
**Benchmark Faculty
Salary Survey
2008-09**

July 2009

Human Resources Information and Technology Services (HRITS)

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**THE OHIO STATE UNIVERSITY
BENCHMARK FACULTY SALARY ANALYSIS
2008-09**

EXPLANATORY NOTES

Data Source:

Information was compiled from data exchanged through the Association of American Universities Data Exchange (AAUDE). All salary data is current as of October 31, 2008.

Because comparative data for benchmark institutions within the AAUDE are minimal for certain colleges, data from discipline-specific association surveys has been used for these colleges:

College of Dentistry: American Dental Education Association (ADEA)

College of Optometry: Association of Schools and Colleges of Optometry (ASCO)

College of Public Health: Association of Schools of Public Health (ASPH)

Comparative data from the Association of American Veterinary Medical Colleges has been used for the College of Veterinary Medicine because it contains benchmark institutions not available through AAUDE.

STATEMENT OF CONFIDENTIALITY

As stated in the AAUDE Member's Handbook, "*...all exchanged information is mutually confidential when it identifies individual institutions.*" The information contained in this report **may not** be shared outside your institution. This includes:

- AAUDE members who chose not to participate in the survey
- Non-AAUDE member institutions
- External organizations

Benchmark Institutions:

Benchmark institutions for each discipline were selected by the individual colleges and departments. **Not all chosen benchmarks appear in this publication. Only those institutions belonging to AAUDE and participating in the *Faculty Salary by CIP and Rank Survey* are included in this analysis.**

Institutions contained in the publication are:

Arizona	Michigan
California – Berkeley	Michigan State
California – Davis	Minnesota
California – Irvine	Missouri
California – Los Angeles	Nebraska
California – San Diego	North Carolina – Chapel Hill
California – Santa Barbara	Penn State
Colorado	Pittsburgh
Cornell	Purdue
Florida	Rutgers
Georgia Tech	SUNY – Buffalo
Illinois	SUNY – Stony Brook
Indiana	Texas A & M
Iowa	Texas – Austin
Iowa State	Virginia
Kansas	Washington
Maryland	Wisconsin

Data Elements Listed:

College - This is the name of OSU's college which has responsibility for the fiscal unit represented.

Department Name - This is the official name of the OSU fiscal unit.

Department Number - This is the official OSU four digit (d-org) unit number.

CIP Code - This code is from the National Center for Educational Statistics' *Classification of Instructional Programs (CIP)*. The CIP code is used to facilitate departmental comparisons among universities, since the department name alone may not be sufficient. To assist these comparisons, primary, secondary and "common" Association of American Universities Data Exchange (AAUDE) CIP codes are reported by the participating institutions.

Note that as these codes are self-assigned, the actual comparability of programs may vary. To aid in the process of matching departments comparable to OSU's departments, the list of departmental matches were reviewed by each unit and adjusted to improve comparability. However, since the review is conducted every other year, some benchmark departments may not be included in the analysis in the off year due to their CIP code changes or organizational restructuring within their institutions.

9 Month Faculty - This includes all faculty reported as hired on a 9 month appointment basis.

12 Month Faculty - This includes all faculty reported as hired on an annual 12 month basis.

Faculty Ranks - This includes all regular faculty by professorial rank of Assistant Professor and above, including department chairs who have been included in the appropriate rank. Other administrators such as Deans, Associate Deans, Assistant Deans and Director-Professors have been excluded.

Average Salaries - Average salary within the rank, calculated on a full-time equivalency basis, as reported by the institution and excluding supplemental appointments. Institutions have been sorted by descending average salary.

High and Low Salaries - These salaries represent the highest and lowest 100% full-time equivalent salaries reported by the institution. In order to determine the highest and lowest salaries on a comparable basis, part-time appointments are adjusted to 100%.

New Hire - Defined as individuals who are either new to the institution or newly appointed as faculty for the 2008-09 academic year. The "new faculty" average salaries are also included in the average salary for each rank.

Exclusions:

Faculty from the College of Medicine clinical departments, Regional Campuses, the Agricultural Technical Institute, the Ohio Agricultural Research and Development Center (OARDC), the Office of Research, the Office of Academic Affairs and Provost, the Office of Health Sciences, the Executive Dean of Arts and Sciences, the University Libraries, and the Graduate School are excluded from this report.

“Living Cost” Adjustments:

The Runzheimer Plan of Living Cost Standards (LCS) provides a comprehensive form of comparative living cost data. This Living Cost Index has been used to adjust salaries at other institutions relative to those of Ohio State to compare salaries on a Living Cost Adjusted basis. Note that national or regional comparative data for the Colleges of Dentistry, Optometry and Public Health could not be adjusted using the Living Cost Index so these colleges do not appear in the Living Cost Adjusted comparisons.