

Frequently-Asked Questions about Ohio University Contract Employee (Faculty and Administrator) Compensation--Updated 2010-11

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

On the Athens campus in 2010-11, there are 786 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,” the equivalent of the other three months in the year. 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 2010-11, there are 1,104 “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, usually 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 2010-11, the total base salary for full-time contract employees (faculty and administrators) was \$139,749,647. Over half of this amount, \$72,655,707, (52%) went to 961 full-time faculty, based on nine-months. The other 48%, \$67,093,940, went to 1,104 contract administrators, based on twelve months.

Source: [Table 1](#)

What is the proportion of administrative pay at Ohio University?

In 2010-11, the total base salary for all 786 full-time Group I faculty was \$64,654,707; the average is \$82,258 (median is \$75,817). In 2010-11 the total base salary for all full-time administrators was \$67,093,940; the average is \$60,773 (median is \$52,744). This year the average base salary (9 month only) for Professors exceeded \$100,000 (\$100,922, 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 2010-11. 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 145th position. This analysis shows that more faculty (about 82%) are compensated more highly than administrators. It also shows that there are 318 more full-time administrators than Group I faculty (and 143 more full-time administrators than total full-time 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 54 faculty and 46 administrators. In the top 200, there are 134 faculty and 66 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 2010-11, there are 255; 171 of these are faculty, and 84 are administrators. Of the 171 faculty, 124 of these are based on a 9-month salary, and 47 include the fiscal increments (i.e., 12-month salary). This represents 22% of the faculty and 8% of the administrators.

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 between zero and three percent. This is distributed to planning units as an average amount for continuing employees. The additional Vision Ohio allocations 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 2.75% from 2009 to 2010. Administrators experienced a 1.71% increase in the same period.

From 2003-04 to 2010-11, continuing faculty experienced a 34% increase. Continuing administrators experienced a 29% increase in the same period. The increase in faculty nine-month base salary from 2009-10 to 2010-11 was \$1,621,315. The increase in administrator twelve-month base salary from 2009-10 to 2010-11 was \$1,020,057.

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 eight years, from 2003-04 to 2010-11, 321 Group I faculty had nine-month base salary increases over 30%. During that same period, 202 administrators had twelve-month base salary increases over 30%. The largest increase during this period for a faculty was 153 percent. The largest increase during this period for an administrator was 186 percent.

Source: [Table 5](#)

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

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

Source: [Table 6](#)

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 2010-11 salary data:

	Ohio University	Public Doctoral Universities	Difference	Percent Difference
Professor	\$100,922	\$118,054	-\$17,132	-15%
Associate Professor	\$74,643	\$81,266	-\$6,623	-8%
Assistant Professor	\$62,290	\$69,777	-\$7,487	-11%
All Ranks	\$79,250	\$86,653	-\$7,403	-9%
	Ohio University	Doctoral Universities		
Upper Administrators (N=162)	\$106,647	\$125,666	-\$19,019	-15%
Mid-Level Administrators (N=395)	\$61,378	\$68,764	-\$7,386	-11%

The average salary for Ohio University professors is \$17,132 less than the national average for professors at public doctoral universities. The average salary for Ohio University associate professors is \$6,623 less than the national average. The average salary for Ohio University assistant professors is \$7,487 less than the national average.

The average salary for Ohio University upper-level administrators is \$19,019 less than the national average for upper-level administrators at doctoral universities. The average salary for mid-level administrators is \$7,386 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.