

**2008-2009**  
**ADMINISTRATIVE SALARY SURVEY**  
**OF**  
**SELECTED CRITERIA**



**2008-2009**

**ADMINISTRATIVE SALARY SURVEY**

**OF**

**INSTITUTIONS**

**AND**

**SYSTEM OFFICES**

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## INTRODUCTION

The Administrative Salary Survey is conducted and maintained by Oklahoma State University's Office of Institutional Research and Information Management. Begun by the Office of Institutional Research at the University of Arkansas, it was most recently published by the Office of Institutional Research and Assessment at the University of Alabama. The inspiration behind the project emerged from the desire for current salary information for high-level management positions within universities. The result is a study that higher education administrators and government officials can use for salary decisions.

A select group of institutions and system offices have provided salaries for a broad range of management positions typically found in higher education. No salary is identified with a particular school or system office, but the top 40 individual salaries are displayed and ranked from highest to lowest for each position. Median and average salaries are computed for all institutions as a group as well as for subsets of institutions and personnel arranged by Carnegie classification, by campus structure, by geographical region, etc.

This is the second year for publishing the survey results in this format. Two separate sections are included, one with universities only and one with higher education system offices only. University data displays one position per page with aggregate statistics displayed for subsets of institutions and personnel. System office data displays three positions per page with aggregate statistics displayed for only three subsets of personnel.

We welcome your suggestions as we continue our efforts to make the survey a more useful tool.



## LIST OF PARTICIPATING INSTITUTIONS

An invitation to participate in the 2008-2009 Administrative Salary Survey was extended to over 191 higher education institutions and system offices who have historically participated in previous years. This year, data from 76 institutions and system offices was submitted in time to be included in the survey.

### UNIVERSITIES

Arizona State University	Texas Tech University
Auburn University (AL)	University of Alabama
Baylor University (TX)	University of Alabama at Birmingham
Bowling Green State University (OH)	University of Alaska at Anchorage
Clemson University (SC)	University of Alaska at Fairbanks
Colorado State University	University of Alaska – Southeast
Florida International University	University of Arkansas
Florida State University	University of Connecticut
Georgia Institute of Technology	University of Florida
Grambling State University (LA)	University of Georgia
Indiana University at Bloomington	University of Houston
Indiana University East	University of Idaho
Indiana University Kokomo	University of Illinois at Chicago
Indiana University Northwest	University of Illinois at Springfield
Indiana University South Bend	University of Illinois at Urbana-Champaign
Indiana University Southeast	University of Kansas
Indiana University-Purdue University Indianapolis	University of Kentucky
Iowa State University	University of Louisville (KY)
Kansas State University	University of Maryland at College Park
Louisiana State University	University of Mississippi
Mississippi State University	University of Missouri at Kansas City
Montana State University	University of Missouri at Rolla
Northern Illinois University	University of Missouri at St. Louis
Ohio State University	University of Nebraska at Lincoln
Oklahoma State University	University of Nevada at Reno
Texas A&M University	University of North Carolina at Chapel Hill
	University of North Carolina at Greensboro

University of Oklahoma

University of Oregon

University of South Carolina

University of South Dakota

University of Southern Mississippi

University of Tennessee at Knoxville

University of Texas at Austin

University of Utah

University of Wisconsin at Milwaukee

University of Wyoming

Virginia Polytechnic Institute

& State University

Wayne State University

West Virginia University

### **SYSTEM OFFICES**

City University of New York System

Indiana University System

Southern Illinois University System

Texas A&M University System

University of Alaska Statewide System

University of Illinois System

University of Missouri System

University of Nebraska System

University System of New Hampshire

University of Texas System

## COMMENTS

The purpose of this salary study is to provide factual information to assist higher education administrators with salary and budget decisions. Offering competitive salaries to key personnel can be one of the most complex problems for academic administrators. This study ranks reported salaries from each participating institution from highest to lowest without identifying the reporting school/system office. In addition, median, average and standard deviations are computed for salaries by campus structure, Carnegie classification, geographic region, and Association of Public and Land-Grant Universities (APLU) membership, as well as by gender, by inside/outside hiring status, and by minority status. Special reports of 10 or more institutions may be prepared for a charge equal to the cost incurred by our office. The normal charge is \$150.00 per study.

The coding structure used for identification of positions is the same one used historically by previous publishers of this survey. It is a 5-digit number based on the older scheme employed by the College and University Personnel Association (CUPA) but with many modifications and additions. New positions may be added from time to time. Please feel free to contact us if you have suggestions for new positions.

Invitations to participate in the Administrative Salary Survey were mailed electronically to the institutions in September, 2008, with a requested return date of January 15, 2009.

If you have any questions concerning the survey, please contact L. Lee Tarrant, Office of Institutional Research and Information Management, 219 PIO Building, Oklahoma State University, Stillwater, Oklahoma 74078-1042 (phone: 405-744-4244; fax: 405-744-4834; e-mail: [osuirim@okstate.edu](mailto:osuirim@okstate.edu).)

NOTE: This publication does contain individual institutional salary information, but without institutional identifiers. Anyone wishing to have a copy of any institution's individual data submission should contact that institution directly. A list of participating institutions and their contact person may be obtained from our office.

## DEFINITION OF SUBSETS OF INSTITUTIONS/PERSONNEL

Note: All salaries which are reported in the survey are based on a 12-month year. At least five (5) institutions must report data for a position to be included. Subsets of institutions or personnel must contain at least three (3) individual salaries before aggregate statistics are reported. Defined subsets include:

**Campus Structure** – Single Institution, Single Institution With Multiple Sites, Main Campus Heading A Sytem, Campus Within A System

**Carnegie Classification** – Research University/Very High Activity, Research University/High Activity, Doctoral/Research University, all others

**Geographic Region** – based upon the standard federal regions defined by the Office of Management and Budget (OMB). A map showing these regions is located on the following page.

**APLU Membership** (formerly NASULGC) – land grant schools, non-land grant schools

**Gender** – men, women

**Inside/Outside Hire** – personnel originally promoted from within the institution vs. those hired from outside the institution

**Minority Status** – minority, nonminority

## DEFINITION OF TERMS

### MEDN

The median salary of all salaries reported within the defined group.

### AVG

The average salary of all salaries reported within the defined group. This is a weighted statistic based on the number of individuals reported by each university or system office.

### SD

The standard deviation from the average of all salaries reported within the defined group.

### TOT

The total number of personnel reported within the defined group.

### YRS

The average number of years employed in a position for all personnel reported within the defined group.

### REPORTS TO →

The four(4) most common position numbers to which this position reports. '00000' implies that the 'Report To' data field was left blank by the reporting institution. 'BOARD' implies that this position reports directly to the governing board of the institution.

# Geographic Regions

*(Based on Standard Federal Regions, OMB)*



