

Faculty Total Compensation Update 2015, 2016, 2017

Regional Higher Education

Updated April 19, 2016

Faculty Total Compensation (FTC)

- Faculty Total Compensation Task Force
 - <https://www.ohio.edu/provost/upload/2014-Faculty-Compensation-Task-Force-Report-24FEB2014.pdf>
 - Three year investment

RHE – Tenure Track (Group I) – Year 1 Pool for 2014-15 \$175,991 (2.19%)

- Review of average faculty salary comparison to Athens campus faculty
- Review by years in rank; gender and compression, outliers and Dean's Review ~ TOTAL \$49,591
 - Average salary years in current rank
 - Average salary by gender
 - Review of outliers for equity – made equity investment
 - Each outlier considered individually/investments differed
- Provided investment by years in current rank; max of 10 years (Professors \$300; Associate Professors \$200 and Assistant Professors \$200) ~ TOTAL \$126,400

RHE – Tenure Track (Group I) – Year 2

Pool for 2015-16 \$104,406 (1.36%)

- Review of average faculty salary comparison to Athens campus faculty
 - Preliminary goal of bringing disciplinary averages within 90%
- Review of disciplines with five or more faculty significantly below average of 90% (TOTAL ~ \$54,100)
 - Full Professors (Communication Studies and Mathematics)
 - Associate Professors (Psychology)
 - Assistant Professors (Education and Nursing)
- Salary compression for Assistant Professors hired in past 5 years compared to past 10 years (raise pool differential) (TOTAL ~ \$4,799)
 - Raise pool average from 2009-10 to 2013-14 ~ 1.53%
 - Raise pool average from 2004-05 to 2013-14 ~ 2.32%
 - Allocated .4% to faculty hired in past 5 years
- Reviewed years in current rank; gender; high demand disciplines (Business, Engineering and Nursing) and earned doctorate degrees after hire; other outliers and Dean’s Review (TOTAL ~ \$45,507)
 - Review of outliers for equity – made equity investment
 - Each outlier considered individually/investments differed

RHE-Tenure Track (Group I) –Year 2 Average Salary by Rank 2014-15

Campus	Full Professor	Associate Professor	Assistant Professor
Chillicothe	89,724	74,577	61,797
Eastern	0	72,803	64,470
Lancaster	86,843	72,425	66,541
Southern	86,025	70,608	50,614
Zanesville	87,759	70,706	57,499
RHE Total	87,713	72,099	59,375
Athens campus (excluding College of Business & Engineering, Medical)	102,365	77,259	64,039
RHE to Athens campus	86%	93%	93%

Data Source: Ohio University Institutional Research, 2014-15 Faculty Salary Study 01.09.15
<http://www.ohio.edu/instres/faculty/AAUP1415.pdf>

RHE –Tenure Track (Group I) – Year 2

Average by Discipline/Rank

Review of disciplines with five or more faculty significantly **below** the average of 90% of the Athens campus (Excluding College of Business, Engineering & Medical)

Disciplines/Faculty Count:

- Biology (9)
- Communications (8)
- English (6)
- History (6)
- Mathematics (11)
- Nursing (18)
- Psychology (7)

RHE –Tenure Track (Group I) – Year 2

Average by Discipline/Rank

Review of disciplines with five or more faculty significantly **below** average of 90% of the Athens campus (Excluding College of Business, Engineering & Medical)

TOTAL ~ \$54,100

Discipline/Rank	RHE Average	Athens Average	RHE % of Athens
Communication/Full Professor	89,530	105,988	84%
Mathematics/Full Professor	83,197	100,831	83%
Psychology/Associate Professor	70,618	86,597	82%
Education/Assistant Professor	57,830	65,958	88%
Nursing/Assistant Professor	57,014	84,797	67%

RHE –Tenure Track (Group I) – Year 2

Average by Discipline/Rank

Review of disciplines with five or more faculty **above** the average of 90% of the Athens campus (Excluding College of Business, Engineering & Medical)

Discipline/Rank	RHE Average	Athens Average	RHE % of Athens
Biology/Associate Professor	\$70,716	\$69,813	101%
Communications/Associate Professor	\$74,426	\$79,752	93%
Communications/Assistant Professor	\$60,100	\$61,592	98%
Education/Associate Professor	\$79,209	\$75,293	105%
English/Associate Professor	\$67,626	\$73,420	92%
English/Assistant Professor	\$59,051	\$58,412	101%
History/Associate Professor	\$68,099	\$72,555	94%
History/Assistant Professor	\$61,336	\$57,026	108%
Math/Associate Professor	\$71,387	\$76,799	93%
Math/Assistant Professor	\$60,676	\$66,343	91%

RHE Career- Track (Group II)

- Year 1 (2014-15)
 - NEW Promotion process for group II
 - Pool 2.19% ~ \$73,884
 - Promotions \$148,000
- Year 2 (2015-16)
 - Pool 1.36% ~ \$55,675
 - Promotions \$12,000
 - Review of years as career track/group II; gender; high demand disciplines (Business, Engineering and Nursing) and doctorate degrees; other outliers and Dean's Review

RHE –Tenure Track (Group I) - Year 3 2016-17

- Pool 1.36% ~ \$111,716
- Distribution:
 - Funds will be assigned at the college (as opposed to department) level
 - Funds must be allocated within each pool separately
 - In making distribution decisions, colleges should consider factors such as:
 - Disparity between salaries and discipline benchmarks
 - Compression
 - Merit
 - Equity
- *RHE Considerations*
 - *Review of average faculty salary comparison to Athens campus faculty*
 - *Review of compression*
 - *Review of high demand disciplines*
 - *Other ?*

Are there areas of consideration that we have overlooked?

RHE Career Track (Group II) – Year 3 2016-17

- Pool 1.36% ~ \$60,787
 - *Considerations*
 - *Review of high demand disciplines*
 - *Earned doctorate*
 - *Other ?*
- Are there areas of consideration that we have overlooked?***

Comparative Data: Average salaries by rank 2014-15

Institution	Campus	Professor	Associate Professor	Assistant Professor
Bowling Green University	Firelands	86,409	67,815	52,200
Kent State University	Ashtabula	-	65,250	54,765
Kent State University	East Liverpool	-	64,017	55,332
Kent State University	Geauga	96,327	64,890	52,227
Kent State University	Kent	109,539	76,878	64,971
Kent State University	Salem	94,806	66,249	57,456
Kent State University	Stark	99,954	66,966	54,873
Kent State University	Trumbull	94,365	72,936	54,954
Kent State University	Tuscarawas	95,967	75,699	56,574
Miami University	Hamilton	105,831	69,696	57,969
Miami University	Middletown	97,056	72,387	58,140
Ohio University	Chillicothe	-	74,574	58,869
Ohio University	Eastern	-	72,801	64,467
Ohio University	Lancaster	88,841	72,423	58,626
Ohio University	Southern	-	68,328	56,943
Ohio University	Zanesville	87,759	70,704	55,899
The Ohio State University	Lima	103,428	68,580	61,020
The Ohio State University	Mansfield	87,489	68,670	60,678
The Ohio State University	Marion	92,034	70,902	65,322
The Ohio State University	Newark	88,992	78,336	71,235
University of Akron	Wayne	82,170	71,172	53,136
University of Cincinnati	Blue Ash	85,518	70,497	54,180
University of Cincinnati	Clermont	86,931	65,403	54,378

Comparative Data:

Average salaries by Professor 2014-15

Institution	Campus	Professor
Kent State University	Kent	109,539
Miami University	Hamilton	105,831
The Ohio State University	Lima	103,428
Kent State University	Stark	99,954
Miami University	Middletown	97,056
Kent State University	Geauga	96,327
Kent State University	Tuscarawas	95,967
Kent State University	Salem	94,806
Kent State University	Trumbull	94,365
The Ohio State University	Marion	92,034
The Ohio State University	Newark	88,992
Ohio University	Lancaster	88,841
Ohio University	Zanesville	87,759
The Ohio State University	Mansfield	87,489
University of Cincinnati	Clermont	86,931
Bowling Green University	Firelands	86,409
University of Cincinnati	Blue Ash	85,518
University of Akron	Wayne	82,170
Kent State University	Ashtabula	0
Kent State University	East Liverpool	0
Ohio University	Chillicothe	0
Ohio University	Eastern	0
Ohio University	Southern	0

Comparative Data:

Average salaries by Associate Professor 2014-15

Institution	Campus	Associate Professor
The Ohio State University	Newark	78,336
Kent State University	Kent	76,878
Kent State University	Tuscarawas	75,699
Ohio University	Chillicothe	74,574
Kent State University	Trumbull	72,936
Ohio University	Eastern	72,801
Ohio University	Lancaster	72,423
Miami University	Middletown	72,387
University of Akron	Wayne	71,172
The Ohio State University	Marion	70,902
Ohio University	Zanesville	70,704
University of Cincinnati	Blue Ash	70,497
Miami University	Hamilton	69,696
The Ohio State University	Mansfield	68,670
The Ohio State University	Lima	68,580
Ohio University	Southern	68,328
Bowling Green University	Firelands	67,815
Kent State University	Stark	66,966
Kent State University	Salem	66,249
University of Cincinnati	Clermont	65,403
Kent State University	Ashtabula	65,250
Kent State University	Geauga	64,890
Kent State University	East Liverpool	64,017

Comparative Data:

Average salaries by Assistant Professor 2014-15

Institution	Campus	Assistant Professor
The Ohio State University	Newark	71,235
The Ohio State University	Marion	65,322
Kent State University	Kent	64,971
Ohio University	Eastern	64,467
The Ohio State University	Lima	61,020
The Ohio State University	Mansfield	60,678
Ohio University	Chillicothe	58,869
Ohio University	Lancaster	58,626
Miami University	Middletown	58,140
Miami University	Hamilton	57,969
Kent State University	Salem	57,456
Ohio University	Southern	56,943
Kent State University	Tuscarawas	56,574
Ohio University	Zanesville	55,899
Kent State University	East Liverpool	55,332
Kent State University	Trumbull	54,954
Kent State University	Stark	54,873
Kent State University	Ashtabula	54,765
University of Cincinnati	Clermont	54,378
University of Cincinnati	Blue Ash	54,180
University of Akron	Wayne	53,136
Kent State University	Geauga	52,227
Bowling Green University	Firelands	52,200

RHE-Tenure Track (Group I)

Average Salary by Rank 2015-16

Campus	Full Professor	Associate Professor	Assistant Professor
Chillicothe	87,598	75,939	61,125
Eastern	0	75,059	66,452
Lancaster	89,629	73,915	59,512
Southern	0	73,040	59,161
Zanesville	88,425	72,741	59,543
RHE Total	88,735	73,971	60,675
Athens campus (excluding College of Business & Engineering, Medical)	104,946	79,240	66,176
RHE to Athens campus	85%	93%	92%