

OSU GRAND SUMMARY - Peer Faculty Salary Study

	Oklahoma State University Salaries Fall 2003			Peer Institutions		Cost of Living Indices		OSU as Percent of Peers	Needed to Achieve Parity
	Rank	No.	Salary	No.	Salary	100	Peers		
01.0103						1.00	1.00		
Professor	Highest		\$157,375		\$246,000	\$ 157,375	\$ 246,000	64.0%	
	Average	362	\$78,001	6,456	\$96,704	\$ 78,001	\$ 96,704	80.7%	\$ 6,770,711
	Lowest		\$47,570		\$39,162	\$ 47,570	\$ 39,162	121.5%	
	Spread		\$109,805		\$206,838				
	Faculty Mix	39.7%		46.7%					
	Compression	20.1%		27.0%		Compression Variance-->		-6.8%	
Associate Professor	Highest		\$99,495		\$169,180	\$ 99,495	\$ 169,180	58.8%	
	Average	295	\$62,304	3,814	\$70,630	\$ 62,304	\$ 70,630	88.2%	\$ 2,456,162
	Lowest		\$35,127		\$29,267	\$ 35,127	\$ 29,267	120.0%	
	Spread		\$64,368		\$139,913				
	Faculty Mix	32.4%		27.6%					
	Compression	7.4%		11.9%		Compression Variance-->		-4.6%	
Assistant Professor	Highest		\$110,000		\$142,000	\$ 110,000	\$ 142,000	77.5%	
	Average	241	\$57,720	3,130	\$62,220	\$ 57,720	\$ 62,220	92.8%	\$ 1,084,406
	Lowest		\$33,003		\$23,921	\$ 33,003	\$ 23,921	138.0%	
	Spread		\$76,997		\$118,079				
	Faculty Mix	26.5%		22.6%					
	Compression	100.0%		7.0%		Compression Variance-->		93.0%	
Instructor	Highest				\$66,300	\$ -	\$ 66,300	0.0%	
	Average	13	\$56,532	421	\$48,372	\$ 56,532	\$ 48,372	116.9%	\$ (106,078)
	Lowest				\$54,246	\$ -	\$ 54,246	0.0%	
	Spread				\$12,054				
	Faculty Mix	1.4%		3.0%					
New Assistant Professor	Average	25		7	\$57,886	\$ -	\$ 57,886	0.0%	N/A
All Ranks	Highest		\$157,375		\$170,366	\$ 157,375	\$ 170,366	92.4%	
	Average	911	\$67,246	13,821	\$78,449	\$ 67,246	\$ 78,449	85.7%	\$ 10,205,201
	Lowest		\$53,450		\$48,192	\$ 53,450	\$ 48,192	110.9%	
	Spread		\$103,925		\$122,174				
	Faculty Mix	100.0%		100.0%					