

**Average Salary of Full-Time Instructional Faculty  
by Academic Rank and Gender  
Fall 2003 - Fall 2008**

Academic Rank	Female		Male		Total	
	Number	Salary	Number	Salary	Number	Salary
<b>Fall 2003</b>						
Professor	110	\$83,259	387	\$91,929	497	\$90,010
Associate Professor	97	65,411	169	72,884	266	70,159
Assistant Professor	78	53,797	98	58,601	176	56,472
Instructor	1	‡	1	‡	2	49,225
Lecturer	52	45,667	78	46,907	130	46,111
<b>Total</b>	<b>338</b>	<b>\$65,470</b>	<b>733</b>	<b>\$78,225</b>	<b>1,071</b>	<b>\$74,200</b>
<b>Fall 2004</b>						
Professor	102	\$96,117	365	\$104,706	467	\$102,830
Associate Professor	101	76,097	168	84,748	269	81,500
Assistant Professor	89	59,339	115	64,628	204	62,321
Instructor	1	‡	1	‡	2	50,150
Lecturer	65	49,274	93	51,924	158	50,834
<b>Total</b>	<b>358</b>	<b>\$72,710</b>	<b>742</b>	<b>\$87,278</b>	<b>1,100</b>	<b>\$82,537</b>
<b>Fall 2005</b>						
Professor	108	\$96,444	368	\$105,203	476	\$103,216
Associate Professor	105	76,085	161	84,740	266	81,323
Assistant Professor	105	58,986	132	64,625	237	62,127
Instructor	2	62,650	3	65,367	5	64,280
Lecturer	66	47,843	92	53,156	158	50,937
<b>Total</b>	<b>386</b>	<b>\$72,231</b>	<b>756</b>	<b>\$87,268</b>	<b>1,142</b>	<b>\$82,186</b>
<b>Fall 2006</b>						
Professor	111	\$102,591	354	\$111,451	465	\$109,336
Associate Professor	105	81,067	172	88,837	277	85,892
Assistant Professor	107	62,400	132	67,980	239	65,482
Instructor	3	56,623	1	‡	4	54,058
Lecturer	80	51,785	92	53,646	172	52,780
<b>Total</b>	<b>406</b>	<b>\$76,081</b>	<b>751</b>	<b>\$91,463</b>	<b>1,157</b>	<b>\$86,066</b>
<b>Fall 2007</b>						
Professor	112	\$105,485	347	\$115,271	459	\$112,883
Associate Professor	107	\$82,331	170	\$90,935	277	\$87,611
Assistant Professor	123	\$63,705	136	\$69,594	259	\$66,797
Instructor	3	\$58,808	1	‡	4	\$56,096
Lecturer	83	\$53,679	91	\$57,140	174	\$55,489
<b>Total</b>	<b>428</b>	<b>\$77,316</b>	<b>745</b>	<b>\$94,189</b>	<b>1,173</b>	<b>\$88,032</b>
<b>Fall 2008</b>						
Professor	113	\$110,090	332	\$119,491	445	\$117,104
Associate Professor	107	84,382	173	93,050	280	89,737
Assistant Professor	132	65,196	137	71,138	269	68,222
Instructor	2	59,300	-	-	2	59,300
Lecturer	90	56,660	94	58,947	184	57,828
<b>Total</b>	<b>444</b>	<b>\$79,488</b>	<b>736</b>	<b>\$96,543</b>	<b>1,180</b>	<b>\$90,126</b>

‡Salaries are not presented in cells with only one entry, but are included in the totals.

Note A. Twelve-month (calendar year) salaries were scaled to a nine-month (academic year) basis using a conversion factor of .818.

Note B. **Instructional Faculty:** Faculty whose primary responsibility is instruction; includes department heads, and faculty who are on sabbatical or have release time for research; and excludes faculty on leave without pay.

Note C. Cost of living and merit increases are often awarded after the fall census date. Year to year changes in average salaries may reflect multiple off-cycle or retroactive pay increases.

Note D. Faculty salaries for 2004 include contracted raises (cost-of-living and merit) for the years 2001 -2003 that were awarded retroactively in Spring 2004.

Note E. Data reported for instructional faculty paid from all funding sources (state, GOF and CPE).

Source: OIR faculty census file, October.