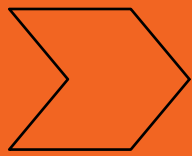


2023 - 2024



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



OFFICE OF INSTITUTIONAL RESEARCH AND ANALYTICS
OKLAHOMA STATE UNIVERSITY

2023-2024

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 2021 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.

LIST OF PARTICIPATING INSTITUTIONS BY CARNEGIE CLASSIFICATIONS

An invitation to participate in the 2023-2024 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 was 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, Los Angeles
Auburn University	University of California, Riverside
Baylor University	University of California, San Diego
Binghamton University (SUNY)	University of California, Santa Barbara
Clemson University	University of California, Santa Cruz
Colorado State University	University of Central Florida
Florida State University	University of Colorado Denver
Georgia Institute of Technology	University of Delaware
Georgia State University	University of Florida
Iowa State University	University of Georgia
Kansas State University	University of Hawaii at Manoa
Kent State University	University of Houston
Louisiana State University	University of Illinois at Chicago
Mississippi State University	University of Illinois at Urbana-Champaign
Montana State University	University of Iowa
North Carolina State University	University of Kansas
North Dakota State University	University of Kentucky
Ohio University	University of Louisville
Oklahoma State University	University of Maine
Texas A&M University	University of Maryland, Baltimore County
Texas Tech University	University of Maryland, College Park
University at Buffalo (SUNY)	University of Massachusetts, Amherst
University of Alabama	University of Massachusetts, Dartmouth
University of Alabama at Birmingham	University of Memphis
University of Arizona	University of Minnesota Twin Cities
University of Arkansas	University of Mississippi
University of California, Berkeley	University of Montana
University of California, Davis	University of Nebraska-Lincoln
University of California, Irvine	University of Nevada, Las Vegas

CARNEGIE CLASS R1 CONTINUED

University of Nevada, Reno	University of Texas at El Paso
University of New Mexico	University of Utah
University of North Carolina at Chapel Hill	University of Virginia
University of Oklahoma	University of Wisconsin-Madison
University of Oregon	University of Wisconsin-Milwaukee
University of South Carolina	Utah State University
University of South Florida	Virginia Tech
University of Southern Mississippi	Washington State University
University of Tennessee, Knoxville	West Virginia University
University of Texas at Austin	

CARNEGIE CLASS R2: DOCTORAL UNIVERSITIES – HIGH RESEARCH ACTIVITY

Bowling Green State University	University of Missouri-Kansas City
Florida A&M University	University of Missouri-St. Louis
New Mexico State University	University of North Carolina Greensboro
Northern Arizona University	University of North Carolina Wilmington
Oakland University	University of North Dakota
Southern Illinois University Carbondale	University of North Florida
Texas Christian University	University of Rhode Island
University of California, Merced	University of Wyoming
University of Idaho	

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

REGION 2

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

REGION 3

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

REGION 4

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

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

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 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, 2023, with a requested return date of January 31, 2024.

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. 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 United States.

NEW ASSISTANT PROFESSOR

The collection of assistant professors who were hired for the first time in the fall of 2023. 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 appointment.

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

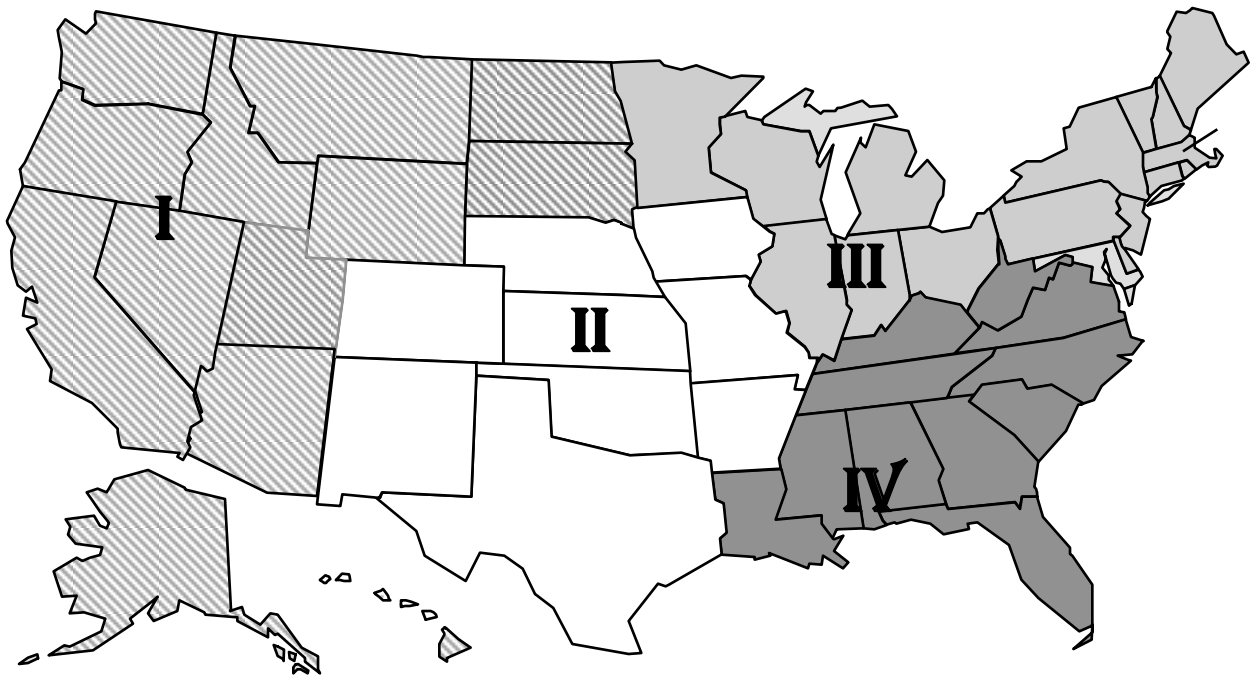


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