 2019-2020, and \$9,931 greater in 2020-2021.

Average salaries saw a larger than historical increase in the past year. The average annual percentage increase in average salaries for all ranks was largest for two-year institutions 3.2%, and 2.8% for both research universities and 2.2% for four-year universities faculty.

The annual increases in average salaries for the period 2019-2020 and 2020-2021 for research universities have been an increase of 4.2 and 2.8 percent. The four-year regional universities experienced average annual increases of 3.8 and 2.2 percent. The two-year colleges experienced a 6.7 percent increase in 2019-2020 and 3.2% increase in 2020-2021. Since two-year colleges have lower overall average salaries, a dollar amount raise will be

reflected by a higher percent increase. The two-year colleges reported a decrease in the average full-time salary for 2020-2021 of -0.2 percent, drawing down the annual average increase for that tier from 6.7% in 2019-20.

TABLE 3
AVERAGE SALARIES PAID FULL-TIME FACULTY
25 OKLAHOMA STATE COLLEGES AND UNIVERSITIES
2018-2019 THROUGH 2020-2021

Rank	Type of Institution				
	Research Universities	Research Univ Salary Greater than 4-Yr Univ Salary by:	Four-Year Universities	4-Yr Univ Salary Greater than 2-Yr Salary by:	Two-Year Colleges
Professor					
2018-2019	\$ 118,557	\$ 40,148	\$ 78,409		
2019-2020	\$ 124,019	\$ 42,996	\$ 81,023		--
2020-2021	\$ 124,496	\$ 43,315	\$ 81,182		--
Associate Professor					
2018-2019	\$ 83,022	\$ 19,841	\$ 63,180		
2019-2020	\$ 88,809	\$ 23,336	\$ 65,472		--
2020-2021	\$ 87,696	\$ 21,728	\$ 65,968		--
Assistant Professor					
2018-2019	\$ 78,348	\$ 22,677	\$ 55,670		
2019-2020	\$ 82,867	\$ 24,078	\$ 58,790		--
2020-2021	\$ 83,919	\$ 25,304	\$ 58,614		--
Instructor					
2018-2019	\$ 47,943	\$ 2,795	\$ 45,148	\$ (5,203)	\$ 50,351
2019-2020	\$ 48,958	\$ 3,452	\$ 45,506	\$ (8,206)	\$ 53,712
2020-2021	\$ 49,949	\$ 3,066	\$ 46,883	\$ (6,723)	\$ 53,606
Average, All Ranks					
2018-2019	\$ 87,088	\$ 26,181	\$ 60,907	\$ 10,556	\$ 50,351
2019-2020	\$ 90,754	\$ 27,515	\$ 63,240	\$ 9,528	\$ 53,712
2020-2021	\$ 92,000	\$ 28,463	\$ 63,537	\$ 9,931	\$ 53,606
Dollar Increase, All Ranks					
2019-2020	\$ 3,667		\$ 2,333		\$ 3,361
2020-2021	\$ 1,246		\$ 298		\$ (106)
Percent Increase, All Ranks					
2019-2020	4.2%		3.8%		6.7%
2020-2021	1.4%		0.5%		-0.2%
Avg Annual % Increase	2.8%		2.2%		3.2%

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

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

The average salary paid in the 25 institutions in 2020-2021 to 9-10 month employed faculty is \$73,149. This represents an increase from 2019-2020 of \$589 or 0.8%. As is true with other consolidated data in this report, the research universities exert heavy influence on this average, as they claim more than 40 percent of the faculty and their average is 41.6 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 21.8 percent above the mean. This influence is indicated by observing that the average salary for the research universities is \$88,736, the average salary for four-year regional universities is \$62,678, and the average salary for two-year colleges is \$53,533. The 2020-2021 median of all institutions' average salaries is \$54,462. 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 2020-2021 is 4,382. This number represents 88.9 percent of the total full-time faculty in the 25 institutions. In 2019-2020, the number was 4,421 or 89.1 percent of the total. In 2020-2021, four-year regional universities employ 92.1 percent of their full-time faculty on a 9-10 month basis. The two-year colleges employ 90.0 percent on a 9-10 month basis. The research universities employ 85.8 percent of their full-time faculty on a 9-10 month basis.

TABLE 4
AVERAGE SALARIES PAID 9-10 MONTH FULL-TIME FACULTY
2020-2021

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	343	\$ 121,420	284	\$ 84,199	237	\$ 87,906	226	\$ 47,942	1,090	\$ 89,200	
Oklahoma State University	217	114,714	226	90,061	258	82,867	126	49,622	827	88,124	
Research Universities	560	\$ 118,821	510	\$ 86,797	495	\$ 85,280	352	\$ 48,543	1,917	\$ 88,736	85.8%
University of Central Oklahoma	190	\$ 90,008	100	\$ 73,937	103	\$ 67,768	164	\$ 45,403	557	\$ 69,877	
East Central University	32	74,563	15	57,352	54	53,780	36	51,180	137	58,342	
Northeastern State University	62	77,673	55	62,414	84	56,672	38	46,126	239	61,765	
Northwestern Oklahoma State University	17	72,920	15	66,036	19	53,031	25	46,460	76	57,885	
Southeastern Oklahoma State University	43	76,522	16	66,404	27	63,578	24	40,731	110	64,064	
Southwestern Oklahoma State University	40	76,378	41	65,684	35	56,930	59	52,339	175	61,878	
Cameron University	34	72,205	28	59,603	29	51,151	30	41,701	121	56,680	
Langston University	-	-	17	57,649	19	56,525	14	52,023	50	55,647	
Oklahoma Panhandle State University	5	51,472.21	5	46,362	15	44,053	13	40,215	38	44,020	
Rogers State University	22	69,883	15	54,553	26	48,387	18	45,854	81	54,804	
University of Science & Arts	15	59,268	11	52,381	9	47,957	6	41,866	41	52,391	
Regional Four-Year Universities	460	\$ 80,494	318	\$ 65,119	420	\$ 57,784	427	\$ 46,480	1,625	\$ 62,678	92.1%
Carl Albert State College							42	\$ 44,468	42	\$ 44,468	
Connors State College							43	43,091	43	43,091	
Eastern Oklahoma State College							34	42,827	34	42,827	
Murray State College							41	44,584	41	44,584	
Northeastern Oklahoma A&M College							46	51,305	46	51,305	
Northern Oklahoma College							88	51,318	88	51,318	
Oklahoma City Community College							126	54,462	126	54,462	
Redlands Community College							29	50,445	29	50,445	
Rose State College							97	48,030	97	48,030	
Seminole State College							30	43,642	30	43,642	
Tulsa Community College							239	65,220	239	65,220	
Western Oklahoma State College							25	48,251	25	48,251	
Two-Year Colleges	-	\$ -	-	\$ -	-	\$ -	840	\$ 53,533	840	\$ 53,533	90.0%
All Colleges and Universities	1,020	\$ 103,044	828	\$ 79,460	915	\$ 74,034	1,619	\$ 50,588	4,382	\$ 73,149	88.9%

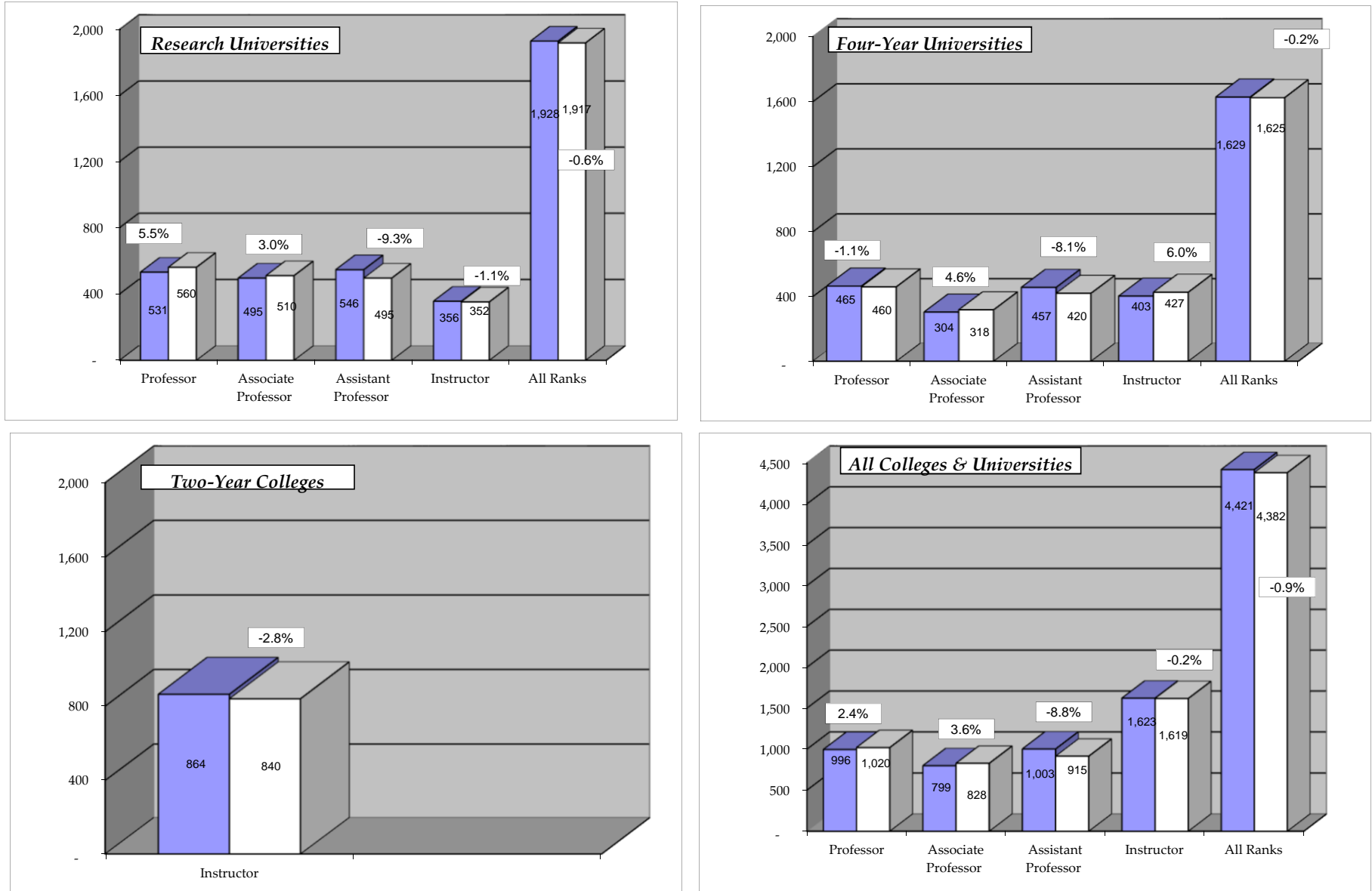
FY2020 9-10mo Faculty as % of Total Faculty: 88.3%

Research University Tier	Number of 9-10 month Faculty as Percent of Total 9-10 month Faculty:	43.7%
	Average Salary Greater than Four-Year Tier by:	41.6%
Two-Year College Tier	TCC Number of Faculty as Percent of Two-Year:	28.5%
	TCC Average Salary Above Mean:	21.8%
All Colleges and Universities	Median of All Institutions' Average Salaries:	\$ 54,462

FIGURE 3

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

2019-2020 TO 2020-2021



■ 2019-2020 □ 2020-2021

FIGURE 4

**CHANGE IN SALARIES OF 9-10 MONTH FULL-TIME FACULTY
2019-2020 TO 2020-2021**

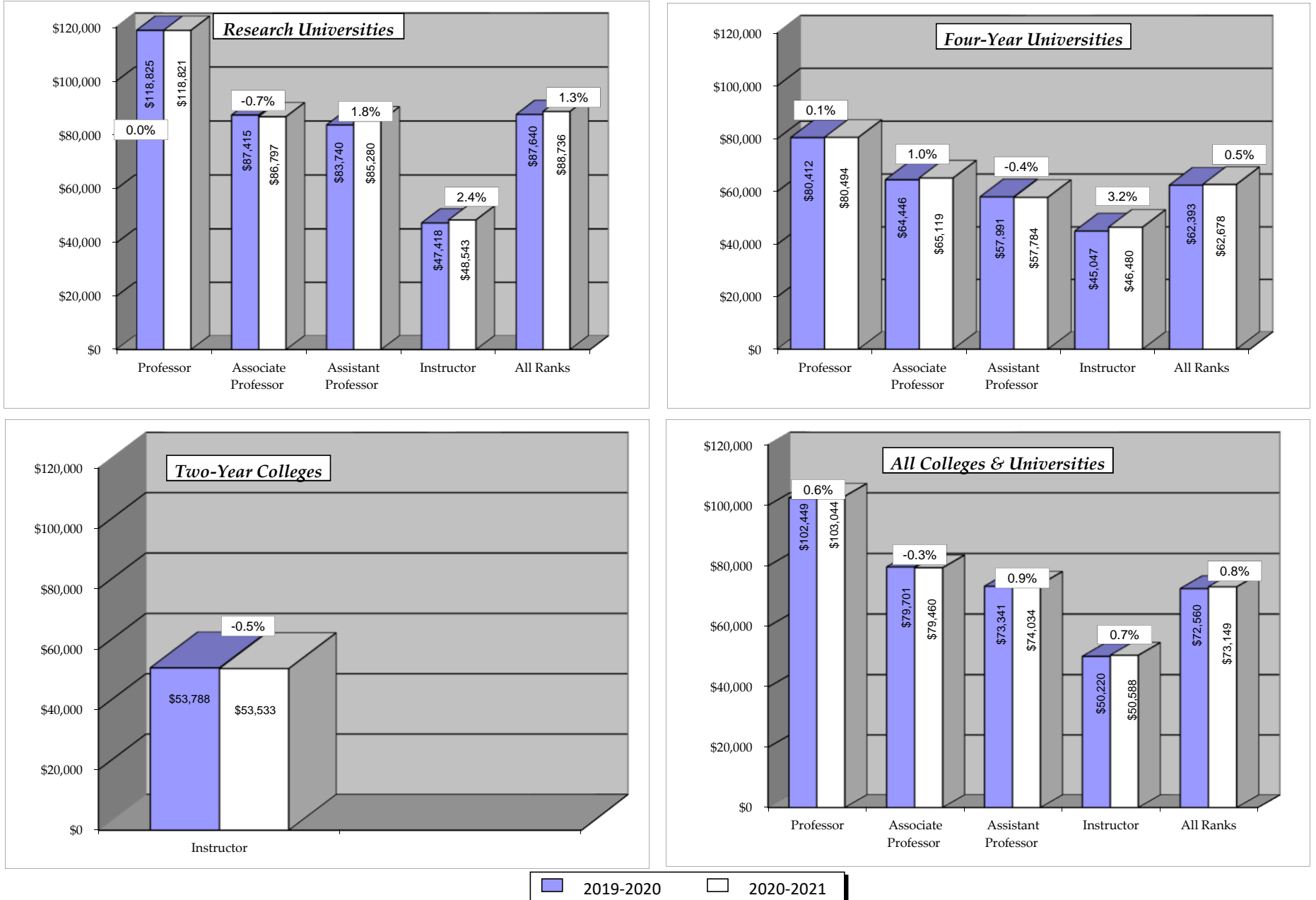


Table 5 - Average Staff Benefits Paid 9-10 Month Full-Time Faculty

Table 5 presents the average fringe benefits on a 9-10 month basis paid to or on behalf of all 9-10 month full-time faculty by all 25 colleges and universities in The Oklahoma State System of Higher Education. The average fringe benefits paid for 2020-2021 is \$25,599, a decrease over 2019-2020 of \$1,163 or -4.3 percent.

Fringe benefits as a percent of average salaries may be computed from the data in Tables 4 and 5. For all institutions, 2020-2021 fringe benefits are 35.0 percent of the average salary; compared to 36.9 percent in 2019-2020. For the research universities, four-year universities, and two-year colleges, the fringe benefits for 2020-2021 as a percent of average salaries are 31.9 percent, 37.6 percent, and 43.8 percent, respectively. Comparative percentages for 2019-2020 were 33.0 percent, 41.6 percent, and 43.7 percent, respectively.

Retirement plan payments are the largest fringe benefit for all institutions. 2020-2021 payments comprise 49.2 percent of the average total fringe benefits for the State System, a slight increase from the 47.8 percent in 2019-2020. For the research universities, four-year regional universities, and two-year colleges, average retirement plan payments for the tiers are 52.8 percent, 47.1 percent, and 45.5 percent, respectively, of the total average fringe benefits.

All institutions provide medical and life insurance benefits, the second largest fringe benefit paid by institutions. Social security taxes are the third largest fringe benefit paid by institutions and are required by law, as are unemployment compensation and worker's compensation payments. Increases in retirement and medical plan payments are historically the largest drivers of increases in total benefit payments.

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

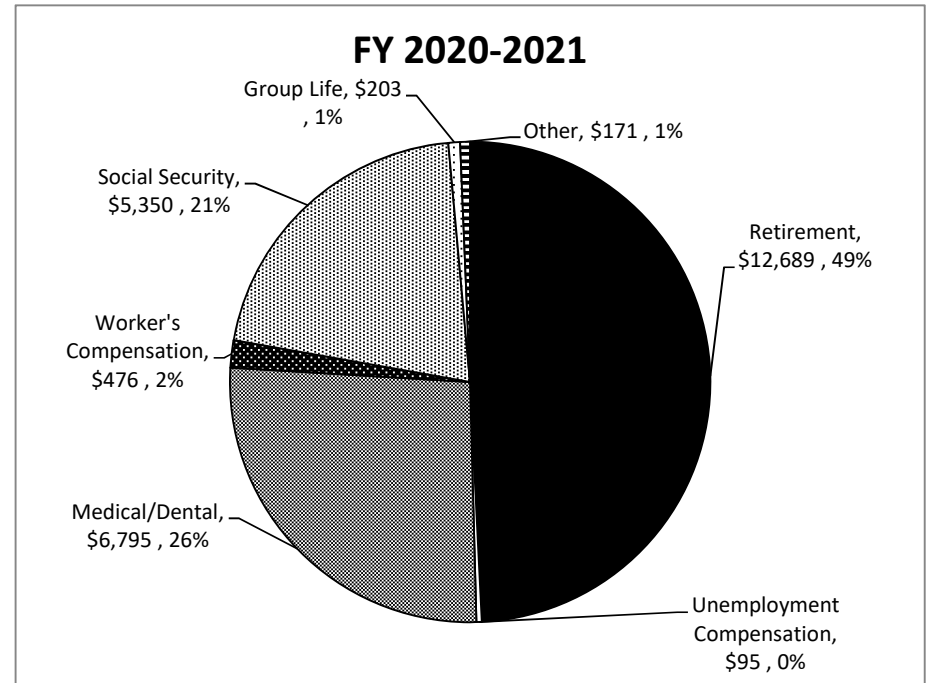
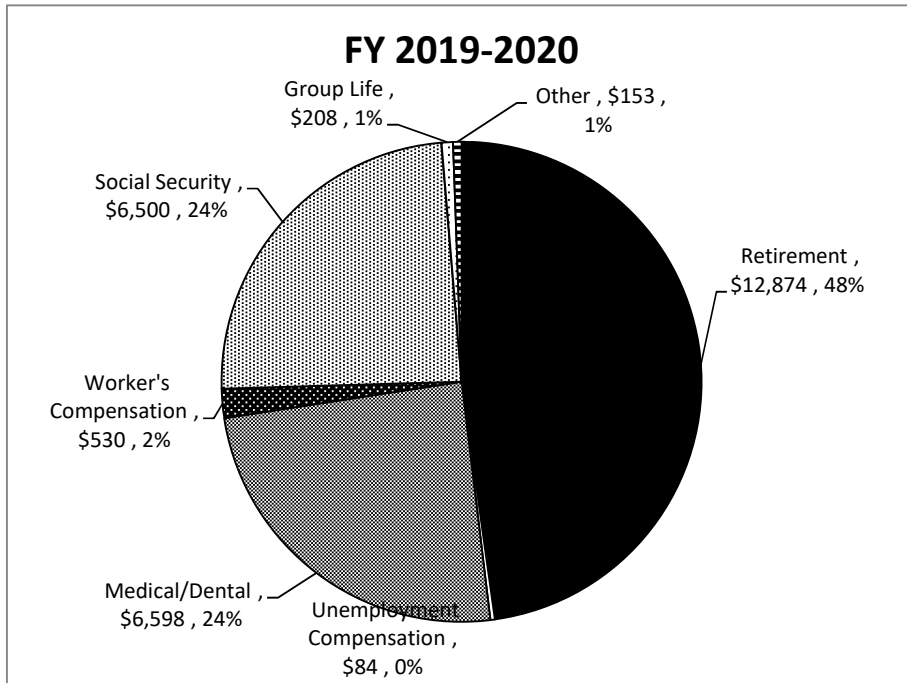
TABLE 5

**AVERAGE STAFF BENEFITS PAID 9-10 MONTH FULL-TIME FACULTY
2020-2021**

Institution	Number of Faculty	Retirement Plan	Medical Dental Plan	Social Security Taxes	Unemployment Compensation	Group Life Insurance	Workers' Compensation	Other	Total	Benefits as % of Salary	FY19 Benefits as % of Salary
University of Oklahoma	1,090	\$16,263	\$5,636	\$6,561	\$54	\$56	\$446	\$2	\$29,018		
Oklahoma State University	827	13,186	6,419	6,507	54	350	621	195	27,332		
Research Universities	1,917	\$14,936	\$5,974	\$6,537	\$54	\$183	\$522	\$85	\$28,291	31.9%	33.0%
University of Central Oklahoma	557	\$12,700	\$6,042	\$5,434	\$75	\$92	\$0	\$113	\$24,457		
East Central University	137	9,072	8,304	3,617	-	78	-	86	21,158		
Northeastern State University	239	10,108	7,530	4,716	149	382	550	229	23,664		
Northwestern Oklahoma State University	76	11,059	7,914	4,428	187	167	637	176	24,567		
Southeastern Oklahoma State University	110	13,540	8,215	4,901	51	185	525	187	27,605		
Southwestern Oklahoma State University	175	11,780	8,215	4,734	100	200	619	907	26,555		
Cameron University	122	10,783	6,935	4,338	109	601	357	252	23,375		
Langston University	50	3,812	-	3,267	545	381	272	163	8,441		
Oklahoma Panhandle State University	38	8,447	6,144	3,368	175	269	255	83	18,741		
Rogers State University	81	10,165	7,252	4,295	-	219	-	75	22,005		
University of Science & Arts	41	5,879	7,892	4,008	240	216	534	230	19,001		
Regional Four-Year Universities	1,626	\$11,080	\$7,130	\$4,727	\$122	\$215	\$511	\$234	\$23,539	37.6%	41.6%
Carl Albert State College	42	\$9,231	\$7,847	\$3,348	\$240	\$176	\$0	\$66	\$20,908		
Connors State College	43	7,347	6,144	2,672	129	259	267	211	17,028		
Eastern Oklahoma State College	34	9,077	7,891	2,581	201	255	416	-	20,422		
Murray State College	41	2,832	6,718	3,434	225	144	252	-	13,605		
Northeastern Oklahoma A&M College	46	10,413	6,602	3,942	-	652	495	-	22,104		
Northern Oklahoma College	88	11,606	9,543	3,926	176	165	274	69	25,759		
Oklahoma City Community College	126	7,084	8,172	3,377	87	233	523	259	19,735		
Redlands Community College	29	10,501	8,392	3,859	505	147	530	205	24,137		
Rose State College	97	11,533	8,693	3,674	149	92	312	144	24,598		
Seminole State College	30	9,130	7,920	3,339	165	149	270	59	21,032		
Tulsa Community College	239	14,660	8,125	4,818	-	260	200	461	28,524		
Western Oklahoma State College	25	9,877	7,200	2,992	118	156	568	65	20,976		
Two-Year Colleges	840	\$10,677	\$8,044	\$3,847	\$171	\$227	\$331	\$256	\$23,442	43.8%	43.7%
All Colleges & Universities	4,383	\$12,689	\$6,795	\$5,350	\$95	\$203	\$476	\$171	\$25,599	35.0%	36.9%
FY2020 Total Benefits									\$26,762		
FY2020 Dollar and Percent Increase in Total Benefits									(\$1,163)	-4.3%	

FIGURE 5

**CHANGE IN AVERAGE BENEFITS PAID TO 9-10 MONTH FULL-TIME FACULTY
ALL INSTITUTIONS
2019-2020 TO 2020-2021**



RETIREMENT PLAN PAYMENTS - PERCENT OF TOTAL BENEFITS BY TIER

	FY20	FY21
Research Universities	53.4%	52.8%
Four-Year Universities	41.7%	47.1%
Two-Year Colleges	46.7%	45.5%

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

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

The average salary paid in the 25 institutions in 2020-2021 to 11-12 month employed faculty is \$112,799, an increase over 2019-2020 of \$1,914 or 1.7 percent. The average 11-12 month salary for research universities is \$136,647; the average for four-year regional universities is \$89,846; and the average for two-year colleges is \$66,320. The 2020-2021 median of the average salaries for 22 institutions reporting 11-12 month full-time faculty is \$73,626.

The number of full-time faculty employed on an 11-12 month contract basis is 549 or 11.1 percent of the total full-time faculty in the 25 institutions. In 2019-2020 the number was 542 or 10.9 percent. The percent of faculty employed on an 11-12 month basis is 14.2 percent at research universities; 7.9 percent at four-year regional universities, and 10.0 percent at two-year colleges. The number of full-time faculty employed on an 11-12 month basis varies by institution. For example, twelve institutions employ less than ten faculty on an 11-12 month basis; while 34.2 percent of Langston University's faculty are employed on an 11-12 month basis.

TABLE 6

**AVERAGE SALARIES PAID 11-12 MONTH FULL-TIME FACULTY
2020-2021**

Institution	Academic Rank										No. of 11-12mo. Faculty as % of Total Faculty
	Professor		Associate Professor		Assistant Professor		Instructor		Average, All Ranks		
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	
University of Oklahoma	90	\$ 185,454	32	\$ 127,000	15	\$ 83,280	32	\$ 70,078	169	\$ 143,470	
Oklahoma State University	73	164,325	39	105,294	22	78,289	13	85,344	147	128,803	
Research Universities	163	\$ 175,991	71	\$ 115,077	37	\$ 80,312	45	\$ 74,488	316	\$ 136,647	14.2%
University of Central Oklahoma	-		-	\$ -	-	\$ -	-	\$ -	-		
East Central University	-		1	104,988	-	-	-	-	1	104,988	
Northeastern State University	8	\$ 108,959	14	97,934	11	88,733	1	63,972	34	96,552	
Northwestern Oklahoma State University	3	\$ 100,774	1	106,088	5	63,269	-	-	9	80,528	
Southeastern Oklahoma State University	5	\$ 122,546	3	73,095	4	74,941	2	76,750	14	91,806	
Southwestern Oklahoma State University	11	\$ 132,845	6	111,183	10	102,440	5	75,896	32	110,384	
Cameron University	-		-	-	-	-	5	68,130	5	68,130	
Langston University	2	\$ 126,939	12	70,122	10	66,935	2	67,162	26	73,039	
Oklahoma Panhandle State University	1	\$ 32,961	-	-	1	45,000	-	-	2	38,981	
Rogers State University	6	\$ 77,486	2	89,490	3	82,455	1	55,000	12	78,855	
University of Science & Arts	2	\$ 78,628	3	75,727	-	-	-	-	5	76,887	
Regional Four-Year Universities	38	\$ 109,396	42	\$ 88,480	44	\$ 81,325	16	\$ 70,433	140	\$ 89,846	7.9%
Carl Albert State College							3	\$ 35,000	3	\$ 35,000	
Connors State College							5	53,827	5	53,827	
Eastern Oklahoma State College							2	70,000	2	70,000	
Murray State College							13	61,273	13	61,273	
Northeastern Oklahoma A&M College							-	-	-		
Northern Oklahoma College							2	74,678	2	74,678	
Oklahoma City Community College							5	69,115	5	69,115	
Redlands Community College							3	61,149	3	61,149	
Rose State College							9	64,758	9	64,758	
Seminole State College							10	55,319	10	55,319	
Tulsa Community College							41	74,212	41	74,212	
Western Oklahoma State College							-	-	-		
Two-Year Colleges	-	\$ -	-	\$ -	-	\$ -	93	\$ 66,320	93	\$ 66,320	10.0%
All Colleges and Universities	201	\$ 163,401	113	\$ 105,191	81	\$ 80,862	154	\$ 69,134	549	\$ 112,799	11.1%
FY2020 11-12mo Faculty as % of Total Faculty:										10.9%	
FY20 Average:										\$ 110,683	
All Colleges and Universities	Median of All Institutions' Average Salaries:										\$ 73,626

FIGURE 6

**CHANGE IN NUMBER OF 11-12 MONTH FULL-TIME FACULTY
2019-2020 TO 2020-2021**

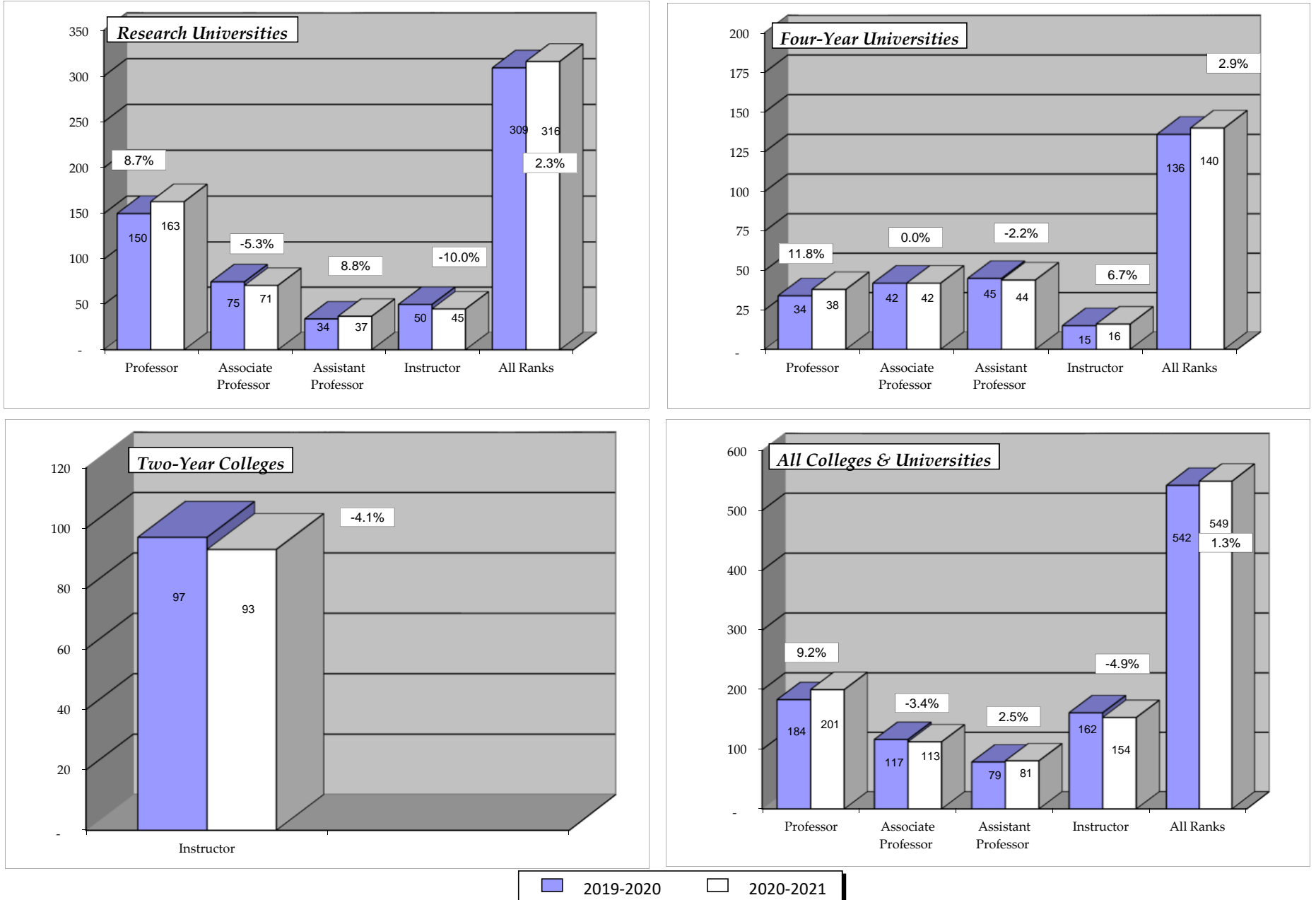
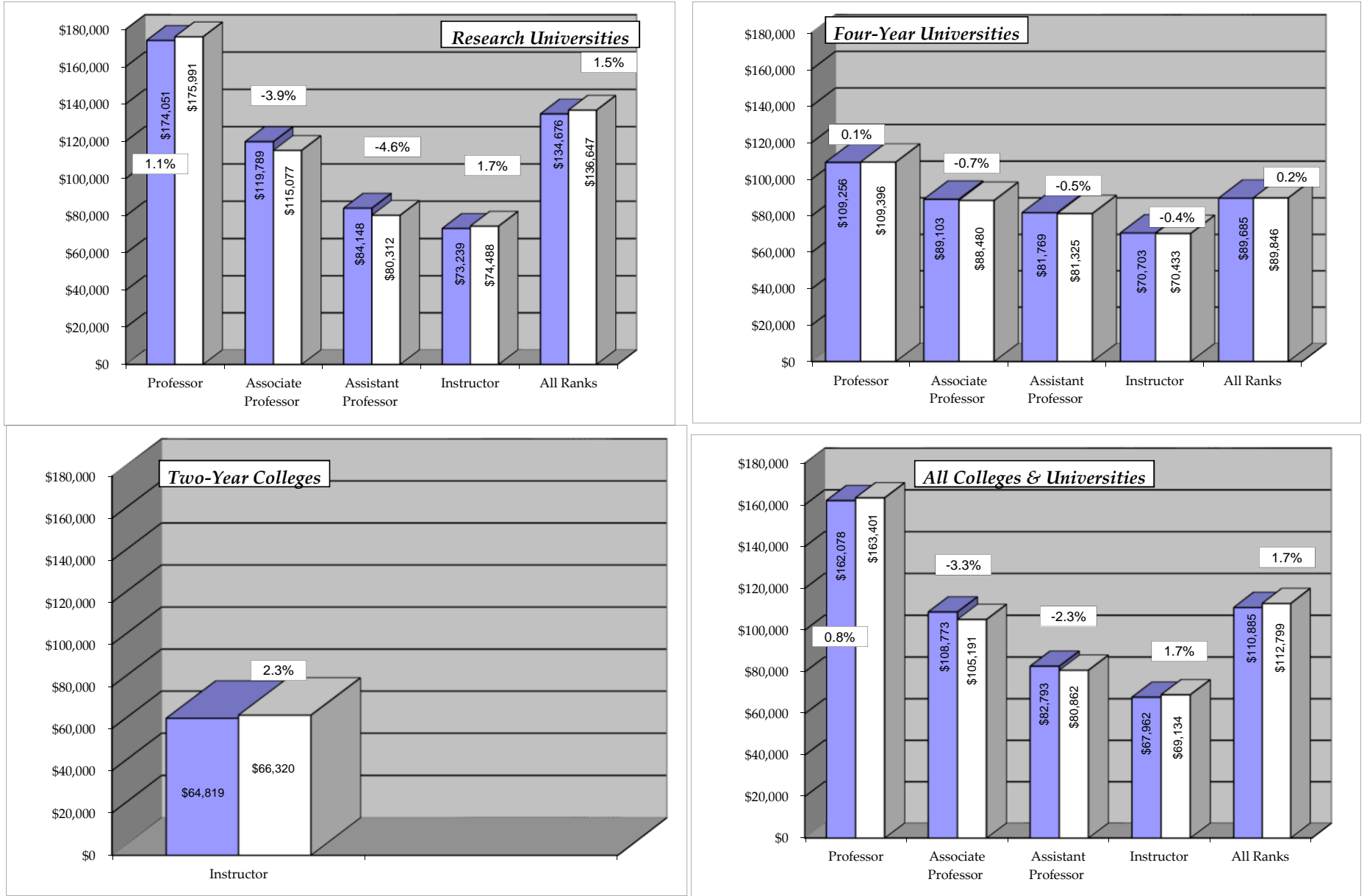


FIGURE 7

**CHANGE IN SALARIES OF 11-12 MONTH FULL-TIME FACULTY
2019-2020 TO 2020-2021**



■ 2019-2020
 2020-2021

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

Table 7 represents the 2020-2021 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 2020-2021 is \$36,140 and represents a decrease of \$934 or 2.5 percent from last year.

Fringe benefits as a percent of average salaries may be computed from the data in Tables 6 and 7. For all institutions, 2020-2021 fringe benefits are 32.0 percent of the average salary, a decrease from 33.5 percent in 2019-2020. For the research universities, four-year regional universities, and two-year colleges, the fringe benefits as a percent of average salaries are 30.6 percent, 33.0 percent, and 40.0 percent, respectively. Comparable 2019-2020 figures were 31.9 percent, 33.0 percent, and 43.2 percent, respectively.

Retirement plan payments are the largest fringe benefit for all institutions combined. Such payments comprise 55.5 percent of the average total fringe benefits for the State System for 2020-2021 as compared with 56.7 percent for 2019-2020. For the research universities, four-year regional universities, and two-year colleges, the payments are 59.6 percent, 49.3 percent, and 48.4 percent, respectively, of the total average fringe benefits. Comparable figures for 2019-2020 were 60.5 percent, 50.3 percent, and 51.2 percent respectively (see Figure 8).

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

All 22 institutions reporting 11-12 month full-time faculty provide medical and life insurance benefits. Institutions also provide other fringe benefits not specifically identified. These other benefits amount to an average of \$256 per year across all institutions.

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

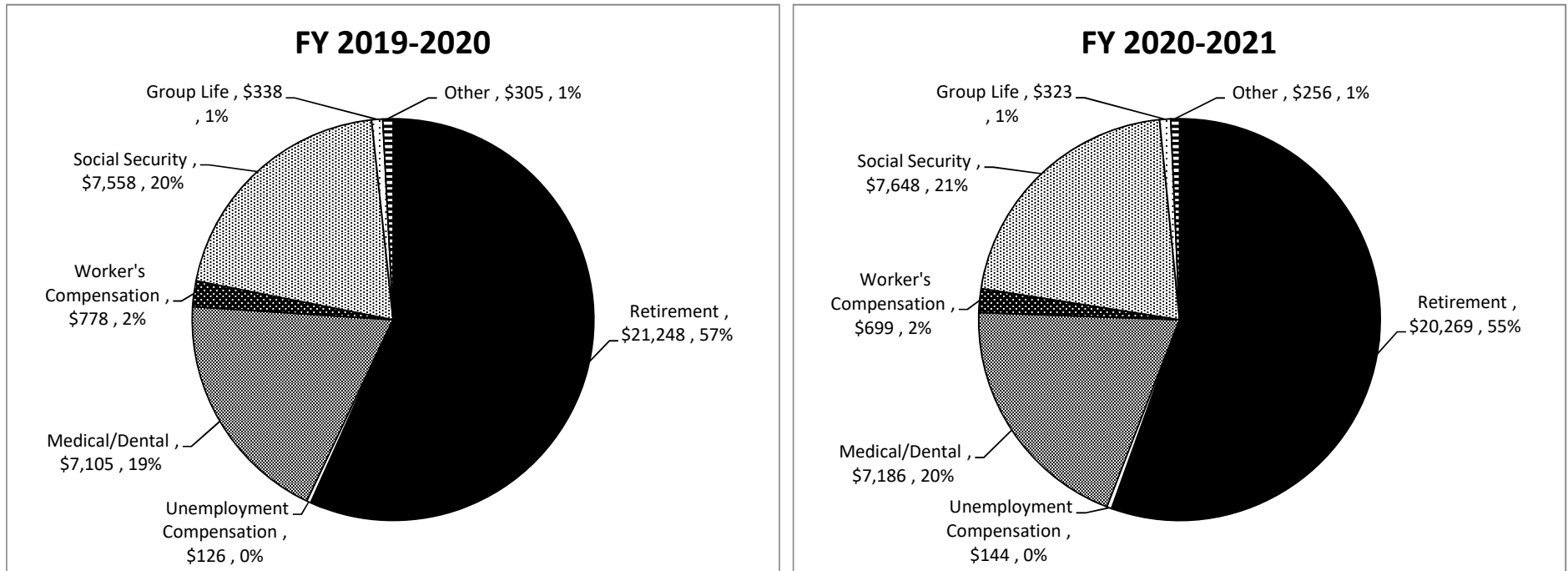
TABLE 7

**AVERAGE STAFF BENEFITS PAID 11-12 MONTH FULL-TIME FACULTY
2020-2021**

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	FY20 Benefits as % of Salary
University of Oklahoma	169	\$28,360	\$5,403	\$9,057	\$86	\$90	\$717	\$2	43,717		
Oklahoma State University	147	21,039	8,376	8,493	56	510	898	306	39,678		
Research Universities	316	\$24,955	\$6,786	\$8,795	\$72	\$286	\$801	\$143	41,838	30.6%	31.9%
University of Central Oklahoma	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
East Central University	1	16,326	8,304	6,509	-	141	-	142	31,421		
Northeastern State University	34	16,171	7,530	7,316	149	598	550	357	32,671		
Northwestern Oklahoma State University	9	14,862	7,914	6,160	187	232	886	213	30,455		
Southeastern Oklahoma State University	14	18,809	8,215	7,217	73	265	753	233	35,565		
Southwestern Oklahoma State University	32	19,928	8,215	8,466	100	356	1,104	1,078	39,247		
Cameron University	5	12,722	6,935	5,212	109	722	429	299	26,429		
Langston University	26	6,653	-	5,702	950	665	475	285	14,731		
Oklahoma Panhandle State University	2	7,034	3,072	2,982	175	155	226	43	13,687		
Rogers State University	12	13,187	7,252	6,295	-	318	-	114	27,167		
University of Science & Arts	5	7,974	7,892	5,882	240	318	784	289	23,379		
Regional Four-Year Universities	140	\$14,641	\$7,726	\$6,913	\$297	\$459	\$720	\$456	\$ 29,683	33.0%	33.0%
Carl Albert State College	3	\$6,242	\$7,847	\$2,677	\$240	\$139	\$0	\$52	\$ 17,197		
Connors State College	5	9,151	6,144	3,337	161	301	334	0	19,428		
Eastern Oklahoma State College	2	13,888	7,891	4,340	201	386	700	-	27,407		
Murray State College	13	4,489	6,718	4,470	225	188	252	-	16,342		
Northeastern Oklahoma A&M College	-	-	-	-	-	-	-	-			
Northern Oklahoma College	2	14,980	9,543	5,713	176	240	398	101	31,151		
Oklahoma City Community College	5	9,206	8,197	4,285	111	299	664	261	23,022		
Redlands Community College	3	12,411	8,392	4,678	611	178	642	232	27,144		
Rose State College	9	15,004	8,693	4,954	149	124	421	167	29,512		
Seminole State College	10	11,199	7,920	4,232	165	188	343	75	24,120		
Tulsa Community College	41	16,621	8,122	5,524	-	298	200	523	31,287		
Western Oklahoma State College	-	-	-	-	-	-	-	-			
Two-Year Colleges	93	\$12,821	\$7,882	\$4,858	\$204	\$246	\$309	\$357	26,499	40.0%	43.2%
All Colleges & Universities	549	\$20,269	\$7,186	\$7,648	\$144	\$323	\$699	\$256	\$36,140	32.0%	33.5%
FY20 Total Average Benefits									\$37,074		
FY20 Dollar and Percent Increase in Total Benefits									(\$934)	-2.5%	

FIGURE 8

CHANGE IN AVERAGE BENEFITS PAID TO 11-12 MONTH FULL-TIME FACULTY ALL INSTITUTIONS 2019-2020 TO 2020-2021



RETIREMENT PLAN PAYMENTS - PERCENT OF TOTAL BENEFITS BY TIER

	<u>FY20</u>	<u>FY21</u>
Comprehensive Universities	60.5%	59.6%
Four-Year Universities	50.3%	49.3%
Two-Year Colleges	51.2%	48.4%

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

Table 8 presents the 2020-2021 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 2020-2021 is \$98,748 compared with \$99,322 in 2019-2020, and represents a decrease of \$574 or -0.6 percent. The 2020-2021 average for research universities is \$117,027, for four-year regional universities, \$86,217, and \$76,975 for two-year colleges. The median of the average total compensation for all 25 institutions reporting is \$74,583.

Average total compensation for 11-12 month faculty in 2020-2021 is \$148,939 compared with \$147,757 in 2019-2020, and represents an increase of \$1,182 or 0.8 percent. The 2020-2021 average is \$178,485 for research universities, \$119,528 for four-year regional universities, and \$92,836 for two-year colleges. The median of the average total compensation of the 21 institutions reporting 11-12 month faculty is \$98,836.

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

TABLE 8
AVERAGE TOTAL COMPENSATION PAID
9-10 MONTH AND 11-12 MONTH FULL-TIME FACULTY
2020-2021

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	\$ 89,200	\$ 29,018	\$ 118,218	\$ 143,470	\$ 43,717	\$ 187,187
Oklahoma State University	88,124	27,332	115,456	128,803	39,678	168,481
Research Universities	\$ 88,736	\$ 28,291	\$ 117,027	\$ 136,647	\$ 41,838	\$ 178,485
University of Central Oklahoma	\$ 69,877	\$ 24,457	\$ 94,334	\$ -	\$ -	
East Central University	58,342	21,158	79,500	104,988	31,421	136,409
Northeastern State University	61,765	23,664	85,428	96,552	32,671	129,223
Northwestern Oklahoma State University	57,885	24,567	82,453	80,528	30,455	110,983
Southeastern Oklahoma State University	64,064	27,605	91,669	91,806	35,565	127,370
Southwestern Oklahoma State University	61,878	26,555	88,434	110,384	39,247	149,630
Cameron University	56,680	23,375	80,054	68,130	26,429	94,559
Langston University	55,647	8,441	64,087	73,039	14,731	87,770
Oklahoma Panhandle State University	44,020	18,741	62,761	38,981	13,687	52,668
Rogers State University	54,804	22,005	76,810	78,855	27,167	106,022
University of Science & Arts of Oklahoma	52,391	19,001	71,391	76,887	23,379	100,266
Four-Year Universities	\$ 62,678	\$ 23,539	\$ 86,217	\$ 89,846	\$ 29,683	\$ 119,528
Carl Albert State College	\$ 44,468	\$ 20,908	\$ 65,376	\$ 35,000	\$ 17,197	\$ 52,197
Connors State College	43,091	17,028	60,119	53,827	19,428	73,255
Eastern Oklahoma State College	42,827	20,422	63,250	70,000	27,407	97,407
Murray State College	44,584	13,605	58,189	61,273	16,342	77,615
Northeastern Oklahoma A&M College	51,305	22,104	73,408	-	-	
Northern Oklahoma College	51,318	25,759	77,077	74,678	31,151	105,829
Oklahoma City Community College	54,462	19,735	74,197	69,115	23,022	92,137
Redlands Community College	50,445	24,137	74,583	61,149	27,144	88,293
Rose State College	48,030	24,598	72,628	64,758	29,512	94,270
Seminole State College	43,642	21,032	64,674	55,319	24,120	79,439
Tulsa Community College	65,220	28,524	93,744	74,212	31,287	105,499
Western Oklahoma State College	48,251	20,976	69,227	-	-	
Two-Year Colleges	\$ 53,533	\$ 23,442	\$ 76,975	\$ 66,320	\$ 26,499	\$ 92,819
All Colleges & Universities	\$ 73,149	\$ 25,599	\$ 98,748	\$ 112,799	\$ 36,140	\$ 148,939
Median Average Total Compensation:			\$ 74,583			\$ 98,836
Average Total Compensation, FY20:			\$ 99,322			\$ 147,757
FY20 Dollar Increase			\$ (574)			\$ 1,182
FY20 Percent Increase			-0.6%			0.8%

FIGURE 9
AVERAGE TOTAL COMPENSATION PAID 9-10 MONTH & 11-12 MONTH FULL-TIME FACULTY
2019-2020 COMPARED TO 2020-2021

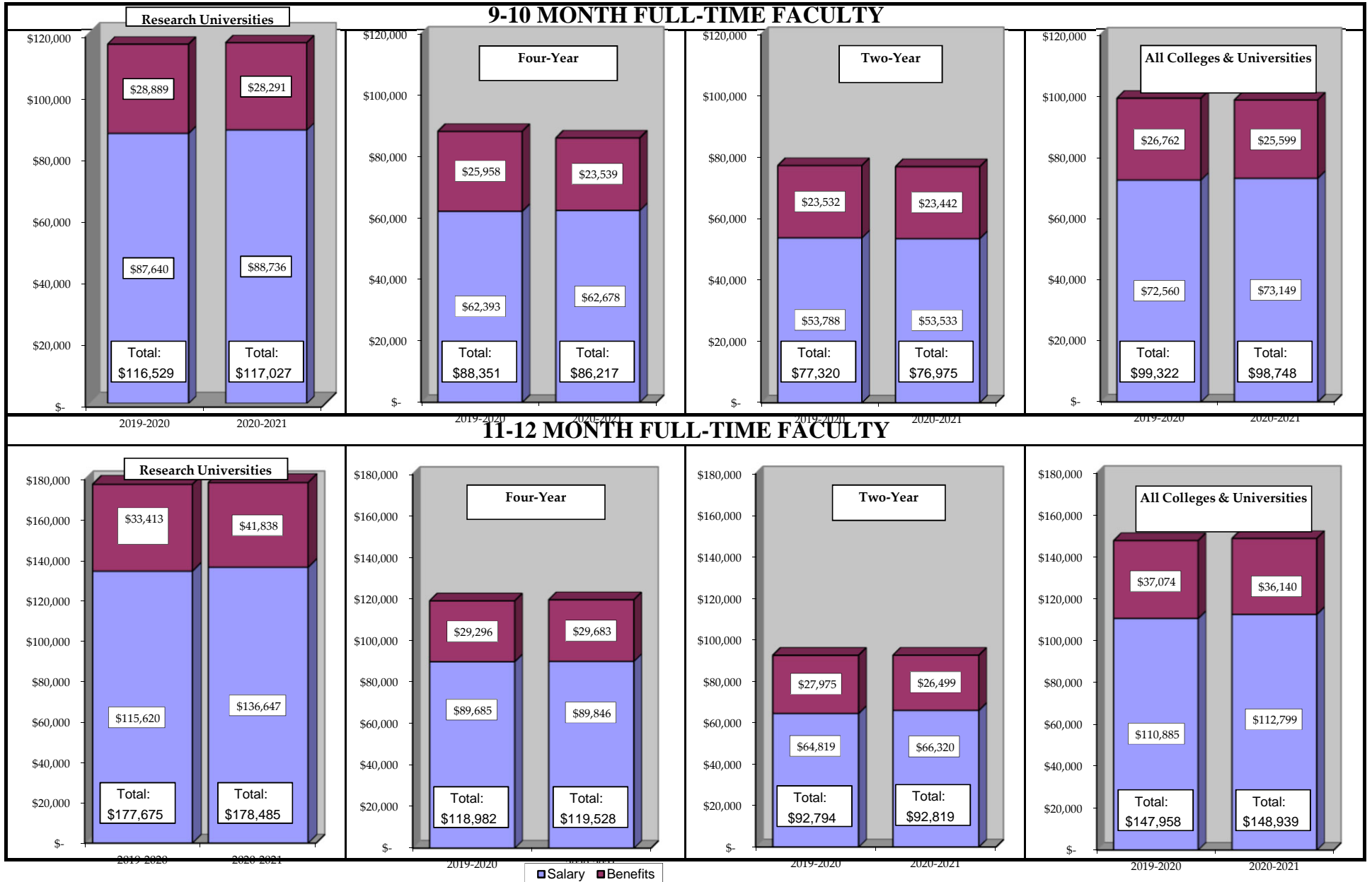


Table 9 - Range of Salaries Paid 9-10 and 11-12 Month Academic Deans and Full-Time Faculty

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

The average (mean) salaries for academic deans employed on an 11-12 month contract basis in 2020-2021 for the three classifications of institutions are: research universities, \$264,171; four-year universities, \$117,837; and two-year colleges, \$77,372. For 2019-2020 the average salaries were \$247,224, \$117,039, and \$65,683, respectively. Average salaries for academic deans in 2020-2021, increased 6.9 percent at the research universities, increased by 0.7 percent at the four-year regional universities, and 17.8 percent at the two-year colleges.

The highest salary paid academic deans in the 25 institutions on an 11-12 month contract basis in 2020-2021 is \$405,000 for research universities, \$206,948 for four-year regional universities, and \$102,500 for two-year colleges. The highest salary for these categories remained the same for four-year universities and increased from \$377,070 for research universities and \$92,644 two-year colleges. The 2020-2021 lowest salary for academic deans is \$133,317 for research universities, \$66,615 for four-year universities, and \$55,889 for two-year colleges. The lowest salaries for these categories in 2019-2020, were \$170,004; \$66,500; and \$53,999, respectively.

For full-time faculty on 9-10 month contracts in the state system, the highest salary paid in 2020-2021 is \$319,599, compared to \$308,154 in 2019-2020. The lowest salary is \$12,000, compared to \$12,510 in 2019-2020.

For 2020-2021, the highest salary for a full-time faculty member employed on a 9-10 month contract basis by a four-year regional university is \$160,628, compared to the same amount in 2019-2020. The lowest salary for a full-time faculty member employed on a 9-10 month contract basis by a four-year regional university in 2020-2021 is \$30,000, compared to \$31,050 in 2019-2020. For two-year colleges, the 2020-2021 high is \$99,351 compared to \$95,821 in 2019-2020. Finally, the 2020-2021 low two-year college salary is \$25,000, compared to \$30,000 in 2019-2020.

The highest salary paid an 11-12 month contract full-time faculty member in the 25 institutions in 2020-2021 is \$440,000, compared to the same amount in 2019-2020. The lowest salary in 2020-2021 is \$2,000 compared to \$9,600 in 2019-2020. For 2020-2021, the highest salary for a full-time faculty member employed on an 11-12 month contract basis by a four-year regional university is \$206,948 compared to the same amount in 2019-2020; the lowest salary in 2020-2021 is \$32,961, compared to the same amount in 2019-2020. For 2020-2021, the highest salary for a full-time faculty member employed on an 11-12 month contract basis by a two-year college is \$104,368, as compared to the same amount in 2019-2020; the lowest salary is \$17,500 compared to the same amount in 2019-2020. This data excludes academic deans.

TABLE 9

**RANGE OF SALARIES PAID 9-10 AND 11-12 MONTH
ACADEMIC DEANS AND FULL-TIME FACULTY
2020-2021**

Rank	9-10 Month			11-12 Month		
	Research Universities	Four-Year Universities	Two-Year Colleges	Research Universities	Four-Year Universities	Two-Year Colleges
<u>Academic Deans</u>						
Number: Institutions	-	-	1	2	9	4
Individuals	-	-	4	23	33	17
Salary: Highest (FY21)	-	-	51,418	\$405,000	\$206,948	\$102,500
<i>FY20 High</i>	<i>N/A</i>	<i>N/A</i>	<i>54,418</i>	<i>\$377,070</i>	<i>\$206,948</i>	<i>\$92,644</i>
Lowest (FY21)	-	-	42,178	133,317	66,615	55,889
<i>FY20 Low</i>	<i>N/A</i>	<i>N/A</i>	<i>47,950</i>	<i>170,004</i>	<i>66,500</i>	<i>53,999</i>
Average (FY21)	-	-	47,994	264,171	117,837	77,372
<i>FY20 Average</i>	<i>N/A</i>	<i>N/A</i>	<i>51,651</i>	<i>247,224</i>	<i>117,039</i>	<i>65,683</i>
% Change in Avg Salary				6.9%	0.7%	17.8%
<u>Professor</u>						
Number: Institutions	2	10		2	8	
Individuals	560	460		163	38	
Salary: Highest	\$319,599	\$160,628		\$440,000	\$164,424	
Lowest	54,131	45,383		61,800	32,961	
Average	118,821	80,494		175,991	109,396	
<u>Associate Professor</u>						
Number: Institutions	2	11		2	8	
Individuals	510	318		71	42	
Salary: Highest	\$205,002	\$134,213		\$277,691	\$121,296	
Lowest	41,585	49,662		52,920	62,212	
Average	86,797	65,119		115,077	88,480	

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
<u>Assistant Professor</u>						
Number: Institutions	2	11		2	7	
Individuals	495	420		37	44	
Salary: Highest	\$225,980	\$124,200		\$133,685	\$119,093	
Lowest	34,500	33,638		55,000	38,678	
Average	85,280	57,784		80,312	81,325	
<u>Instructor</u>						
Number: Institutions	2	11	12	2	6	10
Individuals	352	427	840	45	16	93
Salary: Highest	\$142,500	\$110,745	\$99,351	\$301,367	\$103,500	\$104,368
Lowest	12,000	30,000	25,000	2,000	50,000	17,500
Average	48,543	46,480	53,533	74,488	70,433	66,320
<u>All Ranks (Excluding Deans)</u>						
Number: Institutions	2	11	12	2	10	10
Individuals	1,917	1,625	840	316	140	93
Salary: Highest (FY21)	319,599	160,628	99,351	440,000	206,948	104,368
<i>FY20 High</i>	\$308,154	\$160,628	\$95,821	\$440,000	\$206,948	\$104,368
Lowest (FY21)	12,000	30,000	25,000	2,000	32,961	17,500
<i>FY20 Low</i>	12,510	31,050	30,000	9,600	32,961	17,500
Average (FY21)	88,736	62,678	53,533	136,647	89,846	66,320
<i>FY20 Average</i>	87,640	62,393	53,788	134,676	88,884	64,819
% Change in Avg Salary	1.3%	0.5%	-0.5%	1.5%	1.1%	2.3%

Table 10 - Additional Income from Extra Teaching Assignments and Approved Non-institutional Employment, 2019-2020 and 2020-2021

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 2019-2020 and “estimated” for the current year, 2020-2021.

The “estimated” average mean income in the 25 institutions from extra teaching assignments and approved non-institutional employment for 2020-2021 is \$7,103 for those faculty members earning such income. The “actual” figure for 2019-2020 was \$7,366. In 2020-2021, the median of the “estimated” averages is \$5,169; in 2020-2021, the median of the “actual” averages was \$6,440. In 2020-2021, the highest “estimated” average income from extra assignments is \$27,533; in 2019-2020, the highest “actual” average was \$28,627.

TABLE 10

**ADDITIONAL INCOME FROM EXTRA TEACHING ASSIGNMENTS
AND APPROVED NONINSTITUTIONAL EMPLOYMENT
2019-2020 AND 2020-2021**

Institution	Income from Extra Assignments			
	2019-2020 ACTUAL		2020-2021 ESTIMATED	
	Number of Faculty	Average Income	Number of Faculty	Average Income
University of Oklahoma	492	\$10,594	492	\$10,594
Oklahoma State University	134	1,878	134	1,878
Research Universities	626	\$8,728	626	\$8,728
University of Central Oklahoma	414	\$7,475	295	\$1,837
East Central University	84	2,381	84	2,381
Northeastern State University	158	4,347	171	3,606
Northwestern Oklahoma State University	71	2,842	41	3,361
Southeastern Oklahoma State University	14	7,424	15	6,893
Southwestern Oklahoma State University	132	5,962	135	6,852
Cameron University	74	3,924	58	2,916
Langston University	28	1,797	28	1,797
Oklahoma Panhandle State University	-	-	-	-
Rogers State University	85	6,830	68	896
University of Science & Arts of Oklahoma	29	1,707	36	2,064
Four-Year Universities	1,089	\$4,833	931	\$2,879
Carl Albert State College	49	\$7,140	49	\$7,140
Connors State College	41	3,620	45	3,200
Eastern Oklahoma State College	34	7,479	-	-
Murray State College	45	4,069	33	4,210
Northeastern Oklahoma A&M College	38	4,605	44	3,683
Northern Oklahoma College	76	6,050	73	6,284
Oklahoma City Community College	109	28,627	108	27,533
Redlands Community College	26	5,755	26	7,929
Rose State College	113	9,235	109	6,127
Seminole State College	31	7,911	37	9,880
Tulsa Community College	199	7,577	213	13,440
Western Oklahoma State College	23	9,552	23	6,367
Two-Year Colleges	784	\$9,798	760	\$10,939
All Colleges & Universities	2,499	\$7,366	2,317	\$7,103
Median of Averages:		\$ 6,440		\$ 5,169
Highest Average:		\$ 28,627		\$ 27,533

FIGURE 10
NUMBER OF FACULTY RECEIVING ADDITIONAL INCOME FROM EXTRA TEACHING ASSIGNMENTS
AND APPROVED NONINSTITUTIONAL EMPLOYMENT
2019-2020 TO 2020-2021

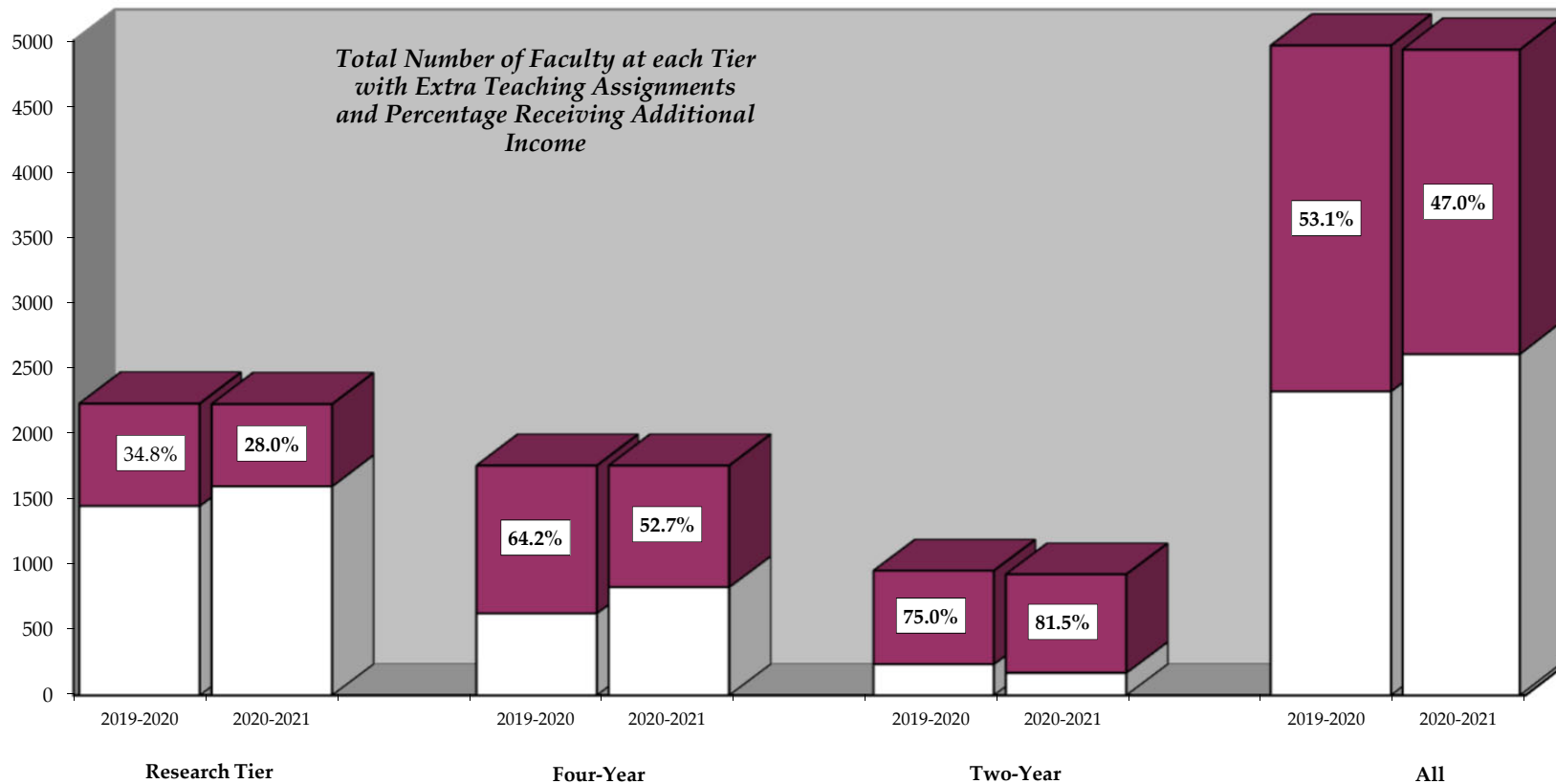


Table 11 - 11-12 Month Average Salaries of Selected Administrative Positions

Chief Academic Officer, Chief Business Officer, Chief Development Officer, and Chief Student Affairs Officer.

Table 11 presents 2020-2021 salary data for selected administrative positions on an 11-12 month employment period by type of institution. The positions selected for inclusion are those most commonly staffed at higher education institutions. The average amount of fringe benefits is also included in the table. In some institutions, one individual may hold two or more administrative titles. In these instances, the salary has been reported under that heading most commonly associated with the highest salary.

Research University presidents' salaries average \$470,000 in 2020-2021, the same as in 2019-2020. Fringe benefits for the president average \$114,974, an increase from \$63,265 in 2019-2020.

Four-year regional university presidents receive an average salary of \$215,176 in 2020-2021, up from \$203,903 in 2019-2020. The highest salary for a four-year university president in 2020-2021 is \$263,000, compared to \$258,750 in 2019-2020. Fringe benefits average \$57,036 or 26.5 percent of the average salary.

Two-year college presidents receive an average salary of \$191,807 in 2020-2021, up from \$190,687 in 2019-2020. The highest salary for a two-year college president in 2020-2021 is \$328,499, compared to \$315,864 in 2019-2020. Fringe benefits average \$63,007 or 32.8 percent of the average salary (see Figure 11).

College and university vice presidents' salary information include those positions surveyed in the Administrative Compensation Survey from the College and University Personnel Association (CUPA). These positions surveyed at the Vice President level are:

TABLE 11

**11-12 MONTH AVERAGE SALARIES OF SELECTED ADMINISTRATIVE POSITIONS
2020-2021**

Position		Type of Institution			Position		Type of Institution							
		Research Universities	Four-Year Universities	Two-Year Colleges			Research Universities	Four-Year Universities	Two-Year Colleges					
<u>President</u>				<u>Chief Development Officer</u>										
Number:	Institutions	2	11	12	Number:	Institutions	2	11	12	Number:	Institutions	2	11	12
	Individuals	2	11	12		Individuals	-	7	6		Individuals	-	7	6
Salary:	Highest	\$500,000	\$263,000	\$328,499	Salary:	Highest	\$0	\$140,000	\$126,875	Salary:	Highest	\$0	\$140,000	\$126,875
	Lowest	440,000	172,445	125,804		Lowest	-	86,470	65,000		Lowest	-	86,470	65,000
	Average	470,000	215,176	191,807		Average	-	110,448	93,864		Average	-	110,448	93,864
Fringe Benefits:	Highest	\$125,210	\$71,566	\$97,768	Fringe Benefits:	Highest	\$0	\$40,780	\$48,153	Fringe Benefits:	Highest	\$0	\$40,780	\$48,153
	Lowest	104,738	40,456	19,481		Lowest	-	19,948	25,631		Lowest	-	19,948	25,631
	Average	114,974	57,036	63,007		Average	-	32,916	36,625		Average	-	32,916	36,625
<u>Chief Academic Officer</u>				<u>Chief Student Affairs Officer</u>										
Number:	Institutions	2	11	12	Number:	Institutions	2	11	12	Number:	Institutions	2	11	12
	Individuals	2	11	10		Individuals	2	9	10		Individuals	2	9	10
Salary:	Highest	\$244,765	\$202,000	\$189,375	Salary:	Highest	\$231,750	\$160,000	\$155,000	Salary:	Highest	\$231,750	\$160,000	\$155,000
	Lowest	232,760	110,000	71,963		Lowest	210,000	89,640	71,444		Lowest	210,000	89,640	71,444
	Average	238,763	145,139	104,153		Average	220,875	115,840	96,196		Average	220,875	115,840	96,196
Fringe Benefits:	Highest	\$82,393	\$49,576	\$64,676	Fringe Benefits:	Highest	\$75,759	\$42,622	\$56,996	Fringe Benefits:	Highest	\$75,759	\$42,622	\$56,996
	Lowest	76,030	20,690	15,339		Lowest	46,255	25,656	15,339		Lowest	46,255	25,656	15,339
	Average	79,212	41,272	35,526		Average	61,007	35,783	33,760		Average	61,007	35,783	33,760
<u>Chief Business Officer</u>				<u>Director of Institutional Research</u>										
Number:	Institutions	2	11	12	Number:	Institutions	2	11	12	Number:	Institutions	2	11	12
	Individuals	-	11	11		Individuals	2	9	5		Individuals	2	9	5
Salary:	Highest	\$0	\$170,000	\$169,115	Salary:	Highest	\$172,850	\$107,640	\$92,930	Salary:	Highest	\$172,850	\$107,640	\$92,930
	Lowest	-	90,000	61,000		Lowest	138,750	45,000	40,000		Lowest	138,750	45,000	40,000
	Average	-	135,573	106,699		Average	155,800	81,487	60,245		Average	155,800	81,487	60,245
Fringe Benefits:	Highest	\$0	\$50,480	\$59,723	Fringe Benefits:	Highest	\$55,205	\$35,541	\$40,095	Fringe Benefits:	Highest	\$55,205	\$35,541	\$40,095
	Lowest	-	19,948	15,348		Lowest	51,212	14,136	16,816		Lowest	51,212	14,136	16,816
	Average	-	40,021	37,069		Average	53,209	27,818	26,425		Average	53,209	27,818	26,425

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		
<u>Chief Public Relations Officer</u>				<u>Chief Admissions Officer</u>					
Number:	Institutions	2	11	12	Number:	Institutions	2	11	12
	Individuals	1	9	10		Individuals	1	6	4
Salary:	Highest	\$235,000	\$119,000	\$100,000	Salary:	Highest	\$206,000	\$137,000	\$93,150
	Lowest	235,000	45,000	33,990		Lowest	206,000	52,224	42,330
	Average	235,000	74,338	53,980		Average	206,000	89,448	60,930
Fringe Benefits:	Highest	\$39,549	\$33,533	\$41,151	Fringe Benefits:	Highest	\$36,338	\$45,941	\$37,074
	Lowest	39,549	18,995	12,398		Lowest	36,338	7,936	19,849
	Average	39,549	26,020	21,583		Average	36,338	30,960	26,702
<u>Director of Libraries</u>				<u>Registrar</u>					
Number:	Institutions	2	11	12	Number:	Institutions	2	11	12
	Individuals	2	9	11		Individuals	2	9	10
Salary:	Highest	\$200,004	\$91,000	\$104,706	Salary:	Highest	\$113,304	\$75,777	\$89,814
	Lowest	128,824	58,710	43,594		Lowest	105,000	55,000	38,000
	Average	164,414	71,635	57,976		Average	109,152	64,990	58,174
Fringe Benefits:	Highest	\$65,689	\$28,514	\$42,484	Fringe Benefits:	Highest	\$47,880	\$28,398	\$34,097
	Lowest	57,686	11,036	13,900		Lowest	43,295	9,486	12,589
	Average	61,688	23,872	24,827		Average	45,588	23,216	23,613
<u>Director of Purchasing</u>				<u>Chief Physical Plant & Facilities</u>					
Number:	Institutions	2	11	12	Number:	Institutions	2	11	12
	Individuals	1	7	5		Individuals	2	9	10
Salary:	Highest	\$133,875	\$81,888	\$78,035	Salary:	Highest	\$170,651	\$97,848	\$106,605
	Lowest	133,875	37,000	39,146		Lowest	162,554	65,000	52,959
	Average	133,875	59,891	57,658		Average	166,603	82,981	72,751
Fringe Benefits:	Highest	\$53,455	\$28,918	\$34,437	Fringe Benefits:	Highest	\$57,610	\$34,208	\$53,965
	Lowest	53,455	6,386	21,636		Lowest	47,833	24,172	13,593
	Average	53,455	20,271	27,366		Average	52,722	29,394	29,367

TABLE 11 (cont.)

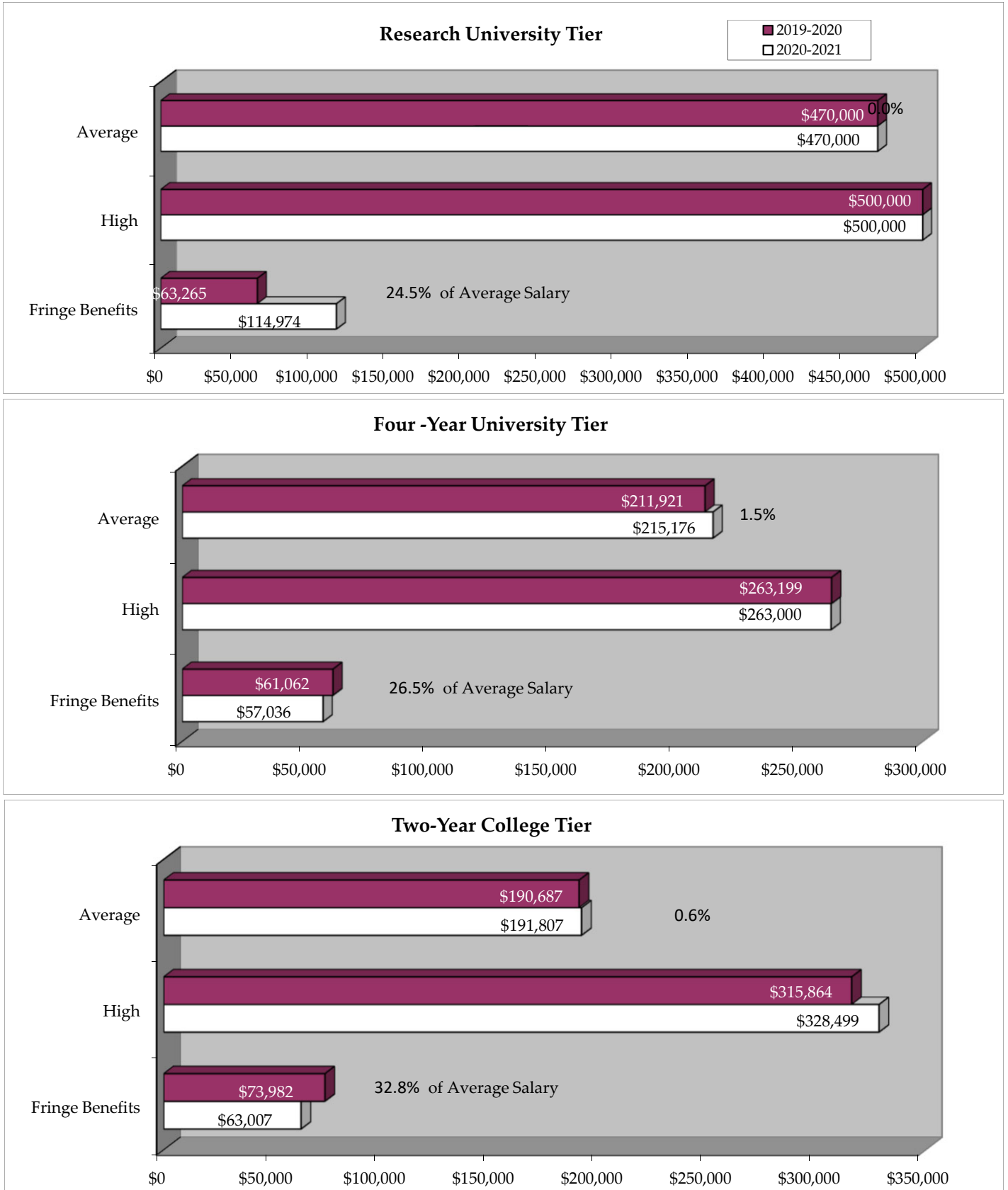
Position	Type of Institution			Position	Type of Institution				
	Research Universities	Four-Year Universities	Two-Year Colleges		Research Universities	Four-Year Universities	Two-Year Colleges		
<u>Chief Budgeting Officer</u>				<u>Director of Campus Security</u>					
Number:	Institutions	2	11	12	Number:	Institutions	2	11	12
	Individuals	2	1	2		Individuals	2	8	7
Salary:	Highest	\$264,525	\$63,984	\$76,223	Salary:	Highest	\$156,540	\$83,364	\$112,250
	Lowest	132,000	63,984	47,000		Lowest	104,788	43,007	35,107
	Average	198,263	63,984	61,611		Average	130,664	62,569	65,877
Fringe Benefits:	Highest	\$83,772	\$24,252	\$34,620	Fringe Benefits:	Highest	\$40,044	\$98,825	\$55,628
	Lowest	51,460	24,252	20,678		Lowest	21,852	17,774	9,697
	Average	67,616	24,252	27,649		Average	30,948	34,639	28,127
<u>Chief Personnel/HR Officer</u>				<u>Chief Payroll Officer</u>					
Number:	Institutions	2	11	12	Number:	Institutions	2	11	12
	Individuals	1	9	9		Individuals	2	7	6
Salary:	Highest	\$148,000	\$100,000	\$96,183	Salary:	Highest	\$110,400	\$68,000	\$84,972
	Lowest	148,000	54,325	52,000		Lowest	85,000	37,895	35,306
	Average	148,000	78,766	65,458		Average	97,700	50,592	51,553
Fringe Benefits:	Highest	\$54,194	\$30,323	\$39,662	Fringe Benefits:	Highest	\$33,875	\$23,533	\$36,200
	Lowest	54,194	15,708	21,485		Lowest	21,294	7,936	11,393
	Average	54,194	25,754	27,770		Average	27,585	19,085	22,211
<u>Director of Alumni Affairs</u>				<u>Director of Telecommunications</u>					
Number:	Institutions	2	11	12	Number:	Institutions	2	11	12
	Individuals	1	8	4		Individuals	-	4	2
Salary:	Highest	\$154,500	\$62,424	\$86,350	Salary:	Highest	\$0	\$71,319	\$86,564
	Lowest	154,500	35,600	55,152		Lowest	-	57,960	60,874
	Average	154,500	51,509	68,540		Average	-	63,823	73,719
Fringe Benefits:	Highest	\$67,215	\$23,444	\$36,415	Fringe Benefits:	Highest	\$0	\$27,224	\$38,009
	Lowest	67,215	9,486	12,443		Lowest	-	22,379	25,002
	Average	67,215	18,918	24,966		Average	-	24,324	31,505

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		
<u>Comptroller</u>				<u>Bursar</u>					
Number:	Institutions	2	11	12	Number:	Institutions	2	11	12
	Individuals	1	9	9		Individuals	2	7	6
Salary:	Highest	\$175,100	\$100,000	\$132,610	Salary:	Highest	\$120,259	\$62,100	\$74,714
	Lowest	175,100	50,000	45,000		Lowest	87,550	46,416	45,000
	Average	175,100	73,767	69,647		Average	103,905	54,073	54,678
Fringe Benefits:	Highest	\$60,982	\$33,402	\$44,175	Fringe Benefits:	Highest	\$42,196	\$26,388	\$32,519
	Lowest	60,982	12,586	12,398		Lowest	20,828	19,672	18,823
	Average	60,982	24,098	25,552		Average	31,512	22,450	24,798
<u>Director of Financial Aid</u>				<u>Director of Athletics</u>					
Number:	Institutions	2	11	12	Number:	Institutions	2	11	12
	Individuals	2	10	11		Individuals	2	9	6
Salary:	Highest	\$160,392	\$82,104	\$79,954	Salary:	Highest	\$463,500	\$125,000	\$70,500
	Lowest	109,549	52,275	45,409		Lowest	225,000	10,812	55,080
	Average	134,971	67,915	53,049		Average	344,250	90,626	65,642
Fringe Benefits:	Highest	\$57,029	\$34,352	\$35,844	Fringe Benefits:	Highest	\$174,034	\$37,714	\$31,052
	Lowest	49,499	20,628	11,203		Lowest	23,136	10,685	23,103
	Average	53,264	25,585	22,826		Average	98,585	29,261	26,444
<u>Chief Legal Counsel</u>				<u>Chief Information System Officer</u>					
Number:	Institutions	2	11	12	Number:	Institutions	2	11	12
	Individuals	2	3	2		Individuals	1	10	7
Salary:	Highest	\$324,708	\$140,000	\$205,700	Salary:	Highest	\$208,551	\$145,000	\$164,024
	Lowest	297,500	61,800	108,737		Lowest	208,551	70,347	58,520
	Average	311,104	92,267	-		Average	208,551	92,217	89,807
Fringe Benefits:	Highest	\$77,763	\$41,454	\$61,021	Fringe Benefits:	Highest	\$68,211	\$42,039	\$58,255
	Lowest	45,910	10,663	43,351		Lowest	68,211	13,361	15,374
	Average	61,837	25,665	-		Average	68,211	30,579	34,040

FIGURE 11

**PRESIDENTS' SALARIES AND BENEFITS
HIGH AND AVERAGE SALARY COMPARISONS, FY2020 TO FY2021**



Tables 12, 13, and 14 – Constituent Agencies

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

The University of Oklahoma Health Sciences Center average salaries are presented on an 11-12 month contract basis. ***The College of Medicine*** 2020-2021 average salary is \$91,822. ***The College of Dentistry*** 2020-2021 average salary is \$114,169. ***The College of Nursing*** 2020-2021 average salary is \$88,002. ***The College of Public Health*** 2020-2021 average salary is \$118,158. ***The College of Allied Health*** 2020-2021 average salary is \$89,894. ***The College of Pharmacy*** 2020-2021 average salary is \$120,101. ***The Tulsa Branch College of Medicine*** 2020-2021 average salary is \$117,701. ***The Tulsa Branch, College of Nursing*** average salary is \$71,974. ***The Tulsa Branch College of Allied Health*** average salary is \$109,635.

The University of Oklahoma Law Center full-time faculty average salary on a 9-10 month equivalent contract basis for 2020-2021 is \$137,414 a 4.4 percent increase from 2019-2020.

The Oklahoma State University College of Veterinary Medicine full-time faculty average salary on an 11-12 month contract basis for 2020-2021 of \$133,786 a 4.2 percent increase from 2019-2020.

The Oklahoma State University Agricultural Experiment Station full-time faculty average salary on an 11-12 month contract basis for 2020-2021 of \$108,473 a 1.0 percent decrease from 2019-2020.

The Oklahoma State University Cooperative Extension Service full-time faculty average salary on an 11-12 month contract basis for 2020-2021 of \$115,800 is an increase of 5.9 percent from 2019-2020.

The Oklahoma State University Center for Health Sciences full-time faculty average salary on an 11-12 month contract basis for 2020-2021 of \$236,036, a decrease of 1.6 over 2019-2020. Inverse relationships to salary and rank can attributed to the fact that the Ph.D. faculty is the highest ranking, while the physicians are the lowest ranking yet higher salaried individuals.

The Oklahoma State University Technical Branch, Okmulgee full-time faculty average salary on an 11-12 month contract basis for 2020-2021 of \$41,260, a decrease of 0.7% from 2019-2020.

The Oklahoma State University, Oklahoma City full-time faculty average salary on a 9-10 month contract basis for 2020-2021 of \$52,682, a decrease of 0.3% from 2019-2020.

TABLE 12

**UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER*
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
11-12-MONTH SALARIES FOR 2020-2021**

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	139	\$147,277	154	\$95,759	418	\$73,280	24	\$68,328	735	\$91,822
College of Dentistry	10	\$133,146	10	\$128,877	20	\$102,502	3	\$79,667	43	\$114,169
College of Nursing	2	\$230,995	7	\$100,454	30	\$84,942	10	\$59,868	49	\$88,002
College of Nursing - Tulsa Branch					6	\$75,642	5	\$67,572	11	\$71,974
College of Public Health	10	\$177,099	9	\$106,812	20	\$95,801	1	\$78,000	40	\$118,158
College of Allied Health	9	\$114,165	13	\$89,933	23	\$80,237			45	\$89,894
College of Allied Health - Tulsa Branch	2	\$109,635	9	\$106,812					2	\$109,635
College of Pharmacy	11	\$147,684	15	\$112,584	13	\$105,437			39	\$120,101
College of Pharmacy - Tulsa Branch										
College of Medicine - Tulsa Branch	14	\$193,036	25	\$140,592	92	\$100,705	2	\$86,000	133	\$117,701
TOTAL	197	\$149,190	242	\$103,447	622	\$80,515	45	\$68,120	1,097	\$97,385

*NOTE: Included faculty are those employed full-time for the Health Sciences Center and faculty members who devote a part of their time to the Health Sciences Center and to either the Veterans Administration or to the Medical Research Foundation but whose employment agreement anticipates the amount of income from these sources. Full-time faculty members prorate time among the various divisions. Time allocated to each division has been rounded to the nearest whole number of full-time faculty.

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

TABLE 13
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
All Other Constituent Agencies
2020-2021

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

Rank	Number	Amount
Professor	26	\$159,860
Associate Professor	-	
Assistant Professor	8	73,516
Instructor	1	65,000
All Ranks	35	\$137,414
FY20 Average		\$ 131,601
% Change		4.4%

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

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

Rank	Number	Amount
Professor	25	\$159,813
Associate Professor	20	126,709
Assistant Professor	19	115,542
Instructor	4	93,165
All Ranks	68	\$133,786
FY20 Average		\$ 128,414
% Change		4.2%

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

OSU AGRICULTURE EXPERIMENT STATION
11-12 MONTH EQUIVALENT SALARIES FOR

Rank	Number	Amount
Professor	53	\$126,333
Associate Professor	15	90,931
Assistant Professor	19	77,181
Instructor	2	64,000
All Ranks	89	\$108,473
FY20 Average		\$ 109,533
% Change		-1.0%

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

TABLE 13 (continued)

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

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

Rank	Number	Amount
Professor	24	\$125,478
Associate Professor	8	101,568
Assistant Professor	4	86,201
Instructor	-	-
All Ranks	36	\$115,800

FY20 Average \$ 109,349
% Change 5.9%

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

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

Rank	Number	Amount
Professor	51	\$229,472
Associate Professor	36	227,427
Assistant Professor	90	245,100
Instructor	1	65,000
All Ranks	178	\$236,036

FY20 Average \$ 239,898
% Change -1.6%

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

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

Rank	Number	Amount
Professor	-	-
Associate Professor	-	-
Assistant Professor	-	-
Instructor	124	\$41,260
All Ranks	124	\$41,260

FY20 Average \$ 41,562
% Change -0.7%

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

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

Rank	Number	Amount
Professor	7	\$65,083
Associate Professor	17	57,441
Assistant Professor	25	50,921
Instructor	30	48,558
All Ranks	79	\$52,682

FY20 Average \$ 52,846
% Change -0.3%

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, 2020-2021**

Institution	No. of Faculty	Retirement Plan	Medical & Dental	Social Security	Unemployment Compensation	Group Life Insurance	Workers' Compensation	Other	Total
OU Health Sciences Center									
College of Nursing	26	5,504	6,330	4,258	24	36	167	2	16,321
College of Nursing - Tulsa	10	5,036	6,493	4,485	24	37	176	2	16,254
OU Law Center	31	28,227	5,390	9,779	87	91	724	2	44,300
OSU Constituent Agencies									
College of Veterinary Medicine	21	19,655	7,546	8,992	57	445	860	-	37,555
Agriculture Experiment Station	5	16,081	7,866	7,194	41	255	691	-	32,128
Cooperative Extension Service	1	26,190	11,486	9,154	57	459	797	-	48,143
Technical Branch, Okmulgee	-	-	-	-	-	-	-	-	-
Technical Branch, Oklahoma City	54	4,038	4,456	3,810	57	230	456	-	13,047
Center for Health Sciences	-	-	-	-	-	-	-	-	-

AVERAGE FRINGE BENEFITS PAID 11-12 MONTH FULL-TIME FACULTY, 2020-2021

Institution	No. of Faculty	Retirement Plan	Medical & Dental	Social Security	Unemployment Compensation	Group Life Insurance	Workers' Compensation	Other	Total
OU Health Sciences Center									
College of Medicine	738	23,823	8,763	6,602	24	58	277	2	39,549
College of Dentistry	43	13,732	8,583	8,381	24	72	343	2	31,137
College of Nursing	23	11,528	7,510	7,963	24	68	332	2	27,427
College of Nursing - Tulsa Branch	1	12,699	13,222	5,735	24	47	225	2	31,954
College of Public Health	40	13,941	9,315	8,181	24	75	354	2	31,892
College of Allied Health	43	10,934	7,547	6,653	24	56	268	2	25,484
College of Allied Health - Tulsa Branch	2	18,961	5,622	8,387	24	69	329	2	33,394
College of Pharmacy	39	15,086	8,553	8,954	24	76	360	2	33,055
College of Pharmacy - Tulsa Branch									
College of Medicine - Tulsa Branch	133	16,491	9,206	8,234	24	74	353	2	34,384
OU Law Center	4	16,734	5,621	7,199	59	62	493	2	30,170
OSU Constituent Agencies									
College of Veterinary Medicine	47	19,194	8,516	9,310	57	551	846	-	38,474
Agriculture Experiment Station	84	17,445	7,781	7,842	56	500	824	-	34,449
Cooperative Extension Service	35	20,408	9,480	8,409	57	491	779	-	39,623
Technical Branch, Okmulgee	89	9,409	8,525	4,398	57	359	207	259	23,214
Technical Branch, Oklahoma City	25	11,810	8,577	5,507	57	430	581	-	26,963
Center for Health Sciences	178	31,150	9,814	11,557	55	592	1,609	-	54,778

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

Tables 15 and 16 illustrate the number and average salaries of new full-time faculty hired in 2020-2021, as well as the number and average salaries of full-time faculty terminations in 2020-2021. A total of 285 faculty retired, resigned, or were terminated, while an additional 372 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 1.4 percent lower at the research universities, 13.4 percent lower at four-year regional universities, and 4.8 percent lower at two-year colleges. The system average is 5.0 percent lower for new hires compared to terminated faculty.

It is significant that the average salary of new hired professors is higher at the research universities than the average salary of the professor rank as a whole (Table 15 vs. Table 1). At the University Oklahoma, for example, at the professor level, new hires’ average salary is \$234,792, compared to \$127,721 average salary of professors currently employed at the university. This example highlights the increasing competition for talented research professors in the national market. Acquiring and keeping top professors can lead to increased research and grant funding at a university.

TABLE 15

NEW FACULTY HIRES - 2020-2021

Institution	Professor		Associate Professor		Assistant Professor		Instructor		Total	
	Number	Avg. Salary	Number	Avg. Salary	Number	Avg. Salary	Number	Avg. Salary	Number	Avg. Salary
University of Oklahoma	7	\$234,792	3	\$132,424	42	\$101,456	-	\$0	52	\$121,191
Oklahoma State University	4	98,278	1	7,200	63	68,672	7	57,036	75	68,346
Research Universities	11	\$ 185,151	4	\$ 101,118	105	\$ 81,786	7	\$ 57,036	127	\$ 89,983
University of Central Oklahoma	-	\$0	-	\$0	28	\$61,646	38	\$35,088	66	\$ 46,355
East Central University	-	0	-	0	5	59,500	2	42,543	7	54,655
Northeastern State University	1	82,640	-	0	18	62,585	4	46,013	23	60,575
Northwestern Oklahoma State University	-	0	-	0	3	50,915	7	51,071	10	51,025
Southeastern Oklahoma State University	-	0	-	0	6	51,900	5	39,282	11	46,164
Southwestern Oklahoma State University	-	0	-	0	4	51,028	6	53,915	10	52,760
Cameron University	4	67,006	-	0	2	45,000	3	38,667	9	52,669
Langston University	-	0	1	61,364	12	54,294	9	51,463	22	53,457
Oklahoma Panhandle State University	-	0	-	0	2	42,500	2	40,000	4	41,250
Rogers State University	-	0	-	0	2	61,159	7	46,500	9	49,758
University of Science & Arts of Oklahoma	-	0	-	0	2	49,630	2	43,000	4	46,315
Regional 4-Year Tier	5	\$70,132	1	\$61,364	84	\$57,934	85	\$41,771	175	\$ 50,452
Carl Albert State College							1	\$42,500	1	\$ 42,500
Connors State College							-		-	
Eastern Oklahoma State College							2	42,387	2	42,387
Murray State College							11	43,977	11	43,977
Northeastern Oklahoma A&M College							1	41,067	1	41,067
Northern Oklahoma College							5	49,463	5	49,463
Oklahoma City Community College							12	44,527	12	44,527
Redlands Community College							3	46,833	3	46,833
Rose State College							12	44,055	12	44,055
Seminole State College							5	38,675	5	38,675
Tulsa Community College							15	56,178	15	56,178
Western Oklahoma State College							4	45,471	4	45,471
Two-Year Colleges							70	\$46,833	70	\$ 46,833
All Institutions	16	\$ 149,207	5	\$ 93,167	189	\$ 71,185	162	\$ 44,618	372	\$ 63,267

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

TABLE 16

FACULTY TERMINATIONS - 2020-2021

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	22	\$ 121,182	12	\$ 84,045	18	\$ 83,424	-	\$ -	52	\$ 99,542
Oklahoma State University	25	85,329	10	63,830	2	87,804	-	0	37	79,652
Research Universities	47	\$ 102,111	22	\$ 74,856	20	\$ 83,862	1	\$ 51,237	89	\$ 91,273
University of Central Oklahoma	7	\$ 78,521	-	\$ -	4	\$ 62,808	10	\$ 34,252	21	\$ 54,448
East Central University	2	48,126	-	0	1	45,000	-	0	3	47,084
Northeastern State University	7	78,889	2	50,135	11	63,134	7	45,820	27	61,767
Northwestern Oklahoma State University	5	68,558	1	68,471	3	67,376	2	45,715	11	64,074
Southeastern Oklahoma State University	5	77,432	-	0	4	51,738	1	44,200	10	63,831
Southwestern Oklahoma State University	1	129,067	-	0	3	52,653	6	53,494	10	60,799
Cameron University	4	67,006	2	56,416	1	50,000	4	41,393	11	54,220
Langston University	-	0	-	0	-	0	-	0	-	-
Oklahoma Panhandle State University	-	0	-	0	1	40,000	1	38,295	2	39,148
Rogers State University	-	0	-	0	-	0	1	39,848	1	39,848
University of Science & Arts of Oklahoma	1	57,710	-	0	1	48,130	1	42,535	3	49,458
4-year Universities	32	\$74,465	5	\$56,314	29	\$58,478	33	\$42,609	99	\$58,247
Carl Albert State College							-		-	
Connors State College							4	44,390	4	44,390
Eastern Oklahoma State College							-		-	
Murray State College							12	47,687	12	47,687
Northeastern Oklahoma A&M College							9	49,603	9	49,603
Northern Oklahoma College							14	49,975	14	49,975
Oklahoma City Community College							19	52,086	19	52,086
Redlands Community College							4	51,522	4	51,522
Rose State College							15	49,773	15	49,773
Seminole State College							4	42,557	4	42,557
Tulsa Community College							15	68,593	15	68,593
Western Oklahoma State College							1	42,529	1	42,529
2-year Colleges							97	\$ 52,370	97	\$ 52,370
All Institutions	79	\$ 90,913	27	\$ 71,423	49	\$ 68,839	131	\$ 49,902	285	\$ 66,560

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

Table 17 - Average Salaries Paid Full-Time Faculty, by Rank, by Tier, Oklahoma Compared to National Public Institutions

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

Oklahoma institutions of higher education compete for talent at a national level. Oklahoma professors' salaries are at 80.8 percent of the national average, associate professors are 83.4 percent of the national average, and assistant professors are 86.0 percent of the national average. Lastly, Oklahoma instructor's salaries are 88.4 percent the national average.

Assistant Professors at Oklahoma's research universities have seen the largest ten-year growth in average salary, 27.2 percent, when compared to other ranks and other tiers. Nationally, Assistant Professors salaries have seen the highest ten-year growth, 26.9 percent across all institutions.

Overall, average Oklahoma salaries of all ranks have increased 18.1 percent over the ten-year period compared to 21.5 percent nationally, bringing Oklahoma average faculty salaries down to 76.2 percent of the national average.

Figure 12 shows the annual percentage increases in average faculty salaries in Oklahoma and the nation over a ten-year period for each tier of institutions. Research universities have shown the greatest average annual percent increase at 1.7 percent. Overall, Oklahoma's average annual increase was 1.8 percent, compared to the national average of 2.4 percent.

Figure 13 shows annual percentage increases in faculty salaries in Oklahoma and the nation over a ten-year period by faculty rank. Assistant professors received the largest average annual increase, 1.9 percent, compared to 2.2 percent nationally. Over the ten-year

period average annual increases in Oklahoma for professors, associate professors, and instructors were 0.9 percent, 1.4 percent, and 0.9 percent, respectively.

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

TABLE 17
AVERAGE SALARIES PAID FULL-TIME FACULTY, BY RANK, BY TIER
OKLAHOMA COMPARED TO NATIONAL PUBLIC INSTITUTIONS
2009-10 to 2020-21

		Professor										10-Yr	
Salaries by Tier		2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	% Inc
Research Universities:	National	118,054	120,955	123,393	126,981	130,039	125,833	124,485	130,376	141,314	145,899	146,020	23.7%
	Oklahoma	108,998	111,357	110,826	113,449	117,491	116,415	116,339	116,544	118,557	124,019	124,496	14.2%
	OK % of Nat'l	92.3%	92.1%	89.8%	89.3%	90.4%	92.5%	93.5%	89.4%	87.8%	85.0%	85.3%	
Four-Year Universities:	National	84,398	84,524	86,427	87,262	87,182	87,751	87,139	92,458	93,924	99,150	99,616	18.0%
	Oklahoma	72,187	72,143	74,203	76,824	78,057	77,024	77,994	78,424	78,409	80,845	81,182	12.5%
	OK % of Nat'l	85.5%	85.4%	85.9%	88.0%	89.5%	87.8%	89.5%	84.8%	86.1%	81.5%	81.5%	
All Institutions:	National	105,780	107,945	110,143	112,897	115,592	100,085	103,019	105,644	128,230	131,890	132,199	25.0%
	Oklahoma	94,344	95,994	96,380	98,720	101,811	100,029	100,338	100,522	101,058	105,761	106,830	13.2%
	OK % of Nat'l	89.2%	88.9%	87.5%	87.4%	88.1%	99.9%	97.4%	95.2%	82.5%	80.2%	80.8%	

		Associate Professor										10-Yr	
Salaries by Tier		2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	% Inc
Research Universities:	National	81,266	82,777	84,275	86,567	88,716	89,870	90,619	93,785	96,650	99,743	99,930	23.0%
	Oklahoma	71,560	73,214	73,932	76,260	78,266	81,008	82,433	83,315	83,022	88,809	87,696	22.5%
	OK % of Nat'l	88.1%	88.4%	87.7%	88.1%	88.2%	90.1%	91.0%	88.8%	91.9%	89.0%	87.8%	
Four-Year Universities:	National	68,996	69,021	70,066	70,849	72,526	71,145	71,379	75,007	77,761	81,331	81,718	18.4%
	Oklahoma	58,826	59,170	60,645	62,747	64,585	63,114	54,787	54,996	55,670	58,790	58,614	-0.4%
	OK % of Nat'l	85.3%	85.7%	86.6%	88.6%	89.1%	88.7%	76.8%	73.3%	75.6%	72.3%	71.7%	
All Institutions:	National	76,242	77,223	78,529	80,448	82,284	77,636	80,202	82,093	91,202	93,579	93,991	23.3%
	Oklahoma	64,380	65,620	67,161	69,726	71,429	72,214	73,227	74,325	74,288	78,821	78,358	21.7%
	OK % of Nat'l	84.4%	85.0%	85.5%	86.7%	86.8%	93.0%	91.3%	90.5%	86.4%	84.2%	83.4%	

		Assistant Professor										10-Yr	
Salaries by Tier		2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	% Inc
Research Universities:	National	69,777	71,465	73,212	75,432	77,445	78,959	79,126	81,626	84,062	86,791	87,457	25.3%
	Oklahoma	63,039	65,674	66,743	69,288	72,509	74,654	75,566	76,484	78,348	82,867	83,919	33.1%
	OK % of Nat'l	90.3%	91.9%	91.2%	91.9%	93.6%	94.5%	95.5%	93.7%	98.6%	95.5%	96.0%	
Four-Year Universities:	National	57,544	57,348	58,591	59,873	61,000	60,791	60,382	64,206	66,516	68,581	68,593	19.2%
	Oklahoma	51,355	52,106	52,454	53,550	57,939	54,587	54,787	54,996	55,670	58,790	58,614	14.1%
	OK % of Nat'l	89.2%	90.9%	89.5%	89.4%	95.0%	89.8%	90.7%	85.7%	88.4%	85.7%	85.5%	
All Institutions:	National	64,711	65,865	67,097	69,100	70,801	67,623	69,725	71,210	78,949	81,252	82,136	26.9%
	Oklahoma	55,551	57,132	57,501	59,003	63,195	63,500	64,895	65,329	66,074	70,324	70,664	27.2%
	OK % of Nat'l	85.8%	86.7%	85.7%	85.4%	89.3%	93.9%	93.1%	91.7%	89.1%	86.6%	86.0%	

		Instructor										10-Yr	
Salaries by Tier		2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	% Inc
Research Universities:	National	46,300	47,207	48,359	50,032	50,913	56,975	57,673	62,259	62,659	59,073	59,829	29.2%
	Oklahoma	41,711	42,052	42,236	43,729	43,726	45,490	47,467	47,972	47,943	48,958	49,949	19.8%
	OK % of Nat'l	90.1%	89.1%	87.3%	87.4%	85.9%	79.8%	82.3%	77.1%	78.1%	82.9%	83.5%	
Four-Year Universities:	National	47,282	46,682	48,798	49,297	51,104	49,886	48,760	56,100	58,995	52,119	52,881	11.8%
	Oklahoma	40,486	41,775	43,102	42,856	43,161	43,326	43,357	43,330	45,148	45,506	46,883	15.8%
	OK % of Nat'l	85.6%	89.5%	88.3%	86.9%	84.5%	86.9%	88.9%	77.2%	77.1%	87.3%	88.7%	
Two Year Colleges:	National*	60,532	57,677	62,776	60,401	61,976	66,216	67,417	66,627	72,824	73,578	74,841	23.6%
	Oklahoma	47,997	47,990	48,696	49,870	49,503	49,285	48,988	49,620	50,351	53,712	53,606	11.7%
	OK % of Nat'l	79.3%	83.2%	77.6%	82.6%	79.9%	74.4%	72.7%	74.5%	73.8%	73.0%	71.6%	
All Institutions:	National	45,701	46,291	46,926	48,388	49,245	52,806	54,256	57,979	61,017	56,864	57,812	26.5%
	Oklahoma	44,886	45,375	46,147	46,832	46,736	46,980	47,152	47,570	48,499	50,709	51,107	13.9%
	OK % of Nat'l	98.2%	98.0%	98.3%	96.8%	94.9%	89.0%	86.9%	82.1%	83.1%	89.2%	88.4%	

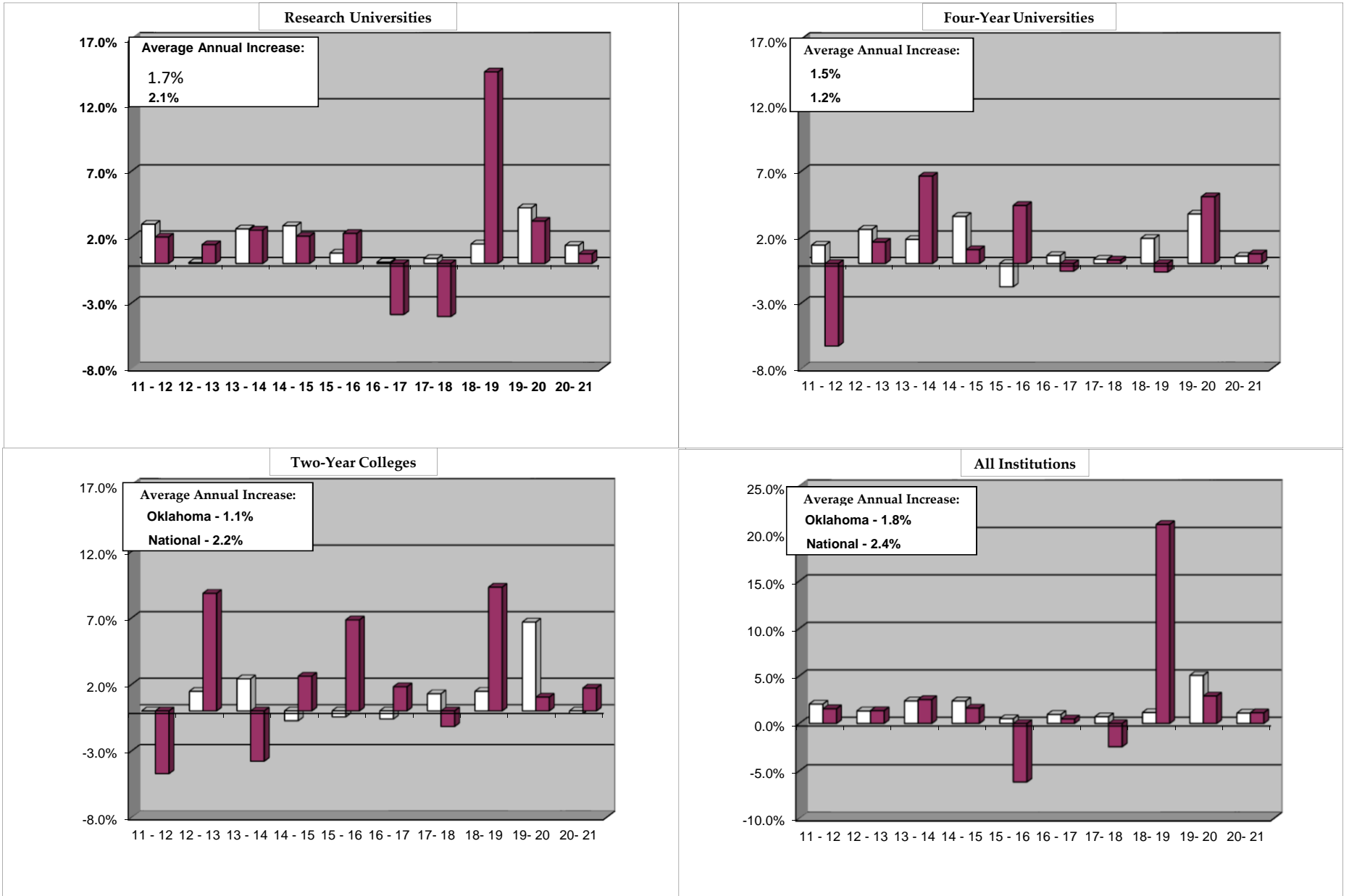
		All Ranks										10-Yr	
Salaries by Tier		2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	% Inc
Research Universities:	National	86,653	88,393	89,657	91,918	93,819	95,955	92,222	88,490	101,312	104,560	105,321	21.5%
	Oklahoma	77,926	80,243	80,293	82,395	84,746	85,410	85,497	85,823	87,088	90,754	92,000	18.1%
	OK % of Nat'l	89.9%	90.8%	89.6%	89.6%	90.3%	89.0%	92.7%	97.0%	89.6%	86.8%	87.4%	
Four-Year Universities:	National	69,620	65,240	66,298	70,683	71,423	74,561	74,123	74,313	73,826	77,555	78,126	12.2%
	Oklahoma	54,976	55,736	57,177	58,219	60,296	59,225	59,581	59,772	60,907	63,189	63,537	15.6%
	OK % of Nat'l	79.0%	85.4%	86.2%	82.4%	84.4%	79.4%	80.4%	80.4%	79.6%	81.5%	81.3%	
Two Year Colleges:	National*	60,532	57,677	62,776	60,401	61,976	66,216	67,417	66,627	72,824	73,578	74,841	23.6%
	Oklahoma	47,997	47,990	48,696	49,870	49,503	49,285	48,988	49,620	50,351	53,712	53,606	11.7%
	OK % of Nat'l	79.3%	83.2%	77.6%	82.6%	79.9%	74.4%	72.7%	74.5%	73.8%	73.0%	71.6%	
All Institutions:	National	78,294	79,507	80,578	82,605	83,939	78,762	79,134	77,190	93,366	96,063	97,141	24.1%
	Oklahoma	62,288	63,558	64,394	65,921	67,482	67,819	68,464	68,948	69,738	73,263	74,056	18.9%
	OK % of Nat'l	79.6%	79.9%	79.9%	79.8%	80.4%	86.1%	86.5%	89.3%	78.5%	76.3%	76.2%	

SOURCES: Average Faculty Salaries, The Chronicle of Higher Education, April, 2008-2019. Faculty Salaries in the Oklahoma State System of Higher Education, 08-18, State Regents.

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

FIGURE 12

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



□ Oklahoma ■ National

FIGURE 13

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

