

JOURNAL OF THE FACULTY SENATE (Norman campus)
 The University of Oklahoma
 Regular session - April 13, 1987 - 3:30 p.m.
 Conoco Auditorium, Neustadt Wing, Bizzell Memorial Library

The Faculty Senate was called to order by Professor Penny Hopkins, Chair.

PRESENT: Aly, Bert, Brown, Caldwell, Canter, Childress, Crowley, Curtis, Devine, Dietrich, Economou, Eliason, Emanuel, Faibisoff, Frech, Hill, Hopkins, Horrell, Johnson, Kuriger, Lee, Livesey, Madland, Magrath, Mennig, Morgan, Parker, Rogers, B. Taylor, K. Taylor, Tobias, Tompkins, Wallace, Wiggins

Provost's office representative: Gilliland

PSA representative: Weddle

UOSA representatives: Goodspeed, Sharpe

ABSENT: Bell, Cohen, Eisenhart, Fagan, Foster, Harper, Harris, Herstand, Knehans, Kudrna, Kutner, Lewis, Magid, Palmer, Poland, Shambaugh, Spaeth, Tepker

PSA representative: Laquer

UOSA representative: Solomon

Liaison, Women's Caucus: Norton

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APPROVAL OF MINUTES

The minutes of the regular session of March 16, 1987, were approved.

ANNOUNCEMENTS

The Spring General Faculty meeting will be held Thursday, April 16, 1987, at 3:30 p.m. in Dining Room 6 of the Union. Following the meeting, a reception, hosted by President Horton, will be held in the foyer of the Faculty Senate office (OMU 406).

The faculty who will serve on a study group to discuss the possibility of establishing an orientation course for new students: John Farmer (Zoology), Jim Laguros (CEES), E.L. Lancaster (Music), Helga Madland (Modern Languages), Courtney Vaughn-Roberson (Education).

The nominees for the two faculty positions on the search committee for the Chief Legal Counsel were not finalized by the April meeting. Those names will be announced at the May meeting.

Through the efforts of the Office of International Studies an exchange program has been worked out with Ritsumeikan University in Kyoto, Japan. Professor Hopkins introduced Mr. Hideho Oshima, a representative from that university, who was here to observe administrative organization at OU and some universities in California.

ACTIONS TAKEN BY THE ADMINISTRATION ON SENATE RECOMMENDATIONS

Resolution calling for continuation of the early retirement options, including a surviving spouse benefit (see 11/86 Journal, page 7): Approved by the Regents at their February 12, 1987 meeting. The options will be effective 3/1/87 - 12/31/87. In addition, the administration has agreed to pay TIAA/CREF for faculty members after age 65.

Proposal for an expanded grading scale (see 2/87 Journal, page 3): President awaiting the discussion at the April 16 General Faculty meeting and the written poll of the general faculty.

Report of the Energy Center Study Group (see 2/87 Journal, page 4): Acknowledged by the President.

Resolution regarding the College of Dentistry/Program Discontinuance Policy (see 3/87 Journal, page 5): President appreciates the time and energy that the Faculty Senate devoted to lending support to the College of Dentistry.

SENATE EXECUTIVE COMMITTEE REPORT

At the May meeting the Senate will elect faculty to serve on the following Senate Standing Committees, with the nominations coming from the floor. The consent of the nominee must be secured and a minibiography presented.

- Executive Committee: chair-elect, secretary, and three elected members (1-year terms)
- Committee on Committees: 1987-90 term replacing Stewart Ryan and 1986-89 term replacing Maryellen Cameron
- Faculty Compensation Committee: 1987-90 terms replacing Joseph Bastian and Stephen Whitmore
- Faculty Welfare Committee: 1987-90 term replacing Carol Beesley, 1986-89 term replacing Ted Roberts, and 1985-88 term replacing Roy Knapp

At the meeting with President Horton on April 1, the Executive Committee discussed the July 1 start date, the indirect costs report, auxiliary accounts report, the telephone study, and the University budget. The President agreed to continue the discussions regarding the inequities of ~~having~~ a July 1 start date for some but not all university employees. President Horton has asked Vice President Elbert to meet with auxiliary accounts committee to decide on a mode of study for determining an appropriate indirect cost rate for auxiliaries and to meet with the Faculty Compensation Committee to discuss the issues raised in the report on faculty telephones.

On April 6 the Executive Committee met with Athletic Director, Donnie Duncan, NCAA faculty representative, Dan Gibbens, and the Assistant Athletics Council Chair, Greg Kunesh. The main topic was the resolution passed by the Senate last year prohibiting the rescheduling of final exams except in the case of illness of the student, serious illness or death in the immediate family, unavoidable academic conflict, or (as amended by President Horton later) extreme hardship. Mr. Duncan pointed out that the Big 8 Conference is trying to accommodate OU, but that, on occasion, a playoff is scheduled during finals in order to precede an NCAA national tournament. During the past two years only one sport, women's softball, has conflicted with finals at OU. It was agreed that it was not the place of coaches, but rather the individual student, to contact faculty about such conflicts. At that point it will be up to the instructor, chair, and appropriate dean to determine whether such a request represents an extreme hardship. Any complaints about being contacted by coaches should be directed to the Athletics Council. Additionally, it will be expected that faculty will not depart from the scheduled final exam date. Mr. Duncan assured the group that it was important to the Athletic Department that all of their students get a good education.

During the April 6 meeting with Provost Wadlow, the Executive Committee asked her about the faculty concerns raised at the last Senate meeting. The Provost reported that Dean Kenneth Hoving is preparing a report on the Summer Institute of Linguistics and will be meeting with representatives of the Faculty Senate concerning that report. Regarding Professor Hill's question as to whether there were any plans to increase various faculty fees in the near future, Provost Wadlow responded that so far she had opposed any proposals to raise fees. Concerning Professor Herstand's concern about the salary disadvantage for teaching in the summer, Provost Wadlow replied that she is taking a comprehensive look at the summer session, and faculty summer salaries in particular. In light of this, Professor Hopkins will not impanel a committee to look into this matter until the Provost reports back. Other items discussed included the Fall 1988 changes in admissions requirements, the progress of the Strategy for Excellence committee, and the efforts to improve academic quality through the Centennial campaign.

The Executive Committee met with Regents Kemp and Sarratt on April 8 to discuss the academic budget, administrative search committees, and the research mission of the university and the faculty. The effect of the Open Meetings Law on search committees is that the search committees will continue to function as usual, except that candidates will not be eliminated by the search committees. All names in the pool will go forward in ranked tiers, with the names of unqualified applicants ranked in the lowest tier. At that point, there will be an interface meeting of the committee and the Regents to discuss the tiers and the candidates.

This year, the annual faculty awards were given out at a luncheon held April 9, instead of at the Spring General Faculty meeting. The event was well-attended and provided an opportunity to celebrate the accomplishments of the faculty. A list of the award winners will be distributed at the April 16 General Faculty Meeting.

COMMITTEE ON COMMITTEES REPORT

Professor Larry Canter, Chair of the Committee on Committees, reported that a list of the nominees for end-of-the-year vacancies on Councils/Committees/Boards will be mailed to the Senate members approximately a week before the next meeting. He pointed out that the committee, consisting of Susan Caldwell (Art), Maryellen Cameron (Geology), George Cozad (Botany/Microbiology), and Stewart Ryan (Physics/Astronomy), had to come up with 126 nominees. Nominations may also be made from the floor if the consent of the nominee has been obtained.

"FOCUS ON EXCELLENCE"

Professor Roger Frech, Chair of the Research Council, focused on the opportunities for excellence in research and the accomplishments of individuals in providing the opportunities. In fiscal year 1987 research grants and contracts will bring about \$14.5 million into the university. The indirect costs of the awards will generate about \$2.4 million. Of that, \$390,000 was made available for direct support of research activities. He elaborated on some of the expanded or new programs that these monies made possible. The support level of junior faculty summer fellowships was raised from \$3500 to \$4000, and 19 of the 42 applications were funded. A new program for senior faculty summer fellowships was initiated, with 11 awards made from 33 applicants. The base for the faculty research fund, used to provide support for travel, equipment purchases, etc. was increased from \$125,000 to \$154,000. New programs were initiated to support interdisciplinary research efforts and to provide short-term funding for faculty whose external grant requests are slightly short of being funded. Professor Frech said he was encouraged by the expansion of opportunities for scholarly activities and proud of the faculty who are able to attract external funds to the campus.

FACULTY WELFARE COMMITTEE REPORT

The Faculty Welfare Committee report on the process for addressing problems with insurance claims was postponed until the May meeting.

FACULTY SALARIES REPORT

Professor Alan Nicewander, Chair of the Faculty Compensation Committee, presented a four-page addendum to the faculty salaries report, discussed at the last meeting, showing the effect of removing OU's distinguished professor salaries from the full professor level. That was done to make the report more consonant with the reports prepared by the State Regents' office. Professor Nicewander explained that, with the distinguished professors removed, OU's salaries look as bad in the full professor category as in the other categories. He commented that the OU administration had just released a report (prepared by the Office of Institutional Research) on salary figures (available in the Senate office), which doesn't show such large discrepancies, because the comparisons are not made on a department basis and because the figures are averaged across a greater number of colleges. The figures used by the Faculty Compensation Committee came from the state college budget books. The Chairs of Departments were included in the data, but were put on a nine-month basis.

Professor Nicewander suggested amending the second paragraph, fifth sentence, on page 4 as follows (deleted wording crossed out and added wording underlined):

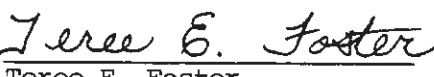
Doctoral training is an intensive, time consuming, one-on-one type of teaching activity that ~~cannot be~~ is not adequately accounted for on any of OU's records of teaching.

There was no objection. Professors Eliason and Economou, chairs of the Mathematics and English departments, respectively, agreed that the report showed the dilemma their departments faced in recruiting and retaining faculty. Professor Johnson asked whether there was any sense as to whether the administration was outraged about the salary deficiencies. Professor Hopkins responded that the administration was waiting for the Institutional Research report to come out, and that there had been no feedback yet. Professor Nicewander mentioned that there are much higher salaries at Southwestern (Weatherford) and Central State (Edmond), which causes a great deal of inconsistency in the average salaries across the six state universities, and that small schools don't have law or engineering departments, which probably obscures some big differences. Professor Crowley commented that the Regents' formula of tying state allocations to the number of students penalizes the comprehensive universities involved in graduate training and research. He suggested that there should be a formula stating that one Ph.D. student is equal to a certain number of undergraduate students. He said he knew of one school which equates 1 Ph.D. student to 35 undergraduate students. The Senate approved the report, including the addendum and amendment, unanimously. (See Appendix I.)

ADJOURNMENT

The meeting adjourned at 4:10 p.m. The next regular session of the Faculty Senate will be held at 3:30 p.m., on Monday, May 4, 1987, in the Conoco Auditorium, Neustadt Wing, Bizzell Library.


 Sonya Pallgatter
 Administrative Coordinator


 Tere E. Foster
 Secretary

Comparisons of Faculty Salaries at The University of Oklahoma with
Oklahoma Senior Colleges: The Penalties of Scholarship

Prepared by the University of Oklahoma Compensation Committee

Thomas James, Alan Nicewander, Joseph Bastian, George Emanuel,
and Stephen Whitmore

The Oklahoma State Board of Regents recently released a salary study comparing Oklahoma universities, colleges, and junior colleges with similar institutions in nine other states. The Regents' report entitled, College and University Salaries in Ten Mid-Western States (Feb., 1987), showed, in a nutshell, that faculty salaries at OU and OSU were far behind comparable institutions; whereas, faculty salaries at Oklahoma's senior colleges were as far ahead of their regional averages as OU and OSU were behind.

The present study compares the salaries of OU faculty and the faculty of six of Oklahoma's senior colleges^a--by department and by rank. The data are shocking. At the assistant and associate professor levels, OU's modal rank (mean) is last or next-to-last among this group of colleges. Even more disturbing is the fact that the average salary of OU's assistant professors is as much as \$13,554 below that of the top-paying senior college. At the associate professor level, OU's average salary is as much as \$8,873 lower than that of the highest-paying senior college.

a. The six senior colleges include Central State, East Central, Northeastern, Northwestern, Southeastern, and Southwestern. Further study documentation can be found in Appendix A.

Even at the full professor level, OU salaries that are higher than the senior colleges are within \$1500 of the highest state college salaries, with the exception of the OU departments of Business, Chemistry and Computer Sciences. Full professors in Art, Music, and Psychology are paid less than their counterparts in the state colleges.

Scholarship (in the form of published research or creative activity) is necessary for tenure, advancement in rank, and salary raises at OU. The data in this report show that the faculty of OU suffer a substantial penalty for this activity. There is, of course, no way to justify paying research-and-teaching faculty less than teaching-only faculty--in fact Table 4 of the State Regents' report indicates that this situation exists only in Oklahoma (Oklahoma is the only state among ten where average salaries for assistant and associate professors are higher at the senior college level than at the university level).

The principal summary data for this report is contained in Tables 1 and 2^b. Table 1 contains the average salary at OU minus the highest average for the senior colleges. Most of the entries in Table 1 are negative in sign indicating that OU salaries are lower than the best-paying senior college. Note that in a few cases, OU salaries are higher than those in the highest-paying senior colleges--these cases are confined primarily to Business, Computer Science and Chemistry.

b. Tables 1 and 2 are summaries of more detailed salary information contained in Appendices B and C. Appendix B contains tables which summarize faculty salaries at OU and the state colleges by academic rank. In Appendix C, the tables present salary summaries by academic department.

Table 1
Salary Differential

	Overall	Full Prof	Assoc Prof	Asst Prof
Art	-7109	-5116	-8564	-13554
Biology	-5296	1050*	-5007	-10800
Bus Adm	5489*	5598*	-1059	4006*
Chemistry	38*	3969*	-3064	-8049
Comp Science	4870*	6653*	1020*	2930*
English	-2404	1505*	-8873	-7464
Math	-5468	253*	-4909	-5359
Music	-3711	-3090	-6646	-7355
Psychology	-4729	-360	-8651	-9554
Physics	-2314	821*	-5123	-6556

- Salary differential, OU minus highest ranked (-), or
OU minus second ranked when OU is highest (*)

Table 2 indicates how OU average salaries rank compared to the state colleges. The ranks are based on a total number of departments, including the OU department plus the number of senior colleges having a similar department. In some instances, totals are less than seven (OU plus six state colleges) because some colleges do not have a department comparable to one at OU or do not have full time faculty at a particular rank. In nearly one-half of the cases covered in Table 2, OU ranks last or next-to-last in comparison to the state colleges.

Defenses certainly will be offered for the "penalties of scholarship" revealed in the this report. Two justifications for the low salaries at OU relative to the state colleges which already have been presented to this committee are: 1) The faculty at the state colleges are required to teach more classes than the OU faculty; therefore, their higher pay is justified, and 2) The benefits at OU are higher than those at the senior colleges. The first of these justifications ignores the additional duties required of the faculty of a graduate institutions--namely, doctoral training and research. Doctoral training is a large component of the work of professors teaching at OU. Doctoral training is an intensive, time consuming, one-on-one type of teaching activity that is not adequately accounted for on any of OU's records of teaching. The faculty of graduate institutions such as OU also are required to contribute to knowledge through research or other creative activities. Tangible evidence of the research activity at OU is provided by the fact that in 1985 12.5 million dollars in research money was brought to the university

Table 2
Salary Rank

	Overall	Full Prof	Assoc Prof	Asst Prof
Art	3/7	3/7	2/7	7/7
Biology	6/7	1/7	6/7	3/4
Bus. Adm.	1/7	1/7	4/7	1/7
Chemistry	1/6	1/6	4/6	4/5
Comp. Sc.	1/7	1/4	1/5	1/6
English	3/6	1/5	4/4	6/6
Math	5/7	1/7	3/6	5/6
Music	3/7	3/6	3/4	7/7
Psychology	5/6	3/6	5/5	5/6
Physics	4/5	1/4	3/4	4/4

through research grants, and by the fact that OU faculty, in the same year, listed 1,864 instances of published research or other formal creative activities.

The second justification--that OU's lower salaries are ameliorated by higher benefits--is even less plausible than the first. The locus of the salary inequities at OU (relative to the state colleges) is at the assistant and associate professor levels; no amount of retirement, medical, and other benefits are going to balance salary deficits of, say, \$9,000 or more a year for a young faculty member. For example, the recent State Regents' report mentioned earlier indicates that faculty at OU and OSU have an average advantage of about \$3,400 in benefits over the faculty of the state colleges. For younger faculty it is probably safe to say that x-dollars in benefits will not balance (in terms of its worth to faculty) a salary deficit of an equal amount; consequently, a \$3,400 advantage in benefits pales in significance when compared to salary deficits of as much as the \$13,554 figure given in Table 1.

We, the Compensation Committee members, have discussed an obvious question regarding these salary data, "How has it happened that senior college faculty are paid more than faculty at OU, a doctoral-granting university?" One can only speculate on the causes of the salary inequities. However, one possible explanation for lower salaries at OU is the State Regents' funding policy which appears to be based on "body counts," and does not properly take into account the costs of doctoral training and research. The state colleges, not having a costly research

component to support--while at the same time enjoying a relative advantage in number of credit hours taught--have been able to put more of their total college funds into faculty salaries than OU. In other words, Oklahoma's state colleges are not subject to the "scholarship penalty" that is imposed on the faculty of the University of Oklahoma.

Appendix A:
Study Documentation

The following guidelines were used for conducting this study:

1. The schools used for comparison with the University of Oklahoma, Norman include the senior colleges that are under the State Board of Regents of Oklahoma Colleges:

Central State University, Edmond
East Central Oklahoma State University, Ada
Northeastern Oklahoma State University, Tahlequah
Northwestern Oklahoma State University, Alva
Southeastern Oklahoma State University, Durant
Southwestern Oklahoma State University, Weatherford

2. The salary figures are taken from the 1985-86 Estimated Budget data as reported in the 1986-87 budgets for each institution.
3. The departments for comparison reflect disciplines that exist at each of the seven schools with following exceptions: Northeastern does not offer Psychology and Southeastern does not offer Physics or Chemistry. In addition, Physics was not included from Northwestern because the department did not have any full time faculty for the budget year of the study; English was not included from Southeastern because it is combined with Languages and Humanities.
4. For the University of Oklahoma, Biology is a combination of Microbiology and Zoology; only Physics faculty are included from the Physics and Astronomy Department; only Computing Science faculty are included from the Electrical Engineering and Computing Science Department; Business Administration includes Accounting, Economics, Marketing, Finance, and Management. Business Administration at the colleges includes: Central State (Business Administration, Accounting, Economics, Finance, Marketing, Management); East Central (Business Administration, Accounting); Northeastern (Business Administration, Accounting, Economics); Northwestern (Business Administration); Southeastern (Business Administration and Management, Accounting, Economics); Southwestern (Business Administration).
5. Only filled, full time faculty positions (including department chairs) were included in the calculations. Slots that were filled but included an indication that the person resigned or retired were not included because the person's rank was not given in these cases. Administrators (e.g., Deans) who also had appointments in an academic department were not included. Twelve month appointments were pro-rated to nine months.

OVERALL^a

	Art	Biology	Bus Adm	Chem	Comp Sc	Eng	Math	Music	Psych	Physics
OU	27096	30919	38823	36589	38338	30053	29975	29634	30445	33883
	4921	7096	7192	9669	3454	8889	5444	5706	5525	6619
	17	41	56	23	8	24	27	37	16	18
Central	34205	34859	32814	34575	30502	32457	34654	33345	35174	34599
	3170	2753	4925	5089	3147	4768	3343	4929	3549	3114
	10	15	46	8	12	21	13	15	12	9
East Ce	26198	34786	33334	33474	33518	29608	28436	29093	34191	35055
	993	1976	2745	3264	798	3699	4118	2219	2609	1235
	3	6	11	4	2	12	7	7	6	2
NE State	27360	28619	28688	30739	28491	29413	27802	26840	(b)	27657
	2105	4619	5124	5059	4708	4829	5459	2368	(b)	654
	4	10	18	4	4	10	11	7	(b)	2
NW State	25500	33867	26700	35800	32085	25225	30905	22175	33055	(d)
	0	1837	6150	2800	4215	3796	3186	4029	3731	
	1	3	5	2	2	4	3	4	9	
SE State	26800	32060	25753	(b)	30628	(c)	31373	25291	28229	(b)
	5305	1550	5764		3168		6284	4687	5617	
	4	5	19		6		6	11	19	
SW State	28037	36215	29701	36551	27165	30347	35443	32042	32607	36197
	3435	682	6178	913	5052	4950	3092	5079	7585	1341
	7	11	24	12	7	20	9	14	24	5

(a) Entries are mean, standard deviation, and N size
 (b) Not offered
 (c) English, Languages, and Humanities combined in one department
 (d) No full-time faculty for 1985-86

Appendix B:
Salaries by Rank

FULL PROFESSOR^a

	Art	Biology	Bus Adm	Chem	Comp SC	Eng	Math	Music	Psych	Physics
OU	33317	37697	44054	42569	44300	39462	38270	34760	36723	37952
	2463	6715	7080	8133	0	9498	3488	4128	2496	6781
	5	14	23	13	1	8	6	15	6	9
Central	38433	36487	38456	38125	0	37957	38017	37850	36750	37131
	1179	1653	1848	909		580	607	559	2687	1432
	3	9	13	4		7	6	6	8	6
East Ce	0	35525	35840	36128	0	36600	33365	26138	36223	36290
		1186	0	1998		0	375	0	1068	0
		5	1	2		1	2	1	3	1
NE State	30000	33085	33560	36662	32937	33197	34464	30416	(b)	0
	0	1700	2527	0	789	1530	2846	0	(b)	
	1	4	8	1	2	6	3	1	(b)	
NW State	0	36400	0	38600	36300	0	35316	0	35880	(d)
		0		0	0		0		1616	
		1		1	1		1		5	
SE State	35200	31983	33590	(b)	0	(c)	37047	30067	33742	(b)
	0	1232	1914				1741	3630	1332	
	1	3	4				3	3	7	
SW State	0	36647	37497	37097	37647	37114	37605	37464	37083	36930
		654	593	465	0	698	1150	1226	403	1025
		6	3	8	1	3	3	3	6	3

ASSOCIATE PROFESSOR^a

	Art	Biology	Bus Adm	Chem	Comp Sc	Eng	Math	Music	Psych	Physics
OU	23953 2471 11	30673 3983 12	34621 3754 17	32700 2247 5	38220 2619 5	26874 1027 10	30878 1210 8	29034 1782 11	27096 2785 8	30924 3005 6
Central	32517 1591 3	34600 141 3	35133 1409 9	34700 0 2	37200 0 1	33967 1037 3	33250 1450 2	32834 3166 5	34592 1108 2	0
East Ce	0	31090 0 1	35065 2449 4	32620 0 1	34315 0 1	32363 228 2	0	0	33370 1380 2	33820 0 1
NE State	0	27214 3113 4	28780 1282 3	31646 1694 2	0	0	29825 1342 3	28953 0 1	(b) (b) (b)	27003 0 1
NW State	0	32600 500 2	31600 0 1	33000 0 1	0	0	29500 0 1	0	0	(d)
SE State	0	32175 1925 2	33000 0 1	(b)	35000 0 1	(c)	30500 0 1	0	31200 4185 3	(b)
SW State	0	35680 94 3	35680 94 6	35764 24 3	27382 0 1	35747 0 1	35787 80 5	35680 94 3	35747 0 2	36047 0 1

(a) Entries are mean, standard deviation, and N size

(b) Not offered

(c) English, Languages, and Humanities combined in one department

(d) No full-time faculty for 1985-86

ASSISTANT PROFESSOR^a

	Art	Biology	Bus Adm	Chem	Comp SC	Eng	Math	Music	Psych	Physics
OU	18746	24922	35769	26498	35650	22807	25821	23245	25008	27591
	0	2137	5155	4161	2350	2578	1920	2471	1332	306
	1	15	16	5	2	6	13	11	2	3
Central	32300	30233	31300	32300	31404	30271	31180	30600	31000	31300
	1736	519	1619	0	1829	1310	1160	0	0	1590
	4	3	11	1	7	7	5	1	1	3
East C	26198	0	31763	29020	32720	27886	27734	29586	29735	0
	993		2074	0	0	2271	2460	2012	0	
	3		6	1	1	9	4	6	1	
NE State	27649	23000	23713	23000	0	25530	24475	25140	(b)	28310
	340	0	812	0		0	1475	2055	(b)	0
	2	1	4	1		1	2	3	(b)	1
NW State	25500	0	28467	0	27870	26967	27900	28200	29525	(d)
	0		2151		0	2660	0	0	2368	
	1		3		1	3	1	1	4	
SE State	24000	0	28485	(b)	30868	(c)	0	24250	23875	(b)
	2483		2185		1767			2861	2246	
	3		4		4			4	4	
SW State	28801	35722	30598	34547	30128	30004	27232	29920	34602	34147
	3111	175	4156	0	0	3929	0	3980	2945	0
	6	2	5	1	1	12	1	6	13	1

(a) Entries are mean, standard deviation, and N size

(b) Not offered

(c) English, Languages, and Humanities combined in one department

(d) No full-time faculty for 1985-86

INSTRUCTOR ^a

	Art	Biology	Bus Adm	Chem	Comp Sc	Eng	Math	Music	Psych	Physics
OU	0	0	0	0	0	0	0	0	0	0
Central	0	0	26850 2385 13	22400 0 1	27250 802 4	25525 1969 4	0	26100 2847 3	27900 0 1	0
East Ce	0	0	0	0	0	0	21385 0 1	0	0	0
NE State	24141 0 1	22000 0 1	22239 333 3	0	24045 2045 2	23140 123 3	21333 471 3	26545 4955 2	(b) (b) (b)	0
NW State	0	0	16500 0 1	0	0	20000 0 1	0	20167 309 3	0	(d)
SE State	0	0	20800 1550 10	(b)	25300 0 1	(c)	23300 300 2	22750 4206 4	22210 1897 5	(b)
SW State	23450 0 1	0	23326 1457 10	0	23750 1825 4	24954 2186 4	0	24816 1066 2	23650 0 3	0

ES

(a) Entries are mean, standard deviation, and N size

(b) Not offered

(c) English, Languages, and Humanities combined in one department

(d) No full-time faculty for 1985-86

ART

Overall	Mean	SD	N	Fullprof	Mean	SD	N	Assocprof	Mean	SD	N	Asstprof	Mean	SD	N	Instruc	Mean	SD	N
Central	34205	3170	10	Central	38433	1179	3	Central	32517	1591	3	Central	32300	1736	4	NE State	24141	0	1
SW State	28037	3435	7	SE State	35200	0	1	OU	23953	2471	11	SW State	28801	3111	6	SW State	23450	0	1
NE State	27360	2105	4	OU	33317	2463	5	SE State	0			NE State	27649	340	2	Central	0		
OU	27096	4921	17	NE State	30000	0	1	East Co	0			East Cen	26198	993	3	NW State	0		
SE State	26800	5305	4	East Co	0			NW State	0			NW State	25500	0	1	East Co	0		
East Co	26198	993	3	SW State	0			SW State	0			SE State	24000	2483	3	SE State	0		
NW State	25500	0	1	NW State	0			NE State	0			OU	18746	0	1	OU	0		

BIOLOGY

Overall	Mean	SD	N	Fullprof	Mean	SD	N	Assocprof	Mean	SD	N	Asstprof	Mean	SD	N	Instruc	Mean	SD	N
SW State	36215	682	11	OU	37697	6715	14	SW State	35680	94	3	SW State	35722	175	2	NE State	22000	0	1
Central	34859	2753	15	SW State	36647	654	6	Central	34600	141	3	Central	30233	519	3	Central	0		
East Co	34786	1976	6	Central	36487	1653	9	NW State	32600	500	2	OU	24922	2137	15	NW State	0		
NW State	33867	1837	3	NW State	36400	0	1	SE State	32175	195	2	NE State	23000	0	1	SW State	0		
SE State	32060	1550	5	East Co	35525	1186	5	East Co	31090	0	1	East Cen	0			East Co	0		
OU	30919	7096	41	NE State	33085	1700	4	OU	30673	3983	12	NW State	0			NW State	0		
NE State	28619	4619	10	SE State	31983	1232	3	NE State	27214	3113	4	SE State	0			OU	0		

BUSINESS ADMINISTRATION

Overall	Mean	SD	N	Fullprof	Mean	SD	N	Assocprof	Mean	SD	N	Asstprof	Mean	SD	N	Instruc	Mean	SD	N
OU	38823	7192	56	OU	44054	7080	23	SW State	35680	94	6	OU	35769	5155	16	Central	26850	2385	13
East Co	33334	2745	11	Central	38456	1848	13	Central	35133	1409	9	East Co	31763	2074	6	SW State	23326	1457	10
Central	32814	4925	46	SW State	37497	593	3	East Co	35065	2449	4	Central	31300	1619	11	NE State	22239	333	3
SW State	29701	6178	24	East Co	35840	0	1	OU	34621	3754	17	SW State	30598	4156	5	SE State	20800	1550	10
NE State	28688	5124	18	SE State	33590	1914	4	SE State	33000	0	1	SE State	28485	2185	4	NW State	16500	0	1
NW State	26700	6150	5	NE State	33560	2527	8	NW State	31600	0	1	NW State	28467	2151	3	East Co	0		
SE State	25753	5764	19	NW State	0			NE State	28780	1282	3	NE State	23713	812	4	OU	0		

CHEMISTRY

Overall	Mean	SD	N	Fullprof	Mean	SD	N	AssocProf	Mean	SD	N	Asstprof	Mean	SD	N	Instruc	Mean	SD	N
OU	36589	9669	23	OU	42569	8133	13	SW State	35764	24	3	SW State	34547	0	1	Central	22400	0	1
SW State	36551	913	12	NW State	38600	0	1	Central	34700	0	2	Central	32300	0	1	NE State	0		
NW State	35800	2800	2	Central	38125	909	4	NW State	33000	0	1	East Co	29020	0	1	East Co	0		
Central	34575	5089	8	SW State	37097	465	8	OU	32700	2247	5	OU	26498	4161	5	NW State	0		
East Co	33474	3264	4	NE State	36662	0	1	East Co	32620	0	1	NE State	23000	0	1	OU	0		
NE State	30739	5059	4	East Co	36128	1998	2	NE State	31646	1694	2	NW State	0			SW State	0		
SE State	(b)			SE State	(b)			SE State	(b)			SE State	(b)			SE State	(b)		

COMPUTER SCIENCE

Overall	Mean	SD	N	Fullprof	Mean	SD	N	Assocprof	Mean	SD	N	Asstprof	Mean	SD	N	Instruc	Mean	SD
OU	38338	3454	8	OU	44300	0	1	OU	38220	2619	5	OU	35650	2350	2	Central	27250	802
East Ce	33518	798	2	SW State	37647	0	1	Central	37200	0	1	East C	32720	0	1	SE State	25300	0
NW State	32085	4215	2	NW State	36300	0	1	SE State	35000	0	1	Central	31404	1829	7	NE State	24045	2045
SE State	30628	3168	6	NE State	32937	789	22	East Ce	34315	0	1	SE State	30868	1767	4	SW State	23750	1825
Central	30502	3147	12	East Ce	0	0		SW State	27382	0	1	NW State	30128	0	1	NW State	0	
NE State	28491	4708	4	SE State	0	0		NW State	0	0		NW State	27870	0	1	East Ce	0	
SW State	27165	5052	7	Central	0	0		NE State	0	0		NE State	0	0	1	OU	0	

ENGLISH

Overall	Mean	SD	N	Fullprof	Mean	SD	N	Assocprof	Mean	SD	N	Asstprof	Eng	SD	N	Instruc	Mean	SD	N
Central	32457	4768	21	OU	39462	9498	8	SW State	35747	0	1	Central	30271	1310	7	Central	25525	1969	4
SW State	30347	4950	20	Central	37957	580	7	Central	33967	1037	3	SW State	30004	3929	12	SW State	24954	2186	4
OU	30053	8889	24	SW State	37114	698	3	East Ce	32363	228	2	East C	27886	2271	9	NE State	23140	123	3
East Ce	29608	3699	12	East Ce	36600	0	1	OU	26874	1027	10	NW State	26967	2660	3	NW State	20000	0	1
NE State	29413	4829	10	NE State	33197	1530	6	NE State	0	0		NE State	25530	0	1	OU	0		
NW State	25225	3796	4	NW State	0	0		NW State	0	0		OU	22807	2578	6	East Ce	0		
SE State	(c)			SE State	(c)			SE State	(c)			SE State	(c)		6	SE State	(c)		

MATH

Overall	Mean	SD	N	Fullprof	Mean	SD	N	Assocprof	Mean	SD	N	Asstprof	Mean	SD	N	Instruc	Mean	SD	N
SW State	35443	3092	9	OU	38270	3488	6	SW State	35787	80	5	Central	31180	1160	5	SE State	23300	300	2
Central	34654	3343	13	Central	38017	607	6	Central	33250	1450	2	NW State	27900	0	1	East Ce	21385	0	1
SE State	31373	6284	6	SW State	37605	1150	3	OU	30878	1210	8	East Cen	27734	2460	4	NE State	21333	471	3
NW State	30905	3186	3	SE State	37047	1741	3	SE State	30500	0	1	SW State	27232	0	1	SW State	0		
OU	29975	5444	27	NW State	35316	0	1	NE State	29825	1342	3	OU	25821	1920	13	Central	0		
East Ce	28436	4118	7	NE State	34464	2846	3	NW State	29500	0	1	NE State	24475	1475	2	OU	0		
NE State	27802	5459	11	East Ce	33365	375	2	East Ce	0	0		SE State	0	0		NW State	0		

MUSIC

Overall	Mean	SD	N	Fullprof	Mean	SD	N	Assocprof	Mean	SD	N	Asstprof	Mean	SD	N	Instruc	Mean	SD	N
Central	33345	4929	15	Central	37850	559	6	SW State	35680	94	3	Central	30600	0	1	NE State	26545	4955	2
SW State	32042	5079	14	SW State	37464	1226	3	Central	32834	3166	5	SW State	29920	1980	6	Central	26100	2847	3
OU	29634	5706	37	OU	34760	4128	15	OU	29034	1782	11	East C	29586	2012	6	SW State	24816	1066	2
East Ce	29093	2219	7	NE State	30416	0	1	NE State	28953	0	1	NW State	28200	0	1	SE State	22750	4206	4
NE State	26840	2368	7	SE State	30067	3630	3	East Ce	0	0		NE State	25140	2055	3	NW State	20167	309	3
SE State	25291	4687	11	East Ce	26138	0	1	SE State	0	0		SE State	24250	2861	4	East Ce	0		
NW State	22175	4029	4	NW State	0	0		NW State	0	0		OU	23245	2471	11	OU	0		

PSYCHOLOGY

Overall	Mean	SD	N	Fullprof	Mean	SD	N	Assocprof	Mean	SD	N	Asstprof	Mean	SD	N	Instruc	Mean	SD	N
Central	35174	3549	12	SW State	37083	403	6	SW State	35747	0	2	SW State	34602	2945	13	Central	27900	0	1
East Ce	34191	2609	6	Central	36750	2687	8	Central	34592	1108	2	Central	31000	0	1	SW State	23650	0	3
NW State	33055	3731	9	OU	36723	2496	6	East Ce	33370	1380	2	East C	29735	0	1	SE State	22210	1897	5
SW State	32607	7585	24	East Ce	36223	1068	3	SE State	31200	4185	3	NW State	29525	2368	4	NW State	0		
OU	30445	5525	16	NW State	35880	1616	5	OU	27096	2785	8	OU	25008	1332	2	OU	0		
SE State	28229	5617	19	SE State	33742	1332	7	NW State	0			SE State	23875	2246	4	East Ce	0		
NE State	(b)	(b)	(b)	NE State	(b)	(b)	(b)	NE State	(b)	(b)	(b)	NE State	(b)	(b)	(b)	NE State	(b)	(b)	(b)

PHYSICS

Overall	Mean	SD	N	Fullprof	Mean	SD	N	Assocprof	Mean	SD	N	Asstprof	Mean	SD	N	Instruc	Mean	SD	N
SW State	36197	1341	5	OU	37952	6781	9	SW State	36047	0	1	SW State	34147	0	1	NE State	0		
East Ce	35055	1235	2	Central	37131	1432	6	East Ce	33820	0	1	Central	31300	1590	3	Central	0		
Central	34599	3114	9	SW State	36930	1025	3	OU	30924	3005	6	NE State	28310	0	1	SW State	0		
OU	33883	6619	18	East Ce	36290	0	1	NE State	27003	0	1	OU	27591	306	3	OU	0		
NE State	27657	654	2	NE State	0			Central	0			East C	0			East Ce	0		
NW State	(d)			NW State	(d)			NW State	(d)			NW State	(d)			NW State	(d)		
SE State	(b)			SE State	(b)			SE State	(b)			SE State	(b)			SE State	(b)		

- (a) Entries are mean, standard deviation, and N size
 (b) Not offered
 (c) English, Languages, and Humanities combined in one department
 (d) No full-time faculty for 1985-86

Addendum to Table 1

Salary Differential¹
 (Without Distinguished Professorships)

	Overall	Full Prof	Assoc Prof	Asst Prof
Art	-7109	-5116	-8564	-13554
Biology	-6749	-1815	-5007	-10800
Bus Admin	4440*	3828*	-1059	4006*
Chemistry	-4912	-2928	-3064	-8049
Comp Science	4970*	6653*	1020*	2930*
English	-3890	-2035	-8873	-7464
Math	-5696	130*	-4909	-5359
Music	-3929	-3286	-6646	-7355
Psychology	-4729	-360	-8651	-9554
Physics	-3502	-1194	-5123	-6556

1. Salary differential, OU minus highest ranked four year college (-), or OU minus second ranked four year college when OU is highest (*). The OU Art and Computer Science Departments did not have any Distinguished Professorships for the year of the study. The OU Psychology Department had one Distinguished Professorship that already was deleted from the original Table 1. The four year college budgets did not indicate any Distinguished Professorships.

Addendum to Table 2

Salary Rank¹
(Without Distinguished Professorships)

	Overall	Full Prof	Assoc Prof	Asst Prof
Art	3/7	3/7	2/7	7/7
Biology	6/7	5/7	6/7	3/4
Bus. Adm.	1/7	1/7	4/7	1/7
Chemistry	5/6	6/6	4/6	4/5
Comp. Sc.	1/7	1/4	1/5	1/6
English	5/6	4/5	4/4	6/6
Math	5/7	1/7	3/6	5/6
Music	3/7	3/6	3/4	7/7
Psychology	5/6	3/6	5/5	5/6
Physics	4/5	4/4	3/4	4/4

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1. The OU Art and Computer Science Departments did not have any Distinguished Professorships for the year of the study. The OU Psychology Department had one Distinguished Professorship that already was deleted from the original Table 2. The four year college budgets did not indicate any Distinguished Professorships.

ADDENDUM TO APPENDIX B: SALARIES BY RANK
 OVERALL(a)
 (Without Distinguished Professorships)

	Art	Biology	Bus Adm	Chem	Comp Sc	Eng	Math	Music	Psych	Physics
OU	27096 4921 17	29466 5497 37	37774 5728 52	31639 5535 17	38338 3454 8	28567 5425 23	29747 5171 26	29416 5630 36	30445 5525 16	32695 4581 17
Central	34205 3170 10	34859 2753 15	32814 4925 46	34575 5089 8	30502 3147 12	32457 4768 21	34654 3343 13	33345 4929 15	35174 3549 12	34599 3114 9
East Ce	26198 993 3	34786 1976 6	33334 2745 11	33474 3264 4	33518 798 2	29608 3699 12	28436 4118 7	29093 2219 7	34191 2609 6	35055 1235 2
NE State	27360 2105 4	28619 4619 10	28688 5124 18	30739 5059 4	28491 4708 4	29413 4829 10	27802 5459 11	26840 2368 7	(b) (b) (b)	27657 654 2
NW State	25500 0 1	33867 1837 3	26700 6150 5	35800 2800 2	32085 4215 2	25225 3796 4	30905 3186 3	22175 4029 4	33055 3731 9	(d)
SE State	26800 5305 4	32060 1550 5	25753 5764 19	(b)	30628 3168 6	(c)	31373 6284 6	25291 4687 11	28229 5617 19	(b)
SW State	28037 3435 7	36215 682 11	29701 6178 24	36551 913 12	27165 5052 7	30347 4950 20	35443 3092 9	32042 5079 14	32607 7585 24	36197 1341 5

(a) Entries are mean, standard deviation, and N size

(b) Not offered

(c) English, Languages, and Humanities combined in one department

(d) No full-time faculty for 1985-86

The OU Art and Computer Science Departments did not have any Distinguished Professorships for the year of the study. The OU Psychology Department had one Distinguished Professorship that already was deleted from the original Table. The four year college budgets did not indicate any Distinguished Professorships.

ADDENDUM TO APPENDIX B: SALARIES BY RANK
 FULL PROFESSOR(a)
 (Without Distinguished Professorships)

	Art	Biology	Bus Adm	Chem	Comp SC	Eng	Math	Music	Psych	Physics
OU	33317 2463 5	34832 4938 10	42284 4710 19	35672 3893 7	44300 0 1	35922 1694 7	38145 3808 5	34564 4206 14	36723 2496 6	35937 3894 8
Central	38433 1179 3	36487 1653 9	38456 1848 13	38125 909 4	0	37957 580 7	38017 607 6	37850 559 6	36750 2687 8	37131 1432 6
East Ce	0	35525 1186 5	35840 0 1	36128 1998 2	0	36600 0 1	33365 375 2	26138 0 1	36223 1068 3	36290 0 1
NE State	30000 0 1	33085 1700 4	33560 2527 8	36662 0 1	32937 789 2	33197 1530 6	34464 2846 3	30416 0 1	(b) (b) (b)	0
NW State	0	36400 0 1	0	38600 0 1	36300 0 1	0	35316 0 1	0	35880 1616 5	(d)
SE State	35200 0 1	31983 1232 3	33590 1914 4	(b)	0	(c)	37047 1741 3	30067 3630 3	33742 1332 7	(b)
SW State	0	36647 654 6	37497 593 3	37097 465 8	37647 0 1	37114 698 3	37605 1150 3	37464 1226 3	37083 403 6	36930 1025 3

(a) Entries are mean, standard deviation, and N size

(b) Not offered

(c) English, Languages, and Humanities combined in one department

(d) No full-time faculty for 1985-86

The OU Art and Computer Science Departments did not have any Distinguished Professorships for the year of the study. The OU Psychology Department had one Distinguished Professorship that already was deleted from the original Table. The four year college budgets did not indicate any Distinguished Professorships.