

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

EXPLANATORY NOTES

Data Source:

All data is from the Personnel Data Base effective October 31, 2008 and reflects Regular appointments.

Personnel Included:

All individuals in instructional units holding the rank of Professor, Associate Professor, Assistant Professor, and Instructor paid on Regular appointments for both Instruction and General funds and other funds are included. Chairpersons and directors of schools are included at their faculty rank in the appropriate departmental detail. Other administrators (e.g. deans, associate deans, assistant deans, college secretaries, etc.) are not included in the departmental detail unless they have a separate faculty appointment.

Data Elements Listed:

College - This is the name of the college that has responsibility for the fiscal unit represented.

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

Department Number - This is the official four digit fiscal unit number.

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

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

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

Cash Salaries - These salaries represent the actual amount paid to faculty on a full-time equivalency basis, excluding supplemental appointments, and do not include benefits.

High and Low Salaries - These salaries represent the highest and lowest 100% full-time equivalent salaries actually being paid, excluding supplemental appointments. (Salary ranges are not used for instructional staff at Ohio State.) In order to determine the highest and lowest salaries on a comparable basis, part-time appointments are always adjusted to 100%.

Average Salaries - Average salaries are calculated by dividing the total salaries paid for a given rank, excluding supplemental appointments, by the total FTE within the rank.

F.T.E. - A full-time-equivalent count represents the percentage of time for which an individual was hired for a given appointment. Individuals with multiple funding sources are included at the applicable FTE in each appropriate funding department summary. It should be noted that each separate salary for an individual with multiple funding sources adjusts to the same full-time equivalent salary.

Average Age - Average age is calculated by dividing the sum of ages of the individuals by the total headcount within the rank.

New Hire - Individuals who are either new to the University or newly appointed to a faculty title with an effective date greater than or equal to July 1, 2008. The "new hires only" FTE and average salary are also included in the high, low, and average salary for each rank.

Faculty Fringe Benefits:

In the summaries for Total University, Main Campus, Main Campus excluding Clinical Medicine, and Regional Campuses, the amount of calculable fringe benefits added to each average salary is comprised of the following:

Life, Health, Dental, and Vision Insurance

The University pays an annual premium of approximately \$7,613 composite for each individual receiving coverage (assuming selection of the University Prime Care, The Ohio State University Health Plan, Traditional Health Plan, or the Buckeye Health Plan). This insurance includes hospitalization, major medical, vision care, dental care, and life, accidental death and dismemberment.

Retirement

The University pays 14.0% of the gross salary for each individual who is a member of the State Teachers Retirement System of Ohio (STRS - OH) or who is enrolled in the Alternative Retirement Plan (ARP) if otherwise eligible for STRS. For ARP participants, 10.5% of this contribution is sent to the individual's ARP vendor and the remaining 3.5% is sent to STRS to fund past liabilities as requested by law. The faculty member's contribution rate is 10.0% of his/her gross salary. This contribution is made on a pre-tax basis.

Workers' Compensation and Unemployment Compensation

The University pays a premium of \$.82 per \$100 of payroll for Workers' Compensation and Unemployment Compensation.

Long-Term Disability Insurance

The University pays \$180 per year for each Regular faculty member.

Medicare Hospital Income Tax (MHIT)

Medicare Hospital Income Tax is the federal income tax for Medicare Part A. For all faculty hired after March 1, 1986, this 1.45% of gross salary is paid by the faculty member, and matched by the University.

Additionally there are the following non-calculable fringe benefits for faculty.

Faculty Professional Leave Program

Any full-time* faculty member with at least seven academic years of teaching service at The Ohio State University may be granted professional leave for a period of time not to exceed one academic year. Compensation during period of leave varies according to the following schedule:

	Nine Month Faculty	Twelve Month Faculty
One Quarter or One Semester	Full Salary	Full Salary
Two Quarters	Full Salary	Full Salary
Two Semesters	2/3 Salary	2/3 Salary
Three Quarters	2/3 Salary	2/3 Salary
Four Quarters	N/A	2/3 Salary

* At least 50% Appointment on a regular continuous basis.

Vacation

Twelve-month faculty with 1-24 years of service earn 22 working days of vacation per year, 25 working days of vacation with 25 years or more of service, and can accrue up to 30 working days.

Sick Leave

The individual earns 10 hours of sick leave credit per month of service, including periods of vacation and paid military or sick leave. Upon retirement with 10 or more years of service, the individual is paid for one-fourth of the accrued but unused sick leave. The maximum payout is for 240 hours.

Holidays

The University calendar includes ten paid holidays per calendar year.

Parental Leave

A faculty member who becomes a new parent and who hold a regular appointment of at least 75% FTE and has completed at least one year of service is eligible for paid parental leave. This benefit consists of six weeks of full pay for birth mothers and three weeks of full pay for fathers, domestic partners and adoptive parents. Accrued sick leave can be used for illness or disability associated with pregnancy.

Unemployment Compensation

The determination of eligibility and the amount of compensation, if approved, is based on individual claims.

Military Leave

The University pays for up to 31 days of military leave per year.

Jury Duty

The University pays for the time served.