

Salaries in
The Oklahoma State System of Higher Education
2015-2016

*Faculty and Selected
Administrative Positions*



Oklahoma State Regents for Higher Education
Research Park, Oklahoma City

September 2016

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION

John Massey
Chairman, Durant

Gen. Toney Stricklin
Lawton

Michael C. Turpen
Oklahoma City

Joseph L. Parker
Tulsa

Jay Helm
Tulsa

Ann Holloway
Ardmore

James “Jimmy” Harrell
Leedey

Andrew W. “Andy” Lester
Edmond

Ronald White
Oklahoma City

Glen D. Johnson
Chancellor

The Oklahoma State Regents for Higher Education, in compliance with Titles VI and VII of the Civil Rights Act of 1964, Executive Order 11246 as amended, Title IX of the Education Amendments of 1972, Americans with Disabilities Act of 1990 and other federal laws, do not discriminate on the basis of race, color, national origin, sex, age, religion, handicap, or status as a veteran in any of its policies, practices, or procedures. This includes, but is not limited to admissions, employment, financial aid, and educational services.

This publication, duplicated by the State Regents’ central services, is issued by the Oklahoma State Regents for Higher Education as authorized by 70 O.S. 1991, Section 3206. Copies have been deposited with the Publications Clearinghouse of the Oklahoma Department of Libraries.

List of Tables and Figures

Tables:

1. Average Salaries Paid All Full-Time Faculty, 2015-2016	3
2. Average Salaries Paid All Full-Time Faculty, 2013-14 through 2015-2016	7
3. Average Salaries Paid All Full-Time Faculty, 25 Oklahoma State Colleges and Universities, 2015-2016 through 2015-2016	10
4. Average Salaries Paid 9-10 Month Full-Time Faculty, 2015-2016	12
5. Average Staff Benefits Paid 9-10 Month Full-Time Faculty, 2015-2016	16
6. Average Salaries Paid 11-12 Month Full-Time Faculty, 2015-2016	19
7. Average Staff Benefits Paid 11-12 Month Full-Time Faculty, 2015-2016	23
8. Average Total Compensation Paid 9-10 and 11-12 Month Full-Time Faculty, 2015-2016	26
9. Range of Salaries Paid 9-10 and 11-12 Month Academic Deans and Full-Time Faculty, 2015-2016.....	29
10. Additional Income from Extra Teaching Assignments and Approved Non-institutional Employment, 2015-2016 and 2015-2016.....	32
11. 11-12 Month Average Salaries of Selected Administrative Positions, 2015-2016	35
12. University of Oklahoma Health Sciences Center Average Salaries Paid All Full-Time Faculty, 11-12 Month Salaries for 2015-2016.....	41
13. Average Salaries Paid All Full-Time Faculty, All Other Constituent Agencies, 2015-2016.....	42
14. Average Fringe Benefits Paid 9-10 Month and 11-12 Month Full-Time Faculty, All Constituent Agencies, 2015-2016	44
15. New Faculty Hires, 2015-2016	46
16. Faculty Terminations, 2015-2016	47
17. Average Salaries Paid Full-Time Faculty, by Rank, by Tier, Oklahoma Compared to National Public Institutions, 2005-06 to 2015-2016	49

List of Tables and Figures

Figures:

1. Change in Number of Full-Time Faculty, 2014-15 to 2015-16	4
2. Change in Salaries of Full-Time Faculty, 2014-15 to 2015-16	5
3. Change in Number of 9-10 Month Full-Time Faculty, 12-13 to 2015-16	13
4. Change in Salaries of 9-10 Month Full-Time Faculty, 12-13 to 2015-16	14
5. Change In Average Benefits Paid to 9-10 Month Full-Time Faculty, All Institutions, 14-15 to 15-16.....	17
6. Change in Number of 11-12 Month Full-Time Faculty, 2014-15 to 2015-16	20
7. Change in Salaries of 11-12 Month Full-Time Faculty, 2014-15 to 2015-16	21
8. Change in Average Benefits Paid to 11-12 Month Full-Time Faculty, 2014-15 to 2015-16	24
9. Average Total Compensation Paid 9-10 Month and 11-12 Month Full-Time Faculty, 2014-15 Compared to 2015-16	27
10. Additional Income from Extra Teaching Assignments and Approved Non-institutional Employment, 2014-15 to 2015-16	33
11. Presidents' Salaries & Benefits, High & Average Salary Comparisons, FY15 to FY16	39
12. Annual Percentage Increases in Faculty Salaries, Oklahoma Compared to National Public Institutions, by Tier	50
13. Annual Percentage Increases in Faculty Salaries, Oklahoma Compared to National Public Institutions, by Rank	51

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 \$67,819 for the year 2015-2016 (Table 1). This is an increase of \$337 or 0.5 percent above 2014-2015.

Increase/Decrease by Type of Institution: Average salaries increased \$665 at the research universities, decreased by \$411 at the four-year universities, and a decrease of \$218 at the two-year colleges. These salaries represent changes of 0.8 percent—research, -0.7 percent—four-year, and -0.4 percent—two-year, over 2014-2015.

Increase/Decrease by Rank: Among the three categories of institutions, the rank of Assistant Professor showed the greatest dollar increase over 2014-15--\$2,148 or 3.5 percent. All other percent changes in salaries range from decreases of \$830 or 0.8 percent for Professors, to and increase of \$789 or 1.1 percent for Professors. (see Figure 2).

Total Faculty: Total full-time faculty in 2015-2016 is 5,106 an increase of 39 or 0.8 percent over 2014-15 (Figure 1). The total number of faculty when the constituent agencies are added is 6,764 an increase of 515 or 8.3 percent.

Salary Range: Full-time salaries on a 9-10 month basis in the 25 institutions in 2015-2016 range from a minimum of \$15,302, compared to \$22,713 as a low in 2014-2015, to a maximum of \$303,867, compared to \$298,863 in 2014-15 (Table 9). On an 11-12 month basis, full-time salaries range from a minimum of \$4,725, a decrease of \$4,050 from the low in 2014-2015, to a maximum of \$425,004, the same high salary as in 2014-2015. 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 2015-2016 are \$23,727, a slight decrease over 2014-2015 of \$162, or 10.7 percent (Table 5); for faculty on an 11-12 month contract basis, average benefits total \$30,849, a decrease of \$577 or 1.8 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 2014-2015. In all ranks the average rate for Oklahoma has increased, by 7.1 percent, from the 2014-15 average to 86.11 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 2015-2016 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 2015-2016 is \$67,819. This represents an increase over 2014-2015 of \$337 or 0.5 percent (see Figure 2). The average for research universities is \$85,410, for four-year universities, \$59,225, and for two-year colleges, \$49,285. These salaries represent increases over 2014-2015 0.8 percent and decreases of 0.7 percent, respectively, for the research and regional universities and a 0.4 percent decrease for the two-year colleges. The 2015-2016 median of all institutions' average salaries is \$50,791.

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 30.7 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 33.8 percent, associate professor by 22.1 percent, and assistant professor by 26.9 percent. However, in the rank of instructor, the two-year universities' average salary exceeds the system average salary by 5.0 percent.

The total number of full-time faculty reported in the 25 institutions in 2015-2016 is 5,106—2,173 at research universities, 1,922 at four-year universities, and 1,011 at two-year colleges. These figures compare to a total of 5,067-2,109; 1,946; and 1,012 at the research, four-year and two-year tiers, respectively in 2015.

TABLE 1
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
2015-2016

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	425	\$ 117,347	284	\$ 80,056	312	\$ 72,249	156	\$ 43,752	1,177	\$ 86,640
Oklahoma State University	284	115,020	286	81,954	244	77,730	182	46,980	996	83,957
Research Universities	709	\$ 116,415	570	\$ 81,008	556	\$ 74,654	338	\$ 45,490	2,173	\$ 85,410
Research Tier Salaries Greater than 4-Yr Tier:		33.8%		22.1%		26.9%				30.7%
University of Central Oklahoma	187	\$ 86,186	80	\$ 75,233	124	\$ 61,231	122	\$ 39,823	513	\$ 67,420
East Central University	44	70,561	17	54,760	45	50,519	60	45,840	166	54,574
Northeastern State University	74	74,984	62	61,831	97	53,551	74	46,898	307	58,786
Northwestern Oklahoma State University	21	61,021	10	55,747	24	57,056	31	40,286	86	51,827
Southeastern Oklahoma State University	55	74,224	28	61,478	29	57,130	18	41,869	130	63,185
Southwestern Oklahoma State University	33	83,379	49	66,732	54	56,618	72	47,714	208	60,164
Cameron University	39	71,490	36	60,804	57	50,117	43	39,593	175	54,493
Langston University	11	65,641	44	55,064	47	52,956	29	46,768	131	53,359
Oklahoma Panhandle State University	4	43,104	11	49,759	19	42,730	20	34,206	54	41,032
Rogers State University	22	64,872	26	60,842	27	51,423	23	46,553	98	55,798
University of Science & Arts	15	60,128	14	51,503	17	46,313	8	41,556	54	50,791
Regional Four-Year Universities	505	\$ 77,024	377	\$ 63,114	540	\$ 54,587	500	\$ 43,326	1,922	\$ 59,225
4-Yr Tier Salaries Greater than Research Tier:								-5.0%		
Carl Albert State College	-	\$ -	-	\$ -	-	\$ -	52	\$ 42,248	52	\$ 42,248
Connors State College	-	-	-	-	-	-	46	43,993	46	43,993
Eastern Oklahoma State College	-	-	-	-	-	-	43	42,511	43	42,511
Murray State College	-	-	-	-	-	-	57	46,473	57	46,473
Northeastern Oklahoma A&M College	-	-	-	-	-	-	60	45,855	60	45,855
Northern Oklahoma College	-	-	-	-	-	-	99	49,457	99	49,457
Oklahoma City Community College	-	-	-	-	-	-	143	48,844	143	48,844
Redlands Community College	-	-	-	-	-	-	27	43,240	27	43,240
Rose State College	-	-	-	-	-	-	110	46,566	110	46,566
Seminole State College	-	-	-	-	-	-	37	41,191	37	41,191
Tulsa Community College	-	-	-	-	-	-	300	56,906	300	56,906
Western Oklahoma State College	-	-	-	-	-	-	37	43,567	37	43,567
Two-Year Colleges	-	\$ -	-	\$ -	-	\$ -	1,011	\$ 49,285	1,011	\$ 49,285
2-Yr Tier Salaries Greater than System Avg:								4.7%		
All Colleges and Universities	1,214	\$ 100,029	947	\$ 72,214	1,096	\$ 63,500	1,849	\$ 46,980	5,106	\$ 67,819
FY2016 Median Salary:										\$ 50,791

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 2014-2015 TO 2015-2016

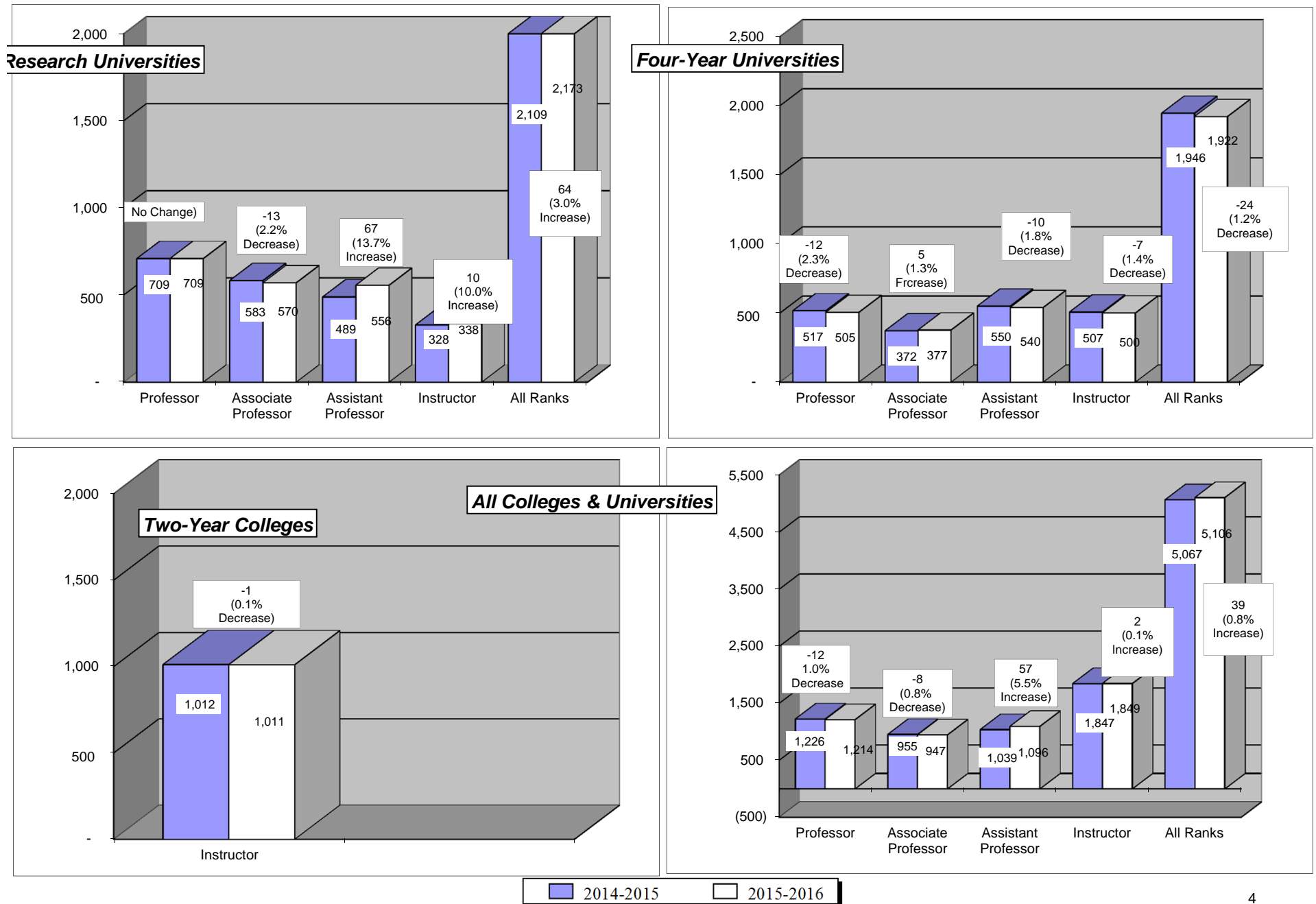
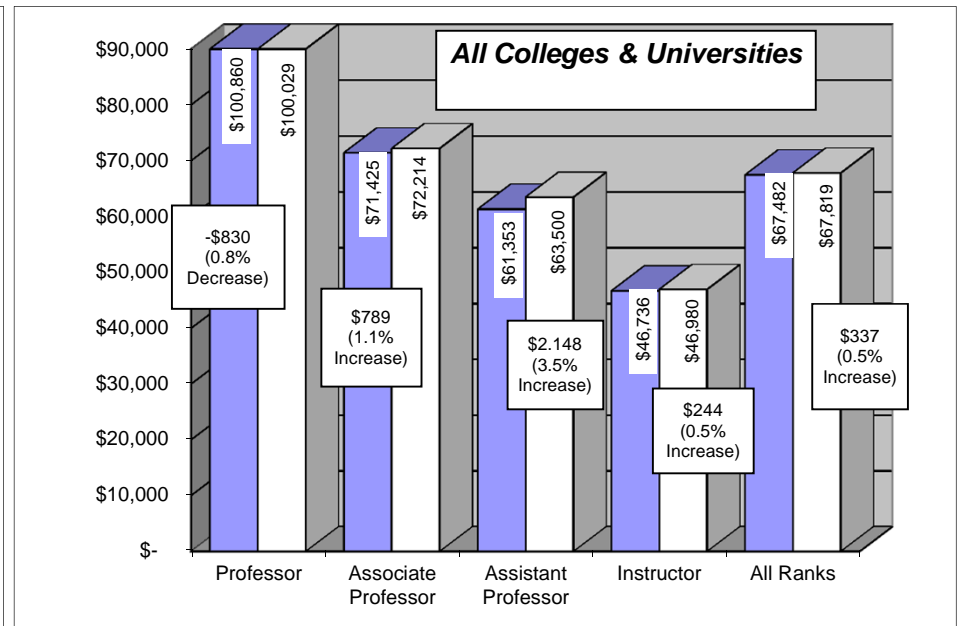
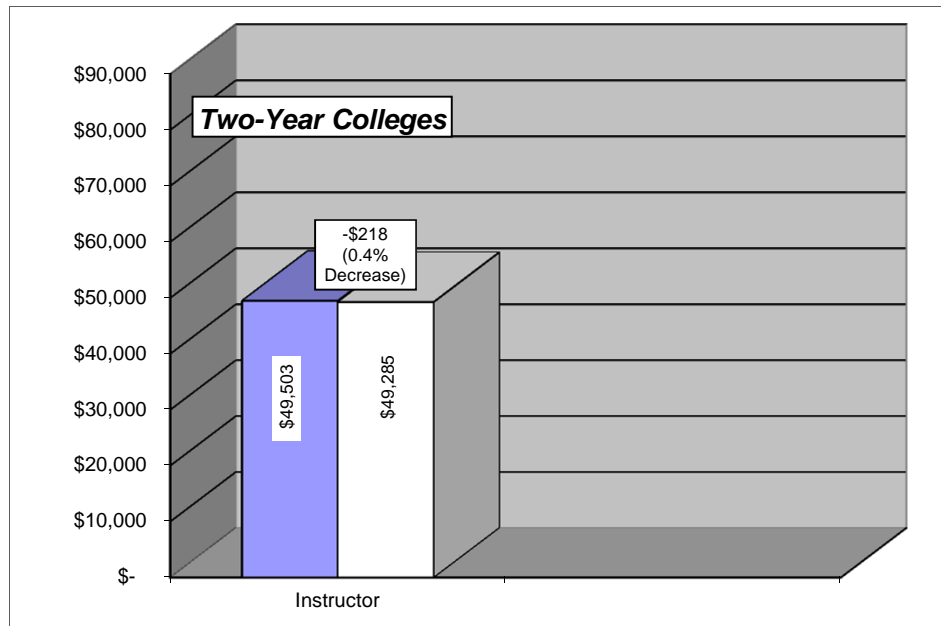
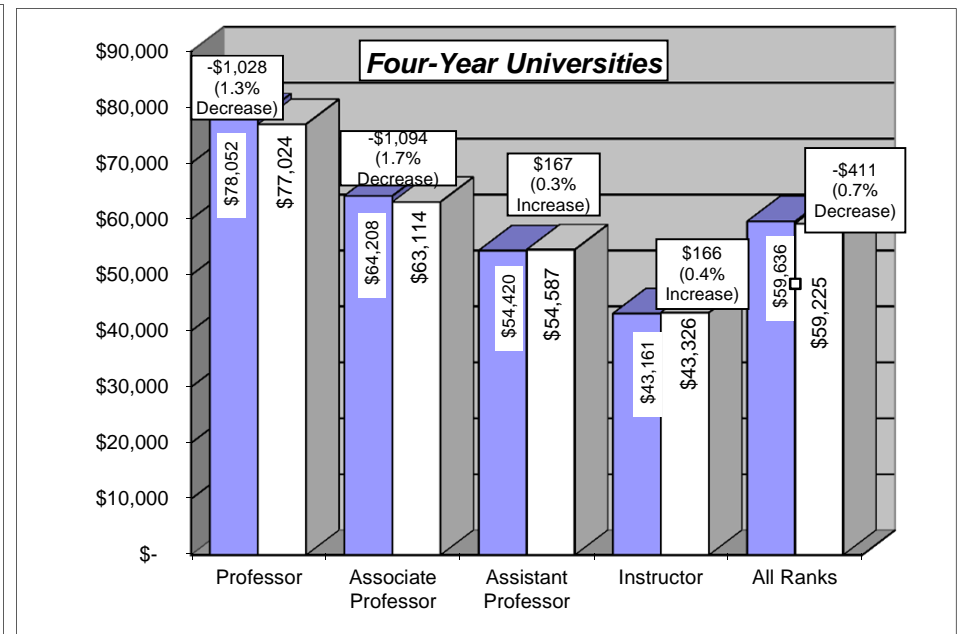
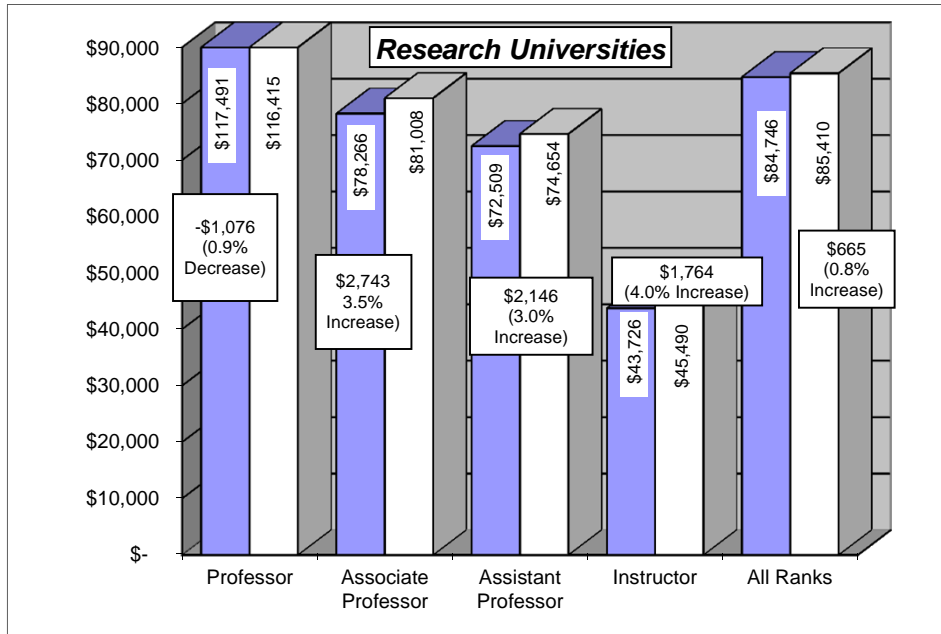


FIGURE 2

CHANGE IN SALARIES OF FULL-TIME FACULTY 2014-2015 TO 2015-2016



2014-2015 2015-2016

TABLE 2

Table 2 presents the 9-10 month average salaries of all full-time faculty members for the three years, 2012-13 through 2015-2016, 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 2013-14 to 2015-2016 show the University of Oklahoma increased the average of all ranks \$3,572 or 4.3 percent, while Oklahoma State University increased \$2,353 or 2.9 percent. At Oklahoma State University, the salary for the rank of professor decreased by \$781; the increase for associate professors was

\$4,403; the increase for assistant professor was \$7,079; and the rank of instructor showed an increase of \$1,851. At the University of Oklahoma, comparable figures were changes of \$5,481 \$5,019 \$4,128, and \$1,633 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 as well as the number of positions represented in each rank. Although Table 2 does not provide specific reasons for observed salary averages and comparisons, the three-year trend of institutions' average salaries by rank may provide helpful data.

TABLE 2
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
2013-2014 THROUGH 2015-2016

Institution	Period	Professor	Associate Professor	Assistant Professor	Instructor	Average, All Ranks
University of Oklahoma	2013-2014	111,866	75,037	68,121	42,119	83,068
	2014-2015	116,482	77,111	71,532	42,655	85,881
	2015-2106	117,347	80,056	72,249	43,752	86,640
	\$ Chg, 14-2016	5,481	5,019	4,128	1,633	3,572
	% Chg, 14-2016	4.9%	6.7%	6.1%	3.9%	4.3%
Oklahoma State University	2013-2014	115,801	77,551	70,651	45,129	81,603
	2014-2015	118,974	79,472	73,764	44,596	83,405
	2015-2106	115,020	81,954	77,730	46,980	83,957
	\$ Chg, 14-2016	(781)	4,403	7,079	1,851	2,353
	% Chg, 14-2016	-0.7%	5.7%	10.0%	4.1%	2.9%
University of Central Oklahoma	2013-2014	85,849	71,969	61,571	43,304	67,661
	2014-2015	86,116	73,502	61,750	42,666	68,626
	2015-2106	86,186	75,233	61,231	39,823	67,420
	\$ Chg, 14-2016	337	3,264	(340)	(3,481)	(241)
	% Chg, 14-2016	0.4%	4.5%	-0.6%	-8.0%	-0.4%
East Central University	2013-2014	71,237	53,281	49,315	45,190	54,983
	2014-2015	72,167	56,289	50,416	43,057	55,815
	2015-2106	70,561	54,760	50,519	45,840	54,574
	\$ Chg, 14-2016	(676)	1,479	1,204	650	(408)
	% Chg, 14-2016	-0.9%	2.8%	2.4%	1.4%	-0.7%
Northeastern State University	2013-2014	74,151	61,183	52,203	41,787	56,093
	2014-2015	75,458	61,280	53,736	42,219	57,393
	2015-2106	74,984	61,831	53,551	46,898	58,786
	\$ Chg, 14-2016	833	648	1,348	5,111	2,692
	% Chg, 14-2016	1.1%	1.1%	2.6%	12.2%	4.8%
Northwestern Oklahoma State University	2013-2014	67,681	62,721	52,630	41,609	52,438
	2014-2015	68,122	61,309	54,287	41,586	53,311
	2015-2106	61,021	55,747	57,056	40,286	51,827
	\$ Chg, 14-2016	(6,660)	(6,974)	4,426	(1,323)	(611)
	% Chg, 14-2016	-9.8%	-11.1%	8.4%	-3.2%	-1.2%
Southeastern Oklahoma State University	2013-2014	75,502	60,256	56,607	37,493	62,728
	2014-2015	80,020	71,599	61,923	42,235	69,384
	2015-2106	74,224	61,478	57,130	41,869	63,185
	\$ Chg, 14-2016	(1,277)	1,222	523	4,376	457
	% Chg, 14-2016	-1.7%	2.0%	0.9%	11.7%	0.7%
Southwestern Oklahoma State University	2013-2014	78,300	65,958	53,894	47,097	57,771
	2014-2015	82,132	67,296	55,246	48,415	60,304
	2015-2106	83,379	66,732	56,618	47,714	60,164
	\$ Chg, 14-2016	5,079	774	2,724	617	2,393
	% Chg, 14-2016	6.5%	1.2%	5.1%	1.3%	4.1%
Cameron University	2013-2014	72,064	60,511	50,286	38,787	53,049
	2014-2015	71,810	59,645	50,953	40,019	54,130
	2015-2106	71,490	60,804	50,117	39,593	54,493
	\$ Chg, 14-2016	(574)	293	(169)	806	1,443
	% Chg, 14-2016	-0.8%	0.5%	-0.3%	2.1%	2.7%
Langston University	2013-2014	81,580	56,518	51,958	47,121	53,190
	2014-2015	81,580	57,591	52,146	48,083	53,790
	2015-2106	65,641	55,064	52,956	46,768	53,359
	\$ Chg, 14-2016	(15,939)	(1,454)	997	(353)	169
	% Chg, 14-2016	-19.5%	-2.6%	1.9%	-0.7%	0.3%
Oklahoma Panhandle State University	2013-2014	48,434	49,599	49,828	31,166	43,307
	2014-2015	40,673	49,941	41,970	35,520	39,771
	2015-2106	43,104	49,759	42,730	34,206	41,032
	\$ Chg, 14-2016	(5,330)	160	(7,098)	3,040	(2,274)
	% Chg, 14-2016	-11.0%	0.3%	-14.2%	9.8%	-5.3%
Rogers State University	2013-2014	62,067	59,955	50,681	41,984	53,382
	2014-2015	63,182	56,644	49,757	40,421	52,338
	2015-2106	64,872	60,842	51,423	46,553	55,798
	\$ Chg, 14-2016	2,805	887	742	4,569	2,416
	% Chg, 14-2016	4.5%	1.5%	1.5%	10.9%	4.5%
University of Science & Arts of Oklahoma	2013-2014	60,306	51,212	46,065	40,896	51,113
	2014-2015	60,409	50,875	46,480	41,306	51,346
	2015-2106	60,128	51,503	46,313	41,556	50,791
	\$ Chg, 14-2016	(178)	290	249	660	(322)
	% Chg, 14-2016	-0.3%	0.6%	0.5%	1.6%	-0.6%

TABLE 2 (continued)
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
2013-2014 THROUGH 2015-2016

Institution	Period	Professor	Associate Professor	Assistant Professor	Instructor	Average, All Ranks
Carl Albert State College	2013-2014				43,013	43,013
	2014-2015				43,252	43,252
	2015-2106				42,248	42,248
	\$ Chg, 14-2016				(764)	(764)
	% Chg, 14-2016				-1.8%	-1.8%
Connors State College	2013-2014				44,866	44,866
	2014-2015				43,450	43,450
	2015-2106				43,993	43,993
	\$ Chg, 14-2016				(873)	(873)
	% Chg, 14-2016				-1.9%	-1.9%
Eastern Oklahoma State College	2013-2014				41,765	41,765
	2014-2015				43,254	43,254
	2015-2106				42,511	42,511
	\$ Chg, 14-2016				746	746
	% Chg, 14-2016				1.8%	1.8%
Murray State College	2013-2014				45,577	45,577
	2014-2015				45,998	45,998
	2015-2106				46,473	46,473
	\$ Chg, 14-2016				896	896
	% Chg, 14-2016				2.0%	2.0%
Northeastern Oklahoma A&M College	2013-2014				45,543	45,543
	2014-2015				45,078	45,078
	2015-2106				45,855	45,855
	\$ Chg, 14-2016				312	312
	% Chg, 14-2016				0.7%	0.7%
Northern Oklahoma College	2013-2014				46,760	46,760
	2014-2015				48,487	48,487
	2015-2106				49,457	49,457
	\$ Chg, 14-2016				2,696	2,696
	% Chg, 14-2016				5.8%	5.8%
Oklahoma City Community College	2013-2014				51,171	51,171
	2014-2015				49,352	49,352
	2015-2106				48,844	48,844
	\$ Chg, 14-2016				(2,327)	(2,327)
	% Chg, 14-2016				-4.5%	-4.5%
Redlands Community College	2013-2014				41,335	41,335
	2014-2015				40,481	40,481
	2015-2106				43,240	43,240
	\$ Chg, 14-2016				1,905	1,905
	% Chg, 14-2016				4.6%	4.6%
Rose State College	2013-2014				47,892	47,892
	2014-2015				46,815	46,815
	2015-2106				46,566	46,566
	\$ Chg, 14-2016				(1,325)	(1,325)
	% Chg, 14-2016				-2.8%	-2.8%
Seminole State College	2013-2014				45,101	45,101
	2014-2015				43,688	43,688
	2015-2106				41,191	41,191
	\$ Chg, 14-2016				(3,910)	(3,910)
	% Chg, 14-2016				-8.7%	-8.7%
Tulsa Community College	2013-2014				57,906	57,906
	2014-2015				57,285	57,285
	2015-2106				56,906	56,906
	\$ Chg, 14-2016				(1,000)	(1,000)
	% Chg, 14-2016				-1.7%	-1.7%
Western Oklahoma State College	2013-2014				44,450	44,450
	2014-2015				44,538	44,538
	2015-2106				43,567	43,567
	\$ Chg, 14-2016				(883)	(883)
	% Chg, 14-2016				-2.0%	-2.0%

This page left intentionally blank

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, 2013-2014 through 2015-2016, classified by rank and by type of institution.

Dollar increases in average annual salaries of all ranks in 2015-2016 over 2014-2015 are greatest for the research universities, The four-year universities, and for two-year colleges show declines. The changes in averages of all ranks by type of institution in 2015-2016 over 2014-15 were \$665, -\$411, and -\$218 for research universities, four-year universities, and two-year colleges, respectively. The average salary at research universities was \$25,110 greater than the average at four-year universities in 2014-2015, and \$26,185 greater in 2015-2016. The average salary at four-year universities was \$9,940 greater than the average at two-year colleges in 2015-2016, and \$10,133 greater in 2014-2015.

Averages by rank show that research universities' faculty receive higher salaries than four-year universities' faculty in the all ranks in 2015-2016. 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 research faculty (1.8%), and least for two-year faculty, (0.6%) and research universities showed an increase percentage of (0.9%.)

The annual increases in average salaries for 2014-2015 and 2015-2016 for research universities have been an increase of 2.9 and 0.8 percent. The four-year universities experienced increases of 2.4 percent in 2014-2015 and -0.7 percent decrease in 2015-2016, with an average of 0.9 percent. The two-year colleges experienced a 0.4 percent increase in 2015-2016 and a 0.7 percent increase in 2014-2015, with an average increase of 0.6 percent.

TABLE 3
AVERAGE SALARIES PAID FULL-TIME FACULTY
25 OKLAHOMA STATE COLLEGES AND UNIVERSITIES
2013-2014 THROUGH 2015-2016

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
Professor					
2103-2014	\$ 113,449	\$ 36,625	\$ 76,824		
2014-2015	\$ 117,491	\$ 39,439	\$ 78,052		--
2015-2016	\$ 116,415	\$ 39,391	\$ 77,024		
Associate Professor					
2103-2014	\$ 76,260	\$ 13,514	\$ 62,747		--
2014-2015	\$ 78,266	\$ 14,058	\$ 64,208		--
2015-2016	\$ 81,008	\$ 17,895	\$ 63,114		
Assistant Professor					
2103-2014	\$ 69,288	\$ 15,738	\$ 53,550		--
2014-2015	\$ 72,509	\$ 18,089	\$ 54,420		--
2015-2016	\$ 74,654	\$ 20,067	\$ 54,587		
Instructor					
2103-2014	\$ 43,729	\$ 872	\$ 42,856	\$ (7,014)	\$ 49,870
2014-2015	\$ 43,726	\$ 565	\$ 43,161	\$ (6,342)	\$ 49,503
2015-2016	\$ 45,490	\$ 2,164	\$ 43,326	\$ (5,959)	\$ 49,285
Average, All Ranks					
2103-2014	\$ 82,395	\$ 24,176	\$ 58,219	\$ 8,349	\$ 49,870
2014-2015	\$ 84,746	\$ 25,110	\$ 59,636	\$ 10,133	\$ 49,503
2015-2016	\$ 85,410	\$ 26,185	\$ 59,225	\$ 9,940	\$ 49,285
Dollar Increase, All Ranks					
2014-2015	\$ 2,351		\$ 1,417		\$ (367)
2015-2016	\$ 665		\$ (411)		\$ (218)
Percent Increase, All Ranks					
2014-2015	2.9%		2.4%		0.7%
2015-2016	0.8%		-0.7%		0.4%
Avg Annual % Increase	1.8%		0.9%		0.6%

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 2015-2016 to 9-10 month employed faculty is \$67,621. This represents an decrease from 2014-2015 of \$67 or 0.1%. 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 42.7 percent higher than that of the four-year universities. Likewise, within the two-year tier, Tulsa Community College employs just over one quarter of the total faculty and shows an average salary 16.6 percent above the mean. This influence is indicated by observing that the average salary for the research universities is \$83,652 the average salary for four-year universities is \$58,611 and the average salary for two-year colleges is \$49,235. The 2015-2016 median of all institutions' average salaries is \$50,048.

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 2015-2016 is 4,495. This number represents 88.0 percent of the total full-time faculty in the 25 institutions. In 2014-2015, the number was 4,472 or 88.3 percent of the total. In 2015-2016, four-year universities employ 91.2 percent of their full-time faculty on a 9-10 month basis. The two-year colleges employ 90.9 percent on a 9-10 month basis. The two research universities combined employ 83.9 percent of their full-time faculty on a 9-10 month basis.

TABLE 4
AVERAGE SALARIES PAID 9-10 MONTH FULL-TIME FACULTY
2015-2016

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	340	\$ 113,975	252	\$ 78,153	297	\$ 72,345	143	\$ 43,159	1,029	\$ 82,917	
Oklahoma State University	219	109,555	249	82,066	225	78,437	99	44,468	279	83,937	
Research Universities	559	\$ 112,243	501	\$ 80,098	522	\$ 74,971	242	\$ 43,695	1,824	\$ 83,652	83.9%
University of Central Oklahoma	187	\$ 86,186	80	\$ 75,233	124	\$ 61,231	122	\$ 39,823	513	67,420	
East Central University	42	70,449	17	54,760	44	50,289	51	45,220	154	54,602	
Northeastern State University	63	73,165	57	60,440	83	51,126	70	46,298	273	56,096	
Northwestern Oklahoma State University	20	59,946	9	53,759	24	57,056	28	39,856	81	54,341	
Southeastern Oklahoma State University	49	70,972	26	60,534	24	58,329	18	41,869	117	61,440	
Southwestern Oklahoma State University	29	78,592	40	62,014	43	50,248	70	47,758	182	59,651	
Cameron University	39	71,490	34	61,892	57	50,117	41	39,731	171	54,818	
Langston University	4	63,235	22	51,797	30	54,503	25	47,071	81	51,905	
Oklahoma Panhandle State University	3	48,482	9	49,716	18	43,411	17	32,040	47	38,696	
Rogers State University	15	62,872	19	61,012	26	51,521	23	46,553	83	53,176	
University of Science & Arts	13	59,535	13	50,807	16	45,968	8	41,556	50	50,048	
Regional Four-Year Universities	464	\$ 76,604	326	\$ 62,711	489	\$ 53,838	473	\$ 43,069	1,752	\$ 58,611	91.2%
Carl Albert State College							47	\$ 42,220	47	42,220	
Connors State College							43	44,400	43	44,400	
Eastern Oklahoma State College							43	42,511	43	42,511	
Murray State College							44	46,220	44	46,220	
Northeastern Oklahoma A&M College							60	45,855	60	45,855	
Northern Oklahoma College							97	49,459	97	49,459	
Oklahoma City Community College							140	48,839	140	48,839	
Redlands Community College							26	43,548	26	43,548	
Rose State College							100	46,189	100	46,189	
Seminole State College							31	41,363	31	41,363	
Tulsa Community College							255	57,431	255	57,431	
Western Oklahoma State College							33	43,245	33	43,245	
Two-Year Colleges	-	\$ -	-	\$ -	-	\$ -	919	\$ 49,235	919	\$ 49,235	90.9%
All Colleges and Universities	1,023	\$ 97,000	827	\$ 74,646	1,011	\$ 66,074	1,634	\$ 46,630	4,495	\$ 67,621	88.0%

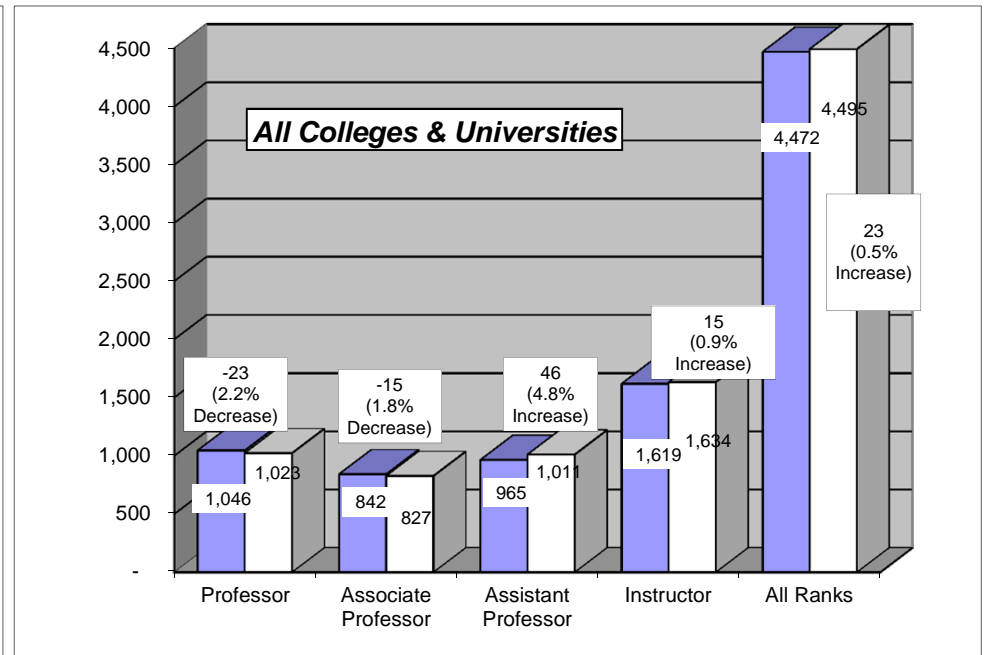
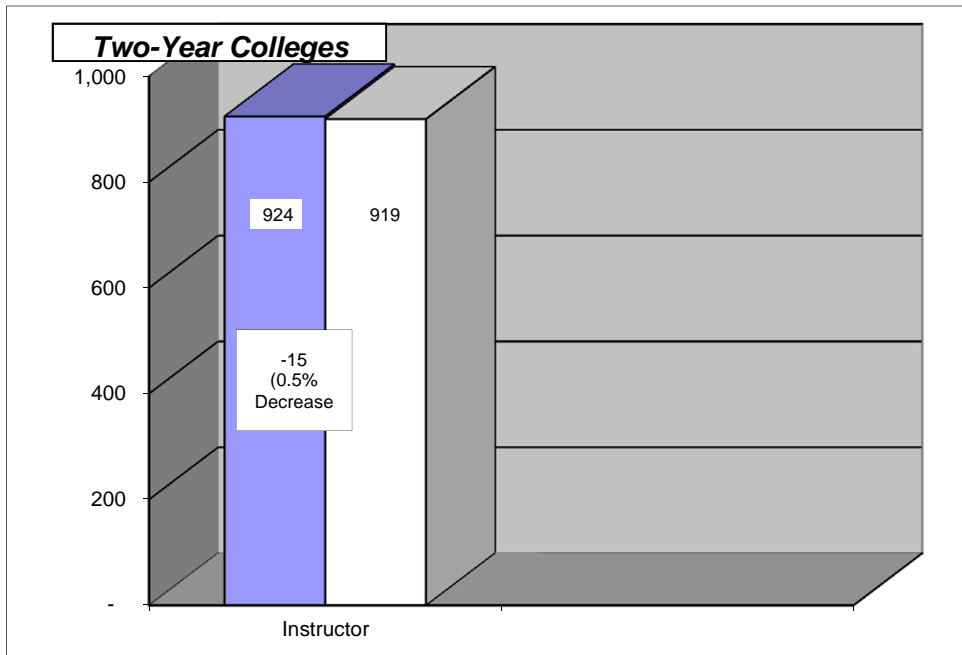
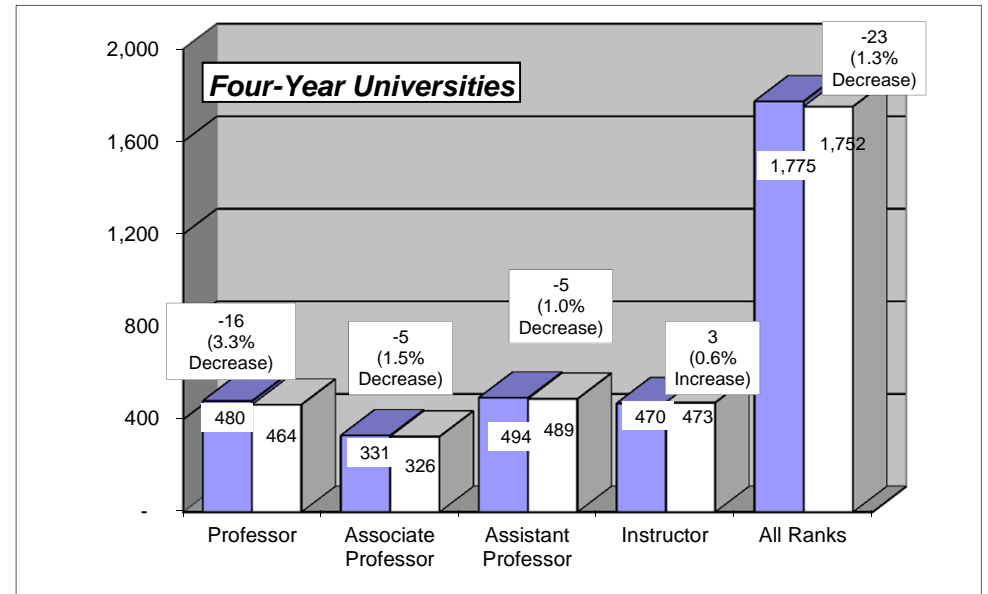
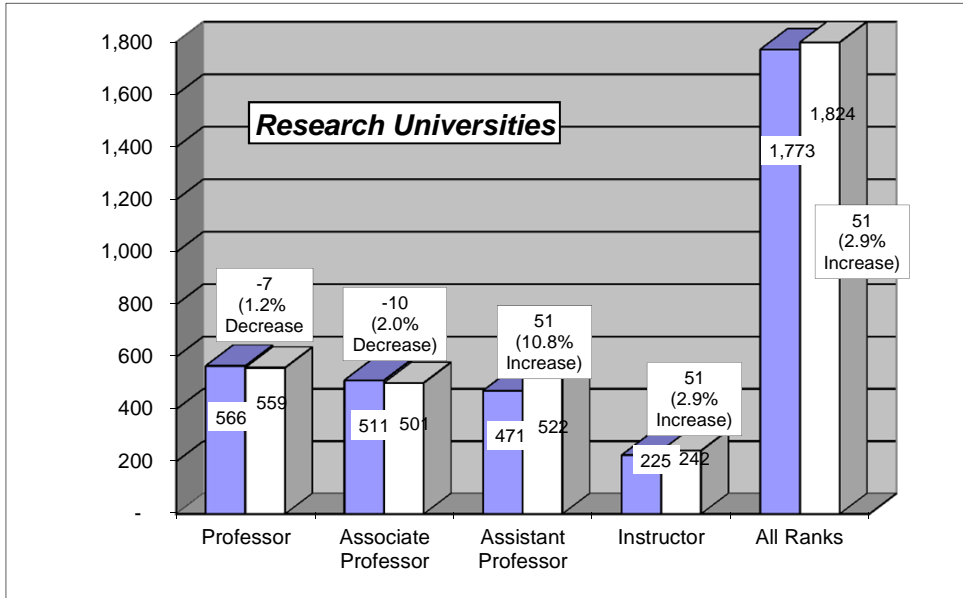
FY15 9-10mo Faculty as % of Total Faculty: 88.3%

Research University Tier	Number of 9-10 month Faculty as Percent of Total 9-10 month Faculty:	40.6%
	Average Salary Greater than Four-Year Tier by:	42.7%
Two-Year College Tier	TCC Number of Faculty as Percent of Two-Year:	27.7%
	TCC Average Salary Above Mean:	16.6%
All Colleges and Universities	Median of All Institutions' Average Salaries:	\$ 50,048

FIGURE 3

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

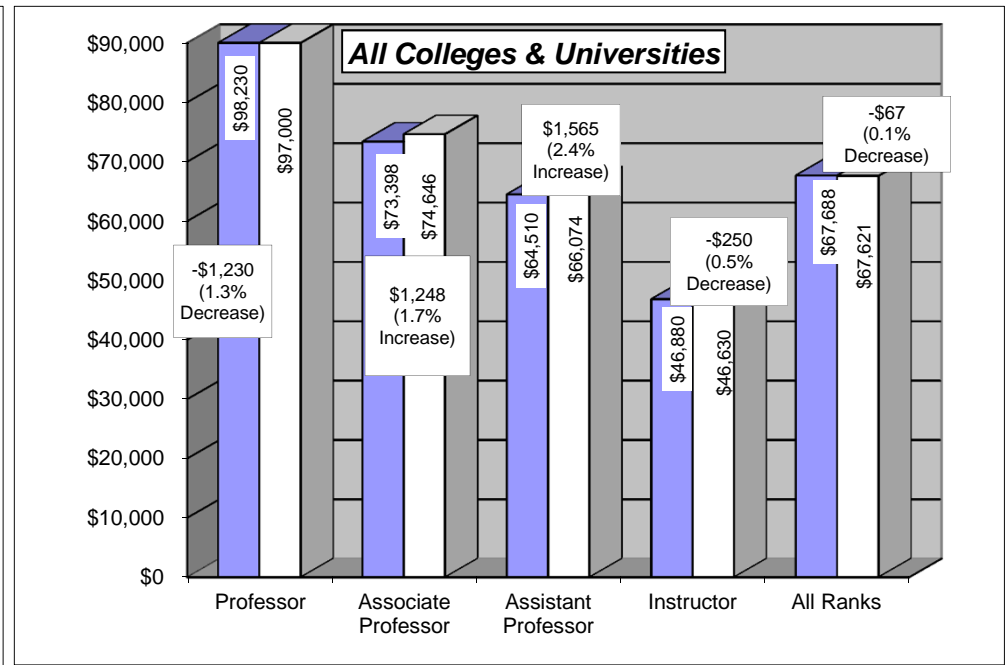
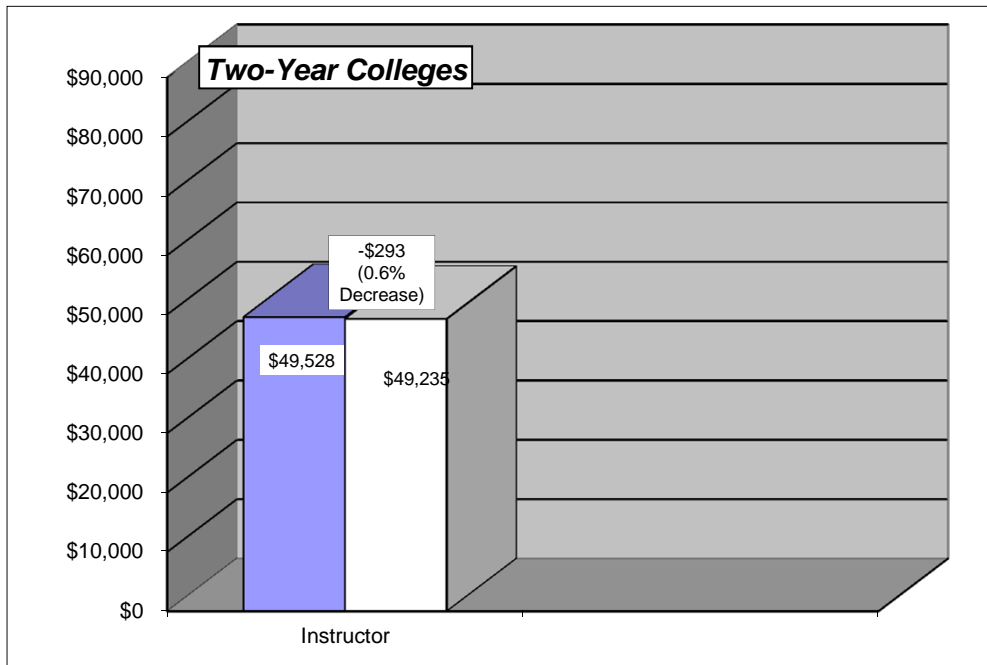
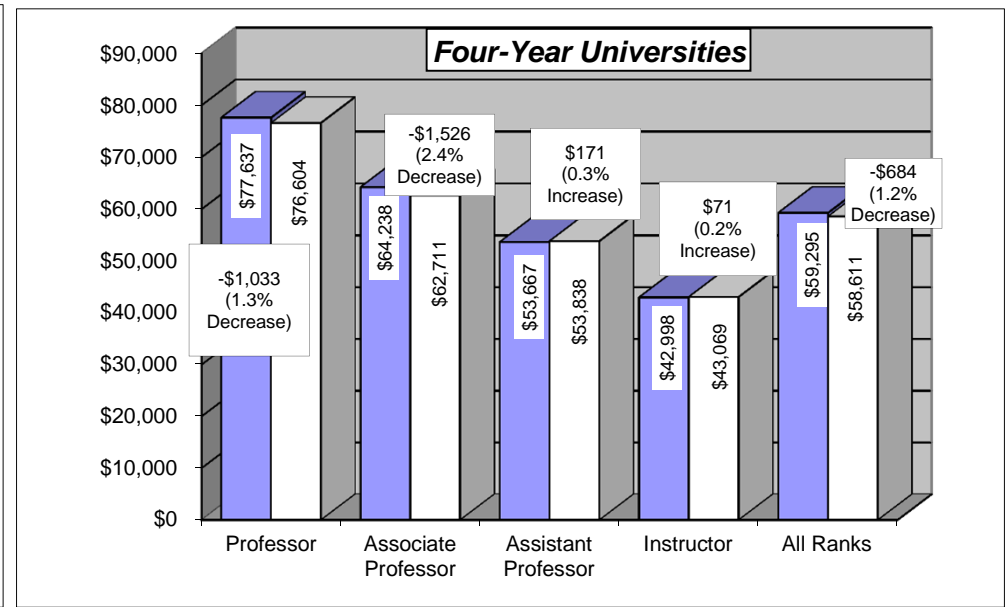
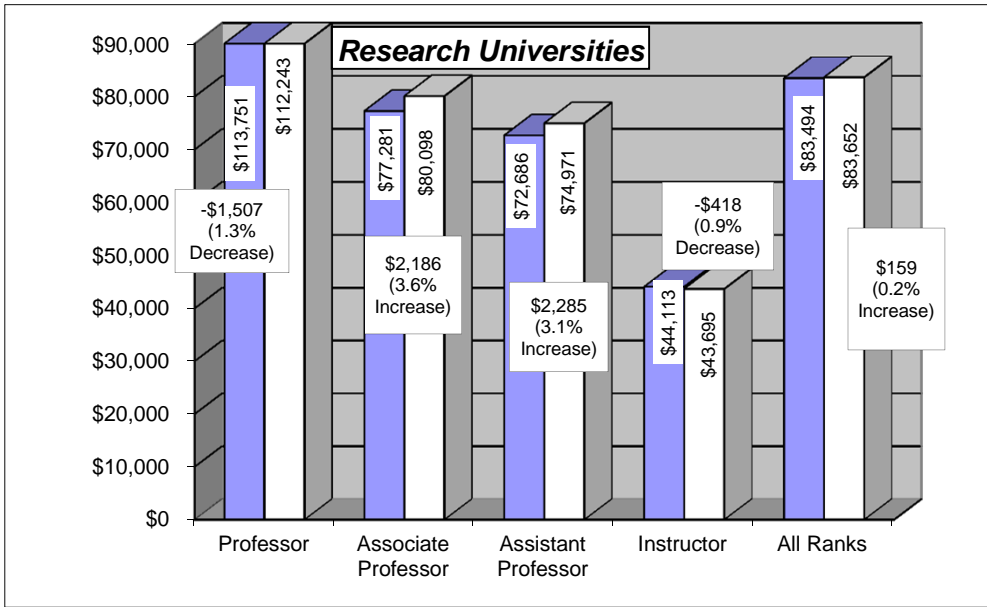
2014-2015 TO 2015-2016



2014-2015 2015-2016

FIGURE 4

CHANGE IN SALARIES OF 9-10 MONTH FULL-TIME FACULTY 2014-2015 TO 2015-2016



■ 2014-2015
 2015-2016

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 2015-2016 is \$23,727, a decrease over 2014-2015 of \$162 or 0.7 percent.

Fringe benefits as a percent of average salaries may be computed from the data in Tables 4 and 5. For all institutions, 2015-2016 fringe benefits are 35.1 percent of the average salary; compared to the same percent in 2014-2015. For the research universities, four-year universities, and two-year colleges, the fringe benefits for 2015-2016 as a percent of average salaries are 33.6 percent, 33.9 percent, and 45.4 percent, respectively. Comparative percentages for 2014-2015 were 33.9 percent, 34.2 percent, and 44.3 percent, respectively.

Retirement plan payments are the largest fringe benefit for all institutions combined. 2015-2016 payments comprise 50.4 percent of the average total fringe benefits for the State System, a slight increase from the 50.0 percent in 2014-2015. For the research universities, four-year universities, and two-year colleges, retirement plan payments are 56.3 percent, 42.4 percent, and 49.4 percent, respectively, of the total average fringe benefits. Comparable 2014-2015 figures were 56.1 percent, 42.3 percent, and 48.7 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 21 institutions provide other fringe benefits not specifically identified.

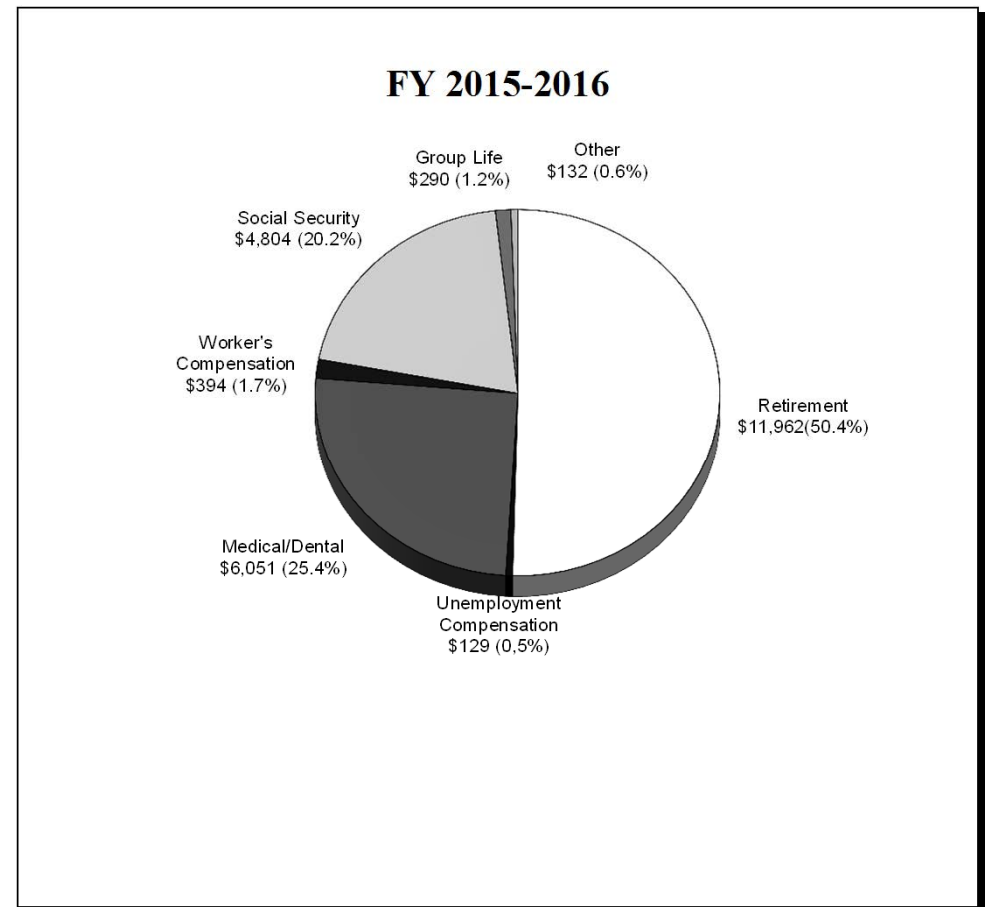
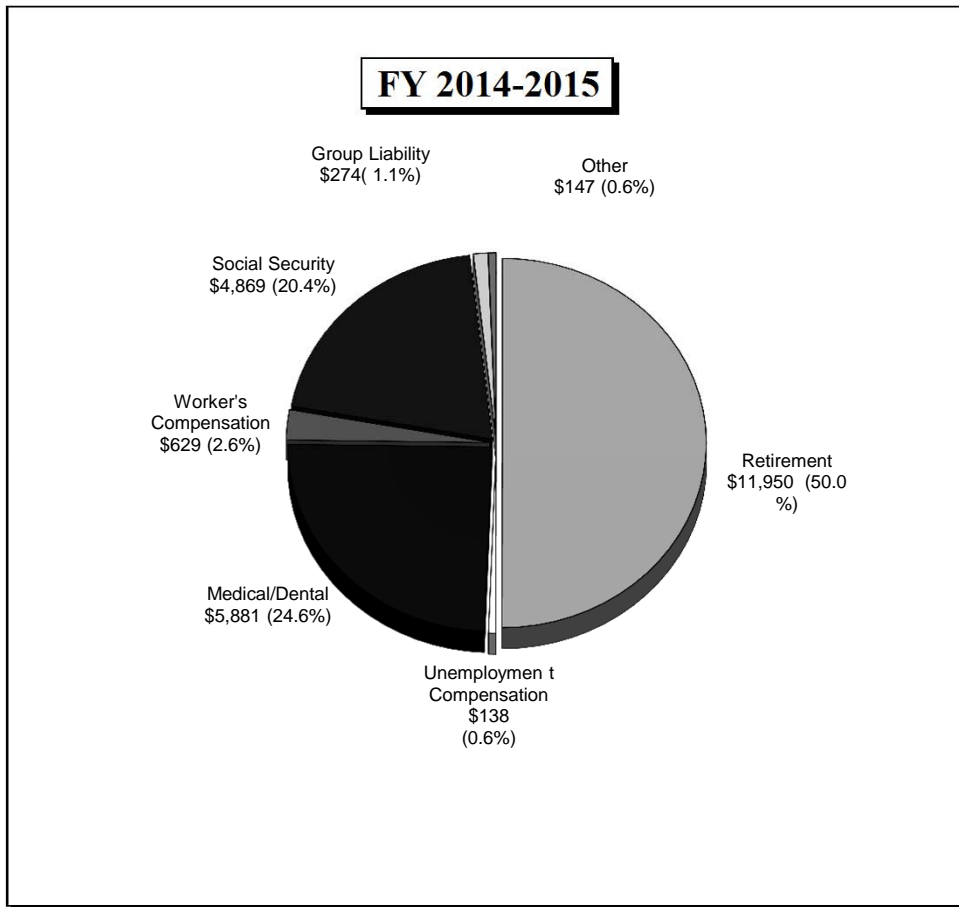
TABLE 5

**AVERAGE STAFF BENEFITS PAID 9-10 MONTH FULL-TIME FACULTY
2015-2016**

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	FY15 Benefits as % of Salary
OU	1,029	\$17,592	\$5,530	\$6,047	\$8	\$142	\$249	\$2	29,570		
OSU	792	13,541	5,417	6,139	57	572	527		26,253		
Research Universities	1,821	\$15,830	\$5,481	\$6,087	\$29	\$329	\$370	\$1	\$28,127	33.6%	33.9%
UCO	513	\$5,022	\$6,181	\$5,155	\$420	\$224	\$4	\$104	17,110		
ECU	154	9,847	6,297	792	273	190	306	158	17,863		
NSU	273	8,920	6,120	4,287	149	347	800	208	20,831		
NWOSU	81	10,281	6,752	4,157	175	209	598	182	22,354		
SEOSU	117	10,637	5,921	4,696	37	194	719	189	22,393		
SWOSU	182	13,896	7,028	4,563	150	208	597	744	27,186		
Cameron	171	10,828	5,916	4,194	109	581	975	243	22,846		
Langston	81	3,750	4,960	3,249	482	379	281		13,101		
OPSU	47	6,819	6,036	2,822	170	306	261	185	16,599		
RSU	83	10,262	6,158	2,255	169	252	217	71	19,384		
USAO	50	5,679	6,707	3,829	175	145	510	188	17,233		
Four-Year Universities	1,752	\$8,417	\$6,206	\$4,078	\$247	\$279	\$430	\$212	\$19,870	33.9%	34.2%
CASC	47	\$8,627	\$6,727	\$3,184	\$175	\$193	\$68	\$68	19,042		
CSC	43	9,013	5,440	3,396	133	298	275	217	18,772		
EOSC	43	8,741	6,706	3,252	175	48	1,154		20,076		
MSC	44	9,233	6,753	3,574	225	177	297		20,259		
NEOAMC	60	9,265	5,824	2,800	-	394	636	234	19,153		
NOC	97	10,611	7,174	3,783	187	172	264	73	22,264		
OCCC	140	12,533	7,215	3,736	78	229	469	171	24,431		
REDLANDS	26	8,974	6,785	3,331	435	73	457	178	20,233		
ROSE	100	10,988	7,494	3,533	149	111	300	394	22,969		
SSC	31	10,390	7,494	3,164	165	152	256	61	21,682		
TCC	255	12,960	6,395	4,210		349	200	447	24,561		
WOSC	33	8,713	5,647	2,615	101	151	1,100	64	18,391		
Two-Year Colleges	919	\$11,057	\$6,710	\$3,644	\$103	\$235	\$375	\$239	\$22,362	45.4%	44.3%
All Colleges & Universities	4,492	\$11,962	\$6,015	\$4,804	\$129	\$290	\$394	\$132	\$23,727	35.1%	35.1%
FY15 Total Benefits									\$23,889		
FY2016 Dollar and Percent Increase in Total Benefits									(\$162)	-0.7%	

FIGURE 5

CHANGE IN AVERAGE BENEFITS PAID TO 9-10 MONTH FULL-TIME FACULTY ALL INSTITUTIONS 2014-2015 TO 2015-2016



RETIREMENT PLAN PAYMENTS - PERCENT OF TOTAL BENEFITS BY TIER

	<u>FY15</u>	<u>FY16</u>
Research Universities	56.1%	56.3%
Four-Year Universities	42.3%	42.4%
Two-Year Colleges	48.7%	49.4%

This page left intentionally blank

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 2015-2016 to 11-12 month employed faculty is \$97,497, an increase over 2014-2015 of \$3,354 or 3.6 percent. The average 11-12 month salary for research universities is \$115,620; the average for four-year universities is \$80,124; and the average for two-year colleges is \$60,852. The 2015-2016 median of the average salaries for 22 institutions reporting 11-12 month full-time faculty is \$63,721.

The number of full-time faculty employed on an 11-12 month contract basis is 611 or 12.0 percent of the total full-time faculty in the 25 institutions. In 2014-2015 the number was 595 or 11.8 percent. The percent of faculty employed on an 11-12 month basis is 16.1 percent at research universities; 8.9 percent at four-year universities, and 9.1 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 38.17 percent of Langston University's faculty (50 out of 131) is employed on an 11-12 month basis.

TABLE 6

**AVERAGE SALARIES PAID 11-12 MONTH FULL-TIME FACULTY
2015-2016**

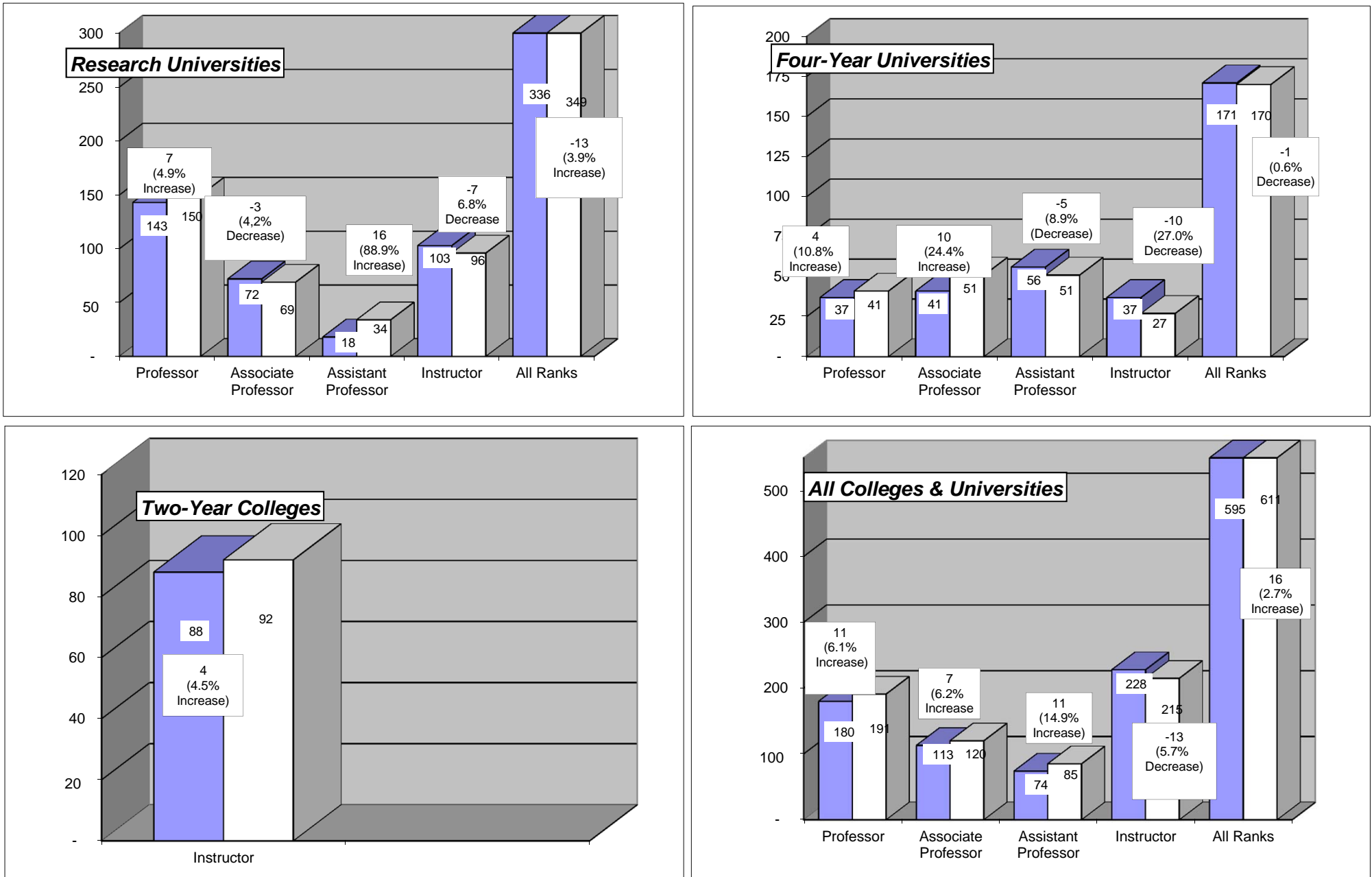
Institution	Academic Rank										No. of 11-12mo. Faculty as % of Total Faculty
	Professor		Associate Professor		Assistant Professor		Instructor		Average, All Ranks		
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	
University of Oklahoma	85	\$ 159,909	32	\$ 116,166	15	\$ 85,985	13	\$ 61,454	145	\$ 132,273	
Oklahoma State University	65	163,086	37	99,244	19	84,771	83	61,081	204	102,771	
Research Universities	150	\$ 161,286	69	\$ 107,092	34	\$ 85,307	96	\$ 61,132	349	\$ 115,620	16.1%
University of Central Oklahoma											
East Central University	2	89,120			1	74,095	9	60,323	16	75,148	
Northeastern State University	11	104,379	5	94,949	14	83,022	4	70,149	34	90,171	
Northwestern Oklahoma State University	1	100,850	1	90,000			3	54,146	5	74,508	
Southeastern Oklahoma State University	6	123,181	2	90,134	5	62,788			13	94,869	
Southwestern Oklahoma State University	4	144,329	9	107,190	11	99,633	2	56,419	26	101,893	
Cameron University			2	51,713			2	44,930	4	48,322	
Langston University	7	81,908	22	71,294	17	61,386	4	54,850	50	68,096	
Oklahoma Panhandle State University	1	32,961	2	61,055	1	37,235	3	56,805	7	47,017	
Rogers State University	7	84,527	7	73,799	1	59,731			15	77,867	
University of Science & Arts	2	78,205	1	74,000	1	63,360			4	73,773	
Regional Four-Year Universities	41	\$ 99,953	51	\$ 80,281	51	\$ 75,494	27	\$ 58,461	170	\$ 80,124	8.8%
Carl Albert State College							5	\$ 51,964	5	51,964	
Connors State College							3	46,635	3	46,635	
Eastern Oklahoma State College											
Murray State College							13	57,847	13	57,847	
Northeastern Oklahoma A&M College							-				
Northern Oklahoma College							2	60,324	2	60,324	
Oklahoma City Community College							3	59,971	3	59,971	
Redlands Community College							1	43,052	1	43,052	
Rose State College							10	61,524	10	61,524	
Seminole State College							6	49,256	6	49,256	
Tulsa Community College							45	65,917	45	65,917	
Western Oklahoma State College							4	56,494	4	56,494	
Two-Year Colleges	-	\$ -	-	\$ -	-	\$ -	92	\$ 60,852	92	\$ 60,852	9.1%
All Colleges and Universities	191	\$ 148,120	120	\$ 95,697	85	\$ 79,419	215	\$ 60,676	611	\$ 97,497	12.0%

FY15 11-12mo Faculty as % of Total Faculty: 11.7%

All Colleges and Universities	Median of All Institutions' Average Salaries:	\$ 63,721
-------------------------------	---	-----------

FIGURE 6

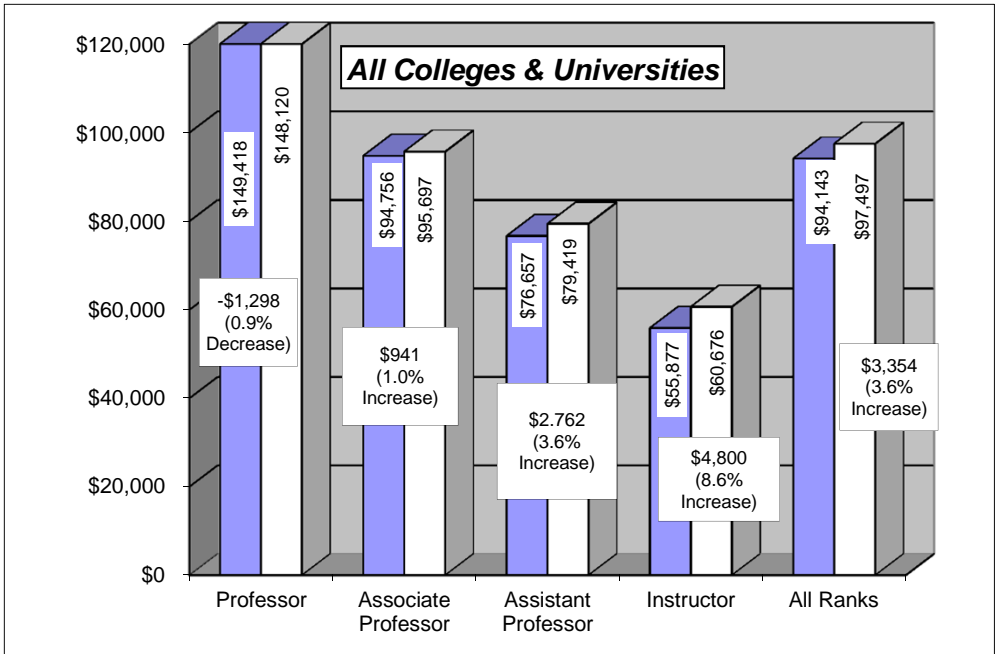
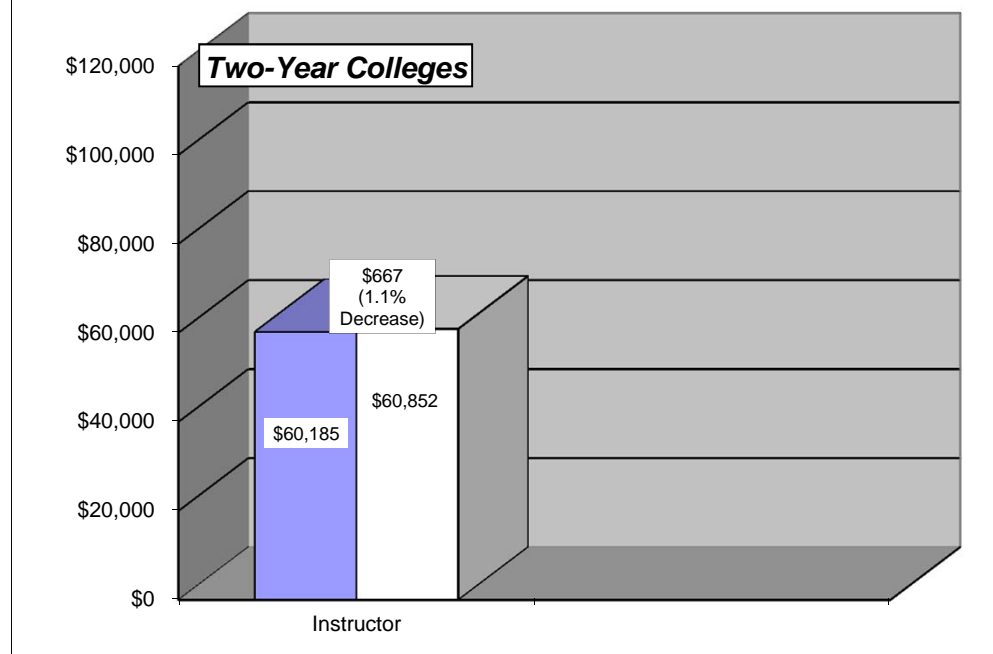
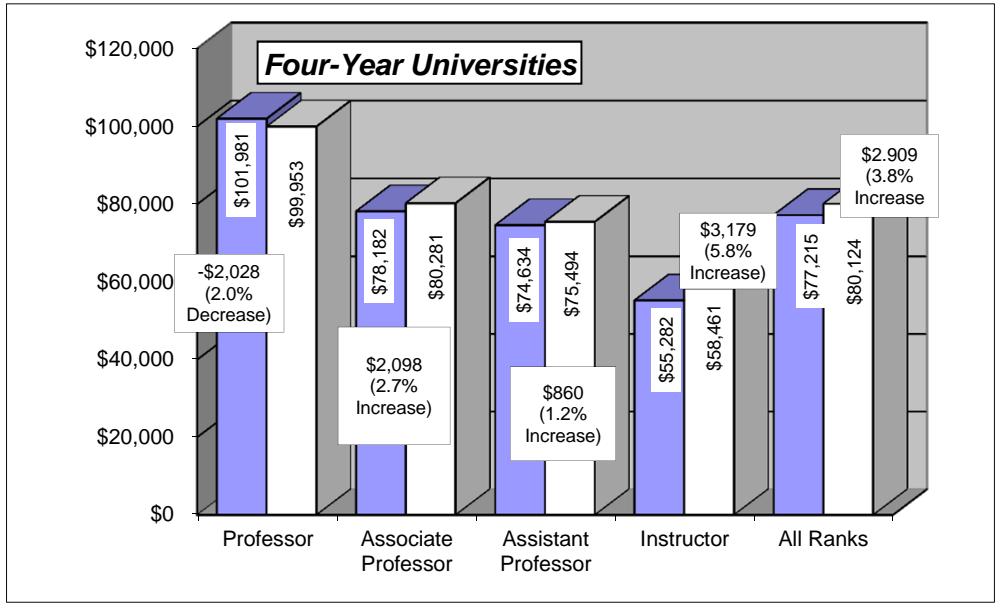
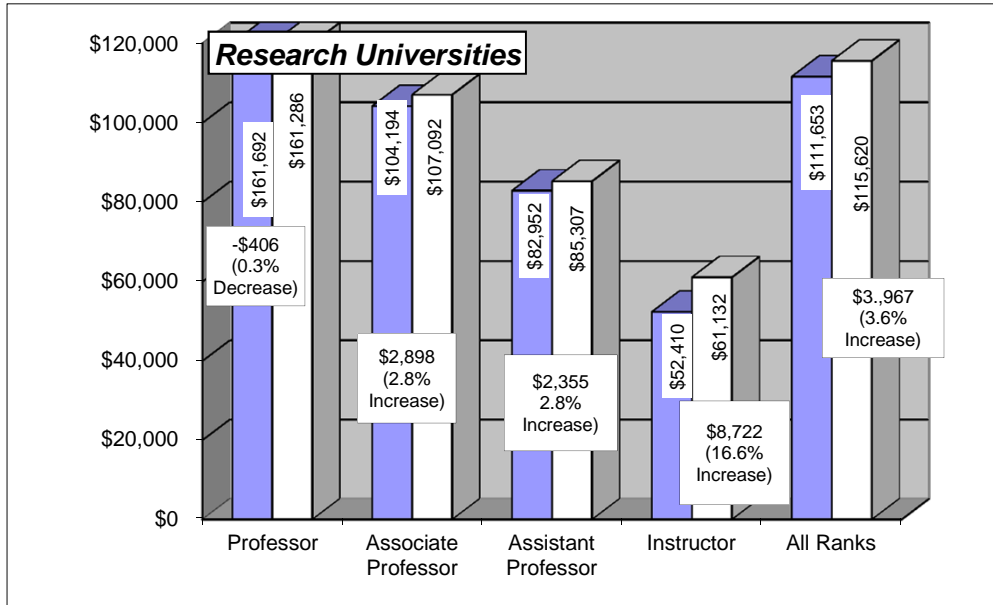
CHANGE IN NUMBER OF 11-12 MONTH FULL-TIME FACULTY 2014-2015 TO 2015-2016



2014-2015 2015-2016

FIGURE 7

CHANGE IN SALARIES OF 11-12 MONTH FULL-TIME FACULTY 2014-2015 TO 2015-2016



■ 2014-2015
 2015-2016

Table 7

Table 7 represents the 2015-2016 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 2015-2016 is \$30,849 and represents a decrease of \$577 or 1.8 percent.

Fringe benefits as a percent of average salaries may be computed from the data in Tables 6 and 7. For all institutions, 2015-2016 fringe benefits are 31.6 percent of the average salary, a decrease from 33.4 percent in 2014-2015. For the research universities, four-year universities, and two-year colleges, the fringe benefits as a percent of average salaries are 31.8 percent, 30.8 percent, and 32.1 percent, respectively. Comparable 2014-2015 figures were 33.5 percent, 32.9 percent, and 31.9 percent, respectively.

Retirement plan payments are the largest fringe benefit for all institutions combined. Such payments comprise 57.5 percent of the average total fringe benefits for the State System for 2015-2016 as compared with 57.9 percent for 2014-2015. For the research universities, four-year universities, and two-year colleges, the payments are 58.9 percent, 49.9 percent, and 67.0 percent, respectively, of the total average fringe benefits. Comparable figures for 2014-2015 were 57.4 percent, 56.2 percent, and 67.2 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. Twenty institutions provide other fringe benefits not specifically identified.

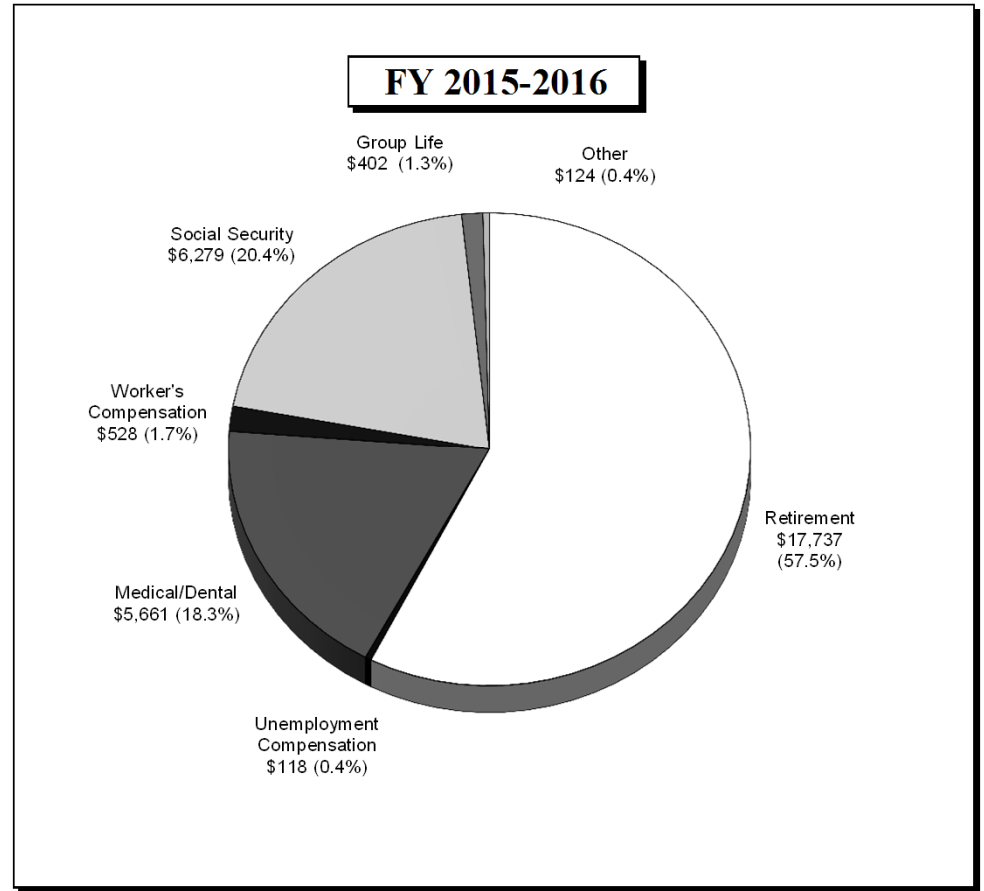
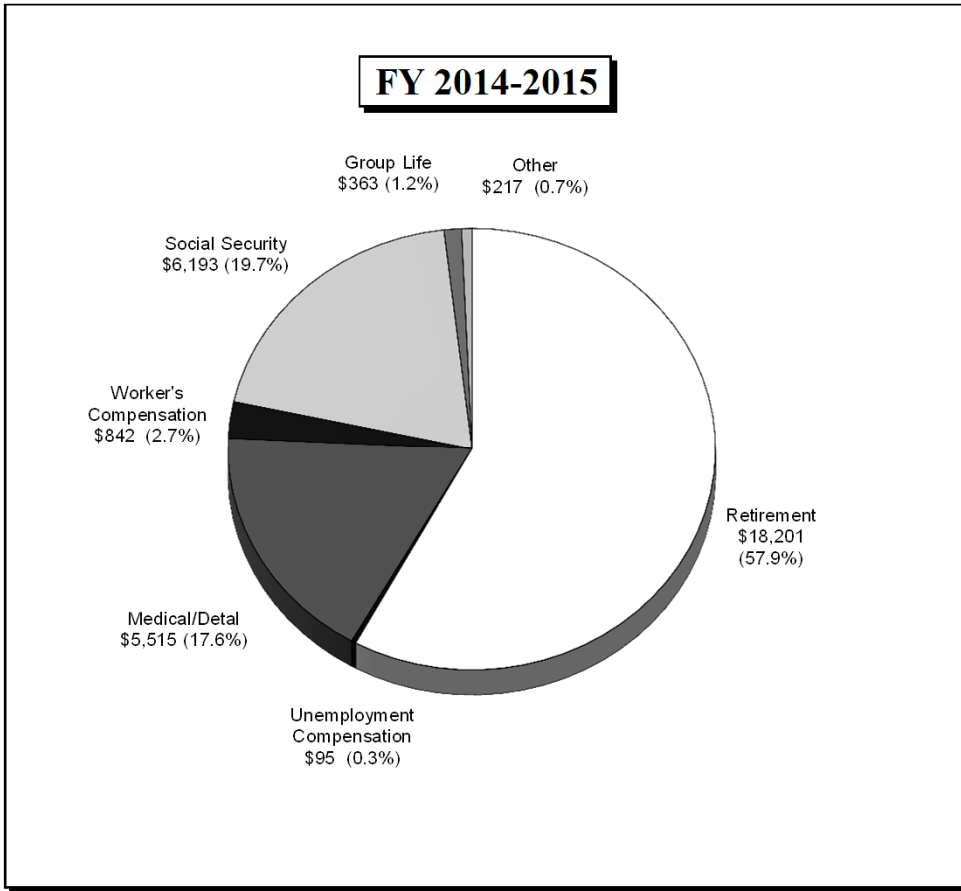
TABLE 7

**AVERAGE STAFF BENEFITS PAID 11-12 MONTH FULL-TIME FACULTY
2015-2016**

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	FY15 Benefits as % of Salary
OU	145	\$31,227	\$5,313	\$8,402	\$13	\$226	\$397	\$2	\$ 45,580		
OSU	204	14,801	5,284	6,563	57	565	640		27,910		
Research Universities	349	\$21,626	\$5,296	\$7,327	\$39	\$424	\$539	\$1	\$ 36,745	31.8%	33.5%
UCO									\$ -		
ECU	12	11,732	6,297	961	331	231	372	176	20,100		
NSU	34	14,858	6,120	6,786	149	558	800	334	29,605		
NWOSU	5	13,671	6,752	5,700	175	286	820	220	27,624		
SEOSU	13	16,933	5,700	6,800	57	294	1,109	250	31,143		
SWOSU	26	22,895	7,028	7,795	150	355	1,019	504	39,746		
Cameron	4	9,192	5,916	3,697	109	513	411	222	20,060		
Langston	50	4,766	4,960	4,086	615	442	307	191	15,367		
OPSU	8	8,211	4,998	3,446	170	303	661	159	17,948		
RSU	15	13,526	6,158	3,096	170	366	311	107	23,734		
USAO	4	7,679	6,707	5,618	175	213	749	223	21,364		
Four-Year Universities	171	\$12,305	\$5,878	\$5,131	\$294	\$404	\$623	\$264	\$ 24,669	30.8%	32.9%
CASC	5	\$10,701	\$6,727	\$4,105	\$175	\$246	\$86	\$86	\$ 22,126		
CSC	3	\$9,467	\$5,440	\$3,567	\$139	\$348	\$289	\$228	19,478		
EOSC											
MSC	13	10,779	6,753	4,464	225	222	372		22,815		
NEOAMC											
NOC	2	12,096	7,174	4,614	187	209	576	89	24,945		
OCCC	3	15,185	7,215	4,588	96	281	576	210	28,151		
REDLANDS	1	8,886	6,785	3,293	431	73	452	178	20,098		
ROSE	10	14,185	7,494	4,707	149	148	400	499	27,582		
SSC	6	9,514	7,494	2,858	165	180	231	73	20,515		
TCC	45	14,667	6,397	4,770		422	200	505	26,961		
WOSC	4	11,075	5,647	3,437	101	197	1,100	84	21,641		
Two-Year Colleges	92	\$13,086	\$6,640	\$4,437	\$89	\$313	\$307	\$332	19,526	32.1%	31.9%
All Colleges & Universities	612	\$17,737	\$5,661	\$6,279	\$118	\$402	\$528	\$124	\$30,849	31.6%	33.4%
FY15 Total Average Benefits									\$31,426		
FY16 Dollar and Percent Increase in Total Benefits									(\$577)	-1.8%	

FIGURE 8

CHANGE IN AVERAGE BENEFITS PAID TO 11-12 MONTH FULL-TIME FACULTY ALL INSTITUTIONS 2014-2015 TO 2015-2016



RETIREMENT PLAN PAYMENTS - PERCENT OF TOTAL BENEFITS BY TIER

	<u>FY15</u>	<u>FY16</u>
Comprehensive Universities	57.4%	58.9%
Four-Year Universities	56.2%	49.9%
Two-Year Colleges	67.2%	67.0%

This page left intentionally blank

TABLE 8

Table 8 presents the 2015-2016 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 2015-2016 is \$91,349 compared with \$91,577 in 2014-2015, and represents a decrease of \$228 or 0.2 percent. The 2015-2016 average for research universities is \$111,780, for four-year universities, \$78,481, and for two-year colleges, \$71,597. The median of the average total compensation for all 25 institutions reporting is \$71,723.

Average total compensation for 11-12 month faculty in 2015-2016 is \$128,346 compared with \$125,569 in 2014-2015, and represents an increase of \$2,777 or 2.2 percent. The 2015-2016 average for research universities is \$152,363, for four-year universities, \$104,793, and for two-year colleges, \$80,378. The median of the average total compensation of the 22 institutions reporting 11-12 month faculty is \$86,696.

TABLE 8

**AVERAGE TOTAL COMPENSATION PAID
9-10 MONTH AND 11-12 MONTH FULL-TIME FACULTY
2015-2016**

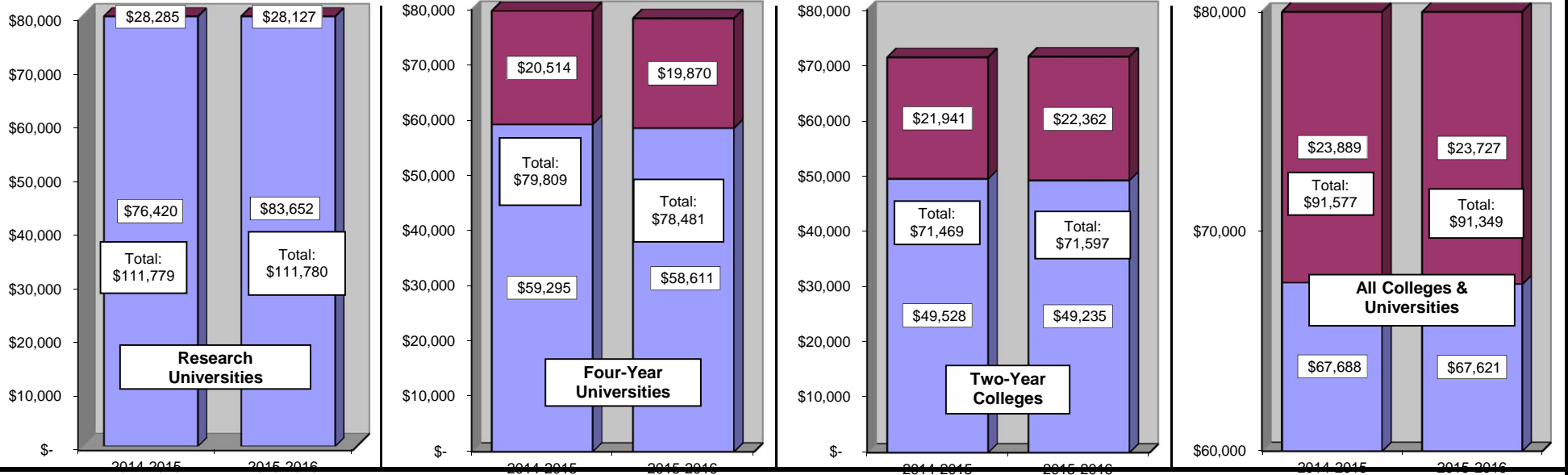
Institution	9-10 Month			11-12 Month		
	Average Salaries	Average Staff Benefits	Average Total Compensation	Average Salaries	Average Staff Benefits	Average Total Compensation
University of Oklahoma	\$ 82,917	\$ 29,570	\$ 112,487	\$ 132,273	\$ 45,580	\$ 177,853
Oklahoma State University	83,937	26,253	110,190	102,771	27,910	130,681
Research Universities	\$ 83,652	\$ 28,127	\$ 111,780	\$ 115,620	\$ 36,745	\$ 152,365
University of Central Oklahoma	\$ 67,420	\$ 17,110	\$ 84,530	\$ -	\$ -	\$ -
East Central University	54,602	17,863	72,465	75,148	20,100	95,248
Northeastern State University	56,096	20,831	76,927	90,171	29,605	119,776
Northwestern Oklahoma State University	54,341	22,354	76,695	74,508	27,624	102,132
Southeastern Oklahoma State University	61,440	22,393	83,833	94,869	31,143	126,012
Southwestern Oklahoma State University	59,651	27,186	86,837	101,893	39,746	141,639
Cameron University	54,818	22,846	77,664	48,322	20,060	68,382
Langston University	51,905	13,101	65,006	68,096	15,367	83,463
Oklahoma Panhandle State University	38,696	16,599	55,295	47,017	17,948	64,965
Rogers State University	53,176	19,384	72,560	77,867	23,734	101,601
University of Science & Arts of Oklahoma	50,048	17,233	67,281	73,773	21,364	95,137
Four-Year Universities	\$ 58,611	\$ 19,870	\$ 78,481	\$ 80,124	\$ 24,669	\$ 104,793
Carl Albert State College	\$ 42,220	\$ 19,042	\$ 61,262	\$ 51,964	\$ 22,126	\$ 74,090
Connors State College	44,400	18,772	63,172	46,635	19,478	66,113
Eastern Oklahoma State College	42,511	20,076	62,587	-	-	-
Murray State College	46,220	20,259	66,479	57,847	22,815	80,662
Northeastern Oklahoma A&M College	45,855	19,153	65,008	-	-	-
Northern Oklahoma College	49,459	22,264	71,723	60,324	24,945	85,269
Oklahoma City Community College	48,839	24,431	73,270	59,971	28,151	88,122
Redlands Community College	43,548	20,233	63,781	43,052	20,098	63,150
Rose State College	46,189	22,969	69,158	61,524	27,582	89,106
Seminole State College	41,363	21,682	63,045	49,256	20,515	69,771
Tulsa Community College	57,431	24,561	81,992	65,917	26,961	92,878
Western Oklahoma State College	43,245	18,391	61,636	56,494	21,641	78,135
Two-Year Colleges	\$ 49,235	\$ 22,362	\$ 71,597	\$ 60,852	\$ 19,526	\$ 80,378
All Colleges & Universities	\$ 67,621	\$ 23,727	\$ 91,349	\$ 97,497	\$ 30,849	\$ 128,346
Median Average Total Compensation:			\$ 71,723			\$ 86,696
Average Total Compensation, FY15:			\$ 91,577			\$ 125,569
			\$ (228)			\$ 2,777
FY16 Dollar Increase			-0.2%			2.2%

FY16 Percent Increase

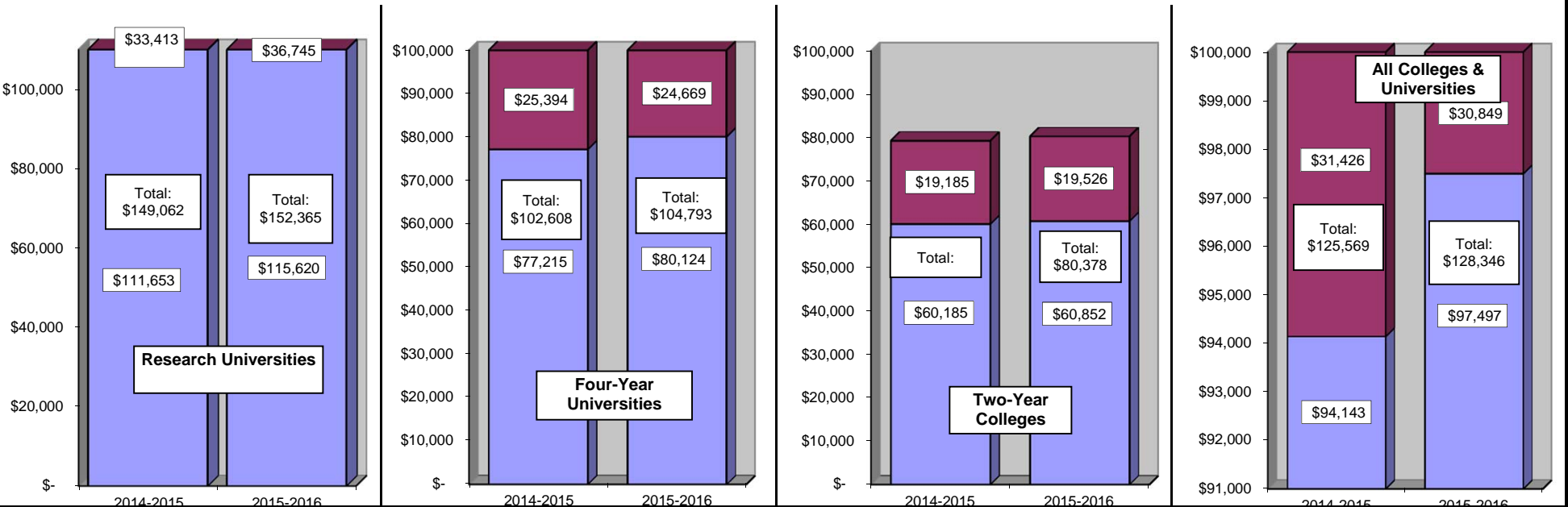
FIGURE 9

**AVERAGE TOTAL COMPENSATION PAID 9-10 MONTH & 11-12 MONTH FULL-TIME FACULTY
2014-2015 COMPARED TO 2015-2016**

9-10 MONTH FULL-TIME FACULTY



11-12 MONTH FULL-TIME FACULTY



■ Salary ■ Benefits

This page left intentionally blank

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 2015-2016 for the three classifications of institutions are: research universities, \$240,036; four-year universities, \$113,918; and two-year colleges, \$73,812. For 2014-2015 the average salaries were \$242,173, \$113,776, and \$68,352, respectively. Average salaries for academic deans in 2015-2016, decreased 0.9 percent at the research universities, and increased 0.1 percent at the regional universities and 8.0 at the two-year colleges.

The highest salary paid academic deans in the 25 institutions on an 11-12 month contract basis in 2015-2016 is \$378,446 for research universities, \$201,900 for four-year universities, and \$96,345 for two-year colleges. The highest salary for these categories in 2014-2015 was \$378,446, \$201,900, and \$96,345 for the research universities, four-year universities, and two-year colleges, respectively. The 2015-2016 lowest salary for academic deans is \$154,440 for research universities, \$55,709 for four-year universities, and \$44,289 for two-year colleges. The lowest salaries for these categories in 2014-2015, were \$161,118; \$55,709; and \$50,140, respectively.

For full-time faculty on 9-10 month contracts in the state system, the highest salary paid in 2015-2016 is \$303,867, compared to \$298,863 2014-2015. The lowest salary is \$15,302, compared to \$22,713 in 2014-2015.

For 2015-2016, the highest salary for a full-time faculty member employed on a 9-10 month contract basis by a four-year university is \$139,380, compared to \$129,380 in 2014-2015. The lowest salary for a full-time faculty member employed on a 9-10 month contract basis by a four-year university in 2015-2016 is \$15,479, compared to the same in 2014-2015. For two-year colleges, the 2015-2016 high is \$86,779 compared to the same in 2014-2015. Finally, the 2015-2016 low two-year college salary is \$24,000, compared to \$25,700 in 2014-2015.

The highest salary paid an 11-12 month contract full-time faculty member in the 25 institutions in 2015-2016 is \$425,004, compared to the same in 2014-2015. The lowest salary in 2015-2016 is \$4,725 compared to \$8,775 in 2014-2015. For 2015-2016, 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 2014-2015; the lowest salary in 2015-2016 is \$36,997, compared to \$32,961 in 2014-2015. For 2015-2016, 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 2014-2015; the lowest salary is \$32,526 compared to \$30,000 in 2014-2015. These data exclude academic deans.

TABLE 9

**RANGE OF SALARIES PAID 9-10 AND 11-12 MONTH
ACADEMIC DEANS AND FULL-TIME FACULTY
2015-2016**

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	1	-	2	9	7
	Individuals	1	1	-	25	33	25
Salary:	Highest (FY16)	133,902	64,515	-	\$378,446	\$201,900	\$96,345
	<i>FY15 High</i>	105,975	64,515	-	\$378,446	\$201,900	\$96,304
	Lowest (FY16)	133,902	64,515	-	154,440	55,709	44,289
	<i>FY15 Low</i>	105,975	64,515	-	161,118	55,709	50,140
	Average (FY16)	133,902	61,515	-	240,036	113,918	73,812
	<i>FY15 Average</i>	105,975	64,515	-	242,173	113,776	68,352
	% Change in Avg Salary	26.4%	-4.7%	-	-0.9%	0.1%	8.0%
<u>Professor</u>							
Number:	Institutions	2	11		2	9	
	Individuals	559	454		150	41	
Salary:	Highest	\$303,867	\$129,380		\$425,004	\$163,392	
	Lowest	52,530	30,993		67,815	32,961	
	Average	112,243	67,967		161,296	94,161	
<u>Associate Professor</u>							
Number:	Institutions	2	11		2	9	
	Individuals	501	326		69	51	
Salary:	Highest	\$197,000	\$124,601		\$252,132	\$160,000	
	Lowest	47,968	41,706		48,906	45,000	
	Average	80,098	58,360		117,192	79,348	

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	8	
Individuals	519	489		24	51	
Salary: Highest	\$190,000	\$125,000		\$204,765	\$120,254	
Lowest	42,722	33,467		48,850	37,235	
Average	74,986	52,164		85,307	67,565	
<u>Instructor</u>						
Number: Institutions	2	11	12	2	7	10
Individuals	242	473	919	96	27	91
Salary: Highest	\$135,045	\$93,278	\$86,779	\$322,320	\$94,199	\$85,971
Lowest	15,302	15,479	24,000	4,725	36,997	32,526
Average	44,468	42,616	45,940	60,051	56,803	55,298
<u>All Ranks</u>						
Number: Institutions	2	11	12	2	10	10
Individuals	1,773	1,774	924	346	91	91
Salary: Highest (FY16)	303,867	139,380	86,779	425,004	163,392	85,971
<i>FY15 High</i>	\$298,863	\$129,380	\$86,779	\$425,004	\$163,392	\$85,971
Lowest (FY16)	15,302	15,479	24,000	4,725	36,997	32,526
<i>FY15 Low</i>	22,713	15,479	25,700	8,775	32,961	30,000
Average (FY16)	83,427	54,770	45,940	117,522	75,133	55,298
<i>FY15 Average</i>	82,038	54,958	46,168	115,761	76,498	54,658
% Change in Avg Salary	1.7%	-0.3%	-0.5%	1.5%	-1.8%	1.2%

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 2014-2015 and “estimated” for the current year, 2015-2016.

The “estimated” average mean income in the 25 institutions from extra teaching assignments and approved non-institutional employment for 2015-2016 is \$5,706 for those faculty members earning such income. The “actual” figure for 2014-2015 was \$5,928. In 2015-2016, the median of the “estimated” averages is \$4,952; in 2014-2015, the median of the “actual” averages was \$5,546. In 2015-2016, the highest “estimated” average income from extra assignments is \$12,000; in 2014-2015, the highest “actual” average was \$11,565.

TABLE 10

**ADDITIONAL INCOME FROM EXTRA TEACHING ASSIGNMENTS
AND APPROVED NONINSTITUTIONAL EMPLOYMENT
2014-2015 AND 2015-2016**

Institution	Income from Extra Assignments			
	2014-2015 ACTUAL		2015-2016 ESTIMATED	
	Number of Faculty	Average Income	Number of Faculty	Average Income
University of Oklahoma	441	\$8,902	450	\$9,922
Oklahoma State University	141	\$2,190	-	\$0
Research Universities	582	\$7,276	450	\$9,922
University of Central Oklahoma	227	\$4,013	142	\$3,092
East Central University	157	7,494	166	6,218
Northeastern State University	84	2,549	317	4,022
Northwestern Oklahoma State University	70	2,752	72	2,645
Southeastern Oklahoma State University	86	4,662	82	4,451
Southwestern Oklahoma State University	153	5,574	155	5,375
Cameron University	132	2,739	119	2,368
Langston University	38	5,653	30	6,540
Oklahoma Panhandle State University	-	-	-	-
Rogers State University	88	4,888	81	4,913
University of Science & Arts of Oklahoma	31	3,180	28	3,180
Four-Year Universities	1,066	\$3,968	1,192	\$3,785
Carl Albert State College	55	6,610	55	4,480
Connors State College	51	2,600	47	2,000
Eastern Oklahoma State College	28	5,517	29	5,262
Murray State College	34	3,748	28	2,343
Northeastern Oklahoma A&M College	48	454	60	500
Northern Oklahoma College	118	6,367	83	9,469
Oklahoma City Community College	146	11,565	146	12,000
Redlands Community College	22	5,670	20	6,486
Rose State College	102	8,795	95	6,083
Seminole State College	40	6,571	31	6,700
Tulsa Community College	222	8,920	209	4,991
Western Oklahoma State College	31	4,477	28	2,823
Two-Year Colleges	897	\$7,382	831	\$6,178
All Colleges & Universities	2,545	\$5,928	2,473	\$5,706
Median of Averages:		\$ 5,546		\$ 4,952
Highest Average:		\$ 11,565		\$ 12,000

FIGURE 10
NUMBER OF FACULTY RECEIVING ADDITIONAL INCOME FROM EXTRA TEACHING ASSIGNMENTS
AND APPROVED NONINSTITUTIONAL EMPLOYMENT
2014-2015 TO 2015-2016

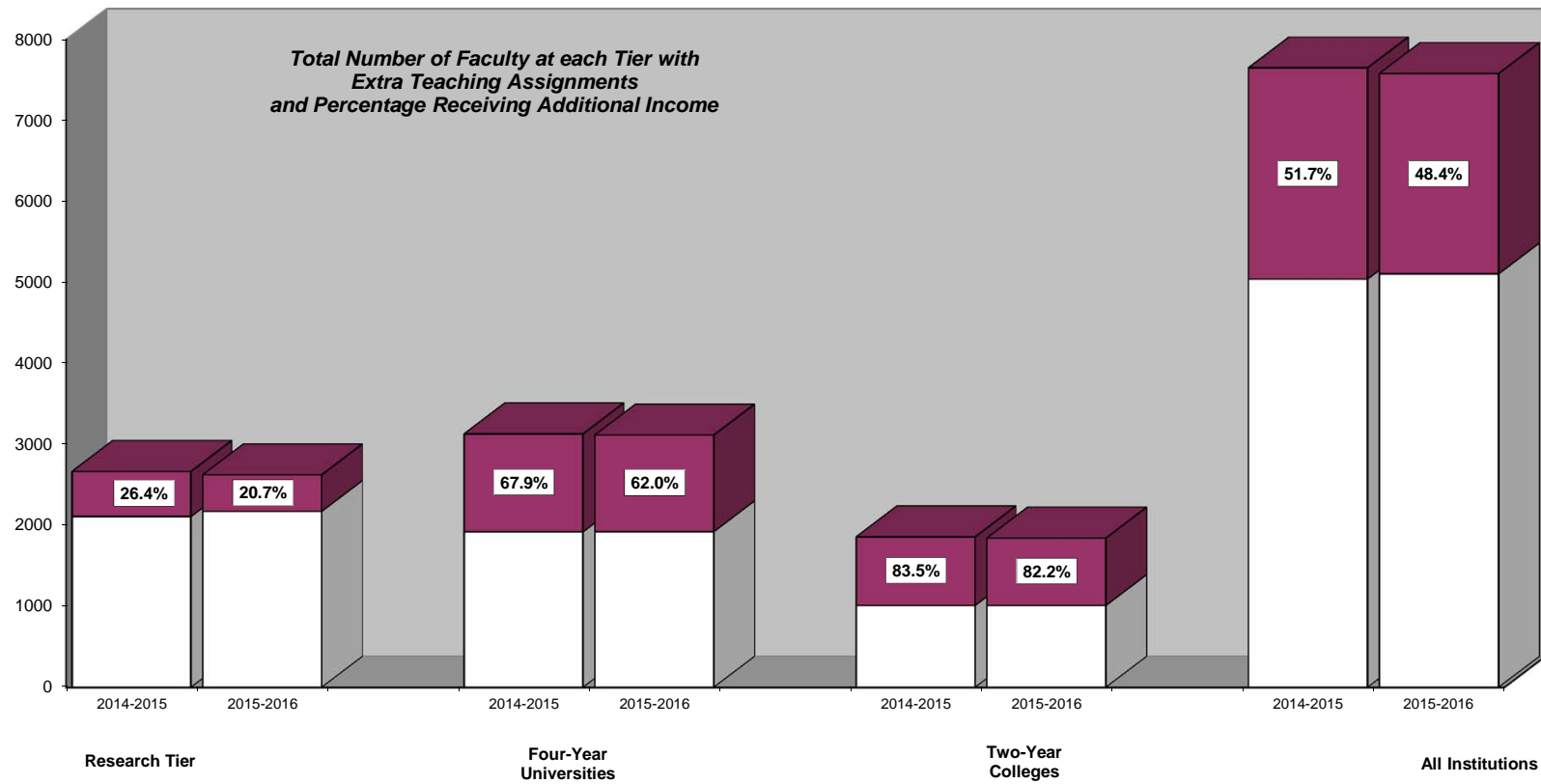


TABLE 11

Table 11 presents 2015-2016 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 2015-2016, the same as in 2014-2015. Fringe benefits for the president average \$101,488.

Four-year university presidents receive an average salary of \$203,722 in 2015-2016, up from \$200,780 in 2014-2015 average salary. The highest salary for a four-year university president in 2015-2016 is \$280,000, compared to \$279,000 in 2014-2015. Fringe benefits average \$52,407 or 25.7 percent of the average salary.

Two-year college presidents receive an average salary of \$177,940 in 2015-2016, down slightly from the 2014-2015 average salary of \$175,861. The highest salary for a two-year college president in 2015-2016 is \$270,000, compared to the same in 2014-2015. Fringe benefits average \$59,815 or 33.6 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
2015-2016**

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
	Individuals	2	11	12		Individuals	1	5	7
Salary:	Highest	\$425,004	\$280,000	\$270,000	Salary:	Highest	\$233,075	\$117,000	\$115,000
	Lowest	372,203	158,340	125,000		Lowest	233,075	86,470	42,000
	Average	398,604	203,722	177,940		Average	233,075	107,444	74,434
Fringe Benefits:	Highest	\$139,479	\$70,256	\$123,709	Fringe Benefits:	Highest	\$92,718	\$36,487	\$44,271
	Lowest	63,497	35,811	17,205		Lowest	92,718	22,732	17,075
	Average	101,488	52,407	59,815		Average	92,718	30,651	29,888
<u>Chief Academic Officer</u>				<u>Chief Student Affairs Officer</u>					
Number:	Institutions	2	11	12	Number:	Institutions	2	11	12
	Individuals	2	11	11		Individuals	2	11	10
Salary:	Highest	\$328,041	\$160,000	\$190,000	Salary:	Highest	\$225,000	\$132,000	\$120,000
	Lowest	325,000	113,000	85,000		Lowest	201,312	59,910	59,000
	Average	326,521	139,573	108,537		Average	213,156	102,462	91,227
Fringe Benefits:	Highest	\$61,486	\$51,213	\$54,360	Fringe Benefits:	Highest	\$89,905	\$41,088	\$46,453
	Lowest	49,055	26,970	30,427		Lowest	60,518	18,562	23,250
	Average	55,271	39,887	38,382		Average	75,212	31,827	34,199
<u>Chief Business Officer</u>				<u>Director of Institutional Research</u>					
Number:	Institutions	2	11	12	Number:	Institutions	2	11	12
	Individuals	2	10	12		Individuals	2	8	6
Salary:	Highest	\$311,000	\$169,950	\$131,441	Salary:	Highest	\$156,780	\$97,550	\$78,000
	Lowest	237,636	105,855	83,000		Lowest	121,631	45,000	35,000
	Average	274,318	133,866	101,421		Average	139,206	75,545	54,685
Fringe Benefits:	Highest	\$119,867	\$53,565	\$47,697	Fringe Benefits:	Highest	\$50,228	\$33,216	\$31,762
	Lowest	68,389	25,514	27,646		Lowest	45,142	16,344	16,186
	Average	94,128	38,516	37,001		Average	47,685	24,411	22,964

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	2	8	11		Individuals	1	5	1
Salary:	Highest	\$228,840	\$107,000	\$155,000	Salary:	Highest	\$130,000	\$120,000	\$53,200
	Lowest	154,488	45,000	31,620		Lowest	130,000	64,673	53,200
	Average	191,664	72,636	56,091		Average	130,000	86,446	53,200
Fringe Benefits:	Highest	\$91,242	\$29,306	\$53,986	Fringe Benefits:	Highest	\$30,506	\$38,433	\$24,990
	Lowest	34,444	17,675	17,028		Lowest	30,506	16,078	24,990
	Average	62,843	23,345	24,830		Average	30,506	26,288	24,990
<u>Director of Libraries</u>				<u>Registrar</u>					
Number:	Institutions	2	11	12	Number:	Institutions	2	11	12
	Individuals	2	11	10		Individuals	2	10	8
Salary:	Highest	\$280,500	\$88,544	\$70,380	Salary:	Highest	\$185,335	\$88,987	\$62,596
	Lowest	173,976	58,710	41,262		Lowest	128,400	50,000	38,000
	Average	227,238	72,099	55,006		Average	156,868	65,551	50,740
Fringe Benefits:	Highest	\$79,408	\$30,320	\$30,827	Fringe Benefits:	Highest	\$76,085	\$27,247	\$29,010
	Lowest	54,203	18,138	18,003		Lowest	43,671	16,982	15,855
	Average	66,806	24,252	23,736		Average	59,878	22,575	22,864
<u>Director of Purchasing</u>				<u>Chief Physical Plant & Facilities</u>					
Number:	Institutions	2	11	12	Number:	Institutions	2	11	12
	Individuals	2	6	5		Individuals	2	9	10
Salary:	Highest	\$166,801	\$68,000	\$73,536	Salary:	Highest	\$174,972	\$90,640	\$87,000
	Lowest	127,500	40,000	37,822		Lowest	157,820	63,440	38,760
	Average	147,151	52,766	52,761		Average	166,396	80,776	60,145
Fringe Benefits:	Highest	\$57,225	\$22,207	\$30,136	Fringe Benefits:	Highest	\$54,822	\$35,805	\$43,425
	Lowest	38,468	12,813	18,672		Lowest	37,225	-	15,006
	Average	47,847	17,516	23,992		Average	46,024	24,151	25,471

TABLE 11 (cont.)

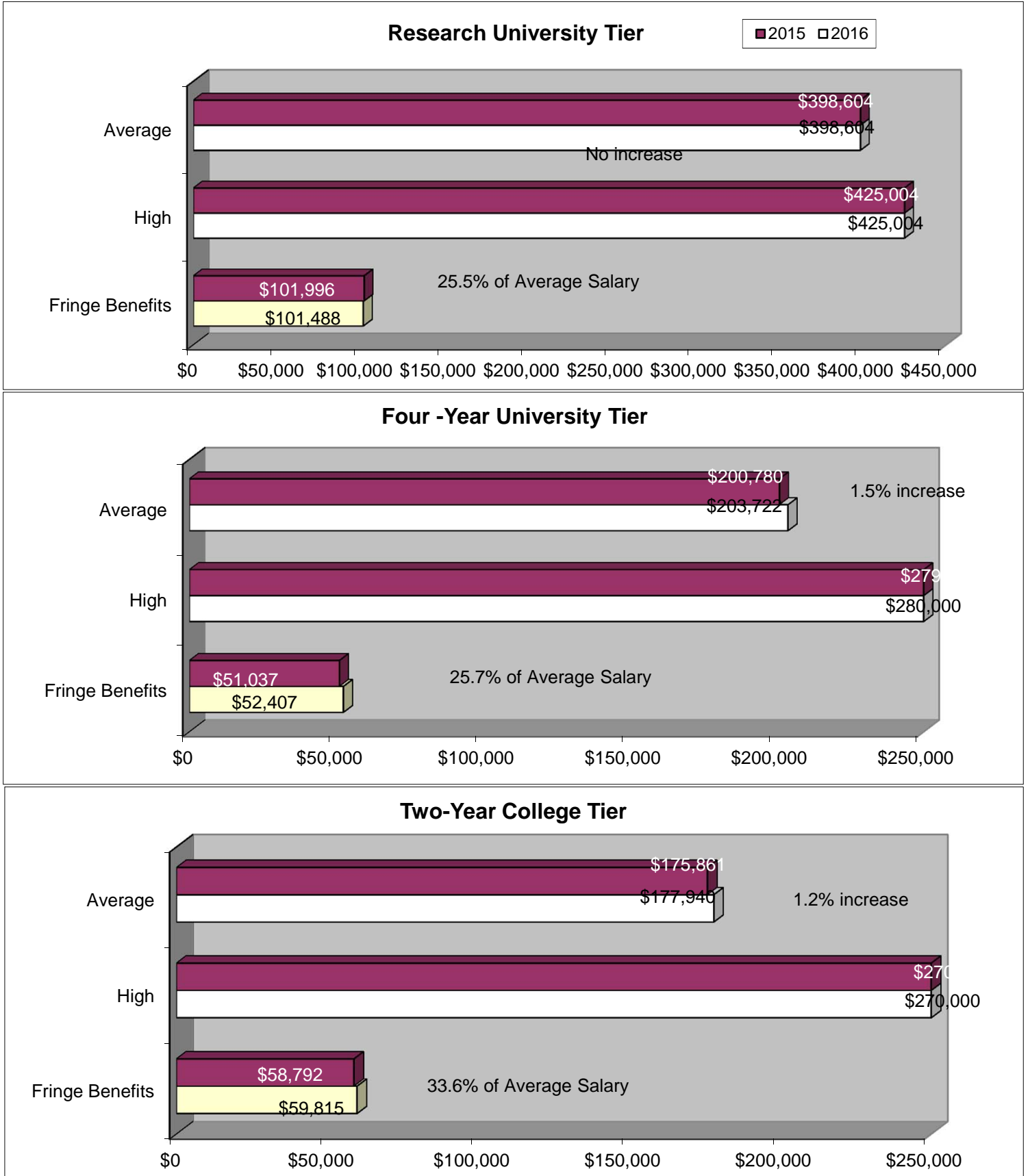
Position	Type of Institution			Position	Type of Institution				
	Research Universities	Four-Year Universities	Two-Year Colleges		Research Universities	Four-Year Universities	Two-Year Colleges		
<u>Chief Budgeting Officer</u>				<u>Director of Campus Security</u>					
Number:	Institutions	2	11	12	Number:	Institutions	2	11	12
	Individuals	2	1	3		Individuals	2	9	9
Salary:	Highest	\$153,789	\$93,713	\$69,160	Salary:	Highest	\$142,299	\$83,364	\$77,327
	Lowest	130,011	93,713	47,000		Lowest	97,852	39,566	30,752
	Average	141,900	93,713	60,076		Average	120,076	60,869	51,051
Fringe Benefits:	Highest	\$65,455	\$28,005	\$29,878	Fringe Benefits:	Highest	\$37,846	\$28,541	\$40,653
	Lowest	44,043	28,005	19,229		Lowest	16,425	15,249	14,117
	Average	54,749	28,005	26,200		Average	27,136	21,183	23,410
<u>Chief Personnel/HR Officer</u>				<u>Chief Payroll Officer</u>					
Number:	Institutions	2	11	12	Number:	Institutions	2	11	12
	Individuals	2	9	9		Individuals	2	5	6
Salary:	Highest	\$155,250	\$90,512	\$113,000	Salary:	Highest	\$99,541	\$65,000	\$60,961
	Lowest	143,504	52,000	39,900		Lowest	87,812	37,000	32,640
	Average	149,377	70,292	57,661		Average	93,677	53,606	44,070
Fringe Benefits:	Highest	\$41,475	\$36,004	\$32,086	Fringe Benefits:	Highest	\$40,912	\$23,967	\$25,413
	Lowest	29,587	17,597	17,431		Lowest	35,920	13,192	16,487
	Average	35,531	24,097	22,607		Average	38,416	18,986	21,008
<u>Director of Alumni Affairs</u>				<u>Director of Telecommunications</u>					
Number:	Institutions	2	11	12	Number:	Institutions	2	11	12
	Individuals	1	8	3		Individuals	1	2	2
Salary:	Highest	\$105,790	\$82,051	\$64,000	Salary:	Highest	\$105,199	\$68,550	\$65,777
	Lowest	105,790	36,000	41,500		Lowest	105,199	61,089	50,428
	Average	105,790	53,405	52,500		Average	105,199	64,820	58,103
Fringe Benefits:	Highest	\$40,116	\$21,719	\$29,469	Fringe Benefits:	Highest	\$33,544	\$22,665	\$28,861
	Lowest	40,116	14,298	19,665		Lowest	33,544	22,665	20,577
	Average	40,116	18,696	23,810		Average	33,544	22,665	24,719

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	2	8	8		Individuals	2	8	7
Salary:	Highest	\$200,000	\$103,000	\$100,000	Salary:	Highest	\$101,468	\$63,984	\$64,710
	Lowest	180,000	43,500	46,000		Lowest	97,000	40,000	31,620
	Average	190,000	73,715	59,669		Average	99,234	51,154	46,153
Fringe Benefits:	Highest	\$74,588	\$36,004	\$39,143	Fringe Benefits:	Highest	\$44,684	\$24,369	\$29,702
	Lowest	60,215	19,482	18,456		Lowest	36,484	12,485	17,028
	Average	67,402	25,539	24,458		Average	40,584	19,053	21,854
<u>Director of Financial Aid</u>				<u>Director of Athletics</u>					
Number:	Institutions	2	11	12	Number:	Institutions	2	11	12
	Individuals	2	11	12		Individuals	2	9	5
Salary:	Highest	\$105,336	\$79,989	\$83,780	Salary:	Highest	\$564,372	\$120,000	\$70,000
	Lowest	97,000	48,500	40,000		Lowest	375,000	78,787	57,999
	Average	101,168	64,711	53,317		Average	469,686	95,465	65,855
Fringe Benefits:	Highest	\$37,618	\$36,580	\$66,116	Fringe Benefits:	Highest	\$81,233	\$35,990	\$30,130
	Lowest	37,566	15,453	17,482		Lowest	78,312	23,303	23,242
	Average	37,592	22,474	26,850		Average	79,773	30,206	25,187
<u>Chief Legal Counsel</u>				<u>Chief Information System Officer</u>					
Number:	Institutions	2	11	12	Number:	Institutions	2	11	12
	Individuals	2	2	-		Individuals	2	10	8
Salary:	Highest	\$325,000	\$82,051	\$0	Salary:	Highest	\$239,700	\$126,000	\$110,000
	Lowest	263,938	60,000	-		Lowest	180,564	73,645	56,398
	Average	294,469	71,026	-		Average	210,132	90,827	68,176
Fringe Benefits:	Highest	\$60,156	\$17,429	\$0	Fringe Benefits:	Highest	\$76,366	\$37,484	\$37,483
	Lowest	49,055	17,429	-		Lowest	55,724	21,508	22,899
	Average	54,606	17,429	-		Average	66,045	28,593	26,277

FIGURE 11

**PRESIDENTS' SALARIES AND BENEFITS
HIGH AND AVERAGE SALARY COMPARISONS, FY2015 TO FY2016**



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*** 2015-2016 average salary is \$85,699. ***The College of Dentistry*** 2015-2016 average salary is \$91,251. ***The College of Nursing*** 2015-2016 average salary is \$69,589. ***The College of Public Health*** 2015-2016 average salary is \$103,266. ***The College of Allied Health*** 2015-2016 average salary is \$70,417. ***The College of Pharmacy*** 2015-2016 average salary is \$102,728. ***The Tulsa Branch College of Medicine*** 2015-2016 average salary is \$99,233. ***The Tulsa Branch, College of Nursing*** average salary is \$56,788. ***The Tulsa Branch, College of Pharmacy*** average salary is \$101,357 and finally, ***The Tulsa Branch College of Allied Health*** average salary is \$75,876.

The University of Oklahoma Law Center full-time faculty average salary on a 9-10 month equivalent contract basis for 2015-2016 is \$127,168 a 7.0 percent decrease from 2014-2015.

The Oklahoma State University College of Veterinary Medicine full-time faculty average salary on an 11-12 month contract basis for 2015-2016 of \$129,738 is a very slight decrease percent from 2014-2015.

The Oklahoma State University Agricultural Experiment Station full-time faculty average salary on an 11-12 month contract basis for 2015-2016 of \$103,537 is an increase of 1.38 percent over 2014-2015.

The Oklahoma State University Cooperative Extension Service full-time faculty average salary on an 11-12 month contract basis for 2015-2016 of \$107,682 is a decrease of 3.4 percent under 2014-2015.

The Oklahoma State University Center for Health Sciences full-time faculty average salary on an 11-12 month contract basis for 2015-2016 of \$209,400, an increase of 4.5 in 2014-2015. 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 2015-2016 of \$55,134, an increase of 0.5% as in 2014-2015.

The Oklahoma State University, Oklahoma City full-time faculty average salary on a 9-10 month contract basis for 2015-2016 of \$51,224, a decrease 2.3% from 2014-2015.

TABLE 12

UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER*
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
11-12-MONTH SALARIES FOR 2015-2016

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	169	\$139,885	168	\$90,800	355	\$68,596	118	\$60,273	810	\$85,699
College of Dentistry	16	\$126,643	7	\$92,198	19	\$84,889	1	\$95,500	43	\$91,251
College of Nursing	4	\$123,514	9	\$82,528	19	\$68,144	11	\$56,302	43	\$69,589
College of Nursing - Tulsa Branch					6	\$60,881	6	\$52,694	12	\$56,788
College of Public Health	12	\$144,109	12	\$105,866	17	\$86,706	1	\$70,000	42	\$103,266
College of Allied Health	7	\$107,669	13	\$77,070	26	\$68,845	27	\$67,987	47	\$70,417
College of Allied Health - Tulsa Branch			3	\$86,500	5	\$69,502			8	\$75,876
College of Pharmacy	10	\$135,464	15	\$105,747	20	\$89,233			45	\$102,728
College of Pharmacy - Tulsa Branch	2	\$114,500	1	\$100,000	4	\$95,125			7	\$101,357
College of Medicine - Tulsa Branch	13	\$136,132	23	\$145,314	68	\$87,262	18	\$69,954	122	\$99,233
TOTAL	233	\$128,749	251	\$81,677	539	\$59,940	182	\$53,476	1,179	\$75,150

*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 2015-2016

<u>UNIVERSITY OF OKLAHOMA LAW CENTER</u>		
9-10 MONTH EQUIVALENT SALARIES FOR		
Rank	Number	Amount
Professor	23	\$157,554
Associate Professor	7	107,883
Assistant Professor	9	64,514
Instructor		
All Ranks	39	\$127,168
FY15 Average		\$ 136,804
% Change		-7.0%

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

<u>OSU COLLEGE OF VETERINARY MEDICINE</u>		
11-12 MONTH EQUIVALENT SALARIES FOR		
Rank	Number	Amount
Professor	23	\$150,576
Associate Professor	17	119,867
Assistant Professor	14	115,935
Instructor	3	76,329
All Ranks	57	\$129,738
FY15 Average		\$ 129,764
% Change		0.0%

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

<u>OSU AGRICULTURE EXPERIMENT STATION</u>		
11-12 MONTH EQUIVALENT SALARIES FOR		
Rank	Number	Amount
Professor	13	\$138,433
Associate Professor	32	120,827
Assistant Professor	40	90,600
Instructor	12	67,101
All Ranks	97	\$103,537
FY15 Average		\$ 102,131
% Change		1.38%

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	21	\$121,050
Associate Professor	11	95,699
Assistant Professor	8	79,611
Instructor	1	75,636
All Ranks	41	\$107,682
FY15 Average		\$ 111,493
% Change		-3.4%

OSU CENTER FOR HEALTH SCIENCES

11-12 MONTH EQUIVALENT SALARIES FOR

Rank	Number	Amount
Professor	27	\$222,033
Associate Professor	37	199,661
Assistant Professor	47	226,683
Instructor	5	50,789
All Ranks	116	\$209,400
FY15 Average		\$ 200,310
% Change		4.5%

OSU INSTITUTE OF TECHNOLOGY, OKMULGEE

11-12 MONTH EQUIVALENT SALARIES FOR

Rank	Number	Amount
Professor		
Associate Professor		
Assistant Professor		
Instructor	121	55,134
All Ranks	121	\$55,134
FY15 Average		\$ 54,849
% Change		0.5%

OSU TECHNICAL BRANCH, OKLAHOMA CITY

9-10 MONTH EQUIVALENT SALARIES FOR

Rank	Number	Amount
Professor	10	64,334
Associate Professor	33	52,777
Assistant Professor	9	43,907
Instructor	22	43,814
All Ranks	74	\$51,224
FY15 Average		\$ 52,451
% Change		-2.3%

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, 2015-2016**

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	21	4,452	5,035	2,283	34	93	291	4	12,192
College of Nursing - Tulsa	11	5,304	5,767	2,299	34	112	341	5	13,862
OU Law Center	34	33,579	5,301	8,482	13	227	398	2	48,002
OSU Constituent Agencies									
College of Veterinary Medicine	18	20,160	5,417	8,205	57	720	741		35,300
College of Veterinary Medicine - n	2	22,548	5,417	9,080	57	746	936		38,784
Agriculture Experiment Station	1	24,150	5,417	8,592	57	746	701		39,663
Cooperative Extension Service	51	9,342	5,417	3,841	57	379	316	-	19,352

Technical Branch, Oklahoma City

AVERAGE FRINGE BENEFITS PAID 11-12 MONTH FULL-TIME FACULTY, 2015-2016

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	749	6,759	5,658	3,326	34	132	525	4	16,438
College of Dentistry	36	7,709	4,733	3,251	34	140	551	3	16,421
College of Nursing	36	5,974	4,119	3,741	34	88	363	3	14,322
College of Nursing - Tulsa Branch	9	4,740	6,347	3,209	34	107	432	4	14,873
College of Public Health	39	7,887	5,692	3,889	34	163	639	4	18,308
College of Allied Health	44	6,822	4,824	2,822	34	122	485	4	15,113
College of Allied Health - Tulsa Branch	8	10,189	7,108	3,808	34	172	672	4	21,987
College of Pharmacy	43	7,239	5,819	3,280	34	141	564	4	17,081
College of Pharmacy - Tulsa Branch	7	7,438	4,429	2,301	34	181	719	4	15,106
College of Pharmacy - Tulsa Branch	110	7,703	5,449	3,612	34	145	588	4	17,535
College of Medicine - Tulsa Branch									
OU Law Center	5	15,501	5,384	7,097	11	186	327	2	28,508
OSU Constituent Agencies									
College of Veterinary Medicine	39	18,996	5,278	8,693	57	717	769		34,510
Agriculture Experiment Station	95	18,666	5,303	7,506	57	682	68		32,282
Cooperative Extension Service	40	18,035	5,417	7,777	57	693	674		32,653
Technical Branch, Okmulgee	121	9,634	6,808	4,218	57	414	341		21,472
Technical Branch, Oklahoma City	23	11,057	5,417	5,000	57	485	404		22,420
Center for Health Sciences	116	27,185	5,417	9,984	57	728	1,303		44,674

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 2015-2016, as well as the number and average salaries of full-time faculty terminations in 2015-2016. A total of 275 faculty retired, resigned, or were terminated, while an additional 320 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 27.3 percent lower at the research universities, and 3.3 percent higher at four-year universities, and 8.4 at two-year colleges. The system average is 4.5 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 \$136,501, compared to \$115,020 average salary of currently employed professors. At OU, at the associate professor level, new hires average \$113,664, compared to \$80,056 average salary of currently employed associate professors. At the regional universities, newcomers’ average salaries are higher than the average salaries for all ranks, yet lower for the rank of instructor.

TABLE 15

NEW FACULTY HIRES - 2015-2016

Institution	Professor		Associate Professor		Assistant Professor		Instructor		Total	
	Number	Avg. Salary	Number	Avg. Salary	Number	Avg. Salary	Number	Avg. Salary	Number	Avg. Salary
University of Oklahoma	6	\$131,856	5	\$113,664	55	\$72,845	0		66	\$ 81,302
Oklahoma State University	5	\$136,501	3	\$79,670	32	\$68,057	0		40	\$ 77,483
Research Universities	11	\$ 133,967	8	\$ 100,916	87	\$ 71,084	0		106	\$ 79,861
University of Central Oklahoma	0		1	\$75,461	23	\$59,727	3	\$37,047	27	\$ 57,790
East Central University	0		1	\$87,545	7	\$50,678	10	\$43,150	18	\$ 48,544
Northeastern State University	1	\$74,000	3	\$54,539	11	\$54,646	15	\$43,140	30	\$ 49,527
Northwestern Oklahoma State University	1	\$91,000	0		5	\$47,870	8	\$37,823	14	\$ 45,210
Southeastern Oklahoma State University	0		0		5	\$46,326	4	\$48,782	9	\$ 47,418
Southwestern Oklahoma State University	0		1	\$84,273	13	\$58,679	10	\$43,336	24	\$ 53,353
Cameron University	0		0		2	\$42,000	11	\$47,318	13	\$ 46,500
Langston University	0		0		0		0		0	
Oklahoma Panhandle State University	0		0		1	\$37,000	4	\$42,101	5	\$ 41,081
Rogers State University	0		0		0		0		0	
University of Science & Arts of Oklahoma	0		2	\$55,273	4	\$45,650	2	\$44,029	8	\$ 47,650
Regional 4-Year Tier	2	\$82,500	8	\$65,180	71	\$54,465	67	\$43,250	148	\$ 50,346
Carl Albert State College	0		0		0		3	\$29,300	3	\$ 29,300
Connors State College	0		0		0		2	\$37,889	2	\$ 37,889
Eastern Oklahoma State College	0		0		0		2	\$42,710	2	\$ 42,710
Murray State College	0		0		0		3	\$41,537	3	\$ 41,537
Northeastern Oklahoma A&M College	0		0		0		1	\$41,400	1	\$ 41,400
Northern Oklahoma College	0		0		0		5	\$44,923	5	\$ 44,923
Oklahoma City Community College	0		0		0		8	\$42,330	8	\$ 42,330
Redlands Community College	0		0		0		11	\$44,359	11	\$ 44,359
Rose State College	0		0		0		3	\$34,710	3	\$ 34,710
Seminole State College	0		0		0		6	\$42,793	6	\$ 42,793
Tulsa Community College	0		0		0		20	\$51,789	20	\$ 51,789
Western Oklahoma State College	0		0		0		5	\$38,379	5	\$ 38,379
Two-Year Colleges	0	\$0	0	\$0	0	\$0	66	\$44,954	66	\$ 44,954
All Institutions									320	\$ 59,011

TABLE 16

FACULTY TERMINATIONS - 2015-2016

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	\$ 126,928	10	\$ 72,199	15	\$ 69,090	-		47	\$ 96,824
Oklahoma State University	6	\$ 119,894	3	\$ 102,630	3	\$ 140,279	1	\$ 51,237	13	\$ 115,333
Research Universities	28	\$ 125,421	13	\$ 79,221	18	\$ 80,955	1	\$ 51,237	60	\$ 100,835
University of Central Oklahoma	-		-		-		-		-	
East Central University	7	\$ 70,785	3	\$ 54,742	2	\$ 72,292	10	\$ 46,640	22	\$ 57,759
Northeastern State University	-		-		15	\$ 49,796	15	\$ 43,372	30	\$ 46,584
Northwestern Oklahoma State University	6	\$ 71,997	-		1	\$ 56,752	2	\$ 35,354	9	\$ 62,160
Southeastern Oklahoma State University	9	\$ 77,390	4	\$ 69,203	8	\$ 62,501	5	\$ 40,626	26	\$ 64,479
Southwestern Oklahoma State University	8	\$ 74,673	2	\$ 90,357	8	\$ 56,381	6	\$ 44,160	24	\$ 62,254
Cameron University	-		-		-		-		-	
Langston University	-		-		-		-		-	
Oklahoma Panhandle State University	1	\$ 50,053	-		1	\$ 42,635	1	\$ 42,500	3	\$ 45,063
Rogers State University	1	\$ 62,369	1	\$ 84,585	2	\$ 48,606	6	\$ 46,167	10	\$ 52,117
University of Science & Arts of Oklahoma	2	\$ 62,513	1	\$ 56,970	2	\$ 45,495	2	\$ 45,835	7	\$ 52,094
4-year Universities	34	\$ 70,484	11	\$ 61,702	39	\$ 51,034	47	\$ 37,180	131	\$ 52,007
Carl Albert State College							4	49,543	4	49,543
Connors State College							-		-	
Eastern Oklahoma State College							3	42,296	3	42,296
Murray State College							5	49,562	5	49,562
Northeastern Oklahoma A&M College							6	-	6	-
Northern Oklahoma College							2	51,420	2	51,420
Oklahoma City Community College							8	52,921	8	52,921
Redlands Community College							12	40,516	12	40,516
Rose State College							12	52,129	12	52,129
Seminole State College							5	53,686	5	53,686
Tulsa Community College							25	61,332	25	61,332
Western Oklahoma State College							2	40,191	2	40,191
2-year Colleges							84	\$ 48,726	84	\$ 48,726
All Institutions	62	\$ 95,294	24	\$ 71,191	57	\$ 60,483	132	\$ 44,634	275	\$ 61,658

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 99.94 percent of the national average (\$100,029 compared to \$100,085), associate professors are 93.02 percent of the national average (\$72,214 compared to \$77,636), and assistant professors are 93.9 percent of the national average (\$63,500 compared to \$67,623). Oklahoma instructor's salaries are lower than the national average. (\$46,980 compared to \$52,806, or 88.97 percent)

Assistant Professors at Oklahoma's research universities have seen the largest 10-year growth in average salary, 33.8 percent, just slightly higher than professors, when compared to other ranks and other tiers. Nationally, assistant professors' salaries at research universities grew by 30.6 percent, by comparison.

Overall, average Oklahoma salaries of all ranks have increased 22.4 percent over the 10-year period compared to 15.1 percent nationally, bringing Oklahoma average faculty salaries to 86.11 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 2.5 percent. Overall, Oklahoma's average annual increase was 2.3 percent, compared to the national average of only 0.8 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, 2.8 percent, compared to 2.0 percent nationally. Average annual increases in Oklahoma for professors, associate professors, and instructors were 2.4 percent, 2.2 percent, and 2.8 percent, respectively.

TABLE 17
AVERAGE SALARIES PAID FULL-TIME FACULTY, BY RANK, BY TIER
OKLAHOMA COMPARED TO NATIONAL PUBLIC INSTITUTIONS
2005-06 to 2015-2016

		Professor										10-Yr % Inc	
Salaries by Tier		2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	% Inc
Research Universities:	National	101,620	106,495	109,569	115,509	116,750	118,054	120,955	123,393	126,981	130,039	125,833	23.8%
	Oklahoma	92,644	100,046	105,959	107,614	106,390	108,998	111,357	110,826	113,449	117,491	116,415	25.7%
	OK % of Nat'l	91.17%	93.94%	96.71%	93.17%	91.13%	92.33%	92.06%	89.82%	89.34%	90.35%	92.52%	
Four-Year Universities:	National	73,406	76,745	80,408	84,488	84,537	84,398	84,524	86,427	87,262	87,182	87,751	19.5%
	Oklahoma	65,502	69,583	71,043	72,228	72,457	72,187	72,143	74,203	76,824	78,057	77,024	17.6%
	OK % of Nat'l	89.23%	90.67%	88.35%	85.49%	85.71%	85.53%	85.35%	85.86%	88.04%	89.53%	87.78%	
All Institutions:	National	91,367	95,619	98,314	104,493	105,702	105,780	107,945	110,143	112,897	115,592	100,085	9.5%
	Oklahoma	81,492	87,607	91,656	93,299	92,940	94,344	95,994	96,380	98,720	101,811	100,029	22.7%
	OK % of Nat'l	89.19%	91.62%	93.23%	89.29%	87.93%	89.19%	88.93%	87.50%	87.44%	88.08%	99.94%	

		Associate Professor										10-Yr % Inc	
Salaries by Tier		2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	% Inc
Research Universities:	National	70,952	74,075	77,033	79,986	80,463	81,266	82,777	84,275	86,567	88,716	89,870	26.7%
	Oklahoma	64,810	69,817	70,340	72,333	72,221	71,560	73,214	73,932	76,260	78,266	81,008	27.3%
	OK % of Nat'l	91.34%	94.25%	91.31%	90.43%	89.76%	88.06%	88.45%	87.73%	88.09%	88.22%	90.14%	
Four-Year Universities:	National	59,913	62,716	65,431	68,193	68,359	68,996	69,021	70,066	70,849	72,526	71,145	18.7%
	Oklahoma	55,696	49,449	58,656	59,325	59,244	58,826	59,170	60,645	62,747	64,585	63,114	13.3%
	OK % of Nat'l	92.96%	78.85%	89.65%	87.00%	86.67%	85.26%	85.73%	86.55%	88.56%	89.05%	88.71%	
All Institutions:	National	66,288	69,195	72,187	75,205	75,678	76,242	77,223	78,529	80,448	82,284	77,636	17.1%
	Oklahoma	59,963	63,283	64,353	65,866	65,067	64,380	65,620	67,161	69,726	71,429	72,214	20.4%
	OK % of Nat'l	90.46%	91.46%	89.15%	87.58%	85.98%	84.44%	84.97%	85.52%	86.67%	86.81%	93.02%	

		Assistant Professor										10-Yr % Inc	
Salaries by Tier		2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	% Inc
Research Universities:	National	60,440	63,131	65,416	68,048	68,178	69,777	71,465	73,212	75,432	77,445	78,959	30.6%
	Oklahoma	55,793	60,105	60,183	62,228	62,827	63,039	65,674	66,743	69,288	72,509	74,654	33.8%
	OK % of Nat'l	92.31%	95.21%	92.00%	91.45%	92.15%	90.34%	91.90%	91.16%	91.85%	93.63%	94.55%	
Four-Year Universities:	National	49,546	51,584	54,844	56,977	57,001	57,544	57,348	58,591	59,873	61,000	60,791	22.7%
	Oklahoma	48,099	49,449	50,384	50,836	51,157	51,355	52,106	52,454	53,550	57,939	54,587	13.5%
	OK % of Nat'l	97.08%	95.86%	91.87%	89.22%	89.75%	89.24%	90.86%	89.53%	89.44%	94.98%	89.79%	
All Institutions:	National	55,918	58,458	60,802	63,430	64,008	64,711	65,865	67,097	69,100	70,801	67,623	20.9%
	Oklahoma	49,707	52,671	53,682	54,571	55,361	55,551	57,132	57,501	59,003	63,195	63,500	27.7%
	OK % of Nat'l	88.89%	90.10%	88.29%	86.03%	86.49%	85.84%	86.74%	85.70%	85.39%	89.26%	93.90%	

		Instructor										10-Yr % Inc	
Salaries by Tier		2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	% Inc
Research Universities:	National	40,670	42,541	44,116	45,491	45,805	46,300	47,207	48,359	50,032	50,913	56,975	40.1%
	Oklahoma	36,111	37,726	38,425	41,251	40,564	41,711	42,052	42,236	43,729	43,726	45,490	26.0%
	OK % of Nat'l	88.79%	88.68%	87.10%	90.68%	88.56%	90.09%	89.08%	87.34%	87.40%	85.88%	79.84%	
Four-Year Universities:	National	39,925	41,041	44,349	43,970	44,476	47,282	46,682	48,798	49,297	51,104	49,886	24.9%
	Oklahoma	36,536	38,087	38,769	39,873	40,246	40,486	41,775	43,102	42,856	43,161	43,326	18.6%
	OK % of Nat'l	91.51%	92.80%	87.42%	90.68%	90.49%	85.63%	89.49%	88.33%	86.93%	84.46%	86.85%	
Two Year Colleges:	National*	54,570	54,895	57,772	59,311	59,467	60,532	57,677	62,776	60,401	61,976	66,216	21.3%
	Oklahoma	43,027	45,151	46,466	47,708	48,290	47,997	47,990	48,696	49,870	49,503	49,285	14.5%
	OK % of Nat'l	78.85%	82.25%	80.43%	80.44%	81.20%	79.29%	83.20%	77.57%	82.56%	79.87%	74.43%	
All Institutions:	National	40,113	41,848	43,386	44,716	46,532	45,701	46,291	46,926	48,388	49,245	52,806	31.6%
	Oklahoma	40,209	42,076	43,139	44,665	44,925	44,886	45,375	46,147	46,832	46,736	46,980	16.8%
	OK % of Nat'l	100.24%	100.54%	99.43%	99.89%	96.55%	98.22%	98.02%	98.34%	96.78%	94.91%	88.97%	

		All Ranks										10-Yr % Inc	
Salaries by Tier		2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	% Inc
Research Universities:	National	76,361	79,448	80,962	84,887	85,704	86,653	88,393	89,657	91,918	93,819	95,955	25.7%
	Oklahoma	68,050	72,703	74,986	77,301	77,205	77,926	80,243	80,293	82,395	84,746	85,410	25.5%
	OK % of Nat'l	89.12%	91.51%	92.62%	91.06%	90.89%	89.93%	90.78%	89.56%	89.64%	90.33%	89.01%	
Four-Year Universities:	National	61,248	63,499	66,107	68,227	69,555	69,620	65,240	66,298	70,683	71,423	74,561	21.7%
	Oklahoma	50,887	52,697	53,761	54,920	55,103	54,976	55,736	57,177	58,219	60,296	59,225	16.4%
	OK % of Nat'l	83.08%	82.99%	81.32%	80.50%	79.22%	78.97%	85.43%	86.24%	82.37%	84.42%	79.43%	
Two Year Colleges:	National*	54,570	54,895	57,772	59,311	59,467	60,532	57,677	62,776	60,401	61,976	66,216	21.3%
	Oklahoma	43,027	45,151	46,466	47,708	48,290	47,997	47,990	48,696	49,870	49,503	49,285	14.5%
	OK % of Nat'l	78.85%	82.25%	80.43%	80.44%	81.20%	79.29%	83.20%	77.57%	82.56%	79.87%	74.43%	
All Institutions:	National	68,440	71,362	73,191	77,009	77,956	78,294	79,507	80,578	82,605	83,939	78,762	15.1%
	Oklahoma	55,414	58,407	60,255	61,929	62,096	62,288	63,558	64,394	65,921	67,482	67,819	22.4%
	OK % of Nat'l	80.97%	81.85%	82.33%	80.42%	79.66%	79.56%	79.94%	79.92%	79.80%	80.39%	86.11%	

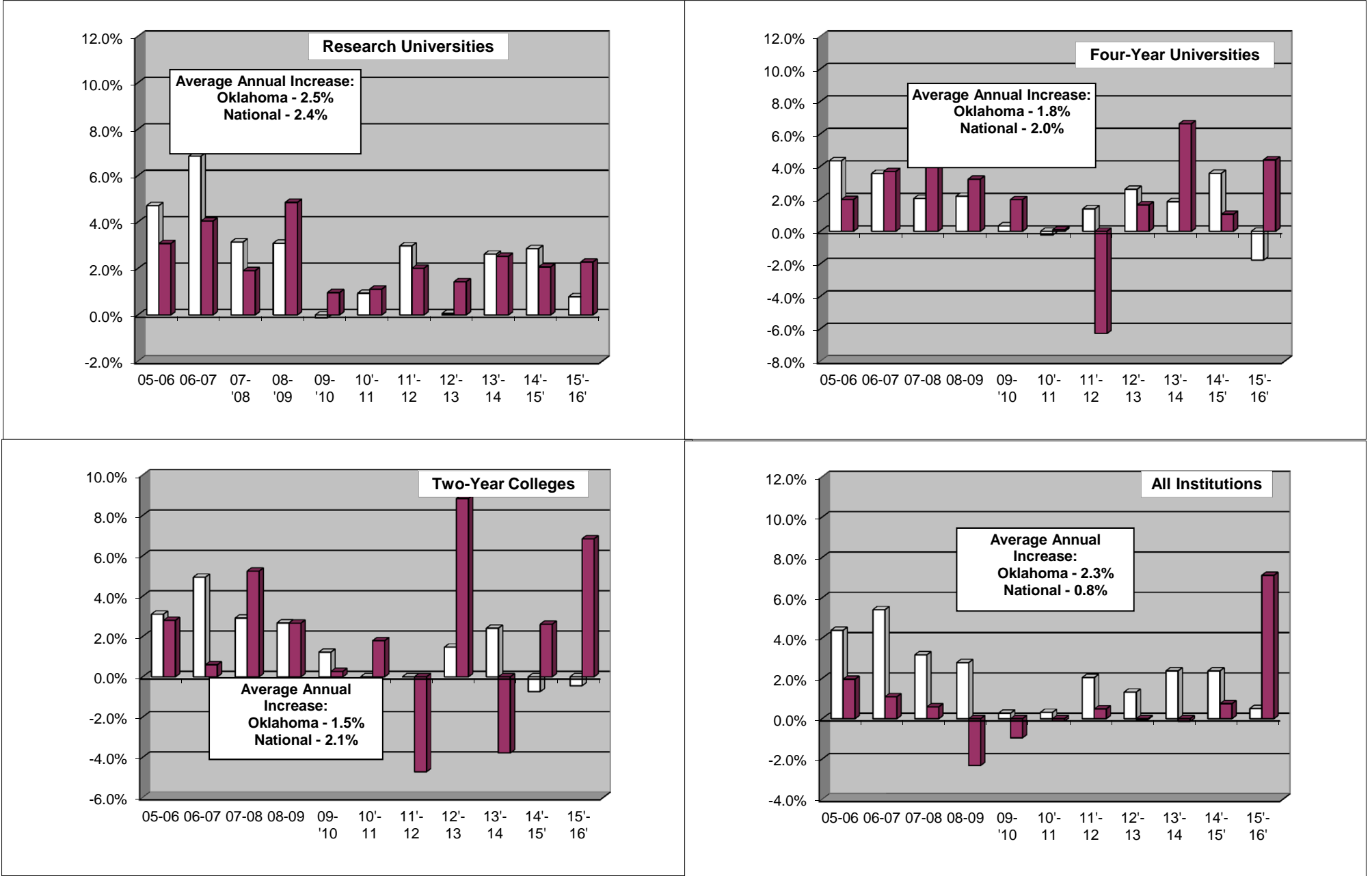
SOURCES: Average Faculty Salaries, The Chronicle of Higher Education, April, 2003-2013. Faculty Salaries in the Oklahoma State System of Higher Education, 03-13, State Regents.

*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.

Represents the year that Oklahoma salaries came closest to meeting or exceeded the national average.

FIGURE 12

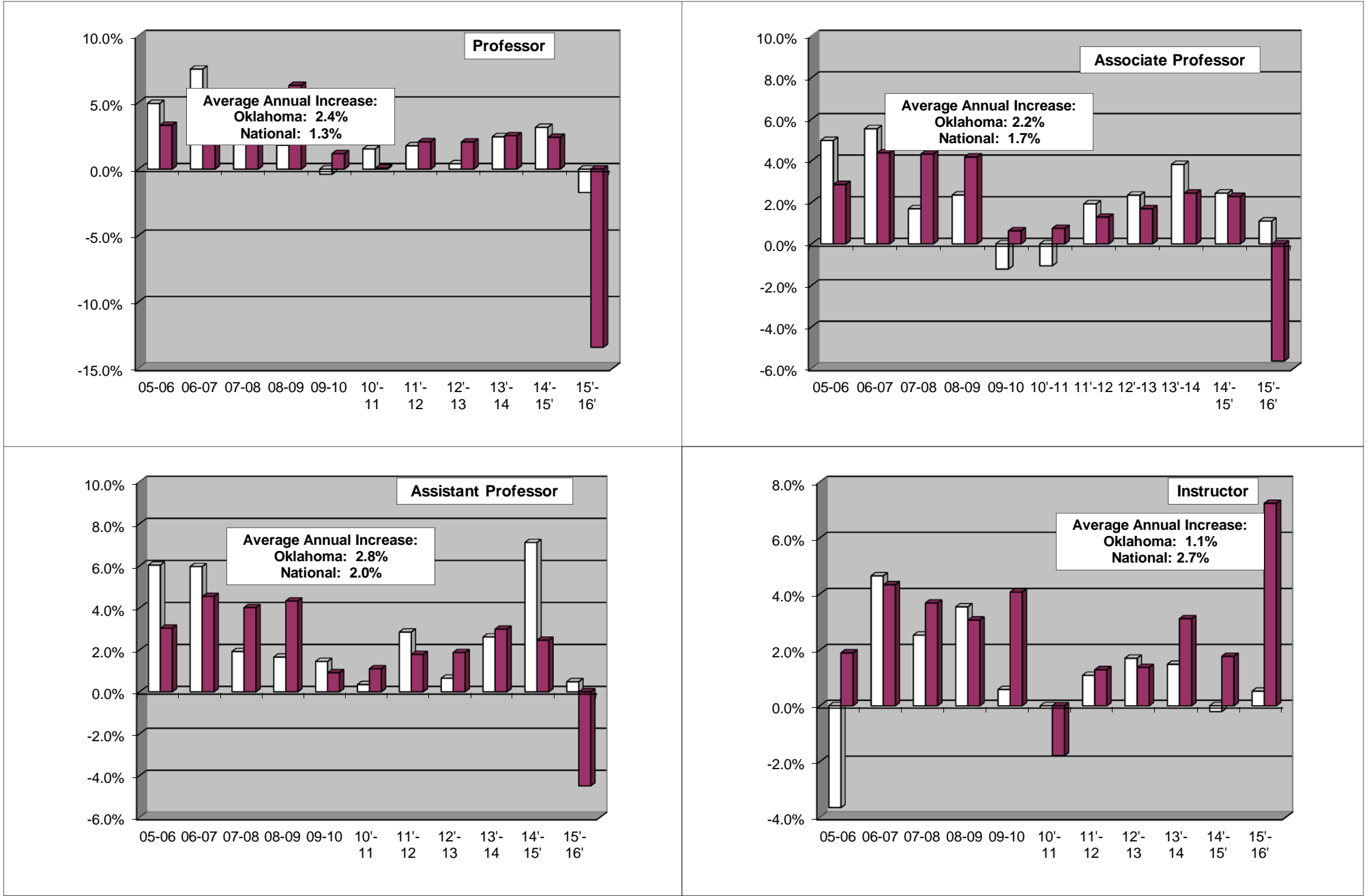
**ANNUAL PERCENTAGE INCREASES IN FACULTY SALARIES, BY TIER
OKLAHOMA COMPARED TO NATIONAL PUBLIC INSTITUTIONS (10 Yr Period)**



□ Oklahoma ■ National

FIGURE 13

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



□ Oklahoma ■ National

