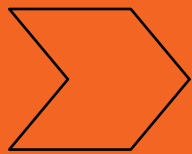


2025 - 2026



**FACULTY
SALARY
SURVEY**
by **DISCIPLINE**



OFFICE OF INSTITUTIONAL RESEARCH AND ANALYTICS
OKLAHOMA STATE UNIVERSITY

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2025-2026

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 2025-2026 Faculty Salary Survey was extended to 149 institutions including many belonging to the Association of Public and Land-Grant Universities (APLU), those who have participated in previous years, and others who also award doctoral degrees in five different discipline areas. This year, data from 92 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	University of California at Merced
Auburn University (AL)	University of California at Riverside
Baylor University (TX)	University of California at San Diego
Binghamton University (SUNY)	University of California at Santa Barbara
Clemson University (SC)	University of California at Santa Cruz
Colorado School of Mines	University of Central Florida
Colorado State University	University of Colorado at Boulder
Florida Atlantic University	University of Colorado at Denver
Florida State University	University of Delaware
Georgia Institute of Technology	University of Florida
Georgia State University	University of Georgia
Iowa State University	University of Hawaii at Manoa
Kansas State University	University of Houston (TX)
Kent State University (OH)	University of Idaho
Louisiana State University	University of Illinois at Chicago
Mississippi State University	University of Illinois at Urbana/Champaign
Montana State University	University of Iowa
New Mexico State University	University of Kansas
North Carolina State University, Raleigh	University of Kentucky
North Dakota State University	University of Louisville (KY)
Ohio University	University of Maine
Oklahoma State University	University of Maryland - Baltimore County
Purdue University (IN)	University of Massachusetts
Southern Illinois University at Carbondale	University of Minnesota-Twin Cities
Texas Tech University	University of Missouri at Columbia
University at Buffalo (SUNY)	University of Missouri at Kansas City
University of Alabama	University of Montana
University of Alabama at Birmingham	University of Nebraska at Lincoln
University of Arizona	University of Nevada at Las Vegas
University of California at Berkeley	University of Nevada at Reno
University of California at Davis	University of New Mexico
University of California at Irvine	University of North Carolina at Chapel Hill
University of California at Los Angeles	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 Arlington

University of Texas at El Paso
University of Utah
University of Wisconsin at 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 (OH)
Oakland University (MI)
South Dakota State University
Texas Christian University
University of Colorado at Colorado Springs

University of Massachusetts Dartmouth
University of Missouri at St. Louis
University of North Carolina at Greensboro
University of North Carolina at 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	University of California at Santa Cruz
Montana State University	University of Hawaii at Manoa
North Dakota State University	University of Idaho
South Dakota State University	University of Montana
University of Arizona	University of Nevada at Las Vegas
University of California at Berkeley	University of Nevada at Reno
University of California at Davis	University of North Dakota
University of California at Irvine	University of Oregon
University of California at Los Angeles	University of Utah
University of California at Merced	University of Wyoming
University of California at Riverside	Utah State University
University of California at San Diego	Washington State University
University of California at Santa Barbara	

REGION 2

Baylor University (TX)	University of Houston (TX)
Colorado School of Mines	University of Iowa
Colorado State University	University of Kansas
Iowa State University	University of Missouri at Columbia
Kansas State University	University of Missouri at Kansas City
New Mexico State University	University of Missouri at St. Louis
Oklahoma State University	University of Nebraska at Lincoln
Texas Christian University	University of New Mexico
Texas Tech University	University of Oklahoma
University of Colorado at Boulder	University of Texas at Arlington
University of Colorado at Colorado Springs	University of Texas at El Paso
University of Colorado at Denver	

REGION 3

Binghamton University (SUNY)	University of Illinois at Chicago
Bowling Green State University (OH)	University of Illinois at Urbana/Champaign
Kent State University (OH)	University of Maine
Oakland University (MI)	University of Maryland - Baltimore County
Ohio University	University of Massachusetts
Purdue University (IN)	University of Massachusetts Dartmouth
Southern Illinois University at Carbondale	University of Minnesota-Twin Cities
University at Buffalo (SUNY)	University of Rhode Island
University of Delaware	University of Wisconsin at Milwaukee

REGION 4

Auburn University (AL)	University of Georgia
Clemson University (SC)	University of Kentucky
Florida Atlantic University	University of Louisville (KY)
Florida State University	University of North Carolina at Chapel Hill
Georgia Institute of Technology	University of North Carolina at Greensboro
Georgia State University	University of North Carolina at Wilmington
Louisiana State University	University of North Florida
Mississippi State University	University of South Carolina
North Carolina State University at Raleigh	University of South Florida
University of Alabama	University of Southern Mississippi
University of Alabama at Birmingham	University of Tennessee at Knoxville
University of Central Florida	Virginia Polytechnic Institute & State University
University of Florida	West Virginia University

COMMENTS

The purpose of this salary survey 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 survey uses the Classification of Instructional Programs (CIP) coding structure developed by the National Center for Education Statistics (NCES), U.S. Department of Education, to identify academic disciplines. Beginning with the 2020–2021 publication, the survey adopted the 2020 Edition CIP codes. As a result, salary data reported for certain 2-digit and 4-digit CIP categories may not be directly comparable with data published prior to 2020–2021, and noticeable differences may occur due to changes in the CIP classification system.

The survey incorporates a combination of 2-digit, 4-digit, and 6-digit CIP codes to classify academic disciplines. This approach reduces the need to suppress, reclassify, or aggregate data when fewer than three institutions report salary information for a particular CIP category. 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 in October, 2025, with a requested return date of January 31, 2026.

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

Christie Hawkins, Ph.D.

Oklahoma State University, Office of Institutional Research and Analytics

Phone: 405-744-4244; fax: 405-744-4834; e-mail: osuir@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

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 (*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 2025. 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.

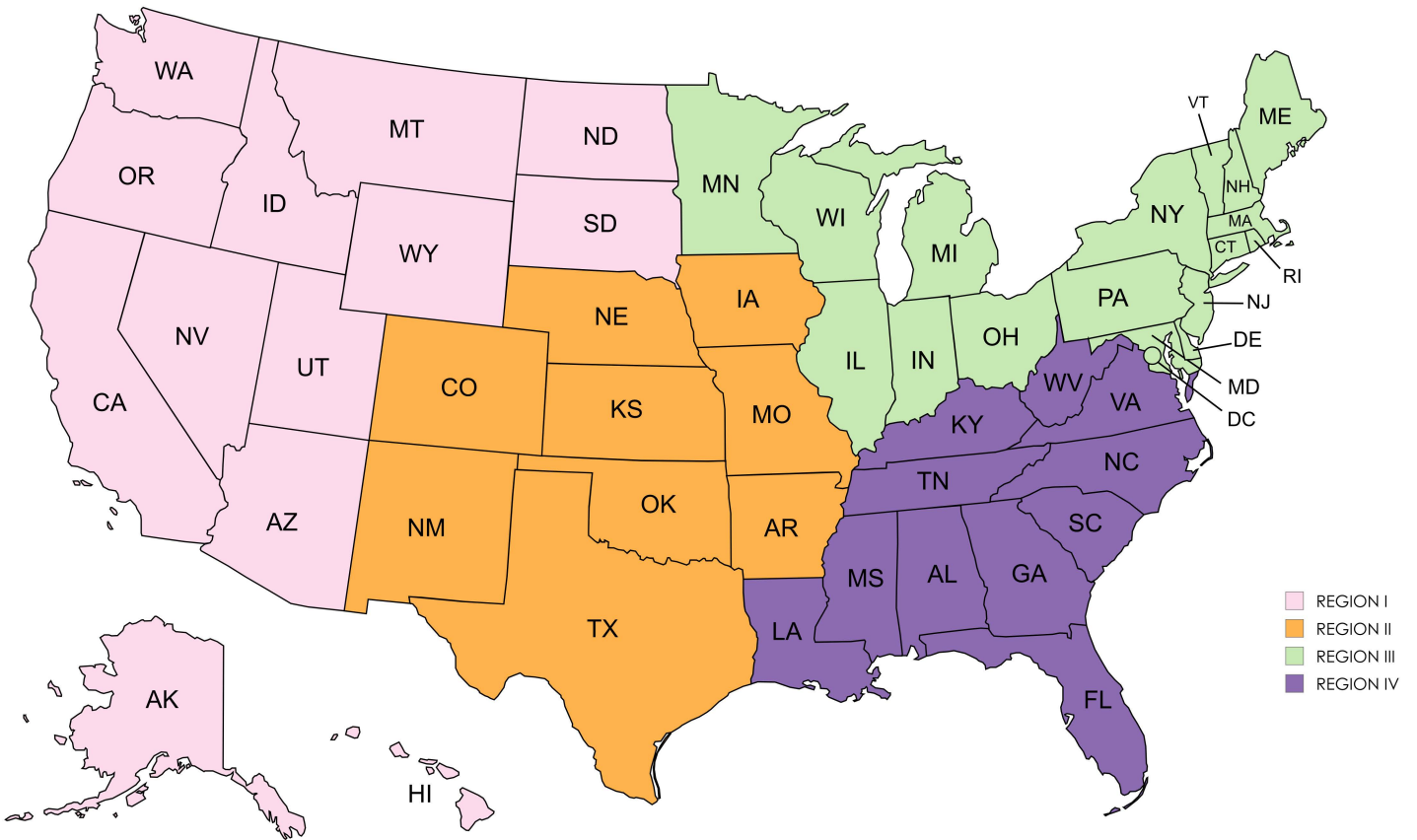
TENURED/TENURE-TRACK

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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