

FACULTY SALARY REPORT 2004-5
Oklahoma State University

Bob Darcy
Vice-Chair of the General Faculty
Regents Professor of Political Science and Statistics

Mark Payton
Professor of Statistics

General Faculty Meeting
April 19, 2005

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- Between 2002-3 and 2004-5 the total OSU faculty salary budget increased from \$52,825,434 to \$55,144,181 -- a 4.4 percent increase.
- Between 2002-3 and 2004-5 the total faculty salary budget for the rest of the Big 12 increased from \$580,520,447 to \$670,399,563 -- an 15.48 percent increase.
- Between 2002-3 and 2004-5 the average OSU faculty member's salary rose from \$63,722 to \$67,662 -- a 6.18 percent increase.
- Between 2002-3 and 2004-5 the average faculty member's salary for the rest of the Big 12 rose from \$73,381 to \$77,279 -- a 5.31 percent increase.
- In 2002-3 it would take \$9,900 to bring faculty in departmental rank groups below the average of the rest of the Big 12 to the rest of the Big 12 average. In 2004-5 this increased to \$10,309 -- a 4.13 percent loss for OSU faculty.
- 2002-3 the number of faculty in departmental rank groups above the average for the rest of the Big 12 was 44 and those in groups below 785. In 2004-5 this was 50 and 765 respectively.
- The number of OSU faculty dropped from 829 in 2002-3 to 815 in 2004-5 -- a 1.71 percent decrease. In the rest of the Big 12 the number of faculty grew from 7,911 to 8,675 -- an 9.65 percent increase.
- In 2002-3 salaries of fourteen OSU departmental ranks were above the average for the rest of the Big 12 -- 9.09 percent of the 154 examined. In 2004-5 this was eleven -- 7.14 percent of the 154 examined.
- Between 2002-3 and 2004-5 the gap between the average for OSU and the rest of the Big 12 was slightly narrowed for Agriculture, Education and Veterinary Medicine and widened for Arts and Sciences, Business, Engineering and Human Environmental Sciences.
- The salary gap between OSU and the rest of the Big 12 widens with each increase in faculty rank. The greatest gap is at the rank of Professor. These faculty average 84 percent of what similar faculty are paid in the rest of the Big 12.
- The worst treated groups, compared to the rest of the Big 12 are Professors of Management (67.67%), Associate Professors of Economics (70.08%), Professors of Political Science (70.11%), Professors of Foreign Language (72.24%) and Professors of Statistics (73.18%).
- The best treated groups, compared to the rest of the Big 12 are Assistant Professors of Hotel & Restaurant Administration (115.19%), Professors of Nutritional Sciences (108.30%), Assistant Professors of Zoology (106.39%), Assistant Professors of Accounting (105.67%) and Assistant Professors of Design, Housing, Merchandising (103.68%)

Overall summary

The number of tenure track faculty have declined with increasing enrollment of students. Faculty salaries are lower than our Big 12 peers and shows a continuing downward trend.

College	Needed to Bring to Rest of Big 12 Average per Faculty Member in Group Below Rest of Big 12		OSU Number of Faculty		Rest of the Big 12 Number of Faculty		Percent Change in Faculty 2002-3 to 2004-5		Percent Change in Salary Gap Between Average OSU and Rest of Big 12
	2002-3	2004-5	2002-3	2004-5	2002-3	2004-5	OSU	Rest of the Big 12	
Agriculture	9,905	9,405	131	130	870	833	-0.76	-4.25	1.28
Arts and Sciences	10,509	10,839	309	311	4,358	4,681	0.65	7.41	-3.14
Business	14,621	19,302	94	88	632	661	-6.38	4.59	-32.02
Education	10,172	9,260	85	80	380	420	-5.88	10.53	8.96
Engineering	7,321	9,404	114	114	1,264	1,518	0.00	20.09	-28.46
Human Environmental Sciences	4,699	5,974	42	44	150	142	4.76	-5.33	-27.13
Veterinary Medicine	5,957	1,779	54	48	257	420	-11.11	63.42	70.14
University	9,900	10,454	829	815	7,911	8,675	-1.69	9.66	-11.52

Source: Authors' calculations from Tables 3 and 4 above.

Departmental Rank	Mean Salary		Number of Faculty		OSU as Percent of Rest of Big 12 Mean Salary	For Below Rest of Big 12 Groups: Needed to Bring OSU Mean Salary to Rest of Big 12 Average	Number of OSU Faculty	In Group Averaging More than the Rest of the Big 12 ¹	In Group Averaging Less than the Rest of the Big 12
	OSU	Rest of Big 12	OSU	Rest of Big 12					
Professor	80,376	95,423	330	3,801	84.23	5,131,857	10	320	
Associate Professor	62,760	67,831	274	2,479	92.52	2,092,594	5	269	
Assistant Professor	54,440	58,392	207	2,381	93.23	772,552	32	175	
Instructor	38,669	36,467	4	14	106.04	305	3	1	
University	67,662	77,279	815	8,675	87.55	7,997,308	50	765	
Needed Per Faculty in Below Average Groups						10,454			

¹ Includes groups with no equivalent in the rest of the Big 12

Source: Authors' calculations from Tables 1 and 2 below.

Table 3. OSU Salaries as Percent of Rest of Big 12 by Department and Rank: 2004-5							
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 Rest of Big 12
College of Agriculture							
Agricultural Economics	Professor	77,447	11	95,774	92	80.86	201,600
Agricultural Economics	Associate	69,679	2	73,843	29	94.36	8,327
Agricultural Economics	Assistant	58,554	3	58,596	27	99.93	127
Agricultural Education, Communications & 4-H	Professor	77,411	2	81,257	13	95.27	7,692
Agricultural Education, Communications & 4-H	Associate	56,804	2	70,747	9	80.29	27,886
Agricultural Education, Communications & 4-H	Assistant	53,960	5	55,225	15	97.71	6,327
Animal Science	Professor	79,646	11	84,951	118	93.75	58,359
Animal Science	Associate	54,386	6	61,652	44	88.21	43,595
Animal Science	Assistant	49,723	4	53,758	41	92.49	16,139
Biochemistry & Molecular Biology	Professor	80,340	7	98,223	53	81.79	125,184
Biochemistry & Molecular Biology	Assistant	49,371	6	52,876	23	93.37	21,031
Biochemistry & Molecular Biology	Instructor	33,166	1		0		
Biosystems & Agricultural Engineering	Professor	84,063	5	93,024	29	90.37	44,804
Biosystems & Agricultural Engineering	Associate	57,227	2	67,844	23	84.35	21,235
Biosystems & Agricultural Engineering	Assistant	58,302	1	61,206	24	95.26	2,904
Entomology & Plant Pathology	Professor	69,714	9	83,351	77	83.64	122,734
Entomology & Plant Pathology	Associate	55,146	3	62,257	31	88.58	21,334
Entomology & Plant Pathology	Assistant	48,553	4	49,805	36	97.49	5,009
Forestry	Professor	71,219	6	90,655	8	78.56	116,613
Forestry	Associate	53,859	4	56,260	12	95.73	9,605
Forestry	Assistant	47,052	1	53,617	4	87.76	6,565
Horticulture & Landscape Architecture	Professor	67,632	8	84,792	18	79.76	137,280
Horticulture & Landscape Architecture	Associate	55,983	5	61,292	18	91.34	26,546
Horticulture & Landscape Architecture	Assistant	50,769	2	50,645	15	100.24	
Plant & Soil Sciences	Professor	77,915	14	86,064	51	90.53	114,089
Plant & Soil Sciences	Associate	52,065	4	62,780	12	82.93	42,859
Plant & Soil Sciences	Assistant	49,527	2	52,828	11	93.75	6,602
Total College of Agriculture			130		833		1,194,446
Needed Per Faculty in Below Average Groups							9,405

Table 3. OSU Salaries as Percent of Rest of Big 12 by Department and Rank: 2004-5 (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 Rest of Big 12
College of Arts and Sciences							
Art	Professor	56,824	6	72,419	64	78.47	93,568
Art	Associate	52,462	6	53,793	61	97.53	7,987
Art	Assistant	43,457	2	46,257	53	93.95	5,600
Botany	Professor	72,634	5		0		
Botany	Associate	43,398	1		0		
Botany	Assistant	49,005	2	55,581	2	88.17	13,152
Chemistry	Professor	76,162	9	100,380	178	75.87	217,958
Chemistry	Associate	58,578	3	66,452	53	88.15	23,621
Chemistry	Assistant	49,289	2	57,785	70	85.30	16,992
Communication Sciences & Disorders	Professor	77,562	1	84,494	12	91.80	6,932
Communication Sciences & Disorders	Associate	56,680	1	58,719	10	96.53	2,039
Communication Sciences & Disorders	Assistant	46,768	4	54,228	4	86.24	29,840
Communication Sciences & Disorders	Instructor	42,674	2	0	0		
Computer Science	Professor	88,018	4	112,142	49	78.49	96,495
Computer Science	Associate	82,694	4	87,500	25	94.51	19,224
Computer Science	Assistant	78,264	5	76,731	36	102.00	
English	Professor	64,569	7	79,604	184	81.11	105,245
English	Associate	51,355	14	57,422	163	89.43	84,936
English	Assistant	44,020	7	48,028	119	91.66	28,054
Foreign Languages & Literature	Professor	56,514	6	78,234	150	72.24	130,322
Foreign Languages & Literature	Associate	46,265	7	57,287	153	80.76	77,156
Foreign Languages & Literature	Assistant	41,895	2	47,089	140	88.97	10,388
Foreign Languages & Literature	Instructor	36,162	1	36,467	14	99.16	305
Geography	Professor	68,211	3	87,366	30	78.07	57,466
Geography	Associate	51,326	6	61,717	33	83.16	62,343
Geography	Assistant	48,447	2	50,411	37	96.10	3,927
Geology	Professor	91,765	3	91,539	96	100.25	
Geology	Associate	66,776	2	65,407	50	102.09	
Geology	Assistant	52,531	4	56,942	38	92.25	17,644
History	Professor	71,453	9	89,266	107	80.04	160,317
History	Associate	50,310	5	59,008	112	85.26	43,488
History	Assistant	42,734	4	46,921	88	91.08	16,748
Journalism & Broadcasting	Professor	85,752	1	88,879	50	96.48	3,127
Journalism & Broadcasting	Associate	53,244	8	64,960	60	81.96	93,731
Journalism & Broadcasting	Assistant	46,548	6	50,147	61	92.82	21,596

Table 3. OSU Salaries as Percent of Rest of Big 12 by Department and Rank: 2004-5 (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 Rest of Big 12
College of Arts and Sciences (continued)							
Mathematics	Professor	79,523	16	91,794	235	86.63	196,340
Mathematics	Associate	59,292	5	63,721	103	93.05	22,145
Mathematics	Assistant	56,500	4	55,360	85	102.06	
Microbiology & Molecular Genetics	Professor	82,401	3	106,281	28	77.53	71,640
Microbiology & Molecular Genetics	Associate	58,613	4	60,510	9	96.87	7,586
Microbiology & Molecular Genetics	Assistant	45,819	3	58,158	9	78.78	37,016
Music	Professor	64,845	3	73,906	133	87.74	27,183
Music	Associate	47,014	4	54,504	125	86.26	29,961
Music	Assistant	41,141	8	46,932	111	87.66	46,331
Philosophy	Professor	65,835	1	88,814	72	74.13	22,979
Philosophy	Associate	50,241	6	56,355	42	89.15	36,686
Philosophy	Assistant	42,264	2	46,611	42	90.67	8,693
Physics	Professor	78,985	10	94,730	215	83.38	157,448
Physics	Associate	59,099	5	65,376	48	90.40	31,386
Physics	Assistant	56,514	3	60,115	67	94.01	10,804
Political Science	Professor	65,014	5	92,730	90	70.11	138,579
Political Science	Associate	52,309	10	64,858	62	80.65	125,489
Political Science	Assistant	45,000	1	54,744	83	82.20	9,744
Psychology	Professor	72,026	6	92,983	161	77.46	125,742
Psychology	Associate	54,727	9	63,565	89	86.10	79,539
Psychology	Assistant	52,155	6	53,069	133	98.28	5,487
Sociology	Professor	66,294	5	88,346	94	75.04	110,259
Sociology	Associate	51,330	3	60,986	44	84.17	28,969
Sociology	Assistant	45,002	5	52,838	74	85.17	39,180
Statistics	Professor	72,021	3	98,411	42	73.18	79,171
Statistics	Associate	57,074	2	71,352	21	79.99	28,555
Statistics	Assistant	58,505	2	60,803	26	96.22	4,596
Theatre	Professor	64,035	2	74,934	23	85.46	21,798
Theatre	Associate	48,263	2	53,827	35	89.66	11,127
Theatre	Assistant	43,490	4	46,575	46	93.38	12,339
Zoology	Professor	64,535	9	75,304	14	85.70	96,920
Zoology	Associate	56,862	1	61,120	9	93.03	4,258
Zoology	Assistant	49,086	5	46,140	9	106.39	
Total College of Arts and Sciences			311		4681		3,078,152
Needed Per Faculty in Below Average Groups							10,839

Table 3. OSU Salaries as Percent of Rest of Big 12 by Department and Rank: 2004-5 (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 Rest of Big 12
College of Business							
Accounting	Professor	114,204	7	133,811	62	85.35	137,250
Accounting	Associate	85,635	7	109,735	35	78.04	168,697
Accounting	Assistant	114,998	2	108,828	28	105.67	
Economics & Legal Studies in Business	Professor	86,454	10	115,697	86	74.72	292,432
Economics & Legal Studies in Business	Associate	55,449	5	79,124	60	70.08	118,376
Finance	Professor	119,553	4	141,259	44	84.63	86,823
Finance	Associate	98,527	7	111,385	29	88.46	90,007
Finance	Assistant	94,500	2	114,336	30	82.65	39,671
Management	Professor	89,271	5	131,924	43	67.67	213,265
Management	Associate	88,193	6	101,459	25	86.93	79,593
Management	Assistant	88,875	3	91,543	49	97.09	8,004
Management Science & Info Systems	Professor	102,565	9	122,547	22	83.69	179,841
Management Science & Info Systems	Associate	95,715	4	100,234	27	95.49	18,076
Management Science & Info Systems	Assistant	97,493	2	95,065	26	102.55	
Marketing	Professor	114,123	5	137,776	48	82.83	118,267
Marketing	Associate	93,004	4	99,241	25	93.71	24,949
Marketing	Assistant	90,780	6	98,466	22	92.19	46,116
Total College of Business			88		661		1,621,369
Needed Per Faculty in Below Average Groups							19,302

Table 3. OSU Salaries as Percent of Rest of Big 12 by Department and Rank: 2004-5 (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 Rest of Big 12
College of Education							
Applied Health & Educational Psychology	Professor	67,288	7	81,385	49	82.68	98,680
Applied Health & Educational Psychology	Associate	58,193	10	64,144	21	90.72	59,505
Applied Health & Educational Psychology	Assistant	46,359	11	49,647	34	93.38	36,164
Educational Studies	Professor	72,058	10	95,368	50	75.56	233,100
Educational Studies	Associate	53,971	8	65,564	31	82.32	92,745
Educational Studies	Assistant	47,695	9	53,791	32	88.67	54,866
Teaching & Curriculum Leadership	Professor	69,833	6	84,687	67	82.46	89,123
Teaching & Curriculum Leadership	Associate	56,709	6	59,750	70	94.91	18,247
Teaching & Curriculum Leadership	Assistant	46,947	13	51,439	66	91.27	58,399
Total College of Education			80		420		740,828
Needed Per Faculty in Below Average Groups							9,260

Table 3. OSU Salaries as Percent of Rest of Big 12 by Department and Rank: 2004-5 (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 Rest of Big 12
College of Engineering							
Architecture	Professor	68,089	4	81,763	68	83.28	54,695
Architecture	Associate	55,886	6	62,964	76	88.76	42,467
Architecture	Assistant	50,357	6	52,784	63	95.40	14,562
Chemical Engineering	Professor	93,357	6	115,136	75	81.08	130,676
Chemical Engineering	Associate	73,215	3	80,728	31	90.69	22,539
Chemical Engineering	Assistant	69,080	2	73,057	33	94.56	7,955
Civil & Environmental Engineering	Professor	91,791	7	107,317	116	85.53	108,679
Civil & Environmental Engineering	Associate	74,847	6	78,587	68	95.24	22,442
Civil & Environmental Engineering	Assistant	67,212	2	67,618	77	99.40	813
Electrical & Computer Engineering	Professor	95,794	8	111,002	166	86.30	121,666
Electrical & Computer Engineering	Associate	77,378	10	83,240	107	92.96	58,620
Electrical & Computer Engineering	Assistant	68,214	3	75,684	85	90.13	22,409
Engineering Technology	Professor	76,236	5	92,335	25	82.56	80,496
Engineering Technology	Associate	63,613	8	70,207	45	90.61	52,755
Engineering Technology	Assistant	53,939	4	56,363	33	95.70	9,696
General Engineering	Associate	83,916	1	84,996	3	98.73	1,080
Industrial Engineering & Management	Professor	101,482	4	105,595	31	96.10	16,452
Industrial Engineering & Management	Associate	74,218	8	79,508	32	93.35	42,320
Industrial Engineering & Management	Assistant	63,833	2	68,883	19	92.67	10,100
Mechanical & Aerospace Engineering	Professor	95,013	12	112,260	182	84.64	206,962
Mechanical & Aerospace Engineering	Associate	72,162	5	80,075	106	90.12	39,567
Mechanical & Aerospace Engineering	Assistant	68,589	2	71,160	77	96.39	5,142
Total College of Engineering			114		1518		1,072,092
Needed Per Faculty in Below Average Groups							9,404

Table 3. OSU Salaries as Percent of Rest of Big 12 by Department and Rank: 2004-5 (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 Rest of Big 12
College of Human Environmental Sciences							
Design, Housing, Merchandising	Professor	81,942	3	94,386	1	86.82	37,332
Design, Housing, Merchandising	Associate	57,157	5	66,960	3	85.36	49,013
Design, Housing, Merchandising	Assistant	50,484	3	48,694	2	103.68	
Hotel & Restaurant Administration	Professor	95,425	3	96,157	1	99.24	2,196
Hotel & Restaurant Administration	Associate	64,756	2	63,589	6	101.83	
Hotel & Restaurant Administration	Assistant	63,234	2	54,894	5	115.19	
Human Development & Family Science	Professor	70,223	5	81,035	24	86.66	54,061
Human Development & Family Science	Associate	62,337	4	64,180	41	97.13	7,371
Human Development & Family Science	Assistant	49,216	7	55,045	25	89.41	40,804
Nutritional Sciences	Professor	87,291	2	80,604	9	108.30	
Nutritional Sciences	Associate	56,228	2	63,848	11	88.06	15,241
Nutritional Sciences	Assistant	51,927	6	54,430	14	95.40	15,017
Total College of Human Environmental Sciences			44		142		221,035
Needed Per Faculty in Below Average Groups							5,974
College of Veterinary Medicine							
Veterinary Medicine	Professor	91,677	18	92,900	146	98.68	22,019
Veterinary Medicine	Associate	70,979	21	73,235	142	96.92	47,368
Veterinary Medicine	Assistant	64,733	9	62,565	132	103.47	
Total College of Veterinary Medicine			48		420		69,386
Needed Per Faculty in Below Average Groups							1,779
Oklahoma State University Total							
			815		8,675		7,997,308
Needed Per Faculty in Below Average Groups							10,454

Source: Authors' calculations from data provided by OSU Institutional Research, April 2005

Table 4. OSU Salaries as Percent of Rest of Big 12 by Department and Rank: 2002-3							
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 Rest of Big 12
Agricultural Economics	Professor	72,210	12	92,165	85	78.35	239,455
Agricultural Economics	Associate	63,563	1	66,480	19	95.61	2,917
Agricultural Economics	Assistant	56,457	1	60,052	24	94.01	3,595
Agricultural Education, Communications & 4H	Professor	66,801	4	77,776	11	85.89	43,898
Agricultural Education, Communications & 4H	Assistant	47,664	4	53,534	13	89.03	23,481
Animal Science	Professor	70,335	9	80,276	119	87.62	89,469
Animal Science	Associate	49,572	3	58,236	42	85.12	25,991
Animal Science	Assistant	46,974	7	50,793	41	92.48	26,732
Biochemistry & Molecular Biology	Professor	75,635	8	92,045	46	82.17	131,281
Biochemistry & Molecular Biology	Assistant	44,121	3	50,525	23	87.33	19,212
Biochemistry & Molecular Biology	Instructor	31,595	1		0		
Biosystems & Agricultural Engineering	Professor	75,635	7	86,475	23	87.46	75,883
Biosystems & Agricultural Engineering	Associate	48,060	1	66,412	21	72.37	18,352
Biosystems & Agricultural Engineering	Assistant	53,919	2	55,983	13	96.31	4,128
Entomology & Plant Pathology	Professor	67,068	12	78,026	81	85.96	131,495
Entomology & Plant Pathology	Associate	52,217	3	56,860	35	91.84	13,928
Entomology & Plant Pathology	Assistant	45,599	4	48,712	30	93.61	12,453
Forestry	Professor	72,953	6	83,235	9	87.65	61,690
Forestry	Associate	56,580	4	55,359	10	102.21	
Forestry	Assistant	45,297	2	49,881	6	90.81	9,168
Horticulture & Landscape Architecture	Professor	64,998	8	76,355	31	85.13	90,852
Horticulture & Landscape Architecture	Associate	50,691	6	56,082	31	90.39	32,348
Plant & Soil Sciences	Professor	73,804	14	82,785	83	89.15	125,738
Plant & Soil Sciences	Associate	50,984	5	60,115	35	84.81	45,657
Plant & Soil Sciences	Assistant	45,830	4	50,901	39	90.04	20,283
Total College of Agriculture			131		870		1,248,006
Needed Per Faculty in Below Average Groups							9,905

Table 4. OSU Salaries as Percent of Rest of Big 12 by Department and Rank: 2002-3 (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 Rest of Big 12
College of Arts and Sciences							
Art	Professor	55,439	5	69,034	57	80.31	67,977
Art	Associate	48,761	7	51,515	55	94.65	19,277
Art	Assistant	44,655	3	44,193	51	101.04	
Botany	Professor	65,741	4	80,440	8	81.73	58,794
Botany	Associate	44,703	2	60,106	6	74.37	30,805
Botany	Assistant	44,115	3	51,659	6	85.40	22,631
Chemistry	Professor	79,171	11	96,875	173	81.72	194,749
Chemistry	Associate	58,379	2	62,203	55	93.85	7,648
Chemistry	Assistant	49,750	4	53,149	56	93.61	13,594
Communication Sciences & Disorders	Professor	74,007	1	80,815	12	91.58	6,808
Communication Sciences & Disorders	Associate	50,078	2	59,888	7	83.62	19,620
Communication Sciences & Disorders	Assistant	47,477	2	51,637	6	91.94	8,320
Communication Sciences & Disorders	Instructor	40,368	3		0		
Computer Science	Professor	83,244	4	106,994	69	77.80	95,002
Computer Science	Associate	79,365	3	85,242	41	93.11	17,630
Computer Science	Assistant	73,296	5	76,910	48	95.30	18,070
English	Professor	59,083	4	74,436	187	79.37	61,410
English	Associate	49,150	15	53,467	166	91.93	64,751
English	Assistant	41,289	7	45,486	120	90.77	29,381
Foreign Languages & Literature	Professor	56,221	4	67,768	41	82.96	46,190
Foreign Languages & Literature	Associate	43,432	8	50,148	69	86.61	53,726
Foreign Languages & Literature	Assistant	35,298	1	43,608	55	80.94	8,310
Foreign Languages & Literature	Instructor	36,162	1	26,977	6	134.05	
Geography	Professor	62,652	3	80,137	32	78.18	52,454
Geography	Associate	48,031	5	57,924	29	82.92	49,464
Geography	Assistant	45,906	3	48,553	29	94.55	7,942
Geology	Professor	78,045	3	86,965	96	89.74	26,761
Geology	Associate	52,736	2	61,594	47	85.62	17,715
Geology	Assistant	49,354	4	53,161	40	92.84	15,228
History	Professor	60,399	9	82,650	118	73.08	200,257
History	Associate	49,767	6	54,757	99	90.89	29,941
History	Assistant	40,774	5	45,261	84	90.09	22,435
Journalism & Broadcasting	Professor	83,250	1	80,795	49	103.04	
Journalism & Broadcasting	Associate	49,764	3	60,002	64	82.94	30,715
Journalism & Broadcasting	Assistant	44,851	7	48,489	35	92.50	25,469

Table 4. OSU Salaries as Percent of Rest of Big 12 by Department and Rank: 2002-3 (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 Rest of Big 12
College of Arts and Sciences (continued)							
Mathematics	Professor	72,487	15	86,339	225	83.96	207,776
Mathematics	Associate	56,032	4	61,219	109	91.53	20,746
Mathematics	Assistant	52,303	5	52,589	59	99.46	1,432
Microbiology & Molecular Genetics	Professor	77,515	3	94,660	29	81.89	51,436
Microbiology & Molecular Genetics	Associate	55,987	4	61,278	15	91.37	21,163
Microbiology & Molecular Genetics	Assistant	43,938	3	54,693	11	80.34	32,264
Music	Professor	57,894	3	70,387	144	82.25	37,479
Music	Associate	45,587	5	53,583	132	85.08	39,979
Music	Assistant	36,601	8	44,024	123	83.14	59,387
Philosophy	Professor	63,486	1	83,464	76	76.06	19,978
Philosophy	Associate	52,386	3	51,735	36	101.26	
Philosophy	Assistant	40,156	5	45,075	39	89.09	24,595
Physics	Professor	63,486	11	90,022	219	70.52	291,897
Physics	Associate	54,216	6	63,049	51	85.99	52,997
Physics	Assistant	51,197	2	56,503	50	90.61	10,612
Political Science	Professor	62,596	4	85,461	96	73.25	91,458
Political Science	Associate	50,431	9	60,956	75	82.73	94,722
Political Science	Assistant	35,262	1	49,423	71	71.35	14,161
Psychology	Professor	67,745	6	89,411	128	75.77	129,997
Psychology	Associate	51,967	7	59,805	67	86.89	54,869
Psychology	Assistant	49,177	7	50,354	82	97.66	8,236
Religious Studies	Professor	63,302	2	79,478	23	79.65	32,352
Sociology	Professor	68,388	7	82,032	98	83.37	95,505
Sociology	Associate	47,424	3	56,555	47	83.85	27,393
Sociology	Assistant	41,429	4	48,763	70	84.96	29,338
Statistics	Professor	68,388	3	92,621	35	73.84	72,699
Statistics	Associate	53,955	3	65,903	15	81.87	35,845
Statistics	Assistant	46,715	2	58,628	18	79.68	23,827
Theatre	Professor	57,434	2	76,203	44	75.37	37,538
Theatre	Associate	44,613	1	52,164	49	85.52	7,551
Theatre	Assistant	37,338	3	42,421	48	88.02	15,249
Zoology	Professor	62,205	9	75,216	27	82.70	117,096
Zoology	Associate	55,436	2	58,879	17	94.15	6,887
Zoology	Assistant	46,375	4	44,453	14	104.32	
Total College of Arts and Sciences			309		4,358		3,089,539
Needed Per Faculty in Below Average Groups							10,509

Table 4. OSU Salaries as Percent of Rest of Big 12 by Department and Rank: 2002-3 (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 Rest of Big 12
College of Business							
Accounting	Professor	112,703	8	125,713	56	89.65	104,082
Accounting	Associate	82,299	7	105,665	40	77.89	163,562
Accounting	Assistant	110,000	2	100,488	29	109.47	
Economics & Legal Studies in Business	Professor	82,499	11	105,071	86	78.52	248,288
Economics & Legal Studies in Business	Associate	53,633	5	71,969	57	74.52	91,678
Finance	Professor	114,053	4	128,922	35	88.47	59,476
Finance	Associate	99,299	6	102,654	26	96.73	20,130
Finance	Assistant	89,485	3	110,601	25	80.91	63,349
Management	Professor	93,077	8	119,068	44	78.17	207,924
Management	Associate	89,937	5	94,929	28	94.74	24,962
Management	Assistant	81,866	4	87,234	40	93.85	21,472
Management Science & Info Systems	Professor	93,077	8	111,874	24	83.20	150,379
Management Science & Info Systems	Associate	89,937	5	92,559	23	97.17	13,111
Management Science & Info Systems	Assistant	85,350	4	91,090	30	93.70	22,961
Marketing	Professor	104,535	4	125,634	46	83.21	84,396
Marketing	Associate	82,238	6	92,023	24	89.37	58,710
Marketing	Assistant	83,273	4	85,933	19	96.91	10,638
Total College of Business			94		632		1,345,121
Needed Per Faculty in Below Average Groups							14,621

Table 4. OSU Salaries as Percent of Rest of Big 12 by Department and Rank: 2002-3 (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 Rest of Big 12
College of Education							
Applied Health & Educational Psychology	Professor	61,206	9	79,837	48	76.664	167,676
Applied Health & Educational Psychology	Associate	54,030	9	61,701	28	87.56761	69,038
Applied Health & Educational Psychology	Assistant	44,038	11	48,583	29	90.6452	49,993
Educational Studies	Professor	69,019	7	90,922	49	75.91024	153,320
Educational Studies	Associate	50,698	12	64,607	27	78.47191	166,903
Educational Studies	Assistant	44,814	9	49,793	18	90.00151	44,807
Teaching & Curriculum Leadership	Professor	67,017	6	79,277	65	84.53517	73,560
Teaching & Curriculum Leadership	Associate	50,698	9	57,635	61	87.96409	62,432
Teaching & Curriculum Leadership	Assistant	43,670	13	49,584	55	88.07361	76,876
Total College of Education			85		380		864,605
Needed Per Faculty in Below Average Groups							10,172

Table 4. OSU Salaries as Percent of Rest of Big 12 by Department and Rank: 2002-3 (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 Rest of Big 12
College of Engineering							
Architecture	Professor	68,669	4	77,500	65	88.61	35,324
Architecture	Associate	53,532	6	59,269	71	90.32	34,422
Architecture	Assistant	46,925	6	50,562	56	92.81	21,822
Chemical Engineering	Professor	89,576	5	107,021	81	83.70	87,226
Chemical Engineering	Associate	70,610	4	76,719	32	92.04	24,435
Chemical Engineering	Assistant	65,250	2	68,728	27	94.94	6,956
Civil & Environmental Engineering	Professor	87,795	7	100,808	119	87.09	91,091
Civil & Environmental Engineering	Associate	71,136	6	73,949	77	96.20	16,880
Civil & Environmental Engineering	Assistant	62,883	2	63,288	78	99.36	810
Electrical & Computer Engineering	Professor	95,250	8	103,535	155	92.00	66,277
Electrical & Computer Engineering	Associate	73,303	9	77,250	95	94.89	35,519
Electrical & Computer Engineering	Assistant	64,413	5	72,534	51	88.80	40,605
Engineering Technology	Professor	76,827	5	75,706	8	101.48	
Engineering Technology	Associate	60,906	9	67,954	9	89.63	63,432
Engineering Technology	Assistant	52,333	5	50,331	16	103.98	
Industrial Engineering & Management	Professor	95,846	4	97,367	32	98.44	6,084
Industrial Engineering & Management	Associate	70,345	8	74,433	25	94.51	32,704
Industrial Engineering & Management	Assistant	52,333	1	64,613	23	80.99	12,280
Mechanical & Aerospace Engineering	Professor	89,957	11	103,602	109	86.83	150,092
Mechanical & Aerospace Engineering	Associate	69,736	5	74,154	82	94.04	22,090
Mechanical & Aerospace Engineering	Assistant	59,648	2	66,300	53	89.97	13,304
Total College of Engineering			114		1,264		761,353
Needed Per Faculty in Below Average Groups							7,321

Table 4. OSU Salaries as Percent of Rest of Big 12 by Department and Rank: 2002-3 (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 Rest of Big 12
College of Human Environmental Sciences							
Design, Housing, Merchandising	Professor	72,118	2	79,843	8	90.32	15,450
Design, Housing, Merchandising	Associate	52,842	6	56,947	9	92.79	24,630
Design, Housing, Merchandising	Assistant	45,428	2	45,723	11	99.35	591
Hotel & Restaurant Administration	Professor	96,625	2	82,545	3	117.06	
Hotel & Restaurant Administration	Associate	61,461	2	60,515	5	101.56	
Hotel & Restaurant Administration	Assistant	54,104	2	49,136	4	110.11	
Human Development & Family Science	Professor	67,193	6	77,242	23	86.99	60,295
Human Development & Family Science	Associate	60,040	3	58,211	27	103.14	
Human Development & Family Science	Assistant	47,155	6	48,578	27	97.07	8,536
Nutritional Sciences	Professor	79,653	3	79,487	10	100.21	
Nutritional Sciences	Associate	51,228	2	63,000	9	81.31	23,545
Nutritional Sciences	Assistant	49,427	6	50,748	14	97.40	7,929
Total College of Human Environmental Sciences			42		150		140,975
Needed Per Faculty in Below Average Groups							4,699
College of Veterinary Medicine							
Veterinary Medicine	Professor	82,707	20	92,593	77	89.32	197,729
Veterinary Medicine	Associate	65,927	20	71,615	101	92.06	113,764
Veterinary Medicine	Assistant	58,500	14	59,229	79	98.77	10,202
Total College of Veterinary Medicine			54		257		321,695
Needed Per Faculty in Below Average Groups							5,957
Total Oklahoma State University			829		7,911		7,771,293
Needed Per Faculty in Below Average Groups							9,900

Source: Authors' calculations from data made available by OSU Institutional Research, November 2003.

Notes

Oklahoma State University Institutional Research surveys university salaries yearly. The results of their survey are classified into departments equivalent to those at our University. Library faculty are not included. All salaries are standardized to a full time nine month annual salary. Department heads and individual holding endowed chairs are included. Deans and other administrators are not.

Institutional Research provided the list of departments and ranks, the number of OSU and Big 12 faculty at each departmental rank and the mean salaries at each departmental rank for OSU and the Big 12.

The authors calculated the mean salary for the rest of the Big 12 by multiplying the number of OSU faculty at each departmental rank by the mean for that departmental rank and subtracting that from the product of the number of Big 12 faculty at a departmental rank and the Big 12 mean salary for the departmental rank. That, in turn, was divided by the number of Big 12 departmental rank faculty less the number of OSU departmental rank faculty.

The authors calculated the mean OSU departmental rank salary as a percent of that for the rest of the Big 12 by dividing the OSU mean salary by the rest of the Big 12 mean salary and multiplying the result by 100.

The authors calculated the amount needed to bring OSU to the average of the rest of the Big 12 by subtracting the OSU departmental rank mean from that of the rest of the Big 12 and multiplying that difference by the number of OSU faculty. For a few departmental ranks the value was negative, indicating OSU faculty averaged more than their counterparts in the rest of the Big 12. These negative values were not cumulated when calculating college or university totals.