2024 - 2025

FACULTY SALARY SURVEY *by* DISCIPLINE

OFFICE OF INSTITUTIONAL RESEARCH AND ANALYTICS
OKLAHOMA STATE UNIVERSITY

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2024-2025

FACULTY SALARY SURVEY

OF

INSTITUTIONS

BELONGING

TO THE

Association of

Public and Land-Grant

Universities

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INTRODUCTION

First published in 1974, the Faculty Salary Survey by the Classification of Instructional Programs (CIP) by faculty rank (assistant, associate and full professor), and by tenure status is a project directed by Oklahoma State University's Office of Institutional Research and Analytics. The inspiration behind the project emerged from the desire for current salary information for university management. Higher education administrators and government officials can use the results of this study for salary budget decisions.

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

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. Using summaries of the Carnegie Classifications and input from our participants and customers, the basic institutional classifications as defined by the Carnegie Foundation were implemented in our Faculty Salary Survey beginning in 2007-2008. This publication reflects the 2025 Carnegie Classifications. Therefore, the salary information is grouped as follows:

R1: Doctoral Universities – Very High Research Activity
R2: Doctoral Universities – High Research Activity

Since 2012-2013, we have offered salary details categorized by tenure status, based on data provided by institutions that were able to supply it. Likewise, from 2018-2019 onwards, all participating institutions have provided information on tenure status.

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

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LIST OF PARTICIPATING INSTITUTIONS BY CARNEGIE CLASSIFICATIONS

An invitation to participate in the 2024-2025 Faculty Salary Survey was extended to 149 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 94 institutions were submitted by the required deadline to be included in the survey.

CARNEGIE CLASS R1: DOCTORAL UNIVERSITIES – VERY HIGH RESEARCH ACTIVITY

Arizona State University
Auburn University
Baylor University
Binghamton University (SUNY)
Clemson University
Colorado State University
Florida Atlantic University
Florida State University
Georgia Institute of Technology
Georgia State University
Iowa State University
Kansas State University
Kent State University
Louisiana State University
Michigan State University
Mississippi State University
Montana State University
New Mexico State University
North Carolina State University
North Dakota State University
Northern Arizona University
Ohio University
Oklahoma State University
Purdue University
Southern Illinois University Carbondale
Texas A & M University
Texas Tech University
University at Buffalo (SUNY)
University of Alabama
University of Alabama at Birmingham
University of Arizona
University of Arkansas
University of California, Berkeley
University of California, Davis
University of California, Irvine
University of California, Los Angeles
University of California, Merced
University of California, Riverside
University of California, San Diego
University of California, Santa Barbara
University of California, Santa Cruz
University of Central Florida
University of Colorado at Boulder
University of Colorado at Denver
University of Delaware
University of Florida
University of Georgia
University of Hawaii at Manoa
University of Houston
University of Idaho
University of Illinois, Chicago
University of Illinois, Urbana-Champaign
University of Iowa
University of Kansas
University of Kentucky
University of Louisville
University of Maine
University of Maryland, Baltimore County
University of Maryland, College Park
University of Massachusetts
University of Minnesota-Twin Cities
University of Mississippi
University of Missouri, Kansas City
University of Montana
University of Nebraska at Lincoln
University of Nevada, Las Vegas
University of Nevada, Reno
University of New Mexico

University of North Dakota
University of Oklahoma
University of Oregon
University of Rhode Island
University of South Carolina
University of South Florida
University of Southern Mississippi
University of Tennessee at Knoxville
University of Texas at Austin
University of Texas at El Paso
University of Utah
University of Wisconsin-Madison
University of Wisconsin-Milwaukee
University of Wyoming
Utah State University
Virginia Tech University
Washington State University
West Virginia University

CARNEGIE CLASS R2: DOCTORAL UNIVERSITIES – HIGH RESEARCH ACTIVITY

Bowling Green State University
Oakland University
Texas Christian University
University of Alaska (Fairbanks)
University of Missouri-St. Louis
University of North Carolina, Greensboro
University of North Carolina, Wilmington
University of North Florida

All institutions provided tenured/tenure track and/or non-tenure track salary information.

LIST OF PARTICIPATING INSTITUTIONS BY REGION

REGION 1

Arizona State University
Montana State University
North Dakota State University
Northern Arizona University
University of Alaska (Fairbanks)
University of Arizona
University of California, Berkeley
University of California, Davis
University of California, Irvine
University of California, Los Angeles
University of California, Merced
University of California, Riverside
University of California, San Diego
University of California, Santa Barbara
University of California, Santa Cruz
University of Hawaii at Manoa
University of Idaho
University of Montana
University of Nevada, Las Vegas
University of Nevada, Reno
University of North Dakota
University of Oregon
University of Utah
University of Wyoming
Utah Ste University
Washington State University

REGION 2

Baylor University
Colorado State University
Iowa State University
Kansas State University
New Mexico State University
Oklahoma State University
Texas A & M University
Texas Christian University
Texas Tech University
University of Arkansas
University of Colorado Boulder
University of Colorado, Denver
University of Houston
University of Iowa
University of Kansas
University of Missouri Kansas City
University of Missouri St. Louis
University of Nebraska at Lincoln
University of New Mexico
University of Oklahoma
University of Texas at Austin
University of Texas at El Paso

REGION 3

Binghamton University (SUNY)
Bowling Green State University
Kent State University
Michigan State University
Oakland University
Ohio University
Purdue University
Southern Illinois University at Carbondale
University at Buffalo (SUNY)
University of Delaware
University of Illinois at Chicago
University of Illinois Urbana-Champaign
University of Maine
University of Maryland, Baltimore County
University of Maryland, College Park
University of Massachusetts
University of Minnesota-Twin Cities
University of Rhode Island
University of Wisconsin at Madison
University of Wisconsin at Milwaukee

REGION 4

Auburn University
Clemson University
Florida Atlantic University
Florida State University
Georgia Institute of Technology
Georgia State University
Louisiana State University
Mississippi State University
North Carolina State University
University of Alabama
University of Alabama at Birmingham
University of Central Florida
University of Florida
University of Georgia
University of Kentucky
University of Louisville
University of Mississippi
University of North Carolina, Greensboro
University of North Carolina, Wilmington
University of North Florida
University of South Carolina
University of South Florida
University of Southern Mississippi
University of Tennessee at Knoxville
Virginia Tech University
West Virginia University

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 $175.00 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 2020) was used for identification of academic departments. This is the fourth year to use the 2020 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 2020-2021.

Our publication incorporates 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 higher 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" summaries, 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 11, 2024, with a requested return date of January 31, 2025.

If you have any questions concerning the survey, please contact:

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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

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. Low salaries below $20,000 were not included in this publication.

AVERAGE SALARY (*Average*)
The average salary is based on the survey information with the assumption that all employees are full-time.

LOW SALARY (*Low*)
The lowest salary for any full-time individual of the defined group for which information is reported.

HIGH SALARY (*High*)
The highest salary of any full-time individual of the defined group for which information is reported.

NUMBER OF FACULTY (*N Faculty*)
The number of faculty members whose salary was included to compute the average salary.

NUMBER OF INSTITUTIONS (*N Inst*)
The number of institutions which have reported salary data for a given academic rank and discipline/ major field.

PERCENT MIX (*Pct Mix)*
Percent of faculty in the given rank and group.

SALARY FACTOR (*SalFac*)
This is a ratio comparing the average salary in a specific discipline, group, and rank 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.

GROUP
Represents a collection of data for a given number of institutions. These groups include the Carnegie Classifications, Tenure Status, Regions, and All Combined.

REGION
Represents a collection of data for institutions located within geographic regions using a historically defined division of the United States.

NEW ASSISTANT PROFESSOR

The collection of assistant professors who were hired for the first time in the fall of 2024. All information for this group is included in the ASSISTANT PROFESSOR rank for reporting purposes. Thus, new assistant professor information is not included 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 COMBINED.

ALL RANKS COMBINED

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

OTHER FACULTY

Faculty members without the standard academic ranks.

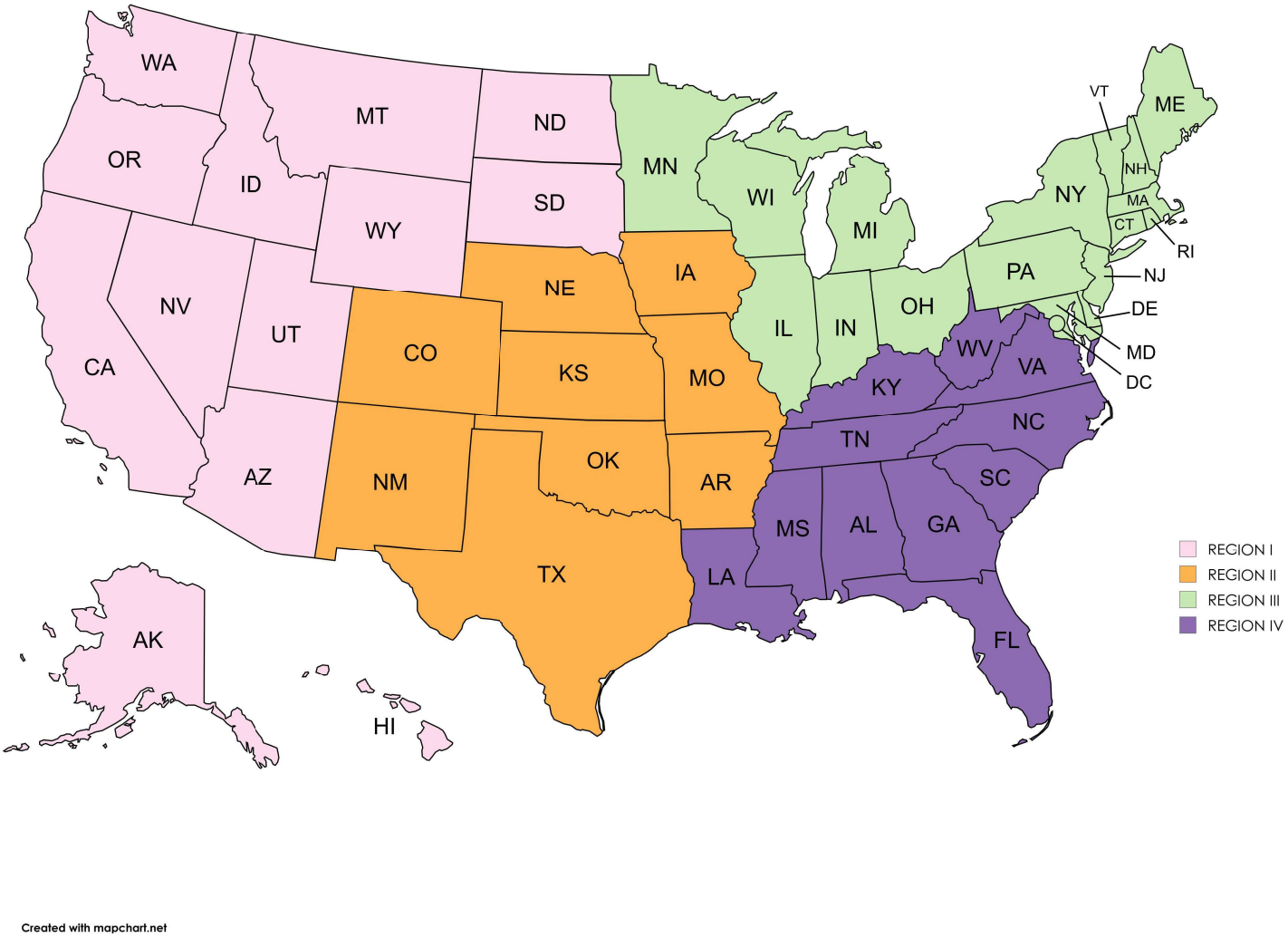
TENURED/TENURE-TRACK

Tenure positions recognize that the faculty member has exhibited the potential to grow in an academic career in accordance with the institution's mission and the academic unit's objectives and have continuing appointments.

NON-TENURE TRACK

Non-tenure track positions will be used to support and enhance instructional, outreach, clinical, and/ or extension programs and initiatives and are usually appointed on an annual basis.

GEOGRAPHIC REGIONS



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