

2008-09 Ohio University Faculty Salary Study

Executive Summary

- Average full-time Group I faculty salaries at Ohio University in 2008-09 are \$100,012 for professors, \$74,612 for associate professors, \$61,807 for assistant professors, and \$78,158 for all ranks combined. Among the university's peer institutions, Ohio University ranks 11th for professors (\$800 below next highest rank), 10th for associate professors (\$700 below next highest rank), 10th for assistant professors (\$1,400 below next highest rank), and 8th for all ranks combined (\$2,300 below next highest rank).
- Average full-time Group I faculty compensation at Ohio University in 2008-09 is \$127,028 for professors, \$97,894 for associate professors, \$83,207 for assistant professors, and \$101,962 for all ranks combined. Among the peer institutions, Ohio University ranks 10th for professors (\$5,800 below next highest rank), 7th for associate professors (\$5,100 below next highest rank), 9th for assistant professors (\$600 below next highest rank), and 7th for all ranks combined (\$200 below next highest rank).
- Compared to public universities in Ohio, Ohio University's average salaries ranked 3rd for professors (\$2,132 below next highest rank), 2nd for associate professors (\$9,605 below 1st-ranked Ohio State), 5th for assistant professors (\$133 below next highest rank), and 3rd for all ranks combined (\$139 below next highest rank). Ohio University's average faculty compensation ranked 4th for professors (\$5,039 below next highest rank), 3rd for associate professors (\$4,022 below next highest rank), 3rd for assistant professors (\$5,457 below next highest rank), and 4th for all ranks combined (\$1,872 below next highest rank).
- From 2007-08 to 2008-09, Ohio University's overall average continuing faculty salary increase was 5.4%. In most of the last seven years, Ohio University's average salary increases were higher than the state-wide average. Compared to public universities in Ohio, Ohio University's average faculty salary increase ranked fourth for full professors, third for associate professors, and second for assistant professors. Among the peer institutions, Ohio University ranked sixth for full professors, fourth for associate professors, and fifth for assistant professors.
- In 2008-09, Ohio University's fringe benefits as a percent of average salary was 30.5%. Ohio University ranks 6th among Ohio public universities and 3rd among the peer institutions in the percent benefits of salary.
- Ohio University's average faculty salary by rank and discipline is higher in most instances compared to averages for Ohio public institutions and averages for "research universities – high research activity."
- 92% of Ohio University's Group I tenure-track faculty continued from 2007-08 to 2008-09. Forty-five new Group I faculty were hired in 2008-09, while 61 Group I faculty from 2007-08 left the university or changed their status (retired, resigned, moved to administration). This faculty retention rate is similar to that of previous years.

2008-09 Ohio University Faculty Salary Study

Ohio University's Office of Institutional Research participates in the annual American Association of University Professors (AAUP) National Faculty Salary Study. Academic-year base salaries of full-time Group I faculty, including chairs and directors, are reported for each of Ohio University's campuses. Academic administrators other than chairs and directors, professional school faculty (Osteopathic Medicine), and part-time faculty are excluded, according to AAUP salary study guidelines. Ohio University's "early retired" faculty are part-time and are not included.

The purpose of this report is to describe how faculty salaries at Ohio University compare to different groups of universities and to help explain some of the variables that influence those salaries.

Peer Comparisons of Average Salaries and Compensation

Table 1 and Figure 1 show Ohio University average faculty salaries compared with the average faculty salaries of the university's ten peer institutions. Salaries are rounded to the nearest hundreds as reported in *Academe* and *The Chronicle of Higher Education*. Ohio University ranks eleventh for full professors (\$800 below the next highest rank), tenth for associate professors (\$700 below the next highest rank), tenth for assistant professors (\$1,400 below the next highest rank), and eighth for all ranks, up from tenth in 2007-08 (\$2,300 below the next highest rank). Table 2 and Figure 2 show Ohio University average faculty compensation compared with the average faculty compensation of the university's peer institutions. Compensation is rounded to the nearest hundreds as reported in *Academe* and *The Chronicle of Higher Education*. Ohio University ranks tenth for full professors (\$5,800 below the next highest rank), seventh for associate professors, up from ninth in

2007-08 (\$5,100 below the next highest rank), ninth for assistant professors, up from tenth in 2007-08 (\$600 below the next highest rank), and seventh for all ranks, up from eighth in 2007-08 (\$200 below the next highest rank). Table 3 shows headcounts of Ohio University's faculty and the ten peer institutions', as reported to AAUP. Some of the peers include non-tenure-track full-time faculty.

Aggregated Average Salary and Compensation Comparisons

Each year, Ohio University participates in comparative faculty salary studies, comparing its full-time Group I faculty with full-time faculty at other universities. AAUP collects aggregated faculty salary and benefits data for current and continuing (from the previous year) faculty; salaries are broken down by rank. Each year Ohio State University collects and compiles these data from public universities in Ohio.

Table 4 and Figure 3 show Ohio University average faculty salaries compared with the average faculty salaries for public universities in Ohio. Table 4 consists of four pages and shows the average faculty salary, broken down by faculty rank and institution for the public universities in Ohio over the last seven years. Central State University does not participate in the state-wide study and is not included. The ordinal ranking of each university is given for each year. In 2008-09, Ohio University is ranked third for professors (up from sixth in 2007-08); second for associate professors (up from third in 2007-08); fifth for assistant professors (same as in 2007-08); and third for all ranks combined (up from fourth in 2007-08). In 2008-09, Ohio University's average faculty salary is \$2,132 below the next highest rank for professors, \$9,605 below the top-ranked institution for associate professors, \$133 below the next highest rank for assistant professors, and \$139 below the next highest rank for all ranks combined.

The numbers of faculty at each rank are given in Table 5. Ohio University has the highest percentage of associate professors and assistant professors (along with Youngstown). Most of the other public universities in Ohio make use of instructor or lecturer ranks. Ohio University, Ohio State University, and Cleveland State University make little use of these ranks. Akron, Bowling Green, Kent, Miami, Toledo, and Wright State each have submitted faculty salary data for lecturers, which suggests that non-tenure-track data may be included.

Table 6 and Figure 4 show Ohio University average faculty compensation compared with the average faculty compensation for public universities in Ohio. Ohio University ranks fourth for full professors, up from fifth in 2007-08 (\$5,039 below the next highest rank), third for associate professors, same as in 2007-08 (\$4,022 below the next highest rank), third for assistant professors, up from fourth in 2007-08 (\$5,457 below the next highest rank), and fourth for all ranks, same as in 2007-08 (\$1,872 below the next highest rank).

Table 7 shows the percent salary increases for continuing faculty (all ranks combined) over seven years. Continuing faculty at Ohio University are faculty who were full-time Group I faculty in 2007-08 and continued as full-time Group I faculty in 2008-09. Ninety-two percent of Ohio University's faculty continued from 2007-08 to 2008-09. The 2007-08 to 2008-09 salary increase at Ohio University was 5.4% and includes base salary pool increases and annual promotion increases, as well as the faculty compensation equity raise given in 2008. In most of the seven years, Ohio University's average salary increases were higher than the state-wide average. In 2008-09, Ohio University's actual salary increase for continuing faculty was fourth highest in the state. Table 7 and Figure 5 also

show the cumulative and compound percent increases for continuing faculty. Over the seven years, Ohio University had the fourth-highest percent increase for continuing faculty.

Table 8 and Figure 6 show Ohio University's (all ranks combined) average faculty salary indexed over the last seven years, compared to the academic year Consumer Price Index (CPI) and national AAUP average faculty salary indexes. The continuing faculty salary increase from Table 7 is also indexed. With the exception of the prior year, the Chronicle of Higher Education has reported that faculty salaries have increased slightly higher than inflation. From 2007-08 to 2008-09, Ohio University's annual average salary has increased higher than inflation and slightly lower than the comparable national average. Ohio University's high percentage of assistant professors and ongoing early retirement program contribute to this finding. However, the Ohio University *continuing* faculty average salary has increased higher than both inflation and national faculty salaries.

Table 9 shows the continuing faculty salary increases by faculty rank for Ohio University compared to public universities in Ohio and to the university's peer institutions as reported in *Academe*. An all ranks average for continuing faculty is not calculated in the report by *Academe*. Compared to the Ohio public universities, Ohio University ranked fourth in 2008-09 for professors, third for associate professors, and second for assistant professors. Compared to the peer institutions, Ohio University ranked sixth in 2008-09 for professors, fourth for associate professors, and fifth for assistant professors.

Table 10 shows average fringe benefits for faculty. Ohio University ranks sixth in the percent benefits of salaries compared to Ohio public universities, and ranks third compared to the university's peer institutions.

Average Salaries by Discipline

The institutional research office at Oklahoma State University collects national aggregated faculty salary data for current faculty; salaries are broken down by rank and discipline. Oklahoma State provides broad-based comparative analysis, such as “Research University – High Research Activity” (new Carnegie classification) universities. CUPA-HR similarly collects aggregated faculty salary data for current faculty; salaries are broken down by rank and discipline. CUPA-HR provides selectable comparative analyses. Public universities in Ohio were selected. Disciplines are identified by federal Classification of Instructional Program (CIP) codes, which allows for hierarchical coding of academic disciplines. Oklahoma State uses six-digit CIP codes that match most closely with Ohio University’s academic departments. CUPA-HR uses four-digit CIP codes that required some of Ohio University’s departments to be combined (African American Studies and Women’s Studies; Modern Languages and Linguistics; Journalism and Visual Communication). CUPA-HR did not provide a CIP code for Aviation, so it is not included.

Differences in salaries among academic disciplines exist at all universities. A recent study done by Cornell University provides evidence that these differences are due to three factors: quality of different departments’ faculty; market conditions for disciplines such as business and engineering; and the presence/absence of collective bargaining agreements. It is important to note that the strongest predictor of faculty salary at Ohio University, time (years of service, years in rank, or years since highest degree), is not collected by any of these faculty salary surveys and is not used as a variable affecting salary differences.

Table 11 shows faculty salaries by rank and discipline, comparing Ohio University's salaries with CUPA-HR-reported salaries for public universities in Ohio. Only the disciplines reported by Ohio University are shown. Forty-seven disciplines were reported to CUPA; 24 of these had salaries reported for both Ohio University and the state-wide comparison group for each academic rank. At the professor rank, 17 of Ohio University's average salaries were higher than the state-wide average salaries. At the associate professor rank, 20 of Ohio University's average salaries were higher than the state-wide average salaries. At the assistant professor rank, 21 of Ohio University's average salaries were higher than the state-wide average salaries. In 2008-09, Ohio University improved its average salaries in 5 disciplines for full professors, in 8 disciplines for associate professors and in 2 disciplines for assistant professors. Table 12 shows the numbers of faculty reported in each discipline by rank by Ohio University and by the state-wide comparison universities. Nearly all of Ohio University's disciplines and ranks are represented by the disciplines in the state-wide comparison group. Some of the salaries by rank and discipline for the comparison group are not reported by CUPA because of small numbers of faculty or matching institutions.

Table 13 shows faculty salaries by rank and discipline, comparing Ohio University's salaries with High Research Activity - Research Universities participating in Oklahoma State's salary study. Only the disciplines reported by Ohio University are shown. Fifty-one disciplines were reported to Oklahoma State; all of these had salaries reported for both Ohio University and the High Research Activity comparison group. Seven cells (out of 408) did not have a discipline and rank match. At the professor rank, 25 (out of 47 actual matches) of Ohio University's average salaries were higher than the

High Research Activity average salaries. At the associate professor rank, 33 (out of 50 actual matches) of Ohio University's average salaries were higher than the High Research Activity average salaries. At the assistant professor rank, 30 (out of 49 actual matches) of Ohio University's average salaries were higher than the High Research Activity average salaries. For all ranks combined, 34 of Ohio University's average salaries were higher than the High Research Activity average salaries. In 2008-09, Ohio University improved its average salaries in 6 disciplines for associate professors, 4 disciplines for assistant professors, and 1 discipline for all faculty ranks. Table 14 shows the numbers of faculty reported in each discipline by rank by Ohio University and by the High Research Activity - Research universities.

Tracking Faculty from 2007-2008 to 2008-2009

Tables 15, 16, and 17 show the headcounts, gross salary amounts, and average salary amounts, tracking full-time Group I faculty from 2007-08 to 2008-09. Table 15 shows the numbers of continuing faculty, numbers of promoted faculty, numbers of new faculty in 2008-09, and the numbers of faculty who left Group I status or Ohio University and their reason. Between 2007-08 and 2008-09, 8 faculty took the early retirement option. Early retirement was first done at Ohio University in the early 1980's as a retirement incentive program. It continues in the present year, and an effect of the program is that it removes the most senior and highly-paid faculty from the faculty ranks. In 2008-09, if these 8 faculty had not taken early retirement, the average salary for full professors would have been \$100,382 (\$370 higher than actual); the average salary for assistant professors would have been \$61,830 (\$22 higher than actual); the average salary for all ranks combined would have been \$78,465 (\$307 higher than actual).

Table 18 shows faculty retention rates at Ohio University over time and the reasons why they are no longer at the university. The overall retention rate for faculty for 2008-09 is 92%. This percentage is similar to previous years' rates (91% in 2007-08, 93% in 2006-07 and 2005-06, 94% in 2004-05, and 93% in 2003-04 and 2002-03).

Table 1
Average Faculty Salaries
Ohio University Peers

	<u>Professor</u>		<u>Associate</u>		<u>Assistant</u>		<u>All Ranks</u>	
	<u>Average Salary</u>	<u>Rank</u>	<u>Average Salary</u>	<u>Rank</u>	<u>Average Salary</u>	<u>Rank</u>	<u>Average Salary</u>	<u>Rank</u>
Auburn University, Auburn, AL	\$105,600	8	\$74,000	11	\$63,200	9	\$80,500	7
Clemson University, Clemson, SC	\$106,000	7	\$75,600	7	\$67,700	6	\$77,300	9
Indiana University – Bloomington	\$118,400	4	\$81,600	5	\$71,100	5	\$89,300	5
Ohio University (Group I Faculty)	\$100,000	11	\$74,600	10	\$61,800	10	\$78,200	8
University of Connecticut, Storrs	\$133,000	2	\$91,800	2	\$73,900	2	\$99,900	2
University of Delaware, Newark	\$130,000	3	\$87,300	3	\$73,600	3	\$96,500	3
University of Missouri – Columbia	\$111,200	6	\$75,300	9	\$61,100	11	\$81,600	6
University of New Hampshire, Durham	\$113,900	5	\$87,000	4	\$72,100	4	\$95,000	4
University of North Carolina – Chapel Hill	\$142,700	1	\$94,100	1	\$82,000	1	\$106,000	1
University of Tennessee, Knoxville	\$100,800	10	\$77,600	6	\$65,100	8	\$76,500	10
<u>Washington State University, Pullman</u>	<u>\$101,200</u>	<u>9</u>	<u>\$75,400</u>	<u>8</u>	<u>\$67,200</u>	<u>7</u>	<u>\$75,700</u>	<u>11</u>
Difference Ohio University to Next Highest University	\$800		\$700		\$1,400		\$2,300	

*Salaries are rounded to nearest hundred.

Figure 1
Average Faculty Salaries - Ohio Peer Institutions

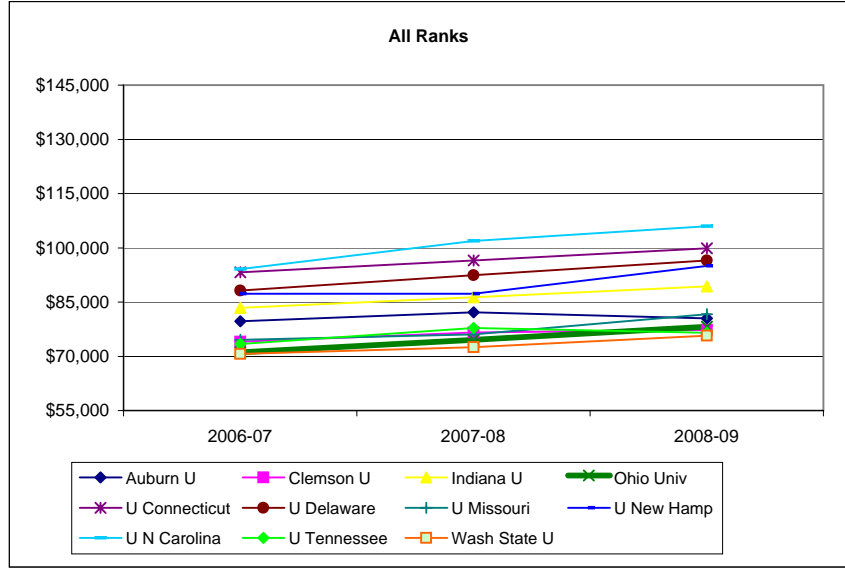
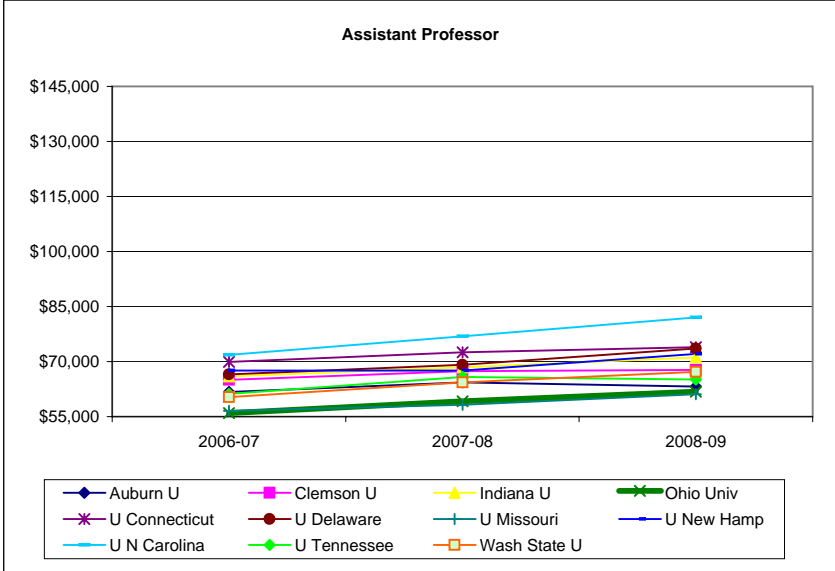
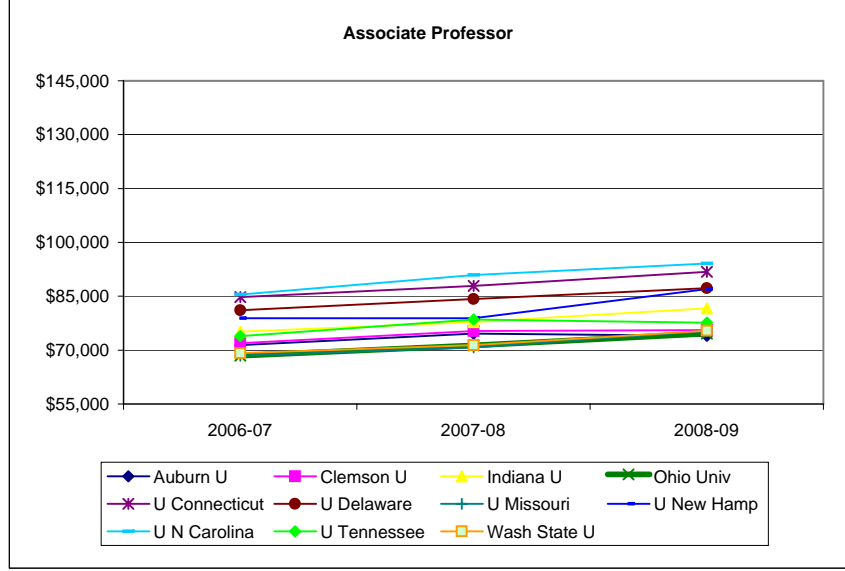
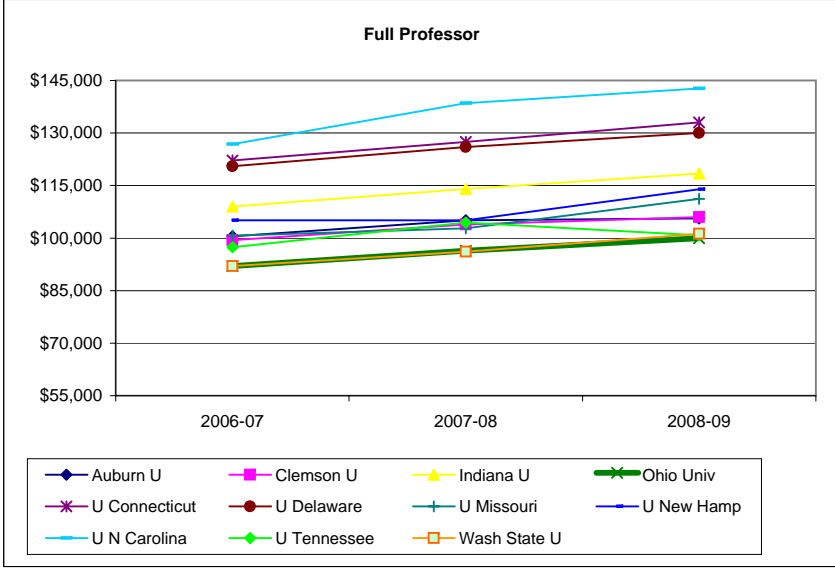


Table 2
Average Faculty Compensation
Ohio University Peers

	<u>Professor</u>		<u>Associate</u>		<u>Assistant</u>		<u>All Ranks</u>	
	<u>Average Compensation</u>	<u>Rank</u>	<u>Average Compensation</u>	<u>Rank</u>	<u>Average Compensation</u>	<u>Rank</u>	<u>Average Compensation</u>	<u>Rank</u>
Auburn University, Auburn, AL	\$132,800	9	\$94,900	9	\$80,900	10	\$102,200	6
Clemson University, Clemson, SC	\$133,400	8	\$97,300	8	\$87,700	6	\$99,200	10
Indiana University – Bloomington	\$149,500	4	\$105,300	5	\$90,900	5	\$113,900	5
Ohio University (Group I Faculty)	\$127,000	10	\$97,900	7	\$83,200	9	\$102,000	7
University of Connecticut, Storrs	\$166,400	2	\$119,800	1	\$98,800	3	\$128,600	2
University of Delaware, Newark	\$165,800	3	\$116,400	3	\$99,100	2	\$126,600	3
University of Missouri – Columbia	\$135,800	6	\$94,400	10	\$76,500	11	\$101,100	9
University of New Hampshire, Durham	\$144,000	5	\$114,500	4	\$94,000	4	\$122,400	4
University of North Carolina – Chapel Hill	\$172,600	1	\$116,800	2	\$102,400	1	\$130,100	1
University of Tennessee, Knoxville	\$133,800	7	\$103,000	6	\$86,200	7	\$101,800	8
<u>Washington State University, Pullman</u>	<u>\$124,600</u>	<u>11</u>	<u>\$94,400</u>	<u>10</u>	<u>\$83,800</u>	<u>8</u>	<u>\$94,400</u>	<u>11</u>
Difference Ohio University to Next Highest University	\$5,800		\$5,100		\$600		\$200	

*Compensation is rounded to nearest hundred.

Figure 2
Average Faculty Compensation - Ohio Peer Institutions

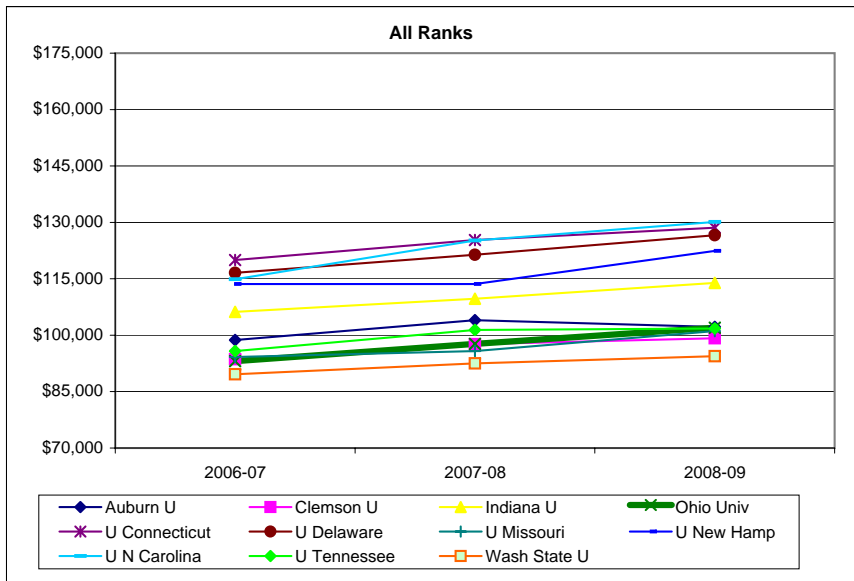
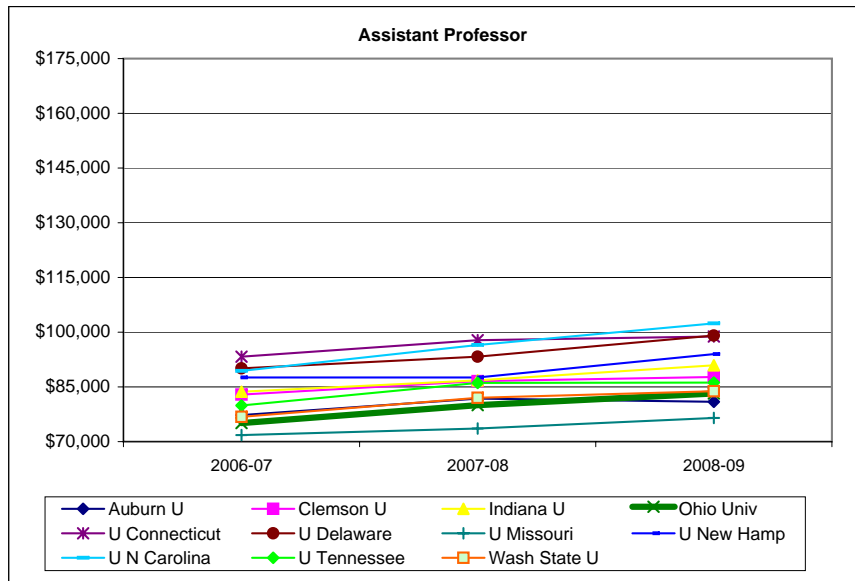
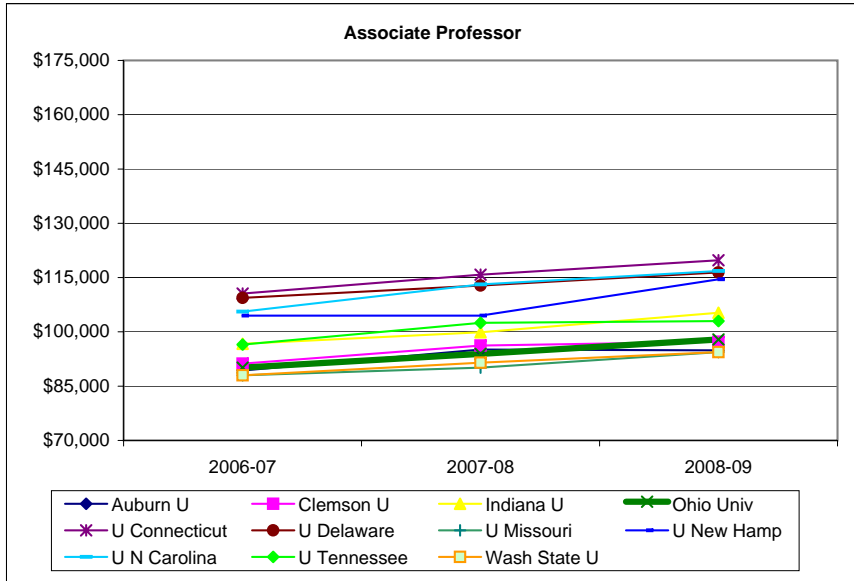
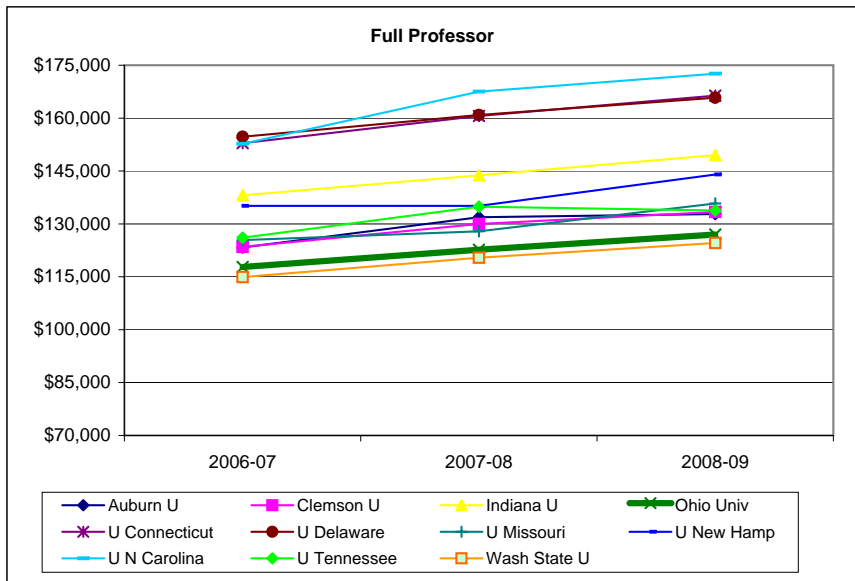


Table 3
Number of Full-Time Faculty by Rank: 2008-2009
Ohio University Peers

	Professor		Associate Professor		Assistant Professor		Total All Ranks
	N	%	N	%	N	%	
Auburn University, Auburn, AL	456	39%	342	29%	274	24%	1,163
Clemson University, Clemson, SC	349	39%	249	28%	297	33%	898
Indiana University – Bloomington	641	44%	414	28%	405	28%	1,460
Ohio University (Group I Faculty)	206	29%	292	41%	212	30%	710
University of Connecticut, Storrs	437	36%	397	33%	336	28%	1,204
University of Delaware, Newark	422	36%	336	29%	302	26%	1,165
University of Missouri – Columbia	336	31%	361	34%	374	35%	1,071
University of New Hampshire, Durham	227	40%	232	41%	105	19%	566
University of North Carolina – Chapel Hill	594	46%	357	28%	327	25%	1,295
University of Tennessee, Knoxville	528	39%	401	30%	388	29%	1,355
Washington State University, Pullman	353	34%	296	28%	265	25%	1,051

**Table 4:
Average Faculty Salaries and Rankings--Professors
Public Universities in Ohio**

	2002		2003		2004		2005		2006		2007		2008	
	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank
AKRON	\$82,312	8	\$81,128	9	\$81,085	10	\$81,767	10	\$86,686	10	\$89,903	10	\$92,359	10
BOWLING GREEN	\$80,521	10	\$81,763	8	\$84,013	9	\$86,918	9	\$90,766	8	\$91,999	9	\$94,317	9
CINCINNATI	\$84,689	5	\$87,443	4	\$91,405	2	\$94,036	2	\$96,319	4	\$98,193	3	\$99,680	4
CLEVELAND STATE	\$82,959	6	\$85,118	6	\$88,525	5	\$90,134	5	\$90,397	9	\$96,552	5	\$99,303	6
KENT STATE	\$85,802	2	\$89,213	2	\$88,658	4	\$90,445	4	\$92,835	6	\$96,058	7	\$97,807	7
MIAMI	\$85,127	4	\$88,486	3	\$89,208	3	\$92,878	3	\$96,970	2	\$100,128	2	\$102,144	2
OHIO STATE	\$98,175	1	\$103,533	1	\$108,421	1	\$112,645	1	\$117,173	1	\$121,552	1	\$126,447	1
OHIO UNIVERSITY	\$80,785	9	\$80,850	10	\$88,151	6	\$88,863	7	\$91,995	7	\$96,404	6	\$100,012	3
SHAWNEE STATE	\$61,861	12	\$64,766	12	\$66,010	12	\$67,554	12	\$69,847	12	\$70,724	12	\$73,195	12
TOLEDO	\$85,208	3	\$85,679	5	\$86,379	8	\$89,309	6	\$94,834	5	\$93,771	8	\$94,318	8
WRIGHT STATE	\$82,755	7	\$84,588	7	\$87,779	7	\$88,323	8	\$96,950	3	\$97,509	4	\$99,539	5
YOUNGSTOWN	\$73,873	11	\$76,575	11	\$78,921	11	\$79,986	11	\$81,644	11	\$83,290	11	\$88,848	11
Difference Ohio University to Next Highest University	\$1,527		\$278		\$374		\$446		\$840		\$148		\$2,132	

Ohio University Office of Institutional Research

Source: AAUP Faculty Salary Study, 2008-2009 Ohio Universities Faculty Salary Study, Ohio State University

**Table 4 (continued):
Average Faculty Salaries and Rankings--Associate Professors
Public Universities in Ohio**

	2002		2003		2004		2005		2006		2007		2008	
	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank
AKRON	\$60,917	9	\$60,819	10	\$59,833	11	\$59,781	11	\$63,883	10	\$66,066	10	\$69,542	11
BOWLING GREEN	\$62,855	3	\$63,698	5	\$64,677	7	\$65,933	7	\$68,143	7	\$69,687	7	\$70,625	9
CINCINNATI	\$62,776	4	\$64,404	4	\$67,653	2	\$69,031	3	\$69,874	3	\$70,570	5	\$72,425	5
CLEVELAND STATE	\$63,110	2	\$63,363	6	\$65,639	5	\$66,038	6	\$65,886	9	\$70,517	6	\$71,273	7
KENT STATE	\$61,466	7	\$64,589	3	\$62,807	10	\$65,744	8	\$67,086	8	\$69,390	8	\$71,390	6
MIAMI	\$62,621	5	\$64,833	2	\$66,518	3	\$69,298	2	\$71,478	2	\$73,225	2	\$74,283	3
OHIO STATE	\$66,274	1	\$69,084	1	\$72,128	1	\$74,194	1	\$76,937	1	\$80,451	1	\$84,217	1
OHIO UNIVERSITY	\$61,986	6	\$62,359	8	\$65,894	4	\$66,523	4	\$68,497	5	\$71,271	3	\$74,612	2
SHAWNEE STATE	\$52,157	12	\$53,802	12	\$55,607	12	\$55,727	12	\$58,306	12	\$59,808	12	\$59,325	12
TOLEDO	\$61,105	8	\$61,795	9	\$62,837	9	\$65,229	9	\$68,174	6	\$67,778	9	\$70,183	10
WRIGHT STATE	\$60,417	10	\$62,797	7	\$65,626	6	\$66,343	5	\$69,241	4	\$70,584	4	\$73,091	4
YOUNGSTOWN	\$57,813	11	\$60,499	11	\$63,032	8	\$63,919	10	\$64,305	11	\$66,006	11	\$70,667	8
Difference Ohio University to Next Highest University	\$635		\$438		\$624		\$2,508		\$744		\$1,954		\$9,605	

Ohio University Office of Institutional Research

Source: AAUP Faculty Salary Study, 2008-2009 Ohio Universities Faculty Salary Study, Ohio State University

**Table 4 (continued):
Average Faculty Salaries and Rankings--Assistant Professors
Public Universities in Ohio**

	2002		2003		2004		2005		2006		2007		2008	
	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank
AKRON	\$50,095	6	\$49,734	10	\$49,860	11	\$51,276	11	\$53,749	10	\$56,617	9	\$60,202	6
BOWLING GREEN	\$50,278	5	\$50,766	7	\$52,538	7	\$53,881	5	\$55,623	8	\$56,449	10	\$56,647	11
CINCINNATI	\$50,388	4	\$51,350	5	\$53,239	5	\$54,734	3	\$57,802	4	\$58,231	6	\$60,158	7
CLEVELAND STATE	\$47,806	10	\$48,243	11	\$50,926	9	\$52,310	10	\$53,707	11	\$56,739	8	\$59,260	9
KENT STATE	\$49,049	9	\$51,292	6	\$50,718	10	\$53,193	8	\$55,936	5	\$57,632	7	\$59,319	8
MIAMI	\$49,127	8	\$49,833	9	\$51,620	8	\$53,840	6	\$55,928	6	\$62,552	2	\$64,624	2
OHIO STATE	\$59,083	1	\$62,253	1	\$64,767	1	\$65,781	1	\$69,383	1	\$70,912	1	\$74,986	1
OHIO UNIVERSITY	\$51,207	2	\$51,953	3	\$54,397	2	\$54,641	4	\$55,905	7	\$59,176	5	\$61,808	5
SHAWNEE STATE	\$42,264	12	\$42,625	12	\$42,790	12	\$42,459	12	\$44,911	12	\$46,767	12	\$49,751	12
TOLEDO	\$50,506	3	\$53,461	2	\$54,102	3	\$57,516	2	\$60,428	2	\$61,756	3	\$61,941	4
WRIGHT STATE	\$49,251	7	\$51,903	4	\$53,959	4	\$53,093	9	\$58,518	3	\$60,707	4	\$62,610	3
<u>YOUNGSTOWN</u>	<u>\$47,346</u>	<u>11</u>	<u>\$50,119</u>	<u>8</u>	<u>\$52,792</u>	<u>6</u>	<u>\$53,345</u>	<u>7</u>	<u>\$55,407</u>	<u>9</u>	<u>\$56,379</u>	<u>11</u>	<u>\$58,634</u>	<u>10</u>
Difference Ohio University to Next Highest University	\$7,876		\$1,508		\$10,370		\$93		\$23		\$1,531		\$133	

Ohio University Office of Institutional Research

Source: AAUP Faculty Salary Study, 2008-2009 Ohio Universities Faculty Salary Survey, Ohio State University

**Table 4 (continued):
Average Faculty Salaries and Rankings--All Ranks
Public Universities in Ohio**

	2002		2003		2004		2005		2006		2007		2008	
	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank
AKRON	\$63,867	4	\$63,518	7	\$63,687	8	\$63,381	10	\$67,096	8	\$68,937	7	\$71,610	7
BOWLING GREEN	\$56,510	11	\$57,004	11	\$57,892	11	\$59,241	11	\$61,079	11	\$62,541	11	\$63,137	11
CINCINNATI	\$67,732	2	\$69,517	2	\$72,348	2	\$73,786	2	\$75,670	2	\$76,985	2	\$78,297	2
CLEVELAND STATE	\$66,649	3	\$64,939	4	\$66,822	4	\$69,592	3	\$69,717	5	\$74,324	5	\$75,784	5
KENT STATE	\$62,665	7	\$63,212	8	\$60,798	10	\$63,809	9	\$65,681	10	\$67,650	8	\$68,347	9
MIAMI	\$63,782	5	\$65,287	3	\$65,862	6	\$68,470	5	\$71,152	3	\$75,161	3	\$75,881	4
OHIO STATE	\$78,786	1	\$82,724	1	\$86,435	1	\$88,998	1	\$92,520	1	\$95,718	1	\$100,462	1
OHIO UNIVERSITY	\$63,285	6	\$63,684	6	\$68,073	3	\$68,772	4	\$71,078	4	\$74,590	4	\$78,158	3
SHAWNEE STATE	\$49,289	12	\$51,132	12	\$51,451	12	\$51,143	12	\$53,242	12	\$54,975	12	\$55,670	12
TOLEDO	\$60,552	10	\$62,020	9	\$61,937	9	\$65,061	8	\$68,502	7	\$67,405	9	\$67,313	10
WRIGHT STATE	\$60,618	9	\$62,005	10	\$63,706	7	\$65,220	7	\$68,590	6	\$69,352	6	\$72,238	6
YOUNGSTOWN	\$61,467	8	\$63,941	5	\$65,920	5	\$66,042	6	\$66,286	9	\$67,132	10	\$70,912	8
Difference Ohio University to Next Highest University	\$497		\$257		\$4,275		\$820		\$74		\$571		\$139	

Ohio University Office of Institutional Research

Source: AAUP Faculty Salary Study, 2008-2009 Ohio Universities Faculty Salary Study, Ohio State University

Figure 3
Average Faculty Salaries - Ohio Public Institutions

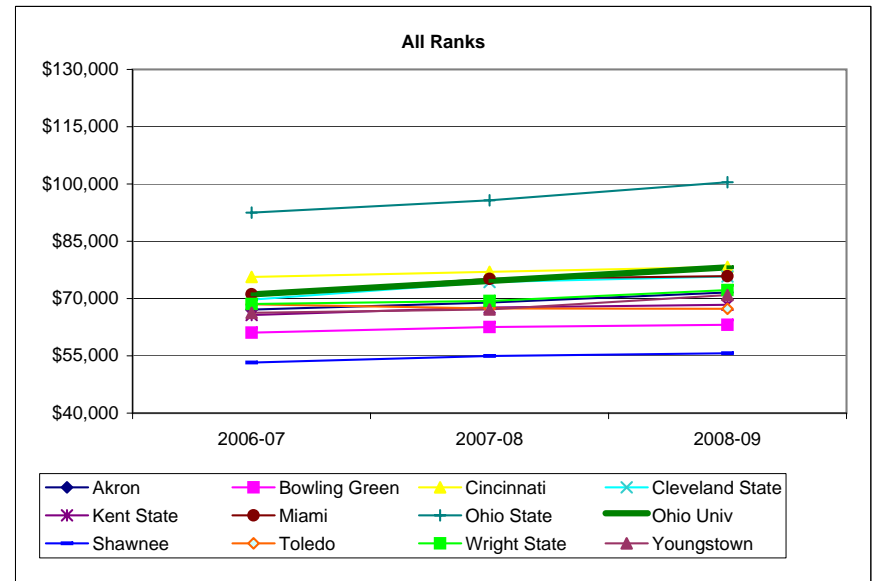
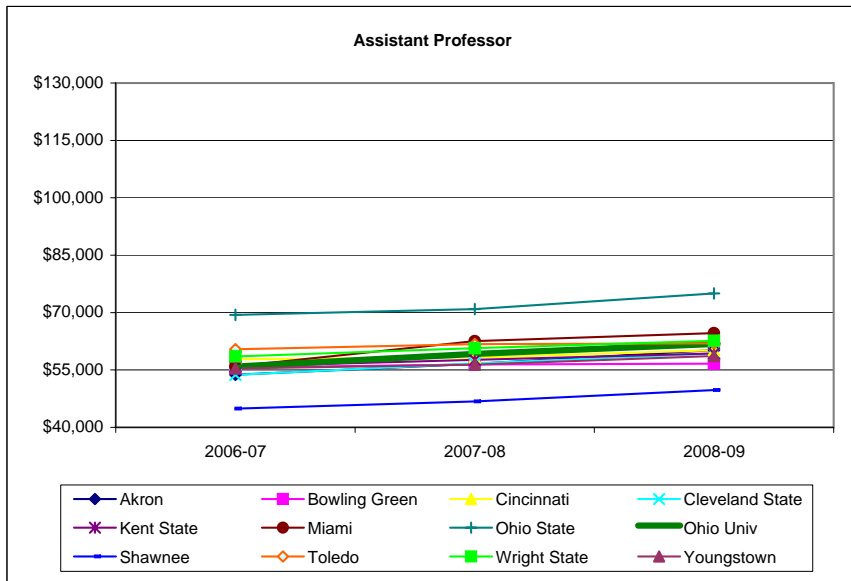
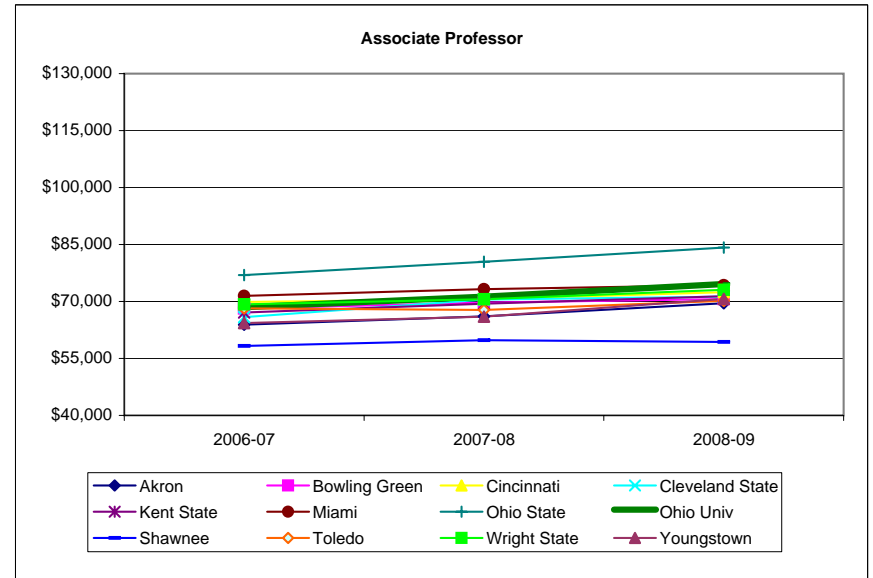
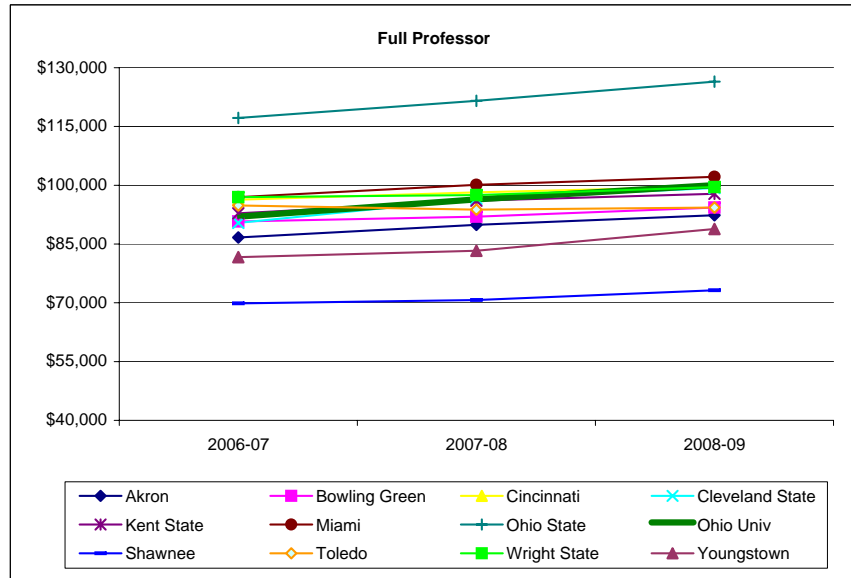


Table 5
Number of Full-Time Faculty by Rank: 2008-2009
Public Universities in Ohio

	Professor		Associate Professor		Assistant Professor		Instructor/ Lecturer		Total All Ranks
	N	%	N	%	N	%	N	%	
AKRON	258	34%	241	32%	152	20%	105	14%	756
BOWLING GREEN	161	19%	267	31%	141	17%	282	33%	851
CINCINNATI	463	37%	421	34%	310	25%	55	4%	1,249
CLEVELAND STATE	156	31%	194	38%	147	29%	13	3%	510
KENT STATE	221	24%	242	26%	231	25%	227	25%	921
MIAMI	254	32%	227	29%	200	25%	113	14%	794
OHIO STATE	980	44%	744	33%	508	23%	10	0%	2,242
OHIO UNIVERSITY	206	29%	292	41%	212	30%	0	0%	710
SHAWNEE STATE	37	24%	46	30%	37	24%	32	21%	152
TOLEDO	220	26%	229	27%	171	20%	216	26%	836
WRIGHT STATE	176	28%	176	28%	150	24%	124	20%	626
YOUNGSTOWN	159	36%	101	23%	132	30%	48	11%	440

Table 6
Average Faculty Compensation by Rank: 2008-09
Public Universities in Ohio

	<u>Professor</u>		<u>Associate</u>		<u>Assistant</u>		<u>All Ranks</u>	
	<u>Average Compensation</u>	<u>Rank</u>	<u>Average Compensation</u>	<u>Rank</u>	<u>Average Compensation</u>	<u>Rank</u>	<u>Average Compensation</u>	<u>Rank</u>
AKRON	\$116,819	10	\$91,079	9	\$78,732	8	\$92,711	7
BOWLING GREEN	\$117,556	9	\$89,944	11	\$72,121	12	\$80,356	12
CINCINNATI	\$132,067	3	\$96,063	4	\$79,845	7	\$103,834	3
CLEVELAND STATE	\$124,561	7	\$92,317	8	\$78,511	9	\$97,499	5
KENT STATE	\$124,390	8	\$94,178	6	\$80,247	6	\$90,581	8
MIAMI	\$140,142	2	\$101,916	2	\$88,664	2	\$104,108	2
OHIO STATE	\$155,297	1	\$106,068	1	\$95,010	1	\$124,937	1
OHIO UNIVERSITY	\$127,028	4	\$97,894	3	\$83,207	3	\$101,962	4
SHAWNEE STATE	\$102,147	12	\$86,569	12	\$74,633	11	\$81,044	11
TOLEDO	\$126,372	5	\$93,787	7	\$82,751	4	\$90,007	10
WRIGHT STATE	\$125,690	6	\$95,484	5	\$82,097	5	\$93,692	6
<u>YOUNGSTOWN</u>	<u>\$110,948</u>	<u>11</u>	<u>\$90,137</u>	<u>10</u>	<u>\$76,581</u>	<u>10</u>	<u>\$90,496</u>	<u>9</u>

Difference Ohio University to
Next Highest University

\$5,039

\$4,022

\$5,457

\$1,872

Figure 4
Average Faculty Compensation - Ohio Public Institutions

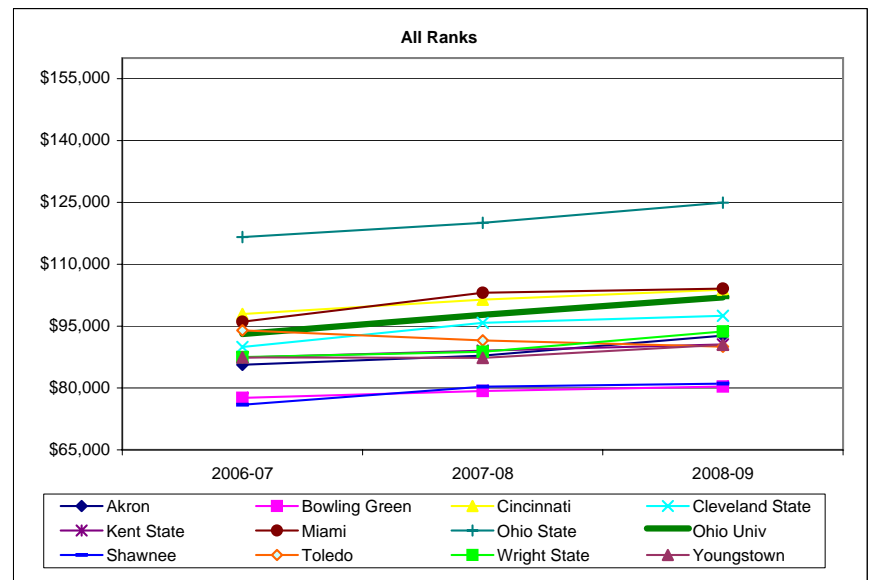
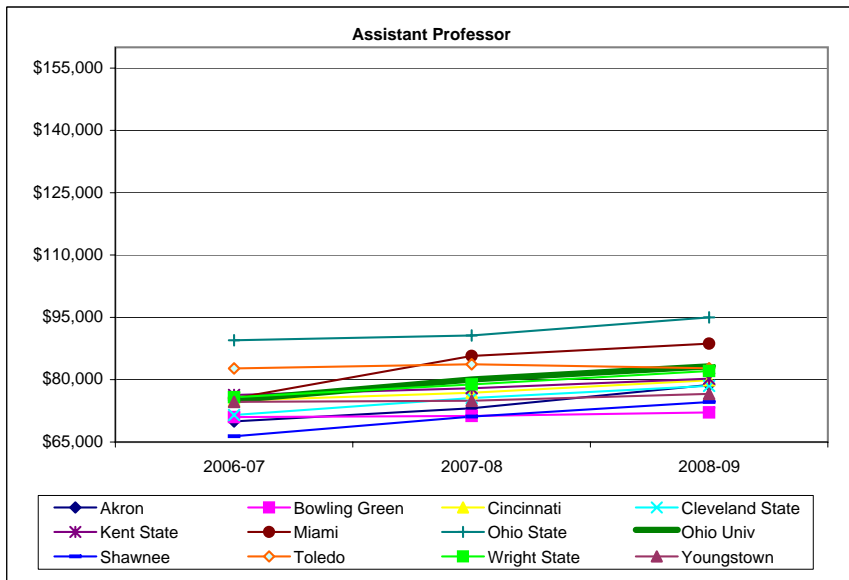
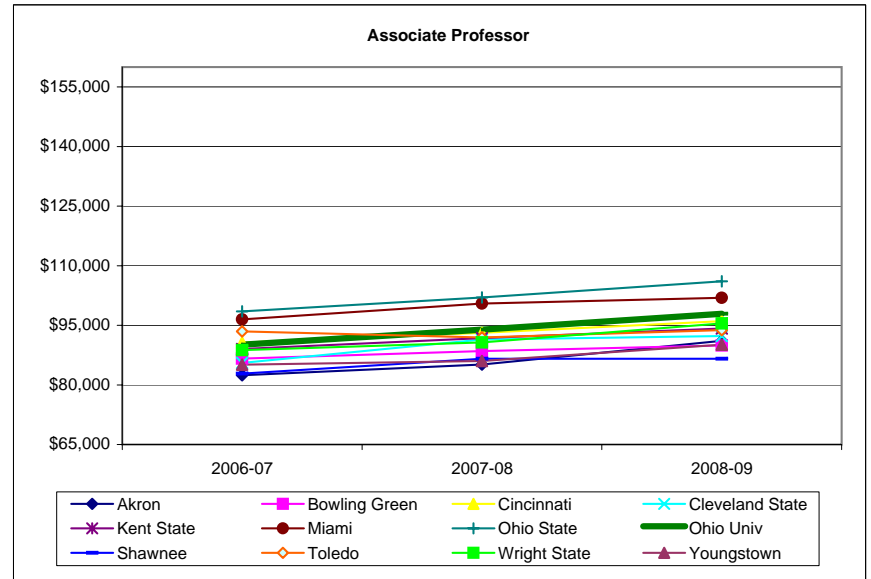
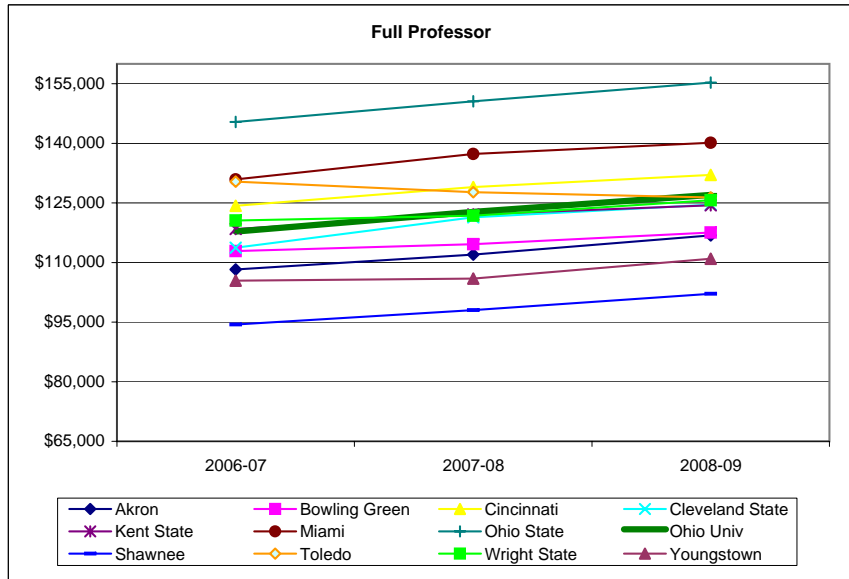
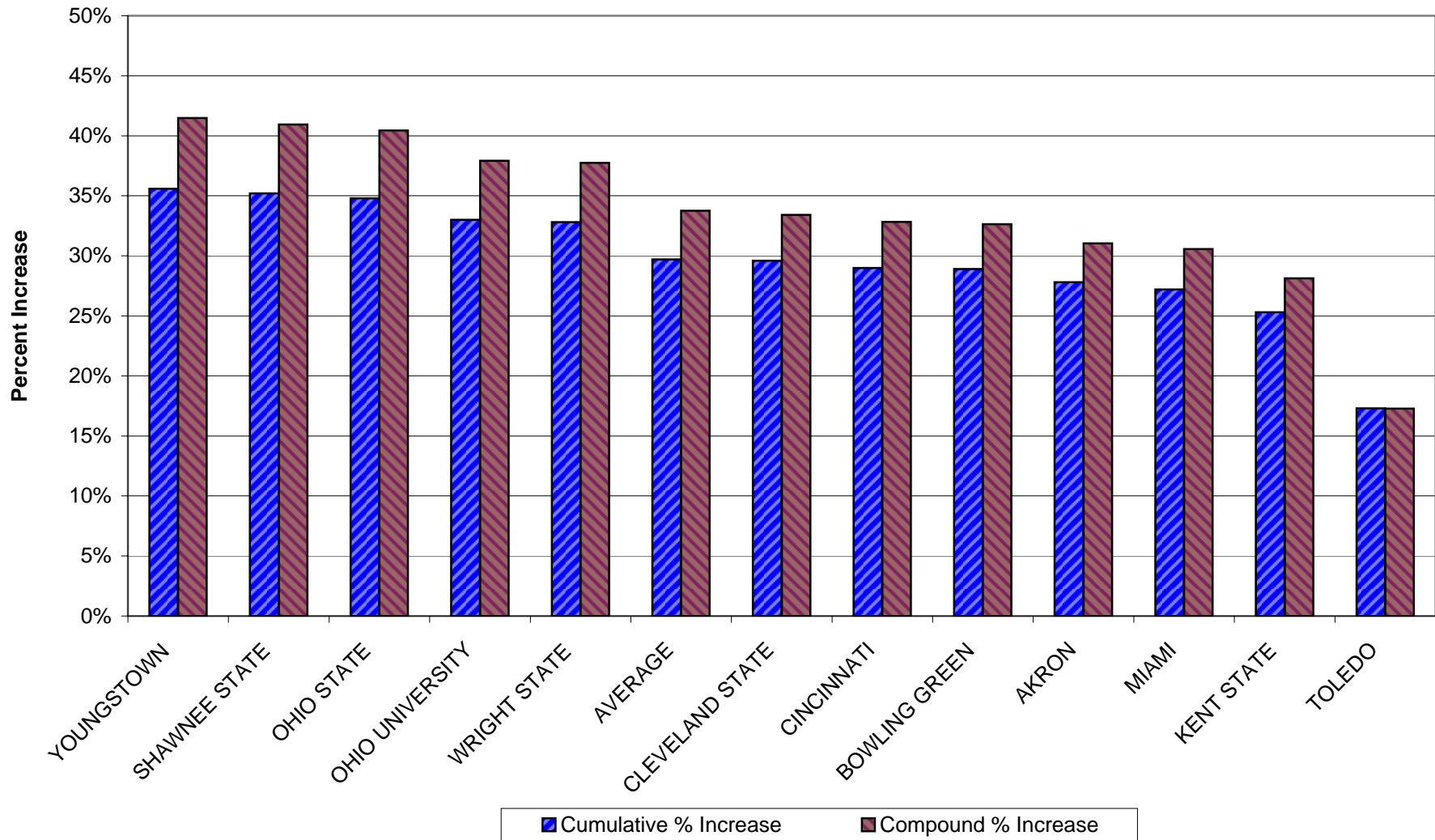


Table 7
Percent Salary Increase for Continuing Faculty over 7 Years

	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	TOTAL %	COMPOUND
	INCREASE	INCREASE	INCREASE	INCREASE	INCREASE	INCREASE	INCREASE	INCREASE	INCREASE
AKRON	6.7%	0.3%	0.7%	2.0%	7.2%	5.4%	5.5%	27.8%	31.0%
BOWLING GREEN	6.6%	2.5%	4.7%	4.1%	5.1%	4.0%	1.9%	28.9%	32.6%
CINCINNATI	5.4%	4.3%	5.6%	4.1%	3.8%	2.9%	2.9%	29.0%	32.8%
CLEVELAND STATE	5.7%	2.4%	5.7%	3.4%	0.6%	7.8%	4.0%	29.6%	33.4%
KENT STATE	2.6%	5.1%	0.9%	3.7%	4.2%	5.2%	3.6%	25.3%	28.1%
MIAMI	3.4%	4.4%	3.6%	4.5%	4.5%	3.8%	3.0%	27.2%	30.6%
OHIO STATE	5.9%	4.5%	4.9%	4.7%	4.9%	5.0%	4.9%	34.8%	40.4%
OHIO UNIVERSITY	3.7%	2.7%	7.8%	2.7%	4.9%	5.8%	5.4%	33.0%	37.9%
SHAWNEE STATE	4.4%	4.8%	4.1%	4.5%	6.4%	4.3%	6.7%	35.2%	40.9%
TOLEDO	5.8%	2.1%	0.2%	5.6%	N/A	1.0%	2.6%	17.3%	17.3%
WRIGHT STATE	5.4%	5.3%	5.1%	4.0%	5.8%	3.7%	3.5%	32.8%	37.8%
YOUNGSTOWN	6.0%	5.6%	5.6%	3.7%	4.4%	4.0%	6.3%	35.6%	41.5%
AVERAGE	5.1%	3.7%	4.1%	3.9%	4.3%	4.4%	4.2%	29.7%	33.8%

Figure 5
Percent Increase for Continuing Faculty 2002-03 to 2008-09



Ohio University Office of Institutional Research

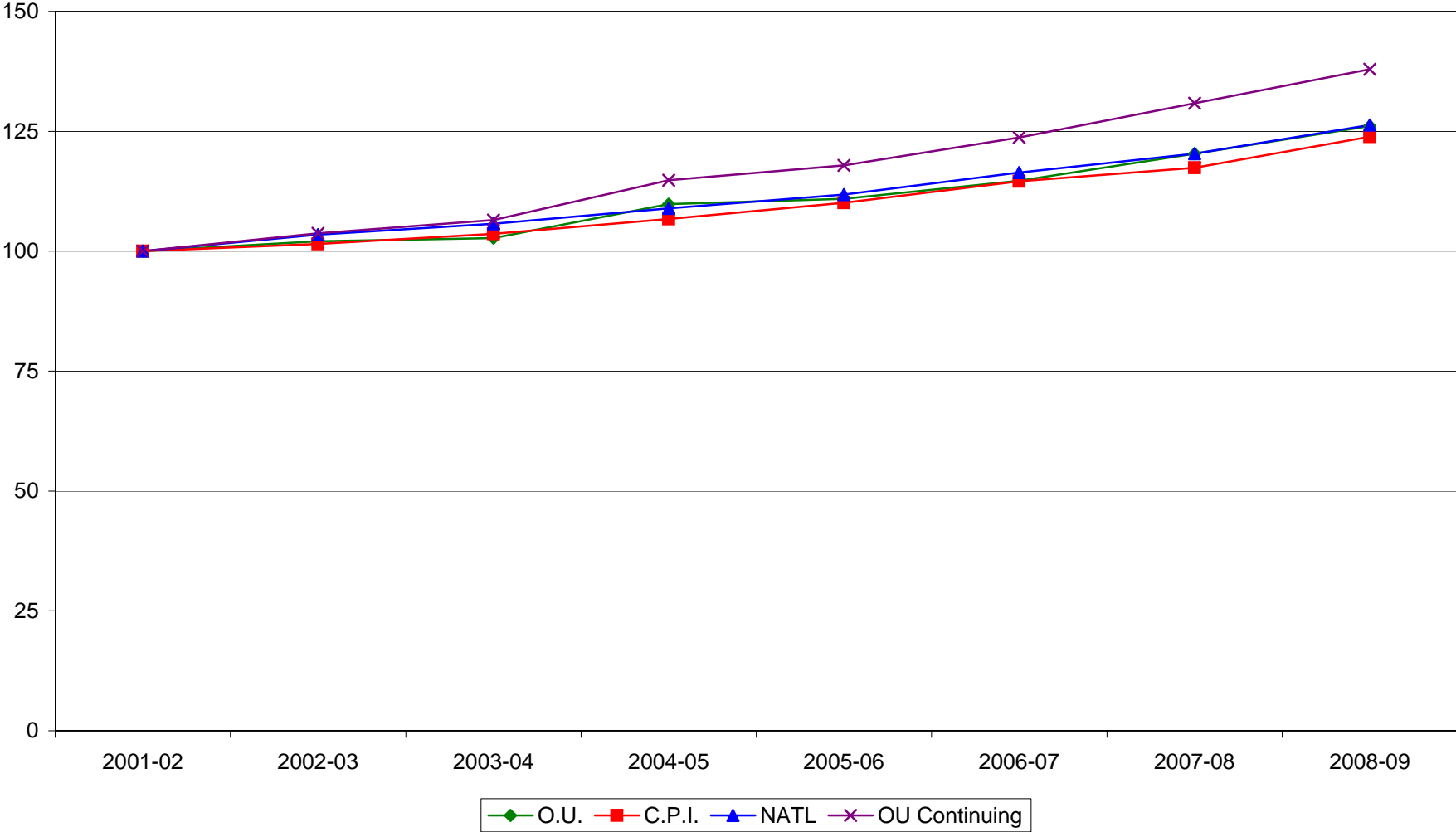
Source: AAUP Faculty Salary Study, 2008-2009 Ohio Universities Faculty Salary Study, Ohio State University

Table 8
Levels and Indexes of Salaries of Ohio University Faculty

Ohio University Salaries in Current Prices			Ohio University Continuing Salary Increase	National Average Salaries in Current Prices		
AVERAGE YEAR	SALARY	INDEX	INDEX	AVERAGE SALARY	INDEX	CONSUMER PRICE INDEX*
2001-02	\$61,989	100.0	100.0	\$62,895	100.0	100.0
2002-03	\$63,285	102.1	103.7	\$65,048	103.4	101.5
2003-04	\$63,684	102.7	106.5	\$66,475	105.7	103.6
2004-05	\$68,073	109.8	114.8	\$68,505	108.9	106.7
2005-06	\$68,771	110.9	117.9	\$70,333	111.8	110.1
2006-07	\$71,078	114.7	123.7	\$73,207	116.4	114.6
2007-08	\$74,590	120.3	130.9	\$75,677	120.3	117.4
2008-09	\$78,158	126.1	137.9	\$79,439	126.3	123.9

*CPI adjusted to 2001 base year; academic year (July to June).

Figure 6
Ohio University Faculty Salary Index Compared to Consumer Price Index
and National Faculty Salary Index



Ohio University Office of Institutional Research
Note: CPI adjusted to 2001 base year; academic year (July to June).

Table 9
Percent Salary Increases for Continuing Faculty by Rank
2007-08 to 2008-09

	Public Universities in Ohio		
	Professor	Associate	Assistant
Bowling Green State University	1.5%	2.1%	2.3%
Cleveland State University	4.3%	3.8%	3.7%
Kent State University	2.9%	4.1%	3.8%
Miami University	2.2%	3.3%	3.8%
Ohio State University	4.6%	5.0%	5.9%
Ohio University	4.7%	5.7%	6.3%
Shawnee State University	5.1%	7.0%	8.2%
University of Akron	6.0%	5.3%	4.6%
University of Cincinnati	2.6%	3.1%	3.1%
University of Toledo	2.6%	3.5%	1.8%
Wright State University	3.5%	3.9%	3.4%
Youngstown University	6.8%	7.0%	4.7%

	Peer Universities		
	Professor	Associate	Assistant
Auburn University, Auburn, AL	0.3%	0.4%	0.8%
Clemson University, Clemson, SC	1.8%	2.0%	1.9%
Indiana University – Bloomington	4.8%	6.1%	5.7%
Ohio University	4.7%	5.7%	6.3%
University of Connecticut, Storrs	5.3%	5.3%	5.9%
University of Delaware, Newark	4.2%	5.1%	8.3%
University of Missouri – Columbia	8.0%	7.6%	7.5%
University of New Hampshire, Durham	5.6%	6.5%	7.3%
University of North Carolina – Chapel Hill	4.6%	5.5%	6.4%
University of Tennessee, Knoxville	0.6%	1.3%	1.5%
Washington State University, Pullman	4.9%	5.0%	5.7%

Table 10
Fringe Benefits--All Ranks
2008-2009

Public Universities in Ohio			
	Average Dollars per Person	Percent of Average Salaries	Rank
Bowling Green State University	\$17,219	27.3%	11
Cleveland State University	\$21,715	28.7%	9
Kent State University	\$22,234	32.5%	5
Miami University	\$28,228	37.2%	2
Ohio State University	\$24,475	24.4%	12
Ohio University	\$23,803	30.5%	6
Shawnee State University	\$25,375	45.6%	1
University of Akron	\$21,100	29.5%	8
University of Cincinnati	\$25,537	32.6%	4
University of Toledo	\$22,695	33.7%	3
Wright State University	\$21,454	29.7%	7
Youngstown State University	\$19,584	27.6%	10
Peer Universities			
	Average Dollars per Person	Percent of Average Salaries	Rank
Auburn University, Auburn, AL	\$21,700	27.0%	8
Clemson University, Clemson, SC	\$21,900	28.3%	6
Indiana University – Bloomington	\$24,600	27.6%	7
Ohio University	\$23,800	30.5%	3
University of Connecticut, Storrs	\$28,800	28.8%	5
University of Delaware, Newark	\$30,000	31.1%	2
University of Missouri – Columbia	\$19,500	23.9%	10
University of New Hampshire, Durham	\$27,500	28.9%	4
University of North Carolina – Chapel Hill	\$24,100	22.7%	11
University of Tennessee, Knoxville	\$25,300	33.1%	1
Washington State University, Pullman	\$18,800	24.8%	9

Table 11
Faculty by Rank and Discipline
Ohio University Compared with Public Universities in Ohio

	Average Salary					
	CUPA Comparison Universities			Ohio University		
	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor
Accounting	\$136,164	\$116,016	\$117,150	\$124,847	\$112,851	--
African American Studies & Women & Gender Studies	--	--	--	\$91,215	\$101,699	\$58,673
Art	\$80,821	\$60,876	\$49,938	\$80,222	\$63,787	\$52,342
Biological Sciences	--	--	--	\$97,476	\$74,954	\$61,671
Chemical & Biomolecular Engineering	\$113,844	\$82,718	--	\$114,835	\$85,785	\$73,701
Chemistry & Biochemistry	\$101,438	\$67,472	\$57,986	\$105,106	\$73,045	\$59,788
Civil Engineering	--	--	--	\$129,601	\$84,488	\$63,982
Classics & World Religions	--	--	--	\$126,036	\$70,418	\$55,062
Communication Studies	\$91,809	\$65,500	\$52,000	\$94,175	\$71,251	\$56,288
Counseling & Higher Education	\$83,250	\$67,379	\$57,770	\$85,812	\$69,597	\$60,252
Dance	--	--	--	\$83,755	\$60,119	\$53,586
Economics	\$101,574	\$84,943	\$77,453	\$108,260	\$85,201	\$82,133
Educational Studies	\$94,722	\$69,588	\$55,662	\$88,277	\$67,960	\$60,172
Electrical Engineering & Computer Science	\$113,934	\$87,598	\$75,433	\$121,138	\$92,267	\$80,790
English	\$88,496	\$63,344	\$50,871	\$81,260	\$65,144	\$53,462
Environmental & Plant Biology	--	--	--	\$94,265	\$71,794	\$58,594
Film	--	--	--	\$127,855	\$70,147	\$56,790
Finance	\$157,305	\$113,851	\$117,544	\$129,344	\$121,264	\$118,587
Geography	\$91,817	\$66,149	\$54,090	\$77,225	\$65,108	\$59,840
Geological Sciences	\$91,761	\$68,961	\$57,363	\$92,368	\$73,506	\$59,435
Hearing Speech & Language Science	\$95,465	\$65,610	--	\$92,412	\$76,574	\$57,423
History	\$86,617	\$63,792	\$52,818	\$100,201	\$69,161	\$54,873
Human & Consumer Science	--	--	--	\$88,008	\$67,338	\$57,251
Industrial & Systems Engineering	--	--	--	\$131,640	\$84,984	\$72,035

Note: Differences in institutional structure and reporting may not yield direct similarities in discipline comparisons.
Source: CUPA-HR 2008 Faculty Survey by Discipline

Table 11
Faculty by Rank and Discipline
Ohio University Compared with Public Universities in Ohio

	Average Salary					
	CUPA Comparison Universities			Ohio University		
	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor
Industrial Technology	--	--	--	\$81,264	\$81,140	\$68,059
Information & Telecommunication Systems	--	--	--	\$117,638	\$85,926	\$67,963
Interdisciplinary Arts	--	--	--	\$98,710	\$56,780	\$52,103
Journalism & Visual Communications	--	--	--	\$98,845	\$77,483	\$56,700
Management Information Systems	--	--	--	\$120,918	\$112,000	\$101,000
Management Systems	\$109,823	\$97,332	\$90,254	\$120,572	\$103,552	\$104,630
Marketing	\$129,192	\$102,092	\$104,455	\$125,518	\$99,495	\$102,000
Mathematics	\$90,356	\$67,211	\$58,851	\$88,109	\$67,970	\$59,166
Mechanical Engineering	\$113,772	\$87,773	\$72,606	\$118,663	\$88,457	\$68,808
Media Arts & Studies	--	--	--	\$101,738	\$71,230	\$60,128
Modern Languages & Linguistics	\$84,961	\$67,123	--	\$93,156	\$65,080	\$53,605
Music	\$80,927	\$62,846	\$50,200	\$84,304	\$59,151	\$51,747
Philosophy	\$95,035	\$67,941	\$52,605	\$85,624	\$68,998	\$55,060
Physical Therapy	--	--	--	\$104,226	\$102,298	\$71,564
Physics & Astronomy	\$95,700	\$69,817	\$58,492	\$92,098	\$71,627	\$61,691
Political Science	\$93,862	\$67,035	\$55,313	\$94,111	\$64,069	\$54,651
Psychology	\$101,229	\$65,084	\$57,707	\$117,514	\$75,648	\$64,070
Public Health Sciences & Professions	--	--	--	\$86,927	\$75,821	\$54,348
Recreation & Sport Sciences	\$85,773	\$64,146	\$52,054	\$89,658	\$68,651	\$54,450
Social Work	--	\$69,398	\$54,484	--	\$61,716	\$50,657
Sociology & Anthropology	\$94,023	\$70,090	\$54,716	\$94,713	\$69,017	\$59,524
Teacher Education	--	--	--	\$90,039	\$69,991	\$55,560
Theater	\$83,703	\$62,849	\$49,749	\$84,004	\$65,834	\$52,494

Note: Differences in institutional structure and reporting may not yield direct similarities in discipline comparisons.

Source: CUPA-HR 2008 Faculty Survey by Discipline

Table 12
Faculty by Rank and Discipline
Ohio University Compared with Public Universities in Ohio

	Headcount					
	CUPA Comparison Universities			Ohio University		
	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor
Accounting	40	34	23	4	5	0
African American Studies & Women & Gender Studies	9	11	8	1	2	3
Art	64	73	40	6	6	9
Biological Sciences	26	20	12	11	11	2
Chemical & Biomolecular Engineering	29	13	6	4	5	1
Chemistry & Biochemistry	101	48	34	5	8	6
Civil Engineering	26	17	12	4	5	3
Classics & World Religions	13	6	10	1	6	2
Communication Studies	30	47	43	9	6	6
Counseling & Higher Education	14	22	19	2	3	4
Dance	8	6	4	3	1	2
Economics	37	22	22	5	4	5
Educational Studies	30	32	27	1	6	3
Electrical Engineering & Computer Science	51	40	24	8	13	6
English	118	113	92	12	15	6
Environmental & Plant Biology	16	10	9	5	3	4
Film	0	0	0	2	1	2
Finance	32	27	25	2	2	3
Geography	25	25	21	2	5	5
Geological Sciences	44	46	14	2	3	4
Hearing Speech & Language Science	15	21	10	1	4	6
History	74	71	46	5	9	7
Human & Consumer Science	9	23	16	2	10	7
Industrial & Systems Engineering	14	16	2	2	5	2
Industrial Technology	0	1	0	1	3	4
Information & Telecommunication Systems	0	0	0	3	3	1

Note: Differences in institutional structure and reporting may not yield direct similarities in discipline comparisons.
Source: CUPA-HR 2008 Faculty Survey by Discipline

Table 12
Faculty by Rank and Discipline
Ohio University Compared with Public Universities in Ohio

	Headcount					
	CUPA Comparison Universities			Ohio University		
	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor
Interdisciplinary Arts	0	0	0	2	2	2
Journalism & Visual Communications	6	15	16	8	13	11
Management Information Systems	6	6	9	4	1	2
Management Systems	45	29	32	6	9	5
Marketing	29	36	24	3	3	2
Mathematics	141	76	51	11	6	5
Mechanical Engineering	59	35	27	5	4	3
Media Arts & Studies	0	0	0	7	11	5
Modern Languages & Linguistics	26	34	21	4	18	6
Music	107	94	49	8	18	5
Philosophy	28	31	20	2	4	3
Physical Therapy	0	11	12	1	3	2
Physics & Astronomy	87	39	27	11	7	9
Political Science	51	40	44	6	8	5
Psychology	99	59	55	7	10	5
Public Health Sciences & Professions	1	1	2	2	3	5
Recreation & Sport Sciences	17	40	24	2	5	12
Social Work	12	31	27	0	2	3
Sociology & Anthropology	36	50	43	6	8	9
Teacher Education	21	18	21	5	4	2
Theater	29	36	23	3	7	6

Note: Differences in institutional structure and reporting may not yield direct similarities in discipline comparisons.
Source: CUPA-HR 2008 Faculty Survey by Discipline

Table 13
Research Universities - High Research Activity Faculty in Oklahoma State Study
Compared with Ohio University Faculty

	Average Salary							
	Research Universities - High Research Activity				Ohio University			
	Professor	Associate	Assistant	All Ranks	Professor	Associate	Assistant	All Ranks
ACCOUNTANCY	\$137,899	\$115,074	\$118,569	\$116,882	\$124,847	\$112,851	--	\$118,182
AFRICAN AMERICAN STUDIES	\$93,024	\$81,592	\$57,277	\$71,608	--	\$101,698	\$58,673	\$75,883
ART	\$80,563	\$61,696	\$50,977	\$61,699	\$80,222	\$63,787	\$52,342	\$63,577
AVIATION	\$98,136	\$69,026	\$58,132	\$62,055	--	\$72,325	\$62,500	\$67,412
BIOLOGICAL SCIENCES	\$96,839	\$70,862	\$58,602	\$79,555	\$97,475	\$74,954	\$61,671	\$84,169
CHEMICAL & BIOMOLECULAR ENG	\$120,411	\$89,081	\$79,141	\$102,121	\$114,835	\$85,784	\$73,701	\$96,196
CHEMISTRY & BIOCHEMISTRY	\$102,848	\$70,241	\$60,539	\$79,370	\$105,106	\$73,044	\$59,787	\$77,295
CIVIL ENGINEERING	\$113,808	\$83,764	\$72,296	\$91,671	\$129,600	\$84,488	\$63,981	\$94,399
CLASSICS & WORLD RELIGIONS	\$98,661	\$71,875	\$52,565	\$69,223	\$126,036	\$70,418	\$55,061	\$73,185
COMMUNICATION STUDIES	\$88,617	\$64,407	\$55,471	\$65,097	\$94,174	\$71,250	\$56,287	\$76,800
COUNSELING & HIGHER ED	\$90,840	\$66,446	\$56,226	\$69,784	\$85,811	\$69,597	\$60,252	\$69,047
DANCE	\$88,011	\$59,165	\$51,470	\$64,113	\$83,754	\$60,119	\$53,586	\$69,759
ECONOMICS	\$115,421	\$88,212	\$80,176	\$95,935	\$108,259	\$85,201	\$82,133	\$92,340
EDUCATIONAL STUDIES	\$93,157	\$68,531	\$56,950	\$69,793	\$88,277	\$67,959	\$60,172	\$67,655
ELECTRICAL ENGR & COMPUTER SCI	\$118,129	\$89,300	\$79,196	\$99,014	\$121,138	\$92,267	\$80,789	\$98,271
ENGLISH	\$87,429	\$63,114	\$52,118	\$62,459	\$81,259	\$65,143	\$53,462	\$68,880
ENV & PLANT BIOLOGY	\$95,275	\$67,853	\$56,943	\$74,427	\$94,264	\$71,793	\$58,593	\$76,756
FILM	\$108,605	\$73,115	\$54,659	\$77,314	\$127,855	\$70,147	\$56,790	\$87,887
FINANCE	\$146,685	\$117,728	\$121,253	\$125,754	\$129,344	\$121,263	\$118,586	\$122,425
GEOGRAPHY	\$90,364	\$66,826	\$56,131	\$69,390	\$77,224	\$65,107	\$59,840	\$64,932
GEOLOGICAL SCIENCES	\$102,811	\$72,196	\$60,862	\$81,225	\$92,368	\$73,506	\$59,435	\$71,443
HEARING SPEECH LANGUAGE SCI	\$95,030	\$72,015	\$55,887	\$67,853	\$92,412	\$76,574	\$57,423	\$67,568
HISTORY	\$92,343	\$65,475	\$51,693	\$70,158	\$100,200	\$69,161	\$54,873	\$71,789
HUMAN & CONSUMER SCIENCE	\$80,273	\$69,756	\$59,130	\$66,021	\$88,008	\$67,337	\$57,251	\$65,797
INDUSTRIAL & SYSTEMS ENGR	\$119,525	\$82,908	\$74,008	\$94,800	\$131,640	\$84,984	\$72,034	\$92,474
INDUSTRIAL TECH	\$81,264	\$74,467	\$62,105	\$69,862	\$81,264	\$81,139	\$68,058	\$74,614
INFORMATION & TELECOMM SYS	\$122,766	\$95,283	\$81,960	\$95,607	\$117,637	\$85,926	\$67,963	\$96,950
INTERDISCIPLINARY ARTS	\$80,577	\$56,268	\$48,522	\$60,130	\$98,710	\$56,779	\$52,103	\$69,197

Note: Differences in institutional structure and reporting may not yield direct similarities in discipline comparisons.

Source: Oklahoma State University 2008-09 Faculty Salary Survey

Ohio University Office of Institutional Research

Table 13
Research Universities - High Research Activity Faculty in Oklahoma State Study
Compared with Ohio University Faculty

	Average Salary							
	Research Universities - High Research Activity				Ohio University			
	Professor	Associate	Assistant	All Ranks	Professor	Associate	Assistant	All Ranks
JOURNALISM	\$93,882	\$71,766	\$56,164	\$68,599	\$97,850	\$82,360	\$56,967	\$76,196
LINGUISTICS	\$81,896	\$63,866	\$51,737	\$59,244	--	\$66,450	\$51,711	\$62,239
MANAGEMENT INFO SYSTEMS	\$130,642	\$103,701	\$102,056	\$110,726	\$120,918	\$112,000	\$101,000	\$113,953
MANAGEMENT SYSTEMS	\$131,167	\$109,000	\$103,632	\$107,288	\$120,572	\$103,552	\$104,630	\$108,927
MARKETING	\$136,385	\$103,648	\$101,908	\$109,401	\$125,518	\$99,494	\$102,000	\$109,879
MATHEMATICS	\$93,177	\$69,654	\$59,813	\$73,183	\$88,109	\$67,969	\$59,165	\$76,038
MECHANICAL ENGINEERING	\$115,297	\$87,005	\$75,461	\$95,537	\$118,663	\$88,457	\$68,807	\$96,130
MEDIA ARTS & STUDIES	\$93,709	\$69,029	\$54,512	\$67,467	\$101,737	\$71,229	\$60,128	\$78,101
MODERN LANGUAGES	\$78,389	\$58,932	\$49,433	\$55,100	\$93,155	\$64,552	\$54,551	\$68,095
MUSIC	\$80,736	\$60,664	\$49,931	\$62,335	\$84,303	\$59,150	\$51,747	\$64,447
PHILOSOPHY	\$93,227	\$64,359	\$51,134	\$67,769	\$85,623	\$68,997	\$55,060	\$68,046
PHYSICAL THERAPY	\$89,895	\$78,365	\$64,896	\$75,547	\$104,226	\$102,298	\$71,563	\$92,374
PHYSICS & ASTRONOMY	\$100,045	\$73,734	\$62,740	\$82,915	\$92,097	\$71,626	\$61,690	\$76,654
POLITICAL SCIENCE	\$92,559	\$69,340	\$56,149	\$71,507	\$94,110	\$64,069	\$54,651	\$71,077
PSYCHOLOGY	\$99,016	\$69,433	\$59,109	\$76,912	\$117,514	\$75,647	\$64,069	\$86,337
PUBLIC HEALTH SCI & PROFESSIONS	\$103,661	\$89,013	\$65,965	\$85,052	\$86,927	\$75,821	\$54,347	\$67,305
RECREATION & SPORT SCIENCES	\$84,203	\$66,977	\$56,074	\$65,576	\$89,658	\$68,650	\$54,449	\$61,892
SOCIAL WORK	\$92,285	\$70,988	\$57,235	\$68,499	--	\$61,716	\$50,656	\$55,080
SOCIOLOGY & ANTHROPOLOGY	\$89,996	\$66,920	\$55,163	\$68,876	\$94,713	\$69,016	\$59,524	\$72,005
TEACHER EDUCATION	\$88,100	\$64,772	\$56,593	\$63,779	\$90,038	\$69,991	\$55,559	\$76,479
THEATER	\$81,676	\$60,923	\$49,450	\$61,983	\$84,004	\$65,834	\$52,494	\$64,238
VISUAL COMMUNICATIONS	\$93,882	\$71,766	\$56,164	\$68,599	\$101,829	\$71,792	\$55,495	\$74,540
WOMEN & GENDER STUDIES	\$82,783	\$65,177	\$49,935	\$67,345	\$91,215	--	--	\$91,215

Note: Differences in institutional structure and reporting may not yield direct similarities in discipline comparisons.

Source: Oklahoma State University 2008-09 Faculty Salary Survey

Ohio University Office of Institutional Research

Table 14
Research Universities - High Research Activity Faculty in Oklahoma State Study
Compared with Ohio University Faculty

	Headcount							
	Research Universities - High Research Activity				Ohio University			
	Professor	Associate	Assistant	All Ranks	Professor	Associate	Assistant	All Ranks
ACCOUNTANCY	126	124	105	399	4	5	0	9
AFRICAN AMERICAN STUDIES	4	23	22	49	0	2	3	5
ART	114	124	157	412	6	6	9	21
AVIATION	5	16	22	56	0	2	2	4
BIOLOGICAL SCIENCES	64	55	26	147	11	11	2	24
CHEMICAL & BIOMOLECULAR ENG	104	60	41	208	4	5	1	10
CHEMISTRY & BIOCHEMISTRY	271	170	194	667	5	8	6	19
CIVIL ENGINEERING	146	128	98	380	4	5	3	12
CLASSICS & WORLD RELIGIONS	14	29	18	68	1	6	2	9
COMMUNICATION STUDIES	107	104	109	369	9	6	6	21
COUNSELING & HIGHER ED	50	42	64	159	2	3	4	9
DANCE	11	13	11	41	3	1	2	6
ECONOMICS	135	101	106	348	5	4	5	14
EDUCATIONAL STUDIES	92	110	137	351	1	6	3	10
ELECTRICAL ENGR & COMPUTER SCI	241	162	128	541	8	13	6	27
ENGLISH	346	396	296	1,246	12	15	6	33
ENV & PLANT BIOLOGY	28	20	21	73	5	3	4	12
FILM	7	9	8	24	2	1	2	5
FINANCE	84	90	70	254	2	2	3	7
GEOGRAPHY	67	73	68	220	2	5	5	12
GEOLOGICAL SCIENCES	184	117	107	427	2	3	4	9
HEARING SPEECH LANGUAGE SCI	24	29	39	108	1	4	6	11
HISTORY	249	254	197	719	5	9	7	21
HUMAN & CONSUMER SCIENCE	41	58	56	174	2	10	7	19
INDUSTRIAL & SYSTEMS ENGR	68	55	43	169	2	5	2	9
INDUSTRIAL TECH	1	11	8	20	1	3	4	8
INFORMATION & TELECOMM SYS	177	204	148	591	3	3	1	7
INTERDISCIPLINARY ARTS	21	15	32	68	2	2	2	6
JOURNALISM	53	59	54	200	8	13	11	32
LINGUISTICS	18	21	19	74	0	5	2	7
MANAGEMENT INFO SYSTEMS	56	61	28	152	4	1	2	7

Note: Differences in institutional structure and reporting may not yield direct similarities in discipline comparisons

Source: Oklahoma State University 2008-09 Faculty Salary Survey

Table 14
Research Universities - High Research Activity Faculty in Oklahoma State Study
Compared with Ohio University Faculty

	Headcount							
	Research Universities - High Research Activity				Ohio University			
	Professor	Associate	Assistant	All Ranks	Professor	Associate	Assistant	All Ranks
MANAGEMENT SYSTEMS	149	145	138	492	6	9	5	20
MARKETING	104	100	72	302	3	3	2	8
MATHEMATICS	422	255	215	1,029	11	6	5	22
MECHANICAL ENGINEERING	208	144	122	484	5	4	3	12
MEDIA ARTS & STUDIES	17	19	24	67	7	11	5	23
MODERN LANGUAGES	96	178	127	504	4	18	6	28
MUSIC	249	304	249	847	8	18	5	31
PHILOSOPHY	104	96	93	315	2	4	3	9
PHYSICAL THERAPY	11	16	16	47	1	3	2	6
PHYSICS & ASTRONOMY	288	159	136	601	11	7	9	27
POLITICAL SCIENCE	168	177	182	541	6	8	5	19
PSYCHOLOGY	263	228	210	712	7	10	5	22
PUBLIC HEALTH SCI & PROFESSIONS	10	12	10	34	2	3	5	10
RECREATION & SPORT SCIENCES	42	62	50	175	2	5	12	19
SOCIAL WORK	78	104	117	339	0	2	3	5
SOCIOLOGY & ANTHROPOLOGY	147	156	170	488	6	8	9	23
TEACHER EDUCATION	87	123	136	405	5	4	2	11
THEATER	76	117	77	286	3	7	6	16
VISUAL COMMUNICATIONS	53	59	54	200	2	6	2	10
WOMEN & GENDER STUDIES	10	15	7	32	1	0	0	1

Note: Differences in institutional structure and reporting may not yield direct similarities in discipline comparisons
Source: Oklahoma State University 2008-09 Faculty Salary Survey

Table 15
Ohio University Athens Campus
Full-Time Group I Faculty
Tracking from 2007-2008 to 2008-2009

	<u>Headcount</u>				
2007-08 Full-time Group I Faculty	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>	<u>All Ranks</u>
	209	283	233	1	726
Continued to 2008-09	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>	<u>All Ranks</u>
2007-08 rank:					
Professor	190	0	0	0	190
Associate	12	256	1	0	269
Assistant	0	27	178	0	205
Instructor	0	0	1	0	1
Total	202	283	180	0	665
New Group I Faculty in 2008-09	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>	<u>All Ranks</u>
	4	9	32	0	45
No Longer Group I Faculty in 2008-09	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>	<u>All Ranks</u>
Reason for Leaving:					
Early Retired	7	0	1	0	8
Retired/Deceased	6	2	0	0	8
Resigned	3	9	24	0	36
Change to Administrator/Department Change	2	3	1	0	6
Tenure Denied, etc.	1	0	2	0	3
Total	19	14	28	0	61
2008-09 Total Full-Time Group I Faculty	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>	<u>All Ranks</u>
	206	292	212	0	710

Table 16
Ohio University Athens Campus
Full-Time Group I Faculty
Tracking from 2007-2008 to 2008-2009

	<u>Gross Base Salary</u>				
2007-08 Full-time Group I Faculty	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>	<u>All Ranks</u>
	\$20,148,496	\$20,169,720	\$13,787,898	\$46,499	\$54,152,613
Continued to 2008-09	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>	<u>All Ranks</u>
2007-08 rank:					
Professor	\$19,087,733	\$0	\$0	\$0	\$19,087,733
Associate	\$1,083,302	\$19,146,222	\$57,979	\$0	\$20,287,503
Assistant	\$0	\$1,973,323	\$10,933,639	\$0	\$12,906,962
Instructor	\$0	\$0	\$48,856	\$0	\$48,856
Total	\$20,171,035	\$21,119,545	\$11,040,474	\$0	\$52,331,054
New Group I Faculty in 2008-09	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>	<u>All Ranks</u>
	\$431,538	\$667,162	\$2,062,740	\$0	\$3,161,440
No Longer Group I Faculty in 2008-09 (2007-08 salary)	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>	<u>All Ranks</u>
Reason for Leaving:					
Early Retired	\$733,566	\$0	\$66,685	\$0	\$800,251
Retired/Deceased	\$566,103	\$141,113	\$0	\$0	\$707,216
Resigned	\$298,070	\$621,911	\$1,412,427	\$0	\$2,332,408
Change to Administrator/Department Change	\$207,328	\$206,809	\$54,761	\$0	\$468,898
Tenure Denied, etc.	\$103,924	\$0	\$109,553	\$0	\$213,477
Total	\$1,908,991	\$969,833	\$1,643,426	\$0	\$4,522,250
2008-09 Total Full-Time Group I Faculty	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>	<u>All Ranks</u>
	\$20,602,573	\$21,786,707	\$13,103,214	\$0	\$55,492,494

Table 17
Ohio University Athens Campus
Full-Time Group I Faculty
Tracking from 2007-2008 to 2008-2009

	<u>Average Salary</u>				
2007-08 Full-time Group I Faculty	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>	<u>All Ranks</u>
	\$96,404	\$71,271	\$59,176	\$46,499	\$74,590
Continued to 2008-09	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>	<u>All Ranks</u>
2007-08 rank:					
Professor	\$100,462	--	--	--	\$100,462
Associate	\$90,275	\$74,790	\$57,979	--	\$75,418
Assistant	--	\$73,086	\$61,425	--	\$62,961
Instructor	--	--	\$48,856	--	\$48,856
Total	\$99,857	\$74,627	\$61,336	--	\$78,693
New Group I Faculty in 2008-09	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>	<u>All Ranks</u>
	\$107,885	\$74,129	\$64,461	--	\$70,254
No Longer Group I Faculty in 2008-09 (2007-08 salary)	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>	<u>All Ranks</u>
Reason for Leaving:					
Early Retired	\$104,795	--	\$66,685	--	\$100,031
Retired/Deceased	\$94,351	\$70,557	--	--	\$88,402
Resigned	\$99,357	\$69,101	\$58,851	--	\$64,789
Change to Administrator/Department Change	\$103,664	\$68,936	\$54,761	--	\$78,150
Tenure Denied, etc.	\$103,924	--	\$54,777	--	\$71,159
Total	\$100,473	\$69,274	\$58,694	--	\$74,135
2008-09 Total Full-Time Group I Faculty	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>	<u>All Ranks</u>
	\$100,012	\$74,612	\$61,808	--	\$78,158

Table 18
Ohio University Athens Campus
Full-Time Group I Faculty
Tracking from 2002-2003 to 2008-2009

	<u>Total</u>	<u>N</u> <u>Continuing</u> <u>as Group I</u>	<u>% Continuing</u> <u>as Group I</u>	<u>N</u> <u>Retired</u>	<u>%</u> <u>Retired</u>	<u>N</u> <u>Assistant</u> <u>Professor</u> <u>Resigned/</u> <u>Tenure</u> <u>Denied</u>	<u>%</u> <u>Assistant</u> <u>Professor</u> <u>Resigned/</u> <u>Tenure</u> <u>Denied</u>	<u>N</u> <u>Professor/</u> <u>Associate</u> <u>Professor</u> <u>Resigned</u>	<u>%</u> <u>Professor/</u> <u>Associate</u> <u>Professor</u> <u>Resigned</u>	<u>Deceased</u>	<u>Status Change/</u> <u>Still at OU</u>
2007-08 to 2008-09	726	665	91.6%	14	1.9%	26	3.6%	12	1.7%	2	7
2006-07 to 2007-08	749	684	91.3%	23	3.1%	21	2.8%	15	2.0%	3	3
2005-06 to 2006-07	744	691	92.9%	11	1.5%	19	2.6%	14	1.9%	0	9
2004-05 to 2005-06	737	683	92.7%	15	2.0%	21	2.8%	12	1.6%	0	6 *
2003-04 to 2004-05	746	698	93.6%	11	1.5%	14	1.9%	12	1.6%	0	11
2002-03 to 2003-04	724	676	93.4%	25	3.5%	11	1.5%	7	1.0%	0	5
2001-02 to 2002-03	698	649	93.0%	12	1.7%	22	3.2%	8	1.1%	0	7

*6 Nursing faculty moved from Athens to regional campuses.