

2010 - 2011
FACULTY
SALARY
SURVEY
by
DISCIPLINE



OFFICE OF INSTITUTIONAL RESEARCH
AND INFORMATION MANAGEMENT
OKLAHOMA STATE UNIVERSITY

2010-2011
FACULTY SALARY SURVEY
OF
INSTITUTIONS
BELONGING
TO
Association of Public
and
Land-Grant Universities

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INTRODUCTION

First published in 1974, the Faculty Salary Survey by Discipline is a project directed by Oklahoma State University's Office of Institutional Research and Information Management. The inspiration behind the project emerged from the desire for current salary information for university management. The result is a study which higher education administrators and government officials can use for salary budget decisions.

Doctoral degree-granting institutions from each state were selected to provide low, high, and average salaries for each academic discipline and faculty rank represented on their campuses. These institutions annually award doctorates in a minimum of five different discipline areas. In an effort to produce a national sample of average faculty salaries by discipline, institutions from each state were invited to participate.

While this is the thirty-seventh year for publishing the survey results, this is only the ninth year the book is arranged by 6-digit CIP codes, with 2-digit and 4-digit summary pages included as needed. Two separate "All Discipline Average" pages are included, one with medical disciplines and one without medical disciplines. Given the release of the 2005 Carnegie Classifications and input from our participants and customers, the new basic classifications as defined by the Carnegie Foundation were implemented in our Faculty Salary Survey beginning in 2007-2008. Therefore, breakdowns for each discipline are no longer Research I, Research II and Other. Instead, the salary information is grouped as follows:

RU/VH (Research Universities – very high research activity)

RU/H (Research Universities – high research activity)

DRU (Doctoral/Research Universities)

In addition to our publication and data files being available by Carnegie Classification, they will also continue to be available by geographic region upon request.

Suggestions are encouraged as we continue to evaluate our survey for improvements and enhancements.

LIST OF PARTICIPATING INSTITUTIONS

An invitation to participate in the 2010-2011 Faculty Salary Survey was extended to 154 institutions including many belonging to the Association of Public and Land-Grant Universities (APLU), those who have historically participated in previous years, and others who also award doctoral degrees in five different discipline areas. This year, data from 118 institutions was submitted by the required deadline to be included in the survey.

CARNEGIE CLASS: RESEARCH UNIVERSITY/VERY HIGH RESEARCH ACTIVITY

Arizona State University	University of Colorado at Boulder
Colorado State University	University of Connecticut
Cornell University (NY)	University of Delaware
Florida State University	University of Florida
Georgia Institute of Technology	University of Georgia
Indiana University at Bloomington	University of Hawaii at Manoa
Iowa State University	University of Illinois at Chicago
Kansas State University	University of Illinois at Urbana/Champaign
Louisiana State University	University of Iowa
Michigan State University	University of Kansas
Montana State University	University of Kentucky
North Carolina State University at Raleigh	University of Maryland at College Park
Ohio State University	University of Massachusetts
Oregon State University	University of Michigan
Pennsylvania State University	University of Minnesota-Twin Cities
Purdue University (IN)	University of Missouri at Columbia
Rutgers the State University of New Jersey New Brunswick	University of Nebraska at Lincoln
State University of New York at Buffalo	University of New Mexico
Texas A&M University	University of North Carolina at Chapel Hill
University of Alabama at Birmingham	University of South Carolina
University of Arizona	University of Tennessee at Knoxville
University of California at Berkeley	University of Texas at Austin
University of California at Davis	University of Utah
University of California at Irvine	University of Virginia
University of California at Los Angeles	University of Washington
University of California at Riverside	University of Wisconsin at Madison
University of California at San Diego	Virginia Polytechnic Institute & State University
University of California at Santa Barbara	Washington State University
University of California at Santa Cruz	Wayne State University (MI)

CARNEGIE CLASS: RESEARCH UNIVERSITY/HIGH RESEARCH ACTIVITY

Auburn University (AL)	University of Idaho
Baylor University (TX)	University of Louisville (KY)
Bowling Green State University (OH)	University of Maine
Clemson University (SC)	University of Maryland, Baltimore County
Colorado School of Mines	University of Mississippi
Florida Atlantic University	University of Montana
Georgia State University	University of Nevada at Las Vegas
Kent State University (OH)	University of Nevada at Reno
Miami University (OH)	University of North Carolina at Greensboro
Mississippi State University	University of North Dakota
New Mexico State University	University of North Texas
North Dakota State University	University of Oklahoma
Ohio University	University of Oregon
Oklahoma State University	University of Rhode Island
Old Dominion University (VA)	University of Southern Mississippi
South Dakota State University	University of Texas at Arlington
Southern Illinois University at Carbondale	University of Vermont
Texas Tech University	University of Wisconsin at Milwaukee
University of Akron (OH)	University of Wyoming
University of Alabama	Utah State University
University of Alaska at Fairbanks	West Virginia University
University of Arkansas	Western Michigan University
University of Houston (TX)	

CARNEGIE CLASS: DOCTORAL/RESEARCH UNIVERSITY AND OTHER

Ball State University (IN)	Texas A&M - Commerce
Central Michigan University	U.S. Naval Academy (MD)
Cleveland State University (OH)	University of Massachusetts at Boston
Idaho State University	University of Nebraska at Omaha
Illinois State University	University of North Carolina at Charlotte
Indiana University of Pennsylvania (PA)	University of Northern Colorado
Oakland University (MI)	University of South Dakota
Portland State University (OR)	

COMMENTS

The purpose of this salary study is to provide factual information to assist higher education administrators with salary and budget decisions. One of the most complex problems for academic administrators is the lack of factual data from comparable institutions when discussing salary decisions with faculty, legislators, and public officials. Answers to questions such as: “What is the average salary of assistant professors in a given discipline?” or “Do institutions pay faculty of certain disciplines more than faculty in other disciplines?” may serve to provide better understanding and assist in more accurate salary decisions. If an institution wishes to compare data with another institution that participated in the study, contact should be made with the institution in question to exchange data. A list of contact persons may be obtained from our office. If special studies are desired and no breach of confidentiality exists, we will prepare special reports for a charge equal to the cost incurred by our office. The normal charge is \$150.00 for each study.

The IPEDS coding structure (Classification of Instructional Programs [CIP] produced by the National Center for Education Statistics, U.S. Office of Education, and published in 2000) was used for identification of academic departments. This is the seventh year to use the 2000 Edition CIP codes and will result in noticeable differences within some of the 2-digit and 4-digit CIP salaries when compared to publications prior to 2004-2005.

For the ninth year, we have used a mixture of 2-digit, 4-digit and 6-digit CIPs to categorize academic disciplines. The purpose is to alleviate the need for moving or deleting data for which fewer than three institutions responded with a particular CIP. If you do not see data for a CIP that was submitted by your institution, the data will be contained in the next highest CIP level for which there are three institutions reporting. For example, if only two institutions reported data for CIP 40.0807, that data would be included in the numbers for CIP 40.08. We continue to include two “All Discipline Average” pages, one that includes medical disciplines and one that excludes medical disciplines.

Invitations to participate in the Faculty Salary Survey were mailed to the institutions on October 13, 2010, with a requested return date of January 31, 2011.

If you have any questions concerning the survey, please contact Dr. Christie Hawkins, Office of Institutional Research and Information Management, 219 PIO Building, Oklahoma State University, Stillwater, Oklahoma 74078-1042 (phone: 405-744-4244; fax: 405-744-4834; e-mail: osuirim@okstate.edu.)

NOTE: This publication does not contain individual institutional information. Anyone wishing to have a copy of any institution's individual report should contact that institution directly. A list of participating institutions and their contact person may be obtained from our office.

DEFINITION OF TERMS

NOTE: All salaries which are reported in the survey are based on a 9-10 month academic year salary. Any compensation for summer academic work, fringe benefits or perquisites is not included in the salary data.

AVERAGE SALARY

The average salary is based on the survey information with the assumption that all employees are full-time.

HIGH SALARY

The highest salary of any full-time individual of the defined group for which information is reported.

LOW SALARY

The lowest salary for any full-time individual of the defined group for which information is reported.

SAL FACTOR

This is a ratio comparing the average salary in a specific discipline to the all-discipline average salary for each rank. For example: A Salary Factor of 1.12 for associate professors in Mathematics implies the average salary is 12% above the average salary of all associate professors combined.

NUM

The number of faculty members whose salary was included to compute the average salary. Beneath this number is a percentage which represents the proportion of faculty reported at this rank. This is also known as the Faculty Mix percent.

INS

The number of institutions which have reported salary data for a given academic rank and discipline/major field.

GROUP

Represents a collection of data for a given number of institutions. The groups were defined by the 2005 Carnegie Basic Classification of the institutions.

NEW ASST PROF

The collection of assistant professors who were hired for the first time in the fall of 2010. All information for this group was included in the ASST PROF rank for reporting purposes. Thus, new assistant professor information is not combined in the ALL RANKS information. This category is used mainly for new hiring information. All information and calculations are correct when comparing NEW ASST PROF to each other, but as a separate group they do not compose part of the ALL RANKS.

ALL RANKS

The collection of professors, associate professors, assistant professors, and instructors as a group.

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