

Frequently-Asked Questions about Ohio University Contract Employee (Faculty and Administrator) Compensation

What is meant by “faculty?” How are they compensated?

On the Athens campus in 2008-09, there are 950 total full-time faculty, which includes 774 full-time Group I faculty (tenured and tenure-track). This number does not include part-time faculty, early-retired faculty, and the approx. 40 administrators who came from the faculty ranks (e.g., deans, and associate/assistant deans). Faculty appointments are for nine months. Department chairs/school directors are included and are paid a “fiscal increment.”

Source: <http://www.ohio.edu/institres/faculty/TotalFaculty.html>

What is meant by “administrator?” Who is included? How are they compensated?

On the Athens campus in 2008-09, there are 1,194 “contract administrators.” There are three employee groups at OU: faculty, hourly employees (“classified” or “Civil Service” staff), and administrators. By process of elimination, an “administrator” is anyone who is neither a member of the faculty nor an hourly employee. They work in academic and academic support units on twelve month appointments.

Source: <http://www.ohio.edu/institres/faculty/staffstats/AllStaffSexCampus.htm>

How much of Ohio University’s salary budget goes to faculty, and how much goes to administrators?

In 2008-09, the total base salary for full-time contract employees (faculty and administrators) was \$143,758,475. About half of this amount, \$71,001,173, went to 950 full-time faculty, based on nine-months. The remainder, \$72,757,302, went to 1,194 contract administrators, based on twelve months.

Source: [Table 1](#); <http://www.ohio.edu/institres/faculty/salaries.html>

What is the proportion of administrative pay at Ohio University?

In 2008-09, the combined base salary for all 774 full-time Group I faculty was \$62,762,234; the average is \$81,088 (median is \$74,516). In 2008-09 the total base salary for all full-time administrators was \$72,757,302; the average is \$60,936 (median is \$52,510). This year the average base salary (9 month only) for Professors exceeded \$100,000 (\$100,012, not including OU-COM).

Source: [Table 2](#)

The following line graph and table show the distribution of cumulative base salaries for contract employees (faculty and administrators) in 2008-09. The data show that the distributions of salary are comparable, yet there are a few highly-paid administrators at the beginning of the distribution, but the line for faculty intersects the line for administrators at the 201st position.

This analysis shows that more faculty (about 76%) are compensated more highly than administrators. It also shows that there are 420 more full-time administrators than Group I faculty.

Source: [Table 3](#); [Figure 1](#)

Who are the highest-paid employees at Ohio University? Top 100? Top 200?

In the top 100, there are 43 faculty and 57 administrators. In the top 200, there are 121 faculty and 79 administrators.

Source: [Table 3](#)

How many Ohio University employees make six figures (i.e., \$100,000 or more)? Who are they?

On the Athens campus in 2008-09, there are 256; 161 of these are faculty, and 95 are administrators. Of the 161 faculty, 116 of these are based on a 9-month salary, and 45 include the fiscal increments (i.e., 12-month salary). This represents 21% of the faculty and 8% of the administrators. In 2008-09 there were 20 contract employees hired at base salaries more than \$100,000; 14 are administrators, and 6 are full-time faculty.

Source: [Table 2](#); [Table 3](#)

What kind of pay raises have contract employees experienced?

As a group, in each of the last few years the raise pool for contract employees was three percent. This is distributed to planning units as an average amount for continuing employees. The additional Vision Ohio allocation for faculty compensation resulted in continuing faculty salary increases at nearly twice the rate of the raise pool for other Ohio University employees. Among continuing faculty, the average 9-month base salary increase was 5.8% from 2006 to 2007 and 5.4% from 2007 to 2008.

From 2003-04 to 2008-09, faculty experienced a 30% increase. Administrators experienced a 27% increase in the same period. The increase in faculty nine-month base salary from 2007-08 to 2008-09 was \$2,971,652. The increase in administrator twelve-month base salary from 2007-08 to 2008-09 was \$2,947,956.

Source: [Table 4](#)

Have there been any exceptional pay raises among contract employees?

The raise pool is distributed to planning units and departments as an average amount. Individuals may receive more or less than the average. In addition to the raise pool distribution, individuals may receive additional base salary/compensation amounts due to promotions (e.g., \$5,000 for Associate Professor to Professor or 5 to 10 percent for administrators and classified staff) or equity adjustments.

In the last five years, from 2003-04 to 2008-09, 256 Group I faculty had nine-month base salary increases over 30% (twice the raise pool for that period). During that same period, 204 administrators had twelve-month base salary increases over 30%. The largest increase during this period for a faculty was 147 percent. The largest increase during this period for an administrator was 183 percent.

Source: [Table 5](#)

How has our proportion of administrative expenditures changed over the past decade?

The proportion of Ohio University's expenditures going to instruction, research, and public service has increased in the last ten years. The proportion going to academic support has decreased, but the proportion going to plant operation and maintenance has increased.

Source: [Table 6](#); [IPEDS Definitions](#)

How do contract employees' salaries compare to national averages?

Average faculty salary numbers are available from AAUP's annual salary survey. The averages are broken down by academic rank. Average administrator salary numbers are available from CUPA-HR. The averages are reported for about 500 individuals' administrative positions

(e.g., president, chief admissions officer) in use by Ohio University and are broken down by upper-level and mid-level positions. The following table presents comparisons of the 2008-09 salary data:

	Ohio University	Public Doctoral Universities	Difference	Percent Difference
Professor	\$100,012	\$115,509	-\$15,497	-13%
Associate Professor	\$74,612	\$79,986	-\$5,374	-7%
Assistant Professor	\$61,807	\$68,048	-\$6,241	-9%
All Ranks	\$78,158	\$84,887	-\$6,729	-8%
	Ohio University	Doctoral Universities		
Upper Administrators (N=173)	\$103,751	\$121,238	-\$17,487	-14%
Mid-Level Administrators (N=311)	\$60,332	\$66,696	-\$6,364	-10%

The average salary for Ohio University professors is \$15,497 less than the national average for professors at public doctoral universities. The average salary for Ohio University associate professors is \$5,374 less than the national average. The average salary for Ohio University assistant professors is \$6,241 less than the national average.

The average salary for Ohio University upper-level administrators is \$17,497 less than the national average for upper-level administrators at doctoral universities. The average salary for mid-level administrators is \$6,364 less than the national average.

Most of the faculty salary averages and administrative position averages among public universities in Ohio are below the national salary averages for doctoral universities.