

FACULTY SALARY REPORT 2006-7
Oklahoma State University

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FACULTY SALARY REPORT 2006-7 **Oklahoma State University**

Summary

Each year OSU Institutional Research, on behalf of colleges and universities nationwide, compiles and distributes data on faculty salaries. By agreement among the universities certain faculty groups are not included, those with the library and agricultural extension, for example. Salaries are nine-ten month regardless of the period actually served. Department heads are included, deans and other administrators are not. This Report was calculated from those data.

Number of Faculty

- The number of faculty joining OSU exceeded the number leaving in 2005-6 and 2006-7.
- OSU student-faculty ratios are now at the median for the rest of the Big 12.
- OSU percent growth in faculty between 2002-3 and 2006-7 is little over half that of the rest of the Big 12.
- OSU Agriculture and HES faculty increased while similar faculty in the rest of the Big 12 decreased.
- OSU A&S, Business and Education faculty increased, but not at the rate experienced in the rest of the Big 12.
- OSU Engineering faculty remained constant while increasing in the rest of the Big 12.

Salaries

- The average OSU Professor is \$14,258 behind Big 12 colleagues, Associate Professors \$4,130 and Assistant Professors \$1,675.
- Overall, OSU faculty earn 89% of what faculty earn in the rest of the Big 12.
- Faculty at the rank of professor remain the worst paid, relative to similar faculty in the rest of the Big 12 (86%), faculty at the rank of assistant professor are the best paid (97%).
- OSU continues to pay close to market for new faculty at all ranks while paying continuing faculty dramatically less.
- 83% of OSU faculty are in groups paid below the average of their Big 12 peers, down from 95% in 2002-3.
- Only 19% of HES and 35% of Veterinary Medicine faculty are in groups paid below the average for the rest of the Big 12.
- In Education 100% of faculty are in groups paid below the average of the rest of the Big 12, this is 92% in Agriculture, 94% in A&S, 83% in Engineering and 81% in Business.
- Assistant Professors in Design, Housing and Merchandising are OSU's best paid group at 118% of the rest of the Big 12, followed by Professors in Nutrition at 112%.
- Worst paid are Associate Professors of Economics at 66% of Big 12 peers, Professors of Management at 68%, Professors of Statistics and Foreign Languages at 71%, and Professors of Economics and Computer Sciences at 75%.

Compression

- Assistant Professor mean salary as a percent of same department Professor salaries is a measure of compression. At OSU Assistant Professors average 70.73% of same department Professors; in the rest of the Big 12 the average is 62.14%. Thus, compression at OSU is among the highest in the Big 12. This is due to low compensation at OSU, compared to elsewhere in the Big 12, for those earning the rank of Professor.

Inversion

- Accounting and Management Assistant Professors average higher salaries than Professors in the same departments.
- Finance, Management Science and Marketing Assistant Professors average higher salaries than Associate Professors in the same departments. Only Finance faculty in the rest of the Big 12 also have this inversion.

Conclusion

- OSU has Restored and Grown faculty numbers, recruiting all ranks at competitive salaries.
- OSU has not yet Rewarded, relative to peers, faculty who served loyally through decades of low pay. This is reflected in salary compression and inversion.
- OSU's lack of success with endowed chairs, compared with peer institutions, remains a source of low salaries for individuals achieving the rank of Professor.

Table 1. Comparison of 2002-3, 2004-5, 2005-6 and 2006-7 Salary Differences								
College	Needed to Bring to Rest of Big 12 Average per Faculty Member in Group Below Rest of Big 12				Number of Faculty Member in Group Below Rest of Big 12			
	2002-3	2004-5	2005-6	2006-7	2002-3	2004-5	2005-6	2006-7
Agriculture	9,905	9,405	7,024	7,160	126	127	117	125
Arts and Sciences	10,509	10,839	9,351	9,974	294	291	294	309
Business	14,621	19,309	18,630	20,526	92	84	79	80
Education	10,172	9,260	7,623	7,423	85	80	73	87
Engineering	7,321	9,404	8,994	7,899	104	114	99	95
Human Environmental Sciences	4,699	5,974	3,969	8,980	30	33	19	10
Veterinary Medicine	5,957	1,779	1,369	1,797	54	39	19	18
University	9,900	10,454	9,403	9,859	785	768	700	724
					95%	94%	83%	83%

Source: R. Darcy calculations from Table 4 below.

Table 2. Comparison of 2002-3, 2004-5, 2005-6 and 2006-7 Number of Faculty										
College	OSU Number of Faculty				Rest of the Big 12 Number of Faculty				Percent Change in Faculty 2002-3 to 2006-7	
	2002-3	2004-5	2005-6	2006-7	2002-3	2004-5	2005-6	2006-7	OSU	Rest of Big 12
Agriculture	131	130	128	136	870	833	850	831	4%	-4%
Arts and Sciences	309	311	327	330	4,358	4,681	4,628	4,722	7%	8%
Business	94	88	92	99	632	661	723	730	5%	16%
Education	85	80	82	87	380	420	435	419	2%	10%
Engineering	114	114	114	114	1,264	1,518	1,538	1,406	0%	11%
Human Environmental Sciences	42	44	48	52	150	142	123	146	24%	-3%
Veterinary Medicine	54	48	52	52	257	420	412	379	-4%	47%
University	829	815	843	870	7,911	8,675	8,709	8,633	5%	9%

Source: R. Darcy calculations from Table 4 below and OSU Institutional Research

University	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006
Oklahoma State	19:01	21:01	20:01	19:01	19:01
Baylor				16:01	
Colorado				16:01	
Iowa State				15:01	
Kansas State				21:01	
Kansas				20:01	
Missouri				18:01	
Nebraska				19:01	
Oklahoma				22:01	
Texas A&M				20:01	
Texas Tech				19:01	
Texas				18:01	
Median Rest of Big 12				19:01	

Source: OSU Academic Ledger <http://vpaf.okstate.edu/IRIM/OSULedgers.html> and U.S. News obtained from OSU Institutional Research

Rank	Mean Salary		Number of Faculty		OSU Salary as % of Rest of Big 12		
	OSU	Rest of Big 12	OSU	Rest of Big 12	2004-5	2005-6	2006-7
Professor	89,418	103,676	323	3,658	84.23	85.62	86.25
Associate Professor	68,558	72,688	281	2,639	92.52	94.22	94.32
Assistant Professor	61,927	63,602	268	2,375	93.23	94.61	97.37
Instructor	41,435	35,512	4	29	106.04	114.62	116.68

Source: R. Darcy calculations from Table 4 below.

Table 4. OSU Salaries as Percent of Rest of Big 12 by Department and Rank: 2006-7							
OSU				Rest of Big 12			
Department and College	Rank	Mean Salary	# Faculty	Mean Salary	# Faculty	OSU as % of Rest of Big 12	\$ Needed to Bring OSU to Average of Big 12
College of Agriculture							
Agricultural Economics	Professor	88,537	11	103,537	89	85.51	165,000
	Associate	72,907	2	76,481	23	95.33	7,148
	Assistant	64,613	4	67,269	27	96.05	10,623
Agricultural Education, Communications & Leadership	Professor	88,126	2	87,071	8	101.21	-2,110
	Associate	66,063	3	72,333	10	91.33	18,810
	Assistant	59,153	4	60,022	11	98.55	3,475
Animal Science	Professor	86,793	12	91,342	102	95.02	54,586
	Associate	58,120	8	66,821	51	86.98	69,606
	Assistant	57,866	4	55,427	41	104.40	-9,755
Biochemistry & Molecular Biology	Professor	91,074	6	104,585	53	87.08	81,066
	Associate	60,795	1	65,868	32	92.30	5,073
	Assistant	53,037	4	56,587	26	93.73	14,202
	Instructor	35,915	1		0		
Biosystems & Agricultural Engineering	Professor	93,417	4	95,906	34	97.40	9,956
	Associate	66,617	3	70,399	22	94.63	11,345
	Assistant	60,503	4	64,452	23	93.87	15,796
Entomology & Plant Pathology	Professor	77,275	9	88,833	75	86.99	104,026
	Associate	61,772	5	65,819	35	93.85	20,234
	Assistant	50,796	3	55,698	26	91.20	14,706
Horticulture & Landscape Architecture	Professor	75,711	8	93,767	21	80.74	144,448
	Associate	61,436	5	66,375	18	92.56	24,693
	Assistant	55,125	1	54,330	13	101.46	-795
Natural Resource Ecology & Management	Professor	79,246	7	96,027	5	82.52	117,466
	Associate	59,111	4	59,870	15	98.73	3,035
	Assistant	54,414	4	39,411	3	138.07	-60,013
Plant & Soil Sciences	Professor	83,393	11	93,527	46	89.16	111,470
	Associate	60,086	3	66,026	17	91.00	17,820
	Assistant	52,737	3	58,011	5	90.91	15,821
Total College of Agricultural Sciences and Natural Resources			136		831		967,729
Needed to bring below average OSU groups to Rest of Big 12 Average							895,056
Number and Percent of faculty in group below rest of Big 12 average; \$ per faculty needed to bring these groups to rest of Big 12 average			125	92%			7,160

Table 4. OSU Salaries as Percent of Rest of Big 12 by Department and Rank: 2006-7 (continued)							
OSU				Rest of Big 12			
Department and College	Rank	Mean Salary	# Faculty	Mean Salary	# Faculty	OSU as % of Rest of Big 12	\$ Needed to Bring OSU to Average of Big 12
College of Arts and Sciences							
Art	Professor	64,790	5	76,693	77	84.48	59,514
	Associate	57,233	6	57,208	70	100.04	-150
	Assistant	51,105	3	47,746	55	107.03	-10,076
Botany	Professor	81,293	4		0		
	Associate	53,375	2	70,061	2	76.18	33,372
	Assistant	50,724	1		0		
Chemistry	Professor	85,450	8	109,713	186	77.89	194,100
	Associate	66,006	4	70,188	49	94.04	16,726
	Assistant	57,690	4	62,853	71	91.79	20,654
Communication Sciences & Disorders	Professor	83,273	2	92,004	11	90.51	17,463
	Associate	58,550	1	64,548	11	90.71	5,998
	Assistant	50,149	4	54,660	5	91.75	18,043
	Instructor	46,193	2		0		
Computer Science	Professor	94,102	4	124,579	47	75.54	121,910
	Associate	88,654	5	90,575	27	97.88	9,606
	Assistant	85,748	4	81,271	31	105.51	-17,906
English	Professor	71,917	8	85,324	173	84.29	107,252
	Associate	56,433	14	61,675	180	91.50	73,392
	Assistant	49,429	11	51,321	126	96.31	20,811
Foreign Languages & Literature	Professor	60,438	7	84,063	139	71.90	165,373
	Associate	49,784	5	61,371	174	81.12	57,933
	Assistant	43,002	2	49,764	149	86.41	13,523
	Instructor	37,440	1	35,512	29	105.43	-1,928
Geography	Professor	72,626	2	91,670	36	79.23	38,089
	Associate	57,745	7	67,351	35	85.74	67,242
	Assistant	51,764	2	55,782	30	92.80	8,036
Geology	Professor	98,343	3	99,624	89	98.71	3,842
	Associate	66,677	5	70,716	48	94.29	20,195
	Assistant	59,697	3	61,214	36	97.52	4,550
History	Professor	73,417	7	94,930	111	77.34	150,592
	Associate	58,419	8	62,305	104	93.76	31,084
	Assistant	46,692	6	51,468	88	90.72	28,655
Journalism & Broadcasting	Professor	89,046	1	99,169	53	89.79	10,123
	Associate	57,944	8	68,056	72	85.14	80,898
	Assistant	50,426	6	53,723	69	93.86	19,780
Mathematics	Professor	85,350	17	99,680	233	85.62	243,618
	Associate	68,395	5	69,344	103	98.63	4,745
	Assistant	59,457	7	61,724	80	96.33	15,872

Microbiology & Molecular Genetics	Professor	90,383	4	101,746	29	88.83	45,454
	Associate	60,885	5	68,565	14	88.80	38,400
	Assistant	54,779	2	59,646	24	91.84	9,735
Music	Professor	74,818	4	80,067	129	93.44	20,995
	Associate	52,428	3	58,275	136	89.97	17,542
	Assistant	44,143	15	49,612	113	88.98	82,033
Philosophy	Associate	56,507	5	60,675	46	93.13	20,838
	Assistant	43,925	2	50,340	37	87.26	12,830
Physics	Professor	87,516	14	103,902	213	84.23	229,398
	Associate	62,672	2	72,032	64	87.01	18,719
	Assistant	61,031	6	65,216	64	93.58	25,108
Political Science	Professor	76,728	7	100,464	83	76.37	166,153
	Associate	57,270	8	73,913	78	77.48	133,146
	Assistant	47,541	3	57,753	67	82.32	30,635
Psychology	Professor	80,689	5	100,990	157	79.90	101,503
	Associate	61,230	9	68,239	102	89.73	63,084
	Assistant	59,009	7	57,643	111	102.37	-9,562
Sociology	Professor	83,759	5	99,184	86	84.45	77,123
	Associate	58,151	4	66,364	55	87.62	32,851
	Assistant	48,218	5	56,009	81	86.09	38,955
Statistics	Professor	78,062	2	109,689	49	71.17	63,255
	Associate	65,337	3	78,720	16	83.00	40,149
	Assistant	60,714	1	66,716	33	91.00	6,002
Theatre	Professor	79,362	1	81,124	22	97.83	1,762
	Associate	53,321	2	60,160	49	88.63	13,678
	Assistant	45,789	3	49,191	34	93.08	10,205
Zoology	Professor	69,907	5	88,862	14	78.67	94,776
	Associate	62,622	2	71,767	7	87.26	18,291
	Assistant	52,947	2	56,197	10	94.22	6,499
Total College of Arts and Sciences			330		4,722		3,042,487
Needed to bring below average OSU groups to Rest of Big 12 Average							3,082,110
Number and Percent of faculty in group below rest of Big 12 average; \$ per faculty needed to bring these groups to rest of Big 12 average			309	94%			9,974

Table 4. OSU Salaries as Percent of Rest of Big 12 by Department and Rank: 2006-7 (continued)							
OSU				Rest of Big 12			
Department and College	Rank	Mean Salary	# Faculty	Mean Salary	# Faculty	OSU as % of Rest of Big 12	\$ Needed to Bring OSU to Average of Big 12
Spears School of Business							
Accounting	Professor	125,717	7	154,063	45	81.60	198,420
	Associate	98,160	6	125,609	37	78.15	164,695
	Assistant	134,058	4	120,785	35	110.99	-53,093
Economics & Legal Studies in Business	Professor	95,400	14	126,146	88	75.63	430,445
	Associate	58,590	4	88,260	59	66.38	118,679
	Assistant	83,340	2	80,289	64	103.80	-6,103
Finance	Professor	135,241	4	159,205	41	84.95	95,857
	Associate	111,639	8	126,578	26	88.20	119,513
	Assistant	113,000	2	134,256	32	84.17	42,513
Management	Professor	98,577	5	144,343	76	68.29	228,830
	Associate	97,965	5	116,921	47	83.79	94,778
	Assistant	103,895	7	103,642	59	100.24	-1,770
Management Science & Info Systems	Professor	116,589	8	131,898	9	88.39	122,476
	Associate	105,098	2	102,166	19	102.87	-5,865
	Assistant	106,504	4	100,080	12	106.42	-25,696
Marketing	Professor	125,415	7	145,792	41	86.02	142,636
	Associate	93,540	3	112,614	21	83.06	57,223
	Assistant	102,549	7	104,135	19	98.48	11,102
Total Spears School of Business			99		730		1,734,639
Needed to bring below average OSU groups to Rest of Big 12 Average							1,642,113
Number and Percent of faculty in group below rest of Big 12 average			80	81%			20,526

Table 4. OSU Salaries as Percent of Rest of Big 12 by Department and Rank: 2006-7 (continued)							
OSU				Rest of Big 12			
Department and College	Rank	Mean Salary	# Faculty	Mean Salary	# Faculty	OSU as % of Rest of Big 12	\$ Needed to Bring OSU to Average of Big 12
College of Education							
Applied Health & Educational Psychology	Professor	76,193	6	92,846	55	82.06	99,918
	Associate	66,482	12	66,751	37	99.60	3,226
	Assistant	50,977	15	51,931	35	98.16	14,314
Educational Studies	Professor	78,441	7	102,338	44	76.65	167,279
	Associate	59,711	9	69,736	32	85.62	90,221
	Assistant	51,183	11	56,364	33	90.81	56,995
Teaching & Curriculum Leadership	Professor	80,580	6	91,721	61	87.85	66,844
	Associate	55,286	8	64,357	63	85.91	72,569
	Assistant	50,911	13	56,634	59	89.89	74,404
Total College of Education			87		419		645,769
Needed to bring below average OSU groups to Rest of Big 12 Average							645,769
Number and Percent of faculty in group below rest of Big 12 average; \$ per faculty needed to bring these groups to rest of Big 12 average			87	100%			7,423

Table 4. OSU Salaries as Percent of Rest of Big 12 by Department and Rank: 2006-7 (continued)							
OSU				Rest of Big 12			\$ Needed to Bring OSU to Average of Big 12
Department and College	Rank	Mean Salary	# Faculty	Mean Salary	# Faculty	OSU as % of Rest of Big 12	
College of Engineering							
Architecture	Professor	73,225	6	90,762	68	80.68	105,221
	Associate	60,842	5	70,657	79	86.11	49,076
	Assistant	55,542	7	56,565	57	98.19	7,160
Chemical Engineering	Professor	103,717	5	126,936	75	81.71	116,096
	Associate	79,425	3	87,652	32	90.61	24,682
	Assistant	78,672	3	76,360	33	103.03	-6,935
Civil & Environmental Engineering	Professor	102,434	7	115,079	97	89.01	88,516
	Associate	81,716	7	83,822	71	97.49	14,742
	Assistant	72,951	3	70,452	58	103.55	-7,497
Electrical & Computer Engineering	Professor	106,763	6	119,885	161	89.05	78,735
	Associate	85,233	10	88,184	103	96.65	29,512
	Assistant	74,725	8	80,615	101	92.69	47,123
Engineering Technology	Professor	86,832	6	104,428	19	83.15	105,576
	Associate	69,111	7	68,641	29	100.69	-3,293
	Assistant	58,484	5	57,851	22	101.09	-3,166
General Engineering	Associate	91,188	1	75,439	3	120.88	-15,749
Industrial Engineering & Management	Professor	107,635	2	112,881	33	95.35	10,492
	Associate	82,778	5	88,019	29	94.05	26,203
	Assistant	68,820	3	73,412	19	93.74	13,777
Mechanical & Aerospace Engineering	Professor	105,051	12	121,012	186	86.81	191,536
	Associate	80,213	4	85,004	109	94.36	19,162
	Assistant	73,742	5	74,009	90	99.64	1,335
Total College of Engineering			114		1,406		787,082
Needed to bring below average OSU groups to Rest of Big 12 Average							750,441
Number and Percent of faculty in group below rest of Big 12 average; \$ per faculty needed to bring these groups to rest of Big 12 average			95	83%			7,899

Table 4. OSU Salaries as Percent of Rest of Big 12 by Department and Rank: 2006-7 (continued)							
OSU				Rest of Big 12			
Department and College	Rank	Mean Salary	# Faculty	Mean Salary	# Faculty	OSU as % of Rest of Big 12	\$ Needed to Bring OSU to Average of Big 12
College of Human Environmental Sciences							
Design, Housing, Merchandising	Professor	82,397	2	87,227	3	94.46	9,660
	Associate	69,527	4	65,043	5	106.89	-17,935
	Assistant	58,840	7	49,794	5	118.17	-63,319
Hotel & Restaurant Administration	Professor	94,581	2	92,760	1	101.96	-3,642
	Associate	76,050	3	74,610	1	101.93	-4,320
	Assistant	71,897	4	65,000	2	110.61	-27,588
Human Development & Family Science	Professor	75,992	5	90,757	25	83.73	73,824
	Associate	72,013	7	66,247	30	108.70	-40,361
	Assistant	56,642	10	55,505	19	102.05	-11,371
Nutritional Sciences	Professor	102,010	2	90,864	16	112.27	-22,293
	Associate	65,054	3	67,160	21	96.86	6,319
	Assistant	56,832	3	56,467	18	100.65	-1,095
Total College of Human Environmental Sciences			52		146		-102,122
Needed to bring below average OSU groups to Rest of Big 12 Average							89,803
Number and Percent of faculty in group below rest of Big 12 average; \$ per faculty needed to bring these groups to rest of Big 12 average			10	19%			8,980

Table 4. OSU Salaries as Percent of Rest of Big 12 by Department and Rank: 2006-7 (continued)							
OSU				Rest of Big 12			
Department and College	Rank	Mean Salary	# Faculty	Mean Salary	# Faculty	OSU as % of Rest of Big 12	\$ Needed to Bring OSU to Average of Big 12
Veterinary Health Sciences	Professor	105,170	19	97,933	144	107.39	-137,494
	Associate	77,845	18	79,642	121	97.74	32,340
	Assistant	72,089	15	69,598	114	103.58	-37,359
Total Center for Veterinary Health Sciences			52		379		-142,513
Needed to bring below average OSU groups to Rest of Big 12 Average							32,340
Number and Percent of faculty in group below rest of Big 12 average; \$ per faculty needed to bring these groups to rest of Big 12 average			18	35%			1,797

Table 4. OSU Salaries as Percent of Rest of Big 12 by Department and Rank: 2006-7 (continued)							
OSU				Rest of Big 12			
	All Ranks	Mean Salary	# Faculty	Mean Salary	# Faculty	OSU as % of Rest of Big 12	\$ Needed to Bring OSU to Average of Big 12
Oklahoma State University Total		74,608	870	83,766	8,633	89%	6,933,072
Needed to bring below average OSU groups to Rest of Big 12 Average							7,137,632
Number and Percent of faculty in group below rest of Big 12 average; \$ per faculty needed to bring these groups to rest of Big 12 average			724	83%			9,859

Source: R. Darcy calculations from date made available from OSU Institutional Research, April, 2006