

FCBC Annual Salary Report, 2009

Appendix C

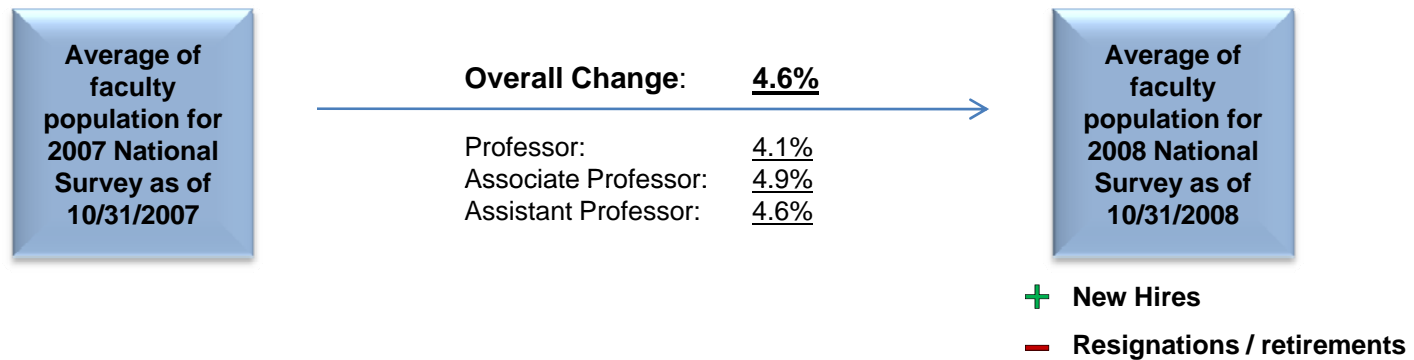
Faculty Compensation Metrics

Total University - Columbus Campus

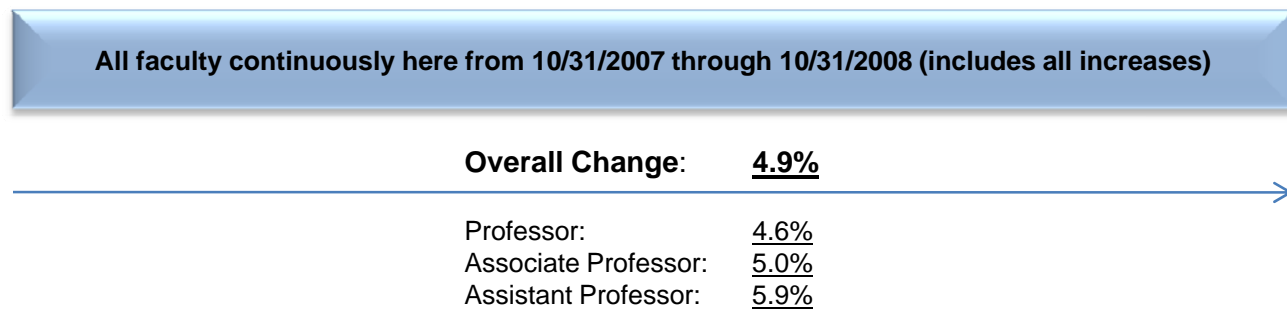
- Step One: Measure Internally
Step Two: Compare with Benchmarks and AAU (February 2009)

National Survey Methodology

Comparison of total OSU Faculty Population *



Continuing Faculty *



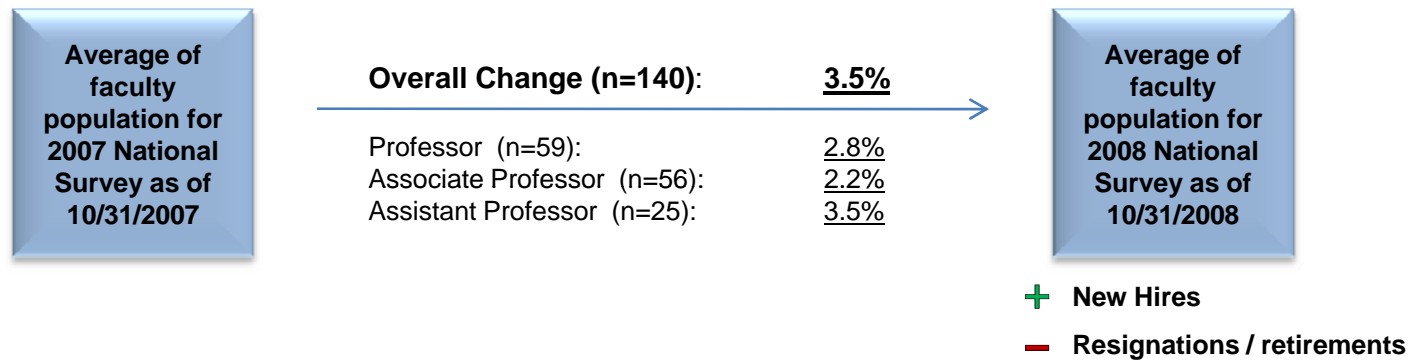
* National survey population excludes Library faculty, COM clinical science faculty, and Research faculty.

Faculty Compensation Metrics College of the Arts

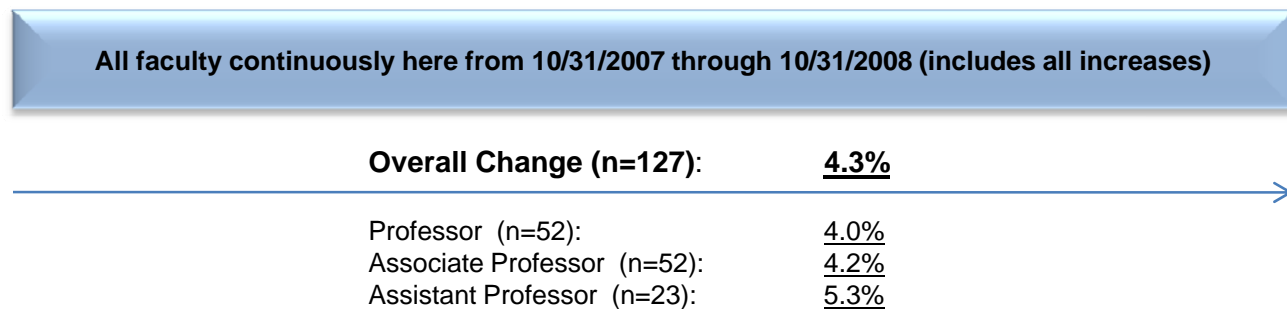
- ➔ Step One: Measure Internally
- Step Two: Compare with Benchmarks and AAU (February 2009)

National Survey Methodology

Comparison of total OSU Faculty Population *



Continuing Faculty *



* National survey population excludes Library faculty, COM clinical science faculty, and Research faculty.

College of the Arts

"2007 vs 2008 Faculty Population" = Comparison of faculty populations on 10/31/2007 and 10/31/2008

"Continuing Faculty" = All faculty continuously here from 10/31/2007 through 10/31/2008 (includes all increases)

0215 - Art

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	20	4.5%
Professor	9	3.8%
Associate Professor	8	4.6%
Assistant Professor	3	3.0%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	20	3.9%
Professor	9	3.8%
Associate Professor	8	4.4%
Assistant Professor	3	3.0%

0225 - Arts Education

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	14	4.1%
Professor	6	0.3%
Associate Professor	4	3.9%
Assistant Professor	4	4.3%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	12	3.4%
Professor	5	2.7%
Associate Professor	4	3.9%
Assistant Professor	3	4.5%

0230 - Ind, Intr & Visual Comm Design

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	12	1.3%
Professor	3	3.7%
Associate Professor	5	1.2%
Assistant Professor	4	-0.4%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	10	3.9%
Professor	3	3.7%
Associate Professor	4	3.0%
Assistant Professor	3	5.7%

0235 - History of Art

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	13	5.0%
Professor	8	3.5%
Associate Professor	3	7.8%
Assistant Professor	2	8.0%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	12	4.3%
Professor	7	3.4%
Associate Professor	3	4.9%
Assistant Professor	2	8.0%

College of the Arts

"2007 vs 2008 Faculty Population" = Comparison of faculty populations on 10/31/2007 and 10/31/2008

"Continuing Faculty" = All faculty continuously here from 10/31/2007 through 10/31/2008 (includes all increases)

0241 - Dance

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	13	4.8%
Professor	8	5.1%
Associate Professor	4	0.6%
Assistant Professor	1	3.8%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	13	4.8%
Professor	8	5.1%
Associate Professor	3	2.0%
Assistant Professor	2	7.9%

0262 - School of Music

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	54	2.0%
Professor	22	0.8%
Associate Professor	25	0.4%
Assistant Professor	7	3.7%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	46	4.4%
Professor	17	4.1%
Associate Professor	24	4.9%
Assistant Professor	5	3.6%

0280 - Theatre

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	14	5.9%
Professor	3	6.0%
Associate Professor	7	1.9%
Assistant Professor	4	2.3%

Continuing Faculty

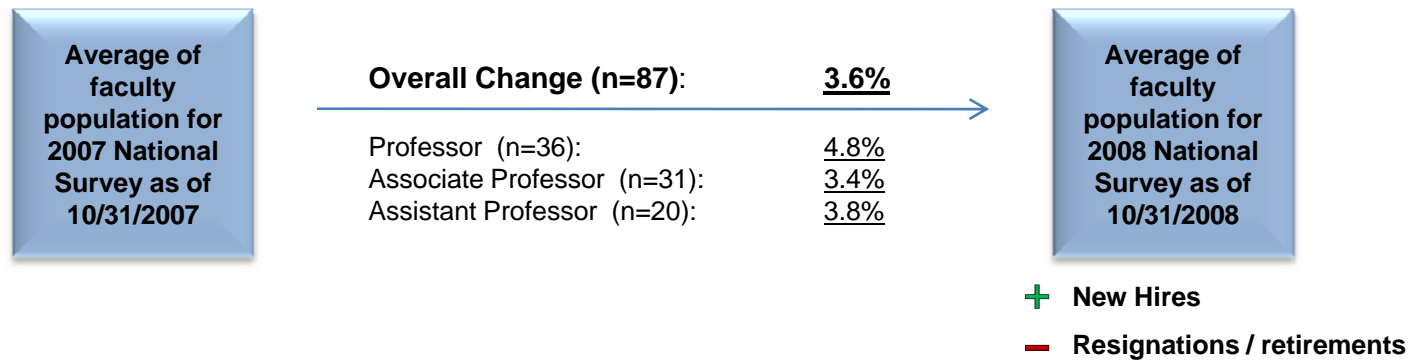
	<u>Count:</u>	<u>Average Change:</u>
Overall Change	14	4.7%
Professor	3	6.0%
Associate Professor	6	2.6%
Assistant Professor	5	6.5%

Faculty Compensation Metrics College of Biological Sciences

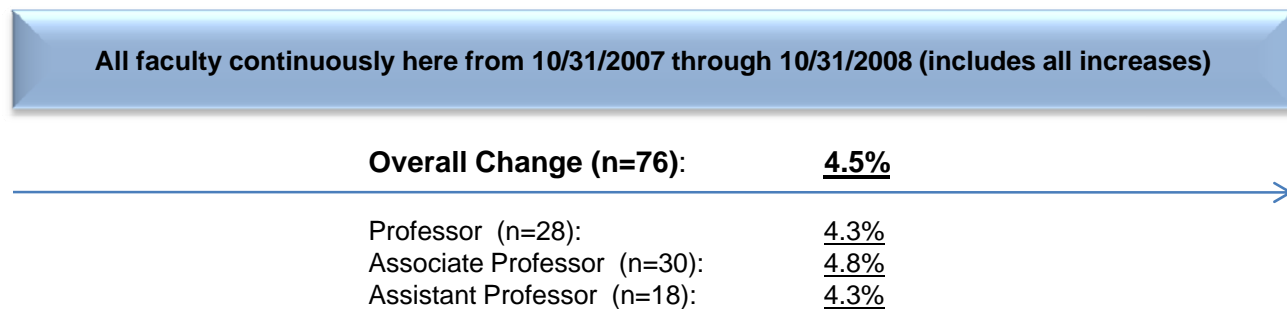
- ➔ Step One: Measure Internally
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National Survey Methodology

Comparison of total OSU Faculty Population *



Continuing Faculty *



* National survey population excludes Library faculty, COM clinical science faculty, and Research faculty.

College of Biological Sci

"2007 vs 2008 Faculty Population" = Comparison of faculty populations on 10/31/2007 and 10/31/2008

"Continuing Faculty" = All faculty continuously here from 10/31/2007 through 10/31/2008 (includes all increases)

0310 - Biochemistry

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	13	2.6%
Professor	6	3.9%
Associate Professor	4	1.4%
Assistant Professor	3	3.8%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	10	3.7%
Professor	3	3.1%
Associate Professor	4	4.1%
Assistant Professor	3	3.8%

0330 - Entomology

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	14	1.3%
Professor	7	0.6%
Associate Professor	4	2.8%
Assistant Professor	3	8.3%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	13	3.8%
Professor	6	3.4%
Associate Professor	5	4.2%
Assistant Professor	2	4.9%

0340 - Molecular Genetics

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	15	1.3%
Professor	6	7.4%
Associate Professor	6	4.5%
Assistant Professor	3	3.8%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	13	4.8%
Professor	6	4.9%
Associate Professor	4	5.1%
Assistant Professor	3	3.8%

0350 - Microbiology

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	15	6.1%
Professor	6	3.6%
Associate Professor	5	6.4%
Assistant Professor	4	2.5%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	15	4.7%
Professor	6	3.6%
Associate Professor	4	6.9%
Assistant Professor	5	5.3%

College of Biological Sci

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"Continuing Faculty" = All faculty continuously here from 10/31/2007 through 10/31/2008 (includes all increases)

0380 - Plant Cell & Molecular Biology

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	7	5.6%
Professor	3	0.7%
Associate Professor	2	2.2%
Assistant Professor	2	7.0%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	7	7.6%
Professor	2	12.1%
Associate Professor	3	6.6%
Assistant Professor	2	3.2%

0390 - EEOB

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	23	4.9%
Professor	8	10.5%
Associate Professor	10	2.9%
Assistant Professor	5	2.6%

Continuing Faculty

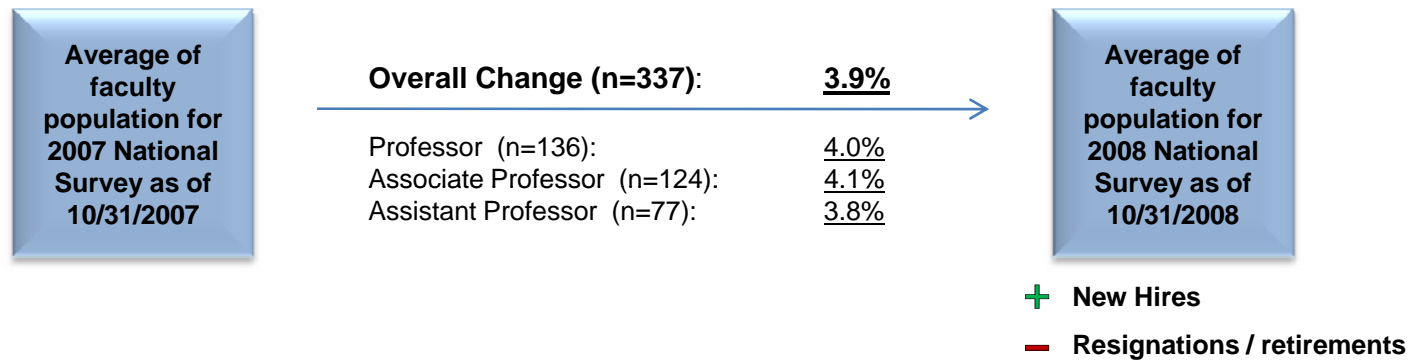
	<u>Count:</u>	<u>Average Change:</u>
Overall Change	18	3.8%
Professor	5	3.8%
Associate Professor	10	3.8%
Assistant Professor	3	4.1%

Faculty Compensation Metrics College of Humanities

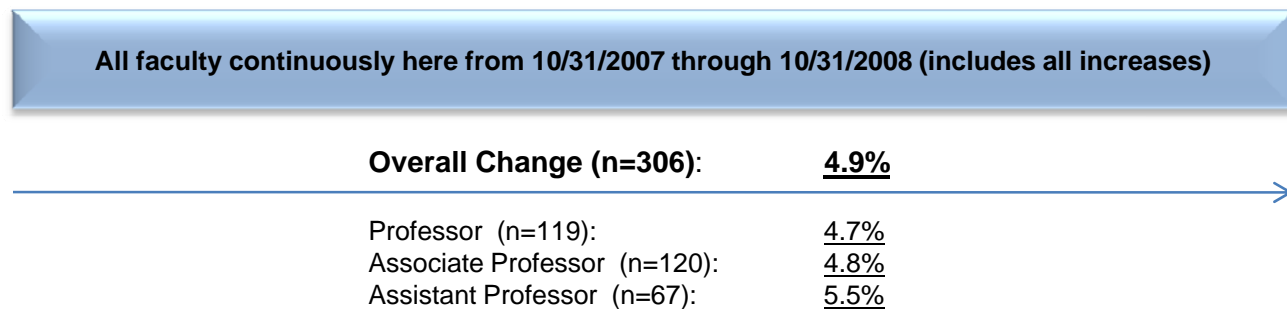
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National Survey Methodology

Comparison of total OSU Faculty Population *



Continuing Faculty *



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College of Humanities

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0502 - AfricanAmer&African Studies

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	17	2.8%
Professor	6	3.1%
Associate Professor	7	0.0%
Assistant Professor	4	4.3%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	14	4.2%
Professor	3	3.9%
Associate Professor	7	4.3%
Assistant Professor	4	4.3%

0506 - Women's Studies

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	11	6.9%
Professor	3	3.6%
Associate Professor	4	8.0%
Assistant Professor	4	6.6%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	7	3.9%
Professor	3	3.6%
Associate Professor	1	5.2%
Assistant Professor	3	3.9%

0509 - Greek and Latin

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	14	2.4%
Professor	8	-4.2%
Associate Professor	1	-2.3%
Assistant Professor	5	4.2%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	13	4.8%
Professor	6	4.0%
Associate Professor	3	7.5%
Assistant Professor	4	4.8%

0518 - Dept of Comp Stds in Hum

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	19	2.7%
Professor	9	4.0%
Associate Professor	5	6.7%
Assistant Professor	5	-5.4%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	16	7.8%
Professor	7	6.5%
Associate Professor	4	9.4%
Assistant Professor	5	8.9%

College of Humanities

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0527 - East Asian Languages & Lit

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	19	4.7%
Professor	2	11.1%
Associate Professor	14	4.6%
Assistant Professor	3	5.5%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	18	5.9%
Professor	2	11.1%
Associate Professor	14	4.6%
Assistant Professor	2	5.5%

0537 - English

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	76	6.2%
Professor	33	5.8%
Associate Professor	29	2.4%
Assistant Professor	14	4.0%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	70	4.3%
Professor	27	4.0%
Associate Professor	30	4.4%
Assistant Professor	13	5.4%

0545 - French and Italian

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	17	1.1%
Professor	5	4.8%
Associate Professor	8	2.2%
Assistant Professor	4	2.4%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	16	3.7%
Professor	5	3.2%
Associate Professor	8	4.0%
Assistant Professor	3	4.4%

0547 - Germanic Languages & Lit

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	15	0.2%
Professor	5	-2.7%
Associate Professor	8	4.4%
Assistant Professor	2	4.3%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	14	5.4%
Professor	5	4.9%
Associate Professor	7	6.3%
Assistant Professor	2	4.3%

College of Humanities

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0554 - Near Eastern Lang & Culture

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	13	5.8%
Professor	4	16.7%
Associate Professor	5	2.4%
Assistant Professor	4	7.6%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	12	8.7%
Professor	4	11.4%
Associate Professor	4	5.3%
Assistant Professor	4	7.7%

0557 - History

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	62	4.0%
Professor	32	2.6%
Associate Professor	19	7.2%
Assistant Professor	11	6.4%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	58	4.2%
Professor	30	3.5%
Associate Professor	18	4.8%
Assistant Professor	10	6.4%

0566 - Linguistics

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	15	7.1%
Professor	10	2.1%
Associate Professor	1	24.0%
Assistant Professor	4	6.5%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	13	4.7%
Professor	8	3.7%
Associate Professor	1	10.0%
Assistant Professor	4	6.5%

0575 - Philosophy

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	20	3.9%
Professor	10	6.9%
Associate Professor	6	3.8%
Assistant Professor	4	4.5%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	20	6.0%
Professor	10	7.3%
Associate Professor	6	3.7%
Assistant Professor	4	4.4%

College of Humanities

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0593 - Slavic & East European L&L

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	12	-3.8%
Professor	4	4.1%
Associate Professor	3	4.0%
Assistant Professor	5	1.2%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	8	4.5%
Professor	3	5.2%
Associate Professor	3	4.0%
Assistant Professor	2	3.5%

0596 - Spanish and Portugese

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	28	3.4%
Professor	6	4.4%
Associate Professor	14	4.2%
Assistant Professor	8	3.5%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	27	4.3%
Professor	6	4.4%
Associate Professor	14	4.2%
Assistant Professor	7	4.2%

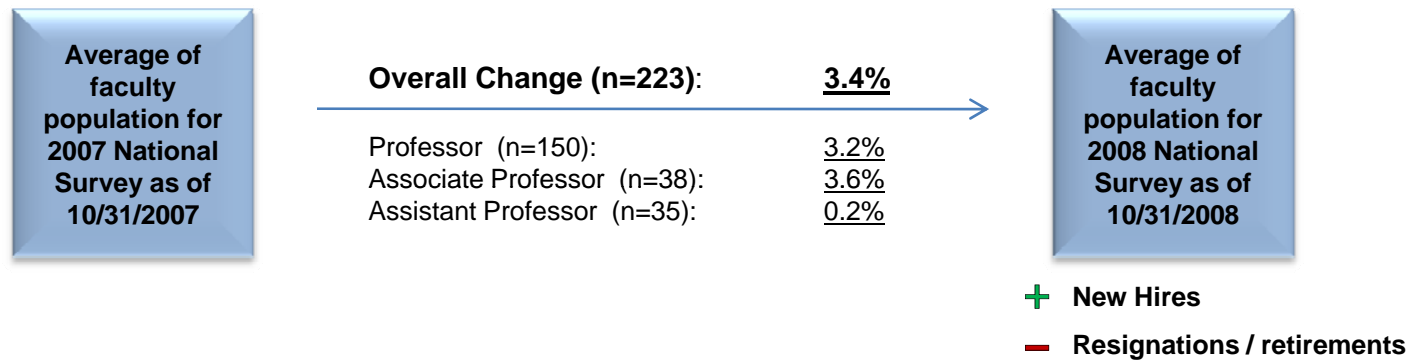
Faculty Compensation Metrics

College of Math and Physical Sciences

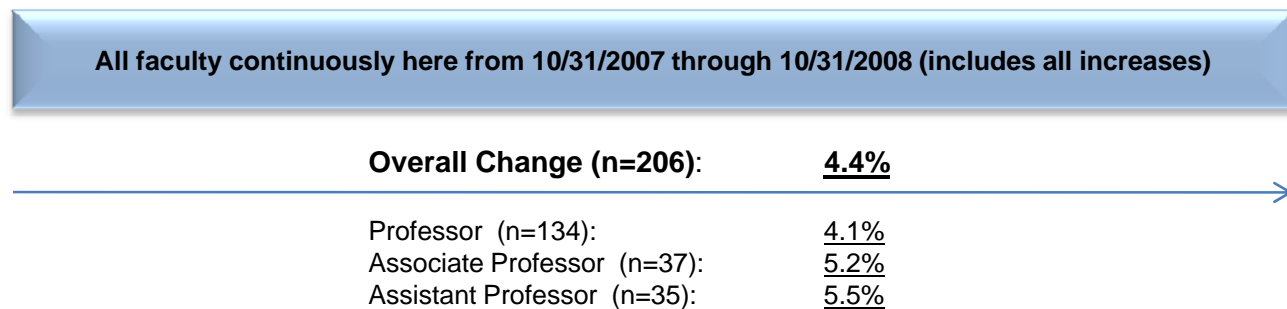
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National Survey Methodology

Comparison of total OSU Faculty Population *



Continuing Faculty *



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College of Math & Phy Sci

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"Continuing Faculty" = All faculty continuously here from 10/31/2007 through 10/31/2008 (includes all increases)

0614 - Astronomy

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	19	3.7%
Professor	12	2.5%
Associate Professor	3	1.7%
Assistant Professor	4	4.0%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	15	4.7%
Professor	7	4.7%
Associate Professor	4	5.3%
Assistant Professor	4	4.0%

0628 - Chemistry

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	37	2.1%
Professor	28	2.3%
Associate Professor	1	-29.0%
Assistant Professor	8	-0.1%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	33	5.4%
Professor	24	5.0%
Associate Professor	2	13.8%
Assistant Professor	7	4.5%

0656 - School of Earth Sciences

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	29	3.1%
Professor	14	3.6%
Associate Professor	12	9.3%
Assistant Professor	3	-12.0%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	26	4.2%
Professor	14	3.6%
Associate Professor	8	2.7%
Assistant Professor	4	10.5%

0671 - Mathematics

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	59	3.9%
Professor	44	3.5%
Associate Professor	8	-1.0%
Assistant Professor	7	3.2%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	55	4.5%
Professor	38	3.8%
Associate Professor	11	7.7%
Assistant Professor	6	5.0%

College of Math & Phy Sci

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0684 - Physics

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	56	3.4%
Professor	40	3.4%
Associate Professor	10	3.2%
Assistant Professor	6	3.5%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	53	4.2%
Professor	37	4.2%
Associate Professor	9	3.0%
Assistant Professor	7	5.6%

0694 - Statistics

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	27	3.7%
Professor	16	3.5%
Associate Professor	4	6.1%
Assistant Professor	7	2.3%

Continuing Faculty

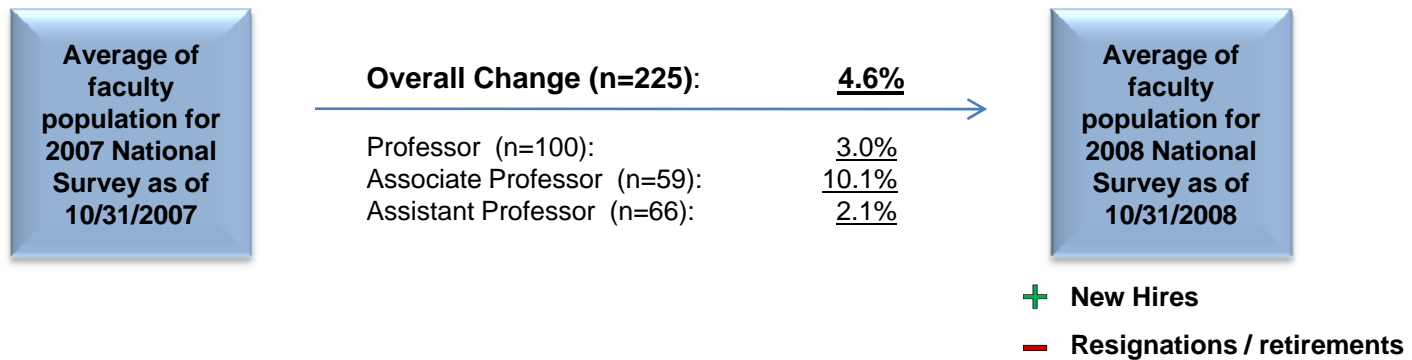
	<u>Count:</u>	<u>Average Change:</u>
Overall Change	24	3.9%
Professor	14	3.6%
Associate Professor	3	3.6%
Assistant Professor	7	4.7%

Faculty Compensation Metrics College of Social and Behavioral Sciences

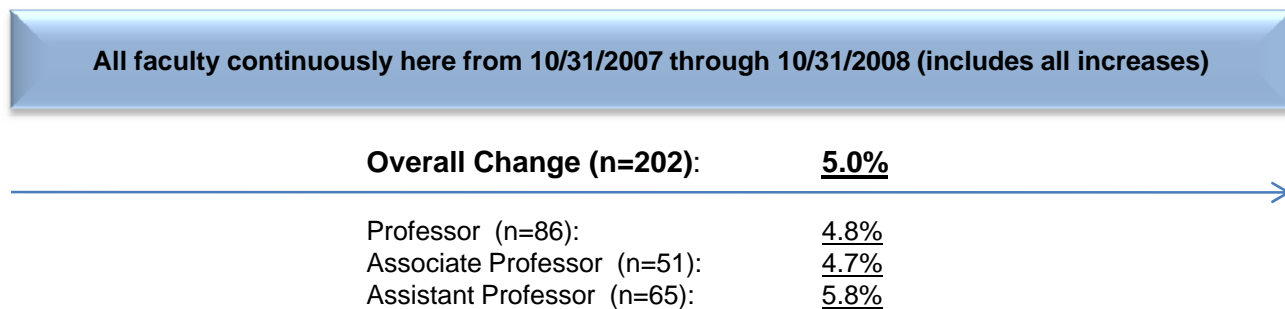
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National Survey Methodology

Comparison of total OSU Faculty Population *



Continuing Faculty *



* National survey population excludes Library faculty, COM clinical science faculty, and Research faculty.

College of Soc & Behav Sci

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0700 - Social & Behav Sci Admin

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	1	4.5%
Professor	1	4.5%
Associate Professor		
Assistant Professor		

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change		
Professor		
Associate Professor		
Assistant Professor		

0703 - Ctr/Human Resource Rsch

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	2	4.2%
Professor	2	4.2%
Associate Professor		
Assistant Professor		

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	1	4.2%
Professor	1	4.2%
Associate Professor		
Assistant Professor		

0711 - Anthropology

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	15	6.7%
Professor	6	4.8%
Associate Professor	6	7.7%
Assistant Professor	3	4.8%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	15	4.7%
Professor	6	4.8%
Associate Professor	6	4.6%
Assistant Professor	3	4.8%

0722 - Economics

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	36	5.0%
Professor	21	4.4%
Associate Professor	8	17.3%
Assistant Professor	7	6.9%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	31	5.4%
Professor	19	4.8%
Associate Professor	5	3.8%
Assistant Professor	7	8.8%

College of Soc & Behav Sci

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0733 - Geography

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	25	0.7%
Professor	8	4.0%
Associate Professor	5	6.5%
Assistant Professor	12	1.9%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	24	4.3%
Professor	8	4.4%
Associate Professor	4	3.9%
Assistant Professor	12	4.4%

0744 - School of Communication

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	29	3.6%
Professor	5	5.7%
Associate Professor	12	8.4%
Assistant Professor	12	-0.4%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	24	6.8%
Professor	4	4.4%
Associate Professor	12	7.0%
Assistant Professor	8	9.2%

0755 - Political Science

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	37	6.2%
Professor	18	5.3%
Associate Professor	4	-6.5%
Assistant Professor	15	3.0%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	30	5.2%
Professor	11	5.3%
Associate Professor	5	7.1%
Assistant Professor	14	4.1%

0766 - Psychology

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	40	3.8%
Professor	23	2.5%
Associate Professor	8	11.4%
Assistant Professor	9	4.3%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	39	4.9%
Professor	22	5.3%
Associate Professor	8	3.2%
Assistant Professor	9	4.3%

College of Soc & Behav Sci

"2007 vs 2008 Faculty Population" = Comparison of faculty populations on 10/31/2007 and 10/31/2008

"Continuing Faculty" = All faculty continuously here from 10/31/2007 through 10/31/2008 (includes all increases)

0777 - Sociology

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	31	3.4%
Professor	13	1.6%
Associate Professor	12	0.7%
Assistant Professor	6	-0.4%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	30	4.3%
Professor	12	4.1%
Associate Professor	8	3.1%
Assistant Professor	10	6.1%

0799 - Speech and Hearing

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	11	16.4%
Professor	5	1.0%
Associate Professor	4	24.5%
Assistant Professor	2	3.9%

Continuing Faculty

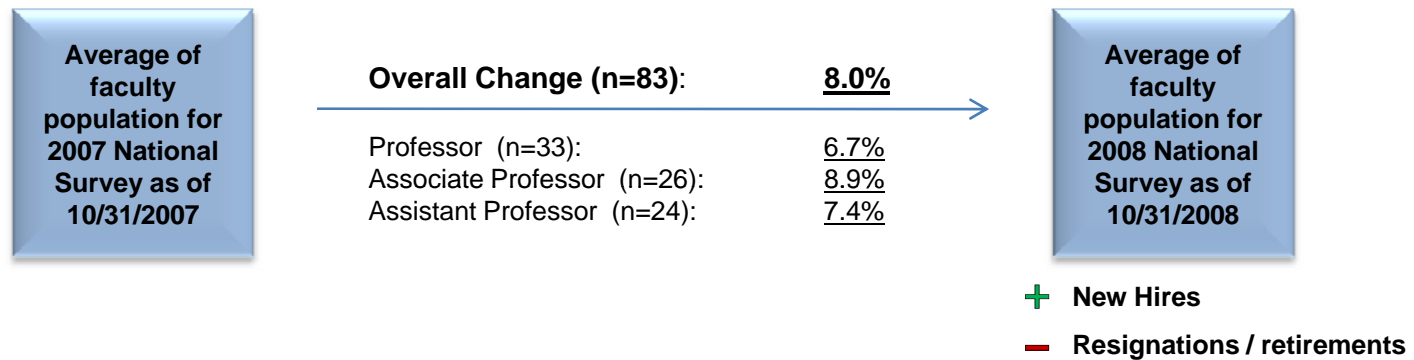
	<u>Count:</u>	<u>Average Change:</u>
Overall Change	8	3.1%
Professor	3	3.7%
Associate Professor	3	1.3%
Assistant Professor	2	3.9%

Faculty Compensation Metrics Fisher College of Business

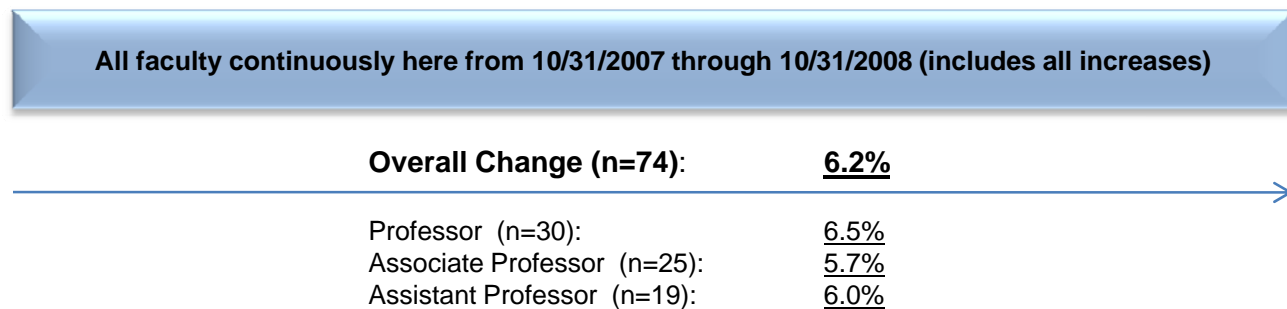
- ➔ Step One: Measure Internally
- Step Two: Compare with Benchmarks and AAU (February 2009)

National Survey Methodology

Comparison of total OSU Faculty Population *



Continuing Faculty *



* National survey population excludes Library faculty, COM clinical science faculty, and Research faculty.

Fisher College of Business

"2007 vs 2008 Faculty Population" = Comparison of faculty populations on 10/31/2007 and 10/31/2008

"Continuing Faculty" = All faculty continuously here from 10/31/2007 through 10/31/2008 (includes all increases)

1014 - FCOB Accting & Mgt Info Sys

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	19	6.2%
Professor	6	3.3%
Associate Professor	9	13.8%
Assistant Professor	4	5.2%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	17	3.3%
Professor	6	3.3%
Associate Professor	8	3.7%
Assistant Professor	3	2.6%

1035 - FCOB Finance

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	16	11.1%
Professor	5	12.7%
Associate Professor	4	7.8%
Assistant Professor	7	5.3%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	13	9.5%
Professor	4	11.1%
Associate Professor	4	7.8%
Assistant Professor	5	8.5%

1039 - FCOB Mgmt & Human Resources

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	24	6.7%
Professor	8	5.3%
Associate Professor	9	8.1%
Assistant Professor	7	9.3%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	21	5.6%
Professor	8	5.3%
Associate Professor	8	5.7%
Assistant Professor	5	6.2%

1043 - FCOB Mgmt Sciences

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	9	12.9%
Professor	6	14.5%
Associate Professor		
Assistant Professor	3	4.6%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	8	8.8%
Professor	5	10.8%
Associate Professor		
Assistant Professor	3	4.6%

Fisher College of Business

"2007 vs 2008 Faculty Population" = Comparison of faculty populations on 10/31/2007 and 10/31/2008

"Continuing Faculty" = All faculty continuously here from 10/31/2007 through 10/31/2008 (includes all increases)

1050 - FCOB Marketing & Logistics

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	15	0.0%
Professor	8	-3.2%
Associate Professor	4	-0.4%
Assistant Professor	3	6.0%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	15	5.2%
Professor	7	4.3%
Associate Professor	5	6.3%
Assistant Professor	3	6.0%

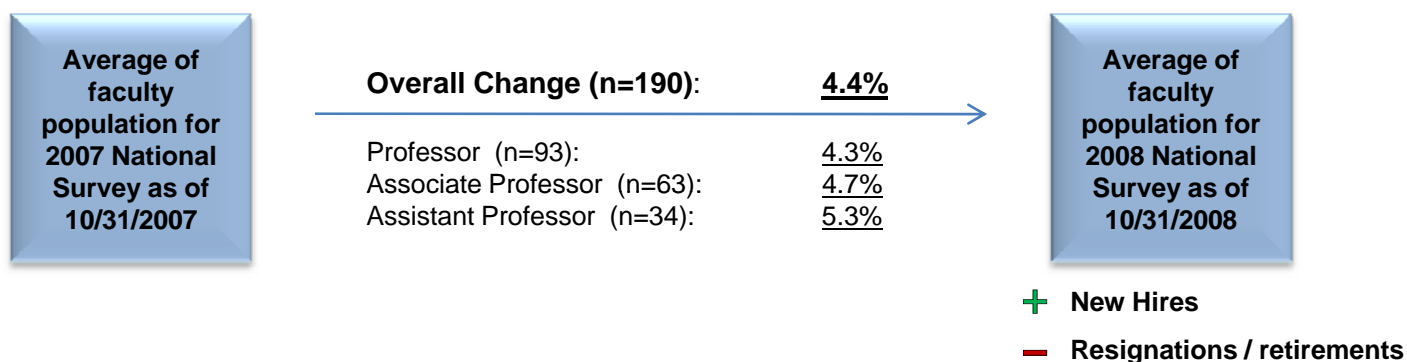
Faculty Compensation Metrics

College of Food, Agricultural, and Environmental Sciences

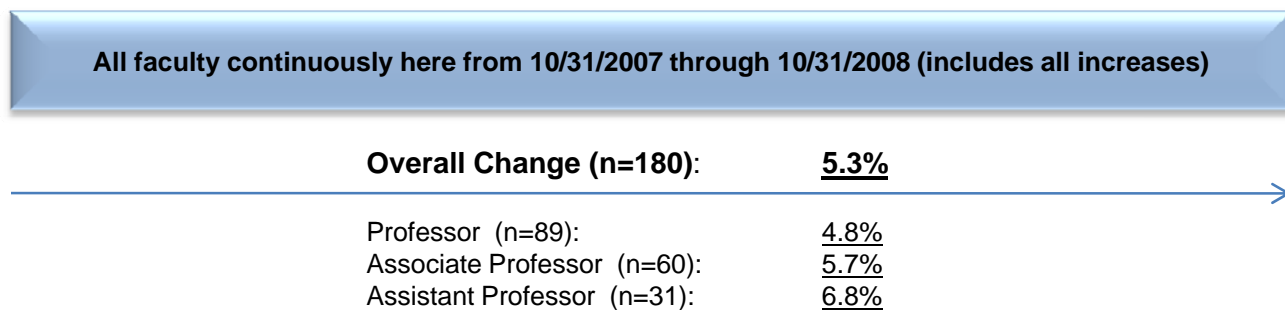
- ➔ Step One: Measure Internally
- Step Two: Compare with Benchmarks and AAU (February 2009)

National Survey Methodology

Comparison of total OSU Faculty Population *



Continuing Faculty *



* National survey population excludes Library faculty, COM clinical science faculty, and Research faculty.

Coll of Food,Agr,Envir Science

"2007 vs 2008 Faculty Population" = Comparison of faculty populations on 10/31/2007 and 10/31/2008

"Continuing Faculty" = All faculty continuously here from 10/31/2007 through 10/31/2008 (includes all increases)

1114 - Agric Envrn & Dev Econ

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	21	5.2%
Professor	14	4.3%
Associate Professor	5	6.1%
Assistant Professor	2	4.2%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	20	4.6%
Professor	14	4.2%
Associate Professor	4	7.4%
Assistant Professor	2	4.2%

1118 - Human & Comm Res Dev

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	15	5.6%
Professor	6	4.6%
Associate Professor	7	4.5%
Assistant Professor	2	6.7%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	15	4.4%
Professor	6	4.6%
Associate Professor	7	3.6%
Assistant Professor	2	6.7%

1123 - Food Agr & Biological Engr

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	17	6.5%
Professor	7	1.9%
Associate Professor	7	4.8%
Assistant Professor	3	3.5%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	17	6.5%
Professor	6	4.4%
Associate Professor	7	9.3%
Assistant Professor	4	6.0%

1127 - Horticultural & Crop Sciences

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	39	4.2%
Professor	17	3.5%
Associate Professor	19	3.6%
Assistant Professor	3	7.1%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	37	4.6%
Professor	16	4.1%
Associate Professor	18	4.4%
Assistant Professor	3	10.8%

Coll of Food,Agr,Envir Science

"2007 vs 2008 Faculty Population" = Comparison of faculty populations on 10/31/2007 and 10/31/2008

"Continuing Faculty" = All faculty continuously here from 10/31/2007 through 10/31/2008 (includes all increases)

1132 - Animal Sciences

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	30	4.6%
Professor	18	5.2%
Associate Professor	4	5.2%
Assistant Professor	8	8.2%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	29	5.2%
Professor	18	5.4%
Associate Professor	4	5.2%
Assistant Professor	7	4.5%

1156 - Food Science & Technology

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	17	5.9%
Professor	9	8.6%
Associate Professor	5	3.9%
Assistant Professor	3	4.8%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	15	7.7%
Professor	8	9.3%
Associate Professor	4	4.0%
Assistant Professor	3	6.1%

1173 - Sch of Environ & Natural Res

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	36	3.5%
Professor	15	3.8%
Associate Professor	12	8.2%
Assistant Professor	9	2.4%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	32	4.8%
Professor	15	3.8%
Associate Professor	11	5.7%
Assistant Professor	6	7.1%

1178 - Plant Pathology

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	15	4.1%
Professor	7	2.8%
Associate Professor	4	2.1%
Assistant Professor	4	6.0%

Continuing Faculty

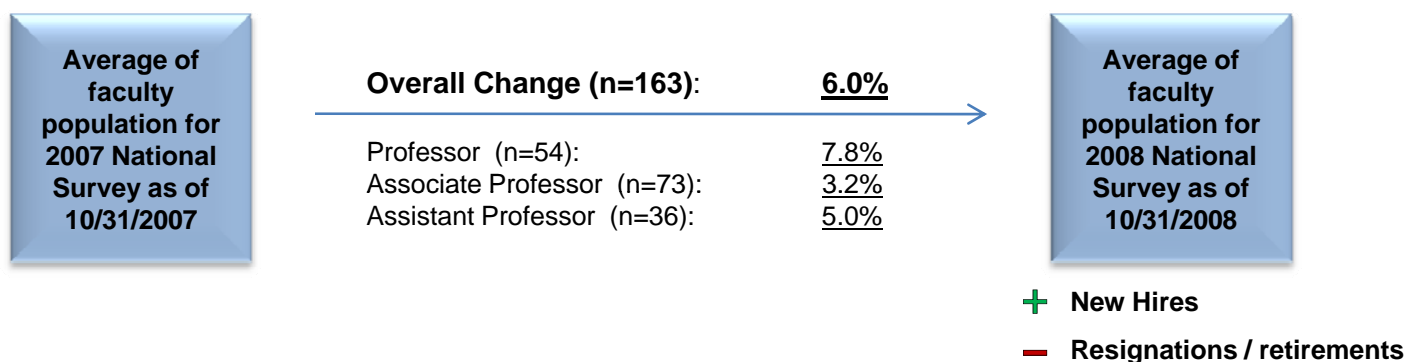
	<u>Count:</u>	<u>Average Change:</u>
Overall Change	14	5.2%
Professor	6	3.7%
Associate Professor	5	8.7%
Assistant Professor	3	3.2%

Faculty Compensation Metrics College of Education and Human Ecology

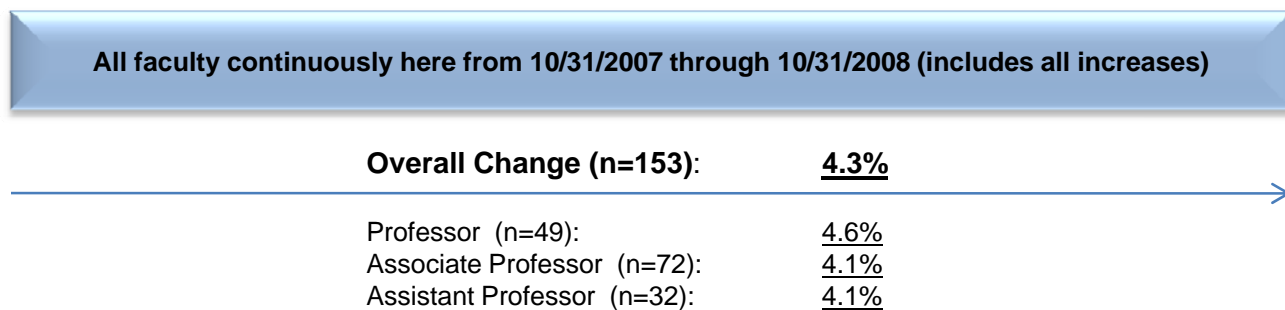
- ➔ Step One: Measure Internally
- Step Two: Compare with Benchmarks and AAU (February 2009)

National Survey Methodology

Comparison of total OSU Faculty Population *



Continuing Faculty *



* National survey population excludes Library faculty, COM clinical science faculty, and Research faculty.

College of Educ & Human Ecol

"2007 vs 2008 Faculty Population" = Comparison of faculty populations on 10/31/2007 and 10/31/2008

"Continuing Faculty" = All faculty continuously here from 10/31/2007 through 10/31/2008 (includes all increases)

1251 - Human Dev & Family Science

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	16	17.4%
Professor	7	21.4%
Associate Professor	5	9.9%
Assistant Professor	4	1.2%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	13	5.4%
Professor	5	6.3%
Associate Professor	5	5.2%
Assistant Professor	3	3.4%

1254 - Human Nutrition

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	11	-3.6%
Professor	4	-2.0%
Associate Professor	3	-3.3%
Assistant Professor	4	7.0%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	9	6.3%
Professor	3	8.0%
Associate Professor	4	6.1%
Assistant Professor	2	3.3%

1255 - Dept of Consumer Sciences

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	22	2.4%
Professor	6	3.2%
Associate Professor	11	3.3%
Assistant Professor	5	4.2%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	21	3.5%
Professor	6	3.2%
Associate Professor	11	3.3%
Assistant Professor	4	4.7%

1270 - Schl of Phy Act & Educ Serv

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	36	3.3%
Professor	7	3.1%
Associate Professor	22	2.1%
Assistant Professor	7	4.9%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	36	3.8%
Professor	7	3.1%
Associate Professor	22	3.8%
Assistant Professor	7	4.7%

College of Educ & Human Ecol

"2007 vs 2008 Faculty Population" = Comparison of faculty populations on 10/31/2007 and 10/31/2008

"Continuing Faculty" = All faculty continuously here from 10/31/2007 through 10/31/2008 (includes all increases)

1275 - School of Teaching & Learning

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	45	6.5%
Professor	18	8.7%
Associate Professor	19	5.0%
Assistant Professor	8	1.6%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	44	4.9%
Professor	17	5.3%
Associate Professor	18	4.9%
Assistant Professor	9	3.8%

1280 - School/Edu Policy&Leadership

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	33	5.4%
Professor	12	4.0%
Associate Professor	13	1.8%
Assistant Professor	8	6.2%

Continuing Faculty

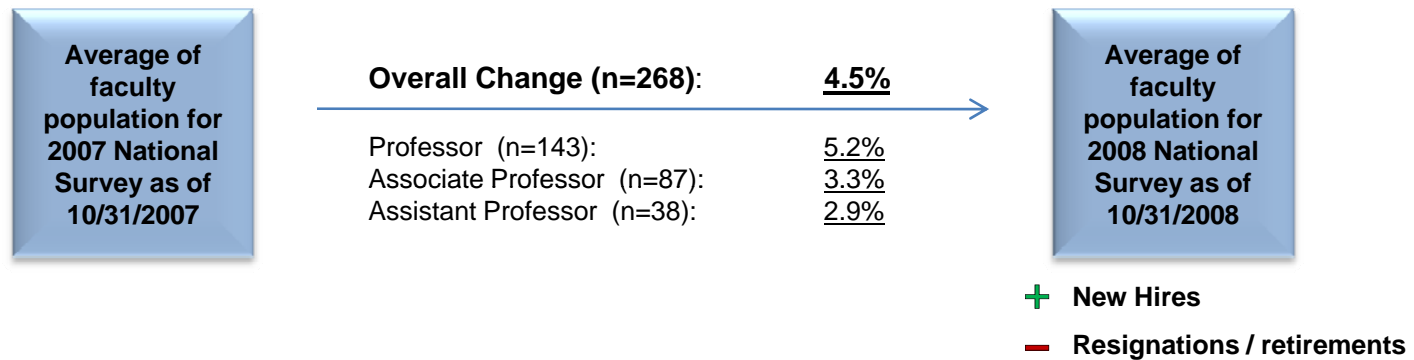
	<u>Count:</u>	<u>Average Change:</u>
Overall Change	30	3.5%
Professor	11	3.6%
Associate Professor	12	2.9%
Assistant Professor	7	4.3%

Faculty Compensation Metrics College of Engineering

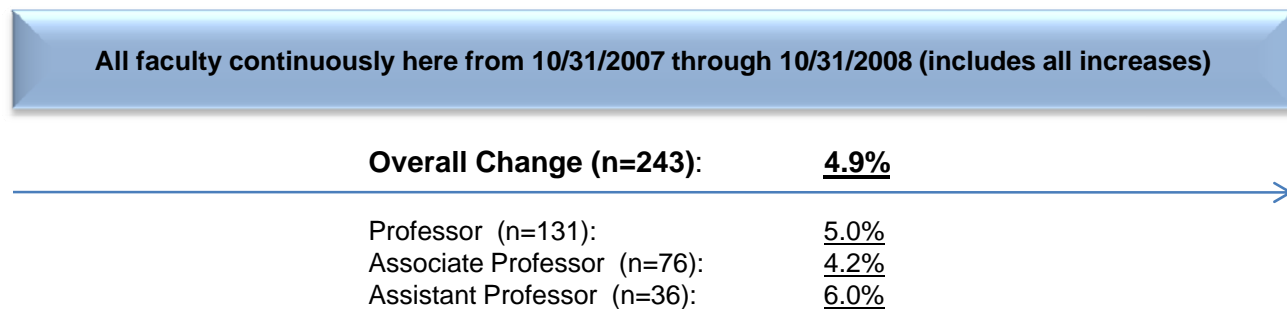
- ➔ Step One: Measure Internally
- Step Two: Compare with Benchmarks and AAU (February 2009)

National Survey Methodology

Comparison of total OSU Faculty Population *



Continuing Faculty *



* National survey population excludes Library faculty, COM clinical science faculty, and Research faculty.

College of Engineering

"2007 vs 2008 Faculty Population" = Comparison of faculty populations on 10/31/2007 and 10/31/2008

"Continuing Faculty" = All faculty continuously here from 10/31/2007 through 10/31/2008 (includes all increases)

1400 - Engineering Administration

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	2	20.7%
Professor	2	20.7%
Associate Professor		
Assistant Professor		

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change		
Professor		
Associate Professor		
Assistant Professor		

1407 - Aerospace Engineering

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	13	1.4%
Professor	9	0.5%
Associate Professor	2	4.3%
Assistant Professor	2	2.1%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	10	5.0%
Professor	7	5.1%
Associate Professor	2	4.3%
Assistant Professor	1	5.8%

1410 - Knowlton Schl of Architecture

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	28	8.0%
Professor	12	4.7%
Associate Professor	13	2.4%
Assistant Professor	3	1.7%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	26	4.8%
Professor	9	3.8%
Associate Professor	12	4.8%
Assistant Professor	5	7.7%

1415 - Aviation

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	3	7.0%
Professor	1	3.5%
Associate Professor	2	-0.3%
Assistant Professor		

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	2	3.5%
Professor	1	3.5%
Associate Professor	1	3.5%
Assistant Professor		

College of Engineering

"2007 vs 2008 Faculty Population" = Comparison of faculty populations on 10/31/2007 and 10/31/2008

"Continuing Faculty" = All faculty continuously here from 10/31/2007 through 10/31/2008 (includes all increases)

1417 - Biomedical Engineering

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	12	4.7%
Professor	2	3.8%
Associate Professor	5	6.1%
Assistant Professor	5	3.8%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	11	3.8%
Professor	2	3.8%
Associate Professor	4	3.9%
Assistant Professor	5	3.8%

1425 - Chemical & Biomolecular Eng

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	17	4.1%
Professor	14	6.1%
Associate Professor	2	-12.8%
Assistant Professor	1	4.0%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	15	6.0%
Professor	13	6.3%
Associate Professor	1	3.5%
Assistant Professor	1	4.0%

1427 - Civil, Envir Engr & Geod Sci

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	23	4.7%
Professor	12	6.2%
Associate Professor	5	1.8%
Assistant Professor	6	1.7%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	21	5.3%
Professor	10	5.7%
Associate Professor	7	5.7%
Assistant Professor	4	3.3%

1435 - Computer Science & Engineering

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	34	4.6%
Professor	13	4.9%
Associate Professor	15	3.3%
Assistant Professor	6	3.3%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	33	5.0%
Professor	13	4.9%
Associate Professor	14	4.9%
Assistant Professor	6	5.2%

College of Engineering

"2007 vs 2008 Faculty Population" = Comparison of faculty populations on 10/31/2007 and 10/31/2008

"Continuing Faculty" = All faculty continuously here from 10/31/2007 through 10/31/2008 (includes all increases)

1445 - Electrical & Computer Engr.

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	43	4.0%
Professor	24	5.1%
Associate Professor	14	3.4%
Assistant Professor	5	2.1%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	41	4.6%
Professor	23	4.6%
Associate Professor	11	3.1%
Assistant Professor	7	7.2%

1457 - Industl Weld & System Engr

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	27	3.5%
Professor	12	4.4%
Associate Professor	14	3.5%
Assistant Professor	1	3.2%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	24	4.1%
Professor	12	4.4%
Associate Professor	11	2.7%
Assistant Professor	1	16.5%

1468 - Materials Sci Engineering

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	26	2.5%
Professor	16	5.8%
Associate Professor	7	5.3%
Assistant Professor	3	5.9%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	23	5.5%
Professor	16	5.7%
Associate Professor	5	2.6%
Assistant Professor	2	10.8%

1470 - Mechanical Engineering

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	41	4.6%
Professor	27	6.1%
Associate Professor	8	5.3%
Assistant Professor	6	2.8%

Continuing Faculty

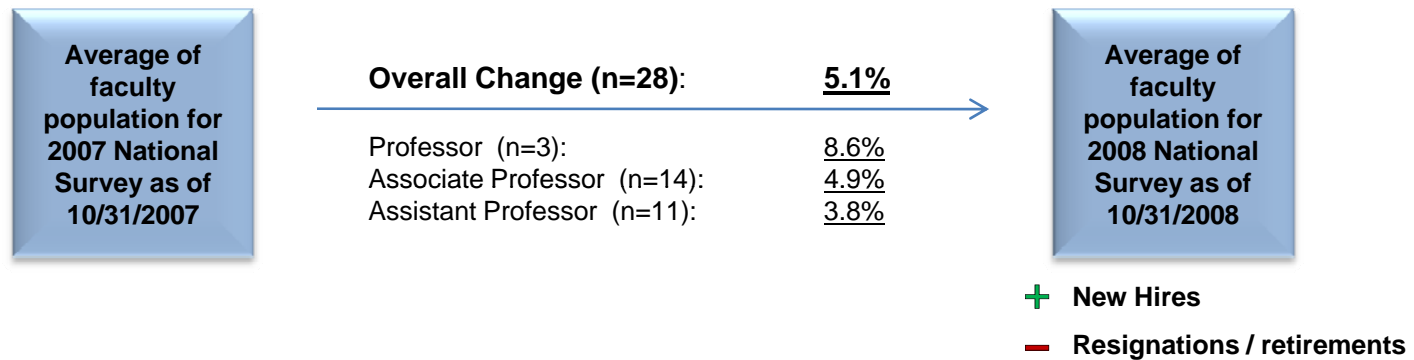
	<u>Count:</u>	<u>Average Change:</u>
Overall Change	37	4.8%
Professor	25	4.7%
Associate Professor	8	5.3%
Assistant Professor	4	4.5%

Faculty Compensation Metrics College of Nursing

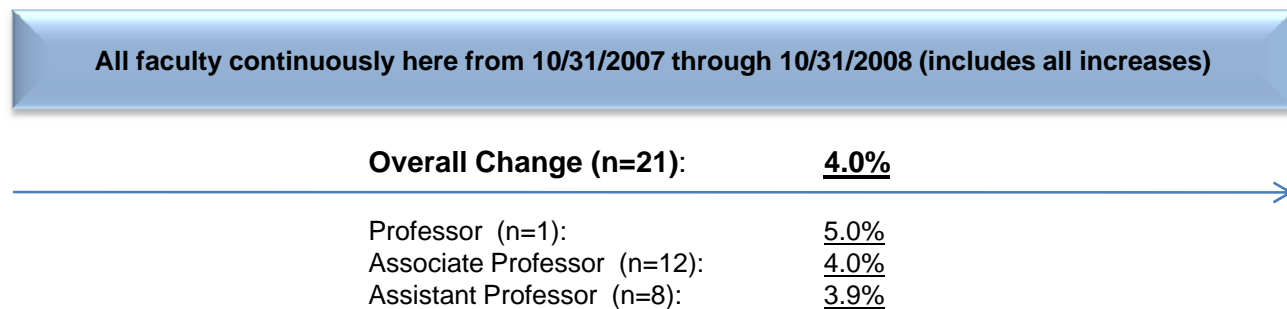
- ➔ Step One: Measure Internally
- Step Two: Compare with Benchmarks and AAU (February 2009)

National Survey Methodology

Comparison of total OSU Faculty Population *



Continuing Faculty *



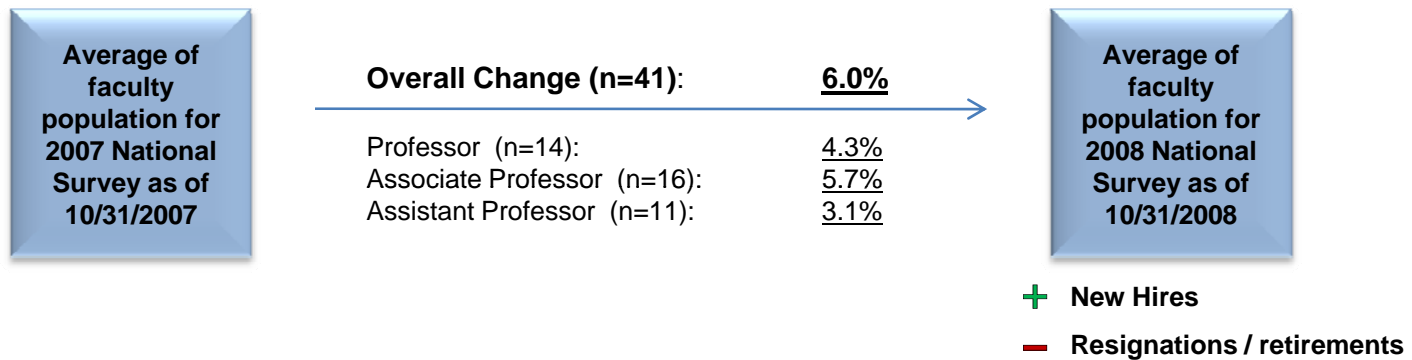
* National survey population excludes Library faculty, COM clinical science faculty, and Research faculty.

Faculty Compensation Metrics College of Pharmacy

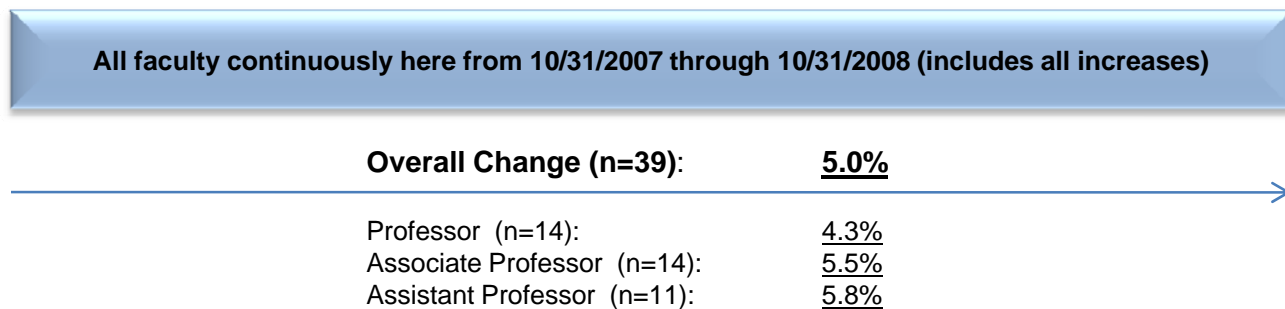
- ➔ Step One: Measure Internally
- Step Two: Compare with Benchmarks and AAU (February 2009)

National Survey Methodology

Comparison of total OSU Faculty Population *



Continuing Faculty *



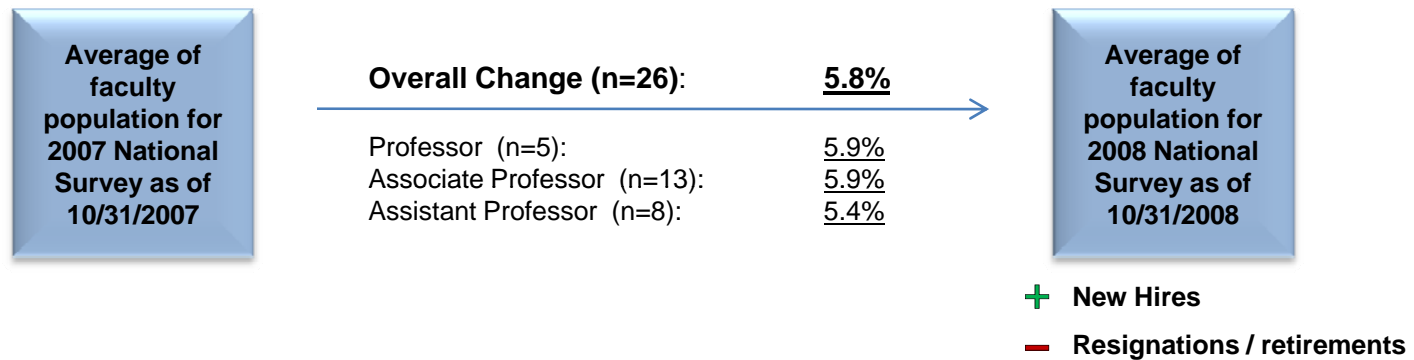
* National survey population excludes Library faculty, COM clinical science faculty, and Research faculty.

Faculty Compensation Metrics College of Social Work

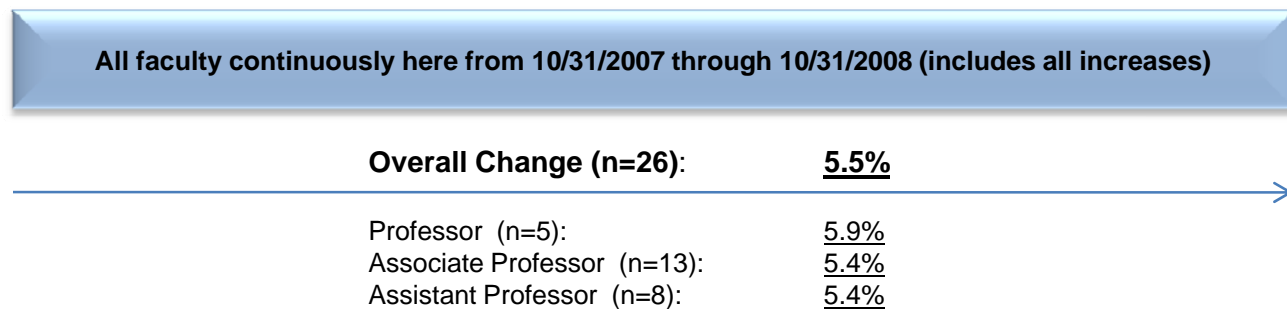
- ➔ Step One: Measure Internally
- Step Two: Compare with Benchmarks and AAU (February 2009)

National Survey Methodology

Comparison of total OSU Faculty Population *



Continuing Faculty *



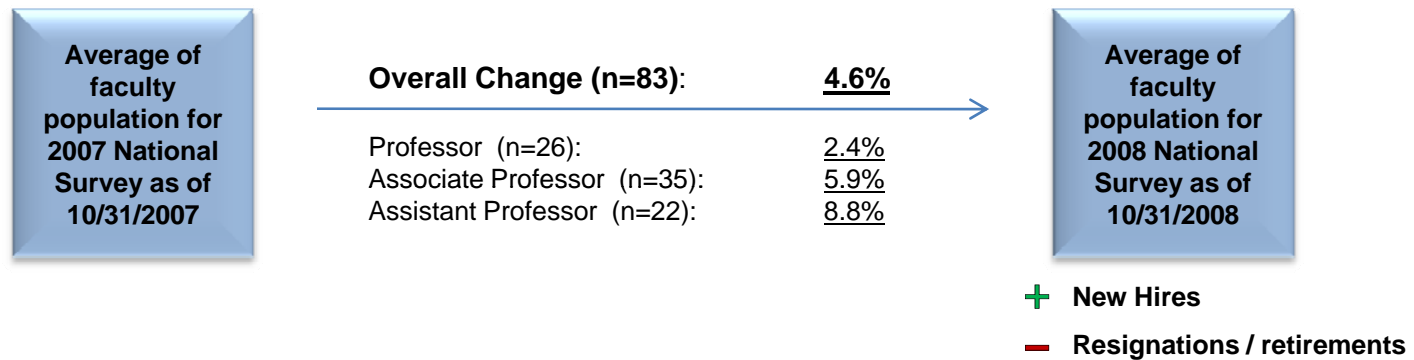
* National survey population excludes Library faculty, COM clinical science faculty, and Research faculty.

Faculty Compensation Metrics College of Dentistry

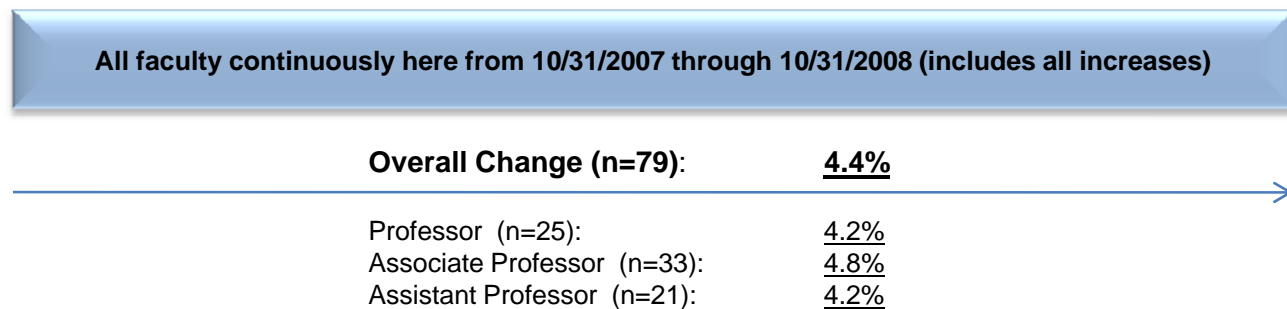
- ➔ Step One: Measure Internally
- Step Two: Compare with Benchmarks and AAU (February 2009)

National Survey Methodology

Comparison of total OSU Faculty Population *



Continuing Faculty *



* National survey population excludes Library faculty, COM clinical science faculty, and Research faculty.

College of Dentistry

"2007 vs 2008 Faculty Population" = Comparison of faculty populations on 10/31/2007 and 10/31/2008

"Continuing Faculty" = All faculty continuously here from 10/31/2007 through 10/31/2008 (includes all increases)

2100 - Dentistry Administration

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	1	3.4%
Professor		
Associate Professor		
Assistant Professor	1	3.4%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	1	3.4%
Professor		
Associate Professor		
Assistant Professor	1	3.4%

2115 - Primary Care RU

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	12	4.7%
Professor		
Associate Professor	8	3.8%
Assistant Professor	4	3.8%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	12	3.5%
Professor		
Associate Professor	8	3.8%
Assistant Professor	4	2.8%

2116 - Dent Radiology

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	3	3.9%
Professor	1	4.0%
Associate Professor	1	3.4%
Assistant Professor	1	4.2%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	3	3.9%
Professor	1	4.0%
Associate Professor	1	3.4%
Assistant Professor	1	4.2%

2118 - Geriatric Dentistry

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	1	5.8%
Professor	1	5.8%
Associate Professor		
Assistant Professor		

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	1	5.7%
Professor	1	5.7%
Associate Professor		
Assistant Professor		

College of Dentistry

"2007 vs 2008 Faculty Population" = Comparison of faculty populations on 10/31/2007 and 10/31/2008

"Continuing Faculty" = All faculty continuously here from 10/31/2007 through 10/31/2008 (includes all increases)

2120 - Dental Hygiene

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	6	4.3%
Professor		
Associate Professor	4	5.1%
Assistant Professor	2	2.6%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	6	4.3%
Professor		
Associate Professor	4	5.1%
Assistant Professor	2	2.6%

2125 - Endodontics

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	2	1.5%
Professor		
Associate Professor	1	3.9%
Assistant Professor	1	13.4%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	2	7.0%
Professor		
Associate Professor	1	3.9%
Assistant Professor	1	13.4%

2130 - Dental Restorative/Prosthetic

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	22	9.7%
Professor	6	4.4%
Associate Professor	11	7.8%
Assistant Professor	5	18.7%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	22	5.0%
Professor	6	4.4%
Associate Professor	11	6.0%
Assistant Professor	5	3.5%

2135 - Oral Biology

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	10	-2.2%
Professor	6	-2.5%
Associate Professor	3	4.8%
Assistant Professor	1	3.4%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	10	4.1%
Professor	6	3.9%
Associate Professor	3	4.8%
Assistant Professor	1	3.4%

College of Dentistry

"2007 vs 2008 Faculty Population" = Comparison of faculty populations on 10/31/2007 and 10/31/2008

"Continuing Faculty" = All faculty continuously here from 10/31/2007 through 10/31/2008 (includes all increases)

2145 - Oral/Maxillofacial Surgery

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	4	10.4%
Professor	1	4.2%
Associate Professor	1	32.6%
Assistant Professor	2	5.3%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	3	4.8%
Professor	1	4.2%
Associate Professor		
Assistant Professor	2	5.3%

2146 - Oral Pathology

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	3	5.0%
Professor	3	5.0%
Associate Professor		
Assistant Professor		

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	3	5.0%
Professor	3	5.0%
Associate Professor		
Assistant Professor		

2150 - Pediatric Dentistry

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	7	1.0%
Professor	4	-0.5%
Associate Professor	2	4.7%
Assistant Professor	1	5.8%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	5	3.7%
Professor	3	3.5%
Associate Professor	1	2.2%
Assistant Professor	1	5.8%

2155 - Periodontology

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	7	3.7%
Professor	3	3.7%
Associate Professor	2	3.4%
Assistant Professor	2	4.2%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	7	3.7%
Professor	3	3.7%
Associate Professor	2	3.4%
Assistant Professor	2	4.2%

College of Dentistry

"2007 vs 2008 Faculty Population" = Comparison of faculty populations on 10/31/2007 and 10/31/2008

"Continuing Faculty" = All faculty continuously here from 10/31/2007 through 10/31/2008 (includes all increases)

2180 - Orthodontics

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	5	-0.9%
Professor	1	4.3%
Associate Professor	2	5.7%
Assistant Professor	2	23.5%

Continuing Faculty

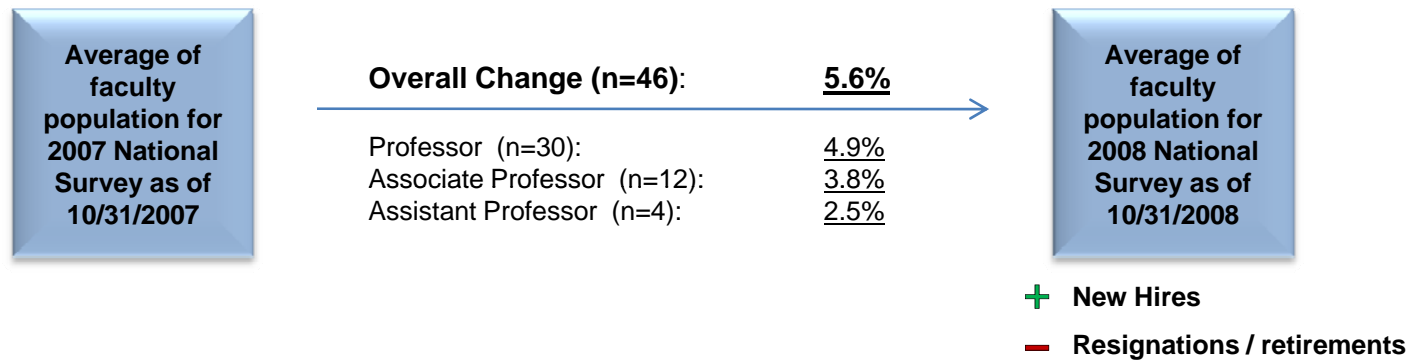
	<u>Count:</u>	<u>Average Change:</u>
Overall Change	4	4.8%
Professor	1	4.3%
Associate Professor	2	5.7%
Assistant Professor	1	3.4%

Faculty Compensation Metrics Moritz College of Law

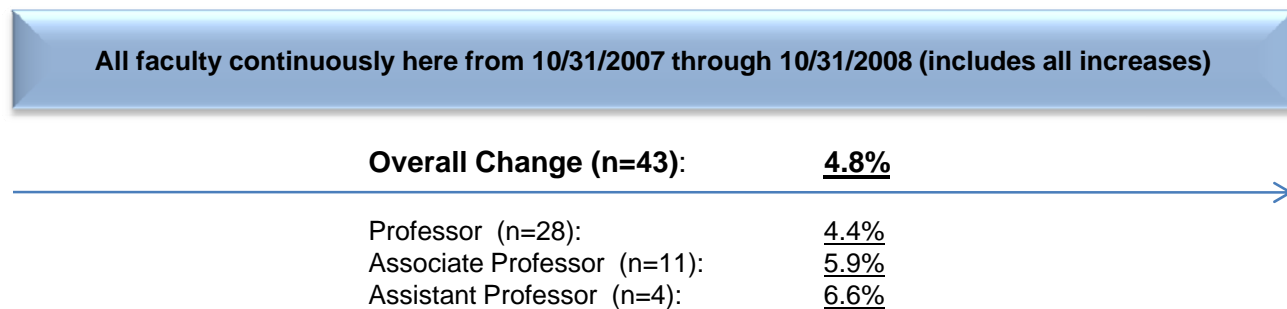
- ➔ Step One: Measure Internally
- Step Two: Compare with Benchmarks and AAU (February 2009)

National Survey Methodology

Comparison of total OSU Faculty Population *



Continuing Faculty *



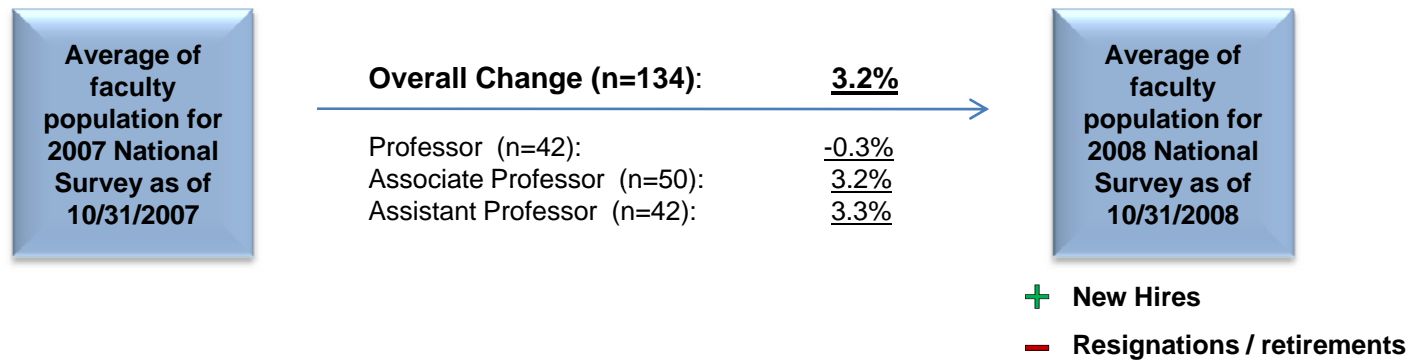
* National survey population excludes Library faculty, COM clinical science faculty, and Research faculty.

Faculty Compensation Metrics College of Medicine

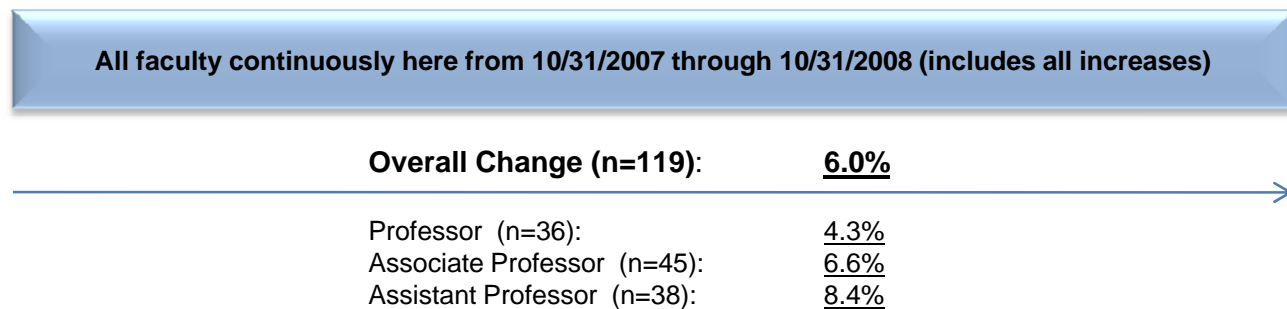
- **Step One: Measure Internally**
Step Two: Compare with Benchmarks and AAU (February 2009)

National Survey Methodology

Comparison of total OSU Faculty Population *



Continuing Faculty *



* National survey population excludes Library faculty, COM clinical science faculty, and Research faculty.

College of Medicine

"2007 vs 2008 Faculty Population" = Comparison of faculty populations on 10/31/2007 and 10/31/2008

"Continuing Faculty" = All faculty continuously here from 10/31/2007 through 10/31/2008 (includes all increases)

2500 - Medicine Admin

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	1	10.6%
Professor	1	2.0%
Associate Professor		
Assistant Professor		

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	1	2.0%
Professor	1	2.0%
Associate Professor		
Assistant Professor		

2504 - School of Allied Med Profes

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	30	6.2%
Professor	3	17.5%
Associate Professor	14	-5.1%
Assistant Professor	13	6.7%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	25	6.8%
Professor	1	14.1%
Associate Professor	11	5.3%
Assistant Professor	13	7.7%

2510 - Biomedical Informatics

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	12	-5.1%
Professor	1	-18.3%
Associate Professor	4	15.8%
Assistant Professor	7	7.1%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	10	13.9%
Professor	1	16.6%
Associate Professor	3	12.7%
Assistant Professor	6	13.6%

2515 - Microbiology & Immunology

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	27	6.4%
Professor	15	-1.1%
Associate Professor	3	-2.7%
Assistant Professor	9	-4.3%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	23	6.7%
Professor	11	5.1%
Associate Professor	4	9.3%
Assistant Professor	8	10.4%

College of Medicine

"2007 vs 2008 Faculty Population" = Comparison of faculty populations on 10/31/2007 and 10/31/2008

"Continuing Faculty" = All faculty continuously here from 10/31/2007 through 10/31/2008 (includes all increases)

2532 - Neuroscience

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	17	5.3%
Professor	4	3.3%
Associate Professor	9	7.3%
Assistant Professor	4	3.3%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	17	5.3%
Professor	4	3.3%
Associate Professor	9	7.3%
Assistant Professor	4	3.3%

2560 - Pharmacology

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	10	9.2%
Professor	2	2.4%
Associate Professor	5	14.8%
Assistant Professor	3	3.2%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	10	5.1%
Professor	2	2.4%
Associate Professor	5	8.0%
Assistant Professor	3	3.2%

2570 - Molecular & Cellular Biochem

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	18	-1.0%
Professor	7	3.3%
Associate Professor	7	3.6%
Assistant Professor	4	1.7%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	15	3.4%
Professor	7	3.3%
Associate Professor	7	3.6%
Assistant Professor	1	4.0%

2575 - Physiology & Cell Biology

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	19	3.7%
Professor	9	2.7%
Associate Professor	8	4.9%
Assistant Professor	2	-2.7%

Continuing Faculty

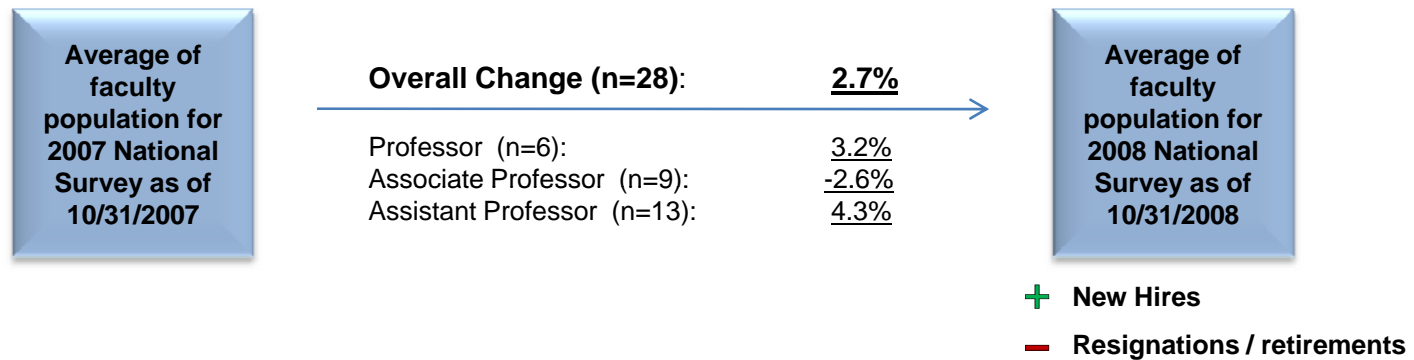
	<u>Count:</u>	<u>Average Change:</u>
Overall Change	18	3.8%
Professor	9	2.7%
Associate Professor	6	4.9%
Assistant Professor	3	7.0%

Faculty Compensation Metrics College of Public Health

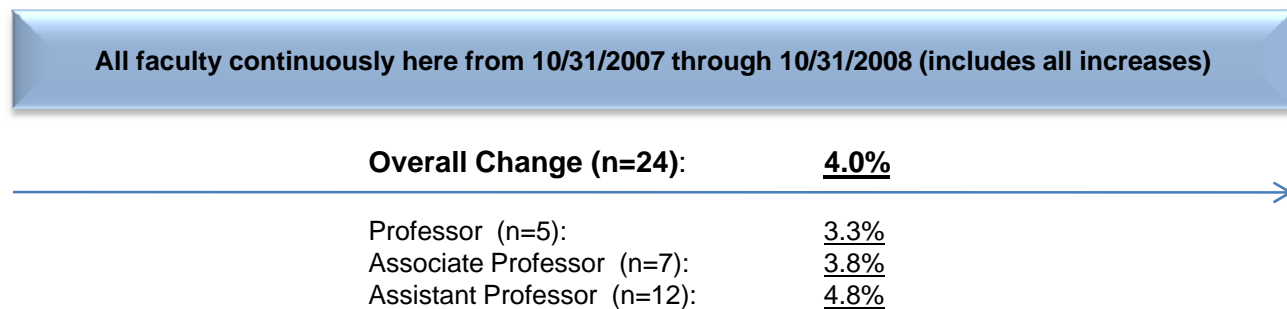
- ➔ Step One: Measure Internally
- Step Two: Compare with Benchmarks and AAU (February 2009)

National Survey Methodology

Comparison of total OSU Faculty Population *



Continuing Faculty *



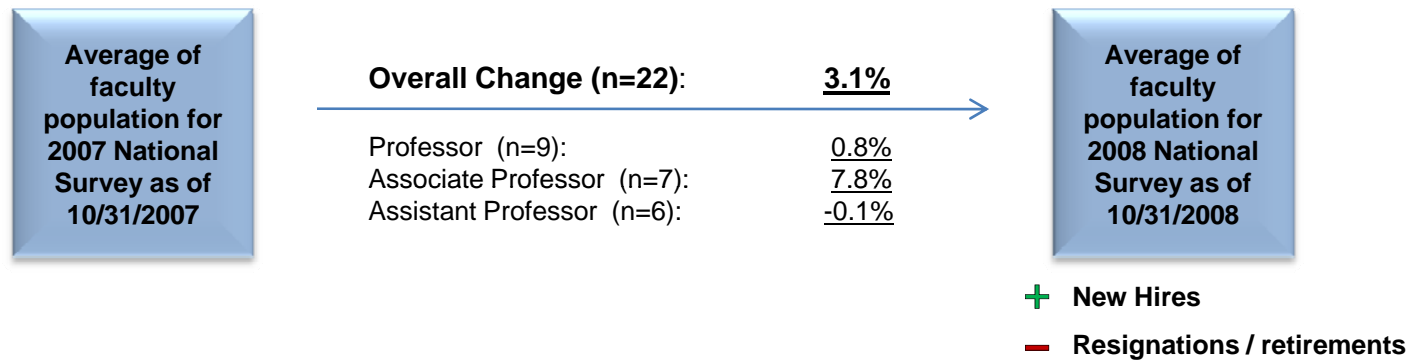
* National survey population excludes Library faculty, COM clinical science faculty, and Research faculty.

Faculty Compensation Metrics College of Optometry

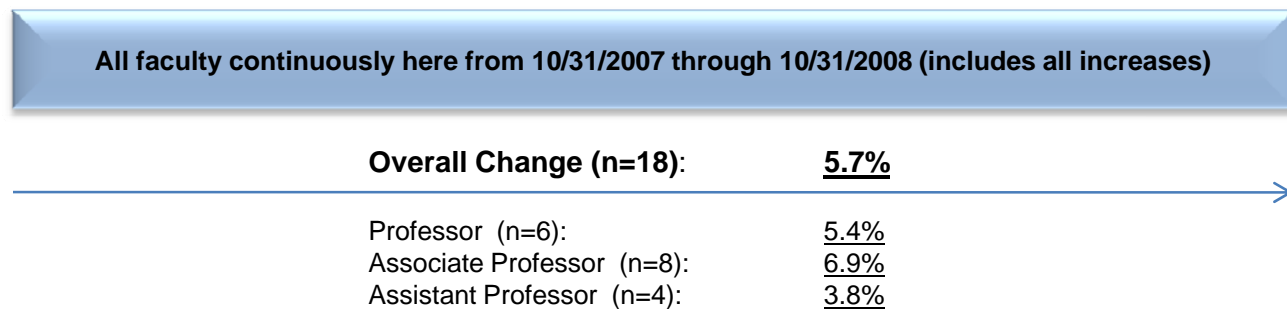
- ➔ **Step One: Measure Internally**
Step Two: Compare with Benchmarks and AAU (February 2009)

National Survey Methodology

Comparison of total OSU Faculty Population *



Continuing Faculty *



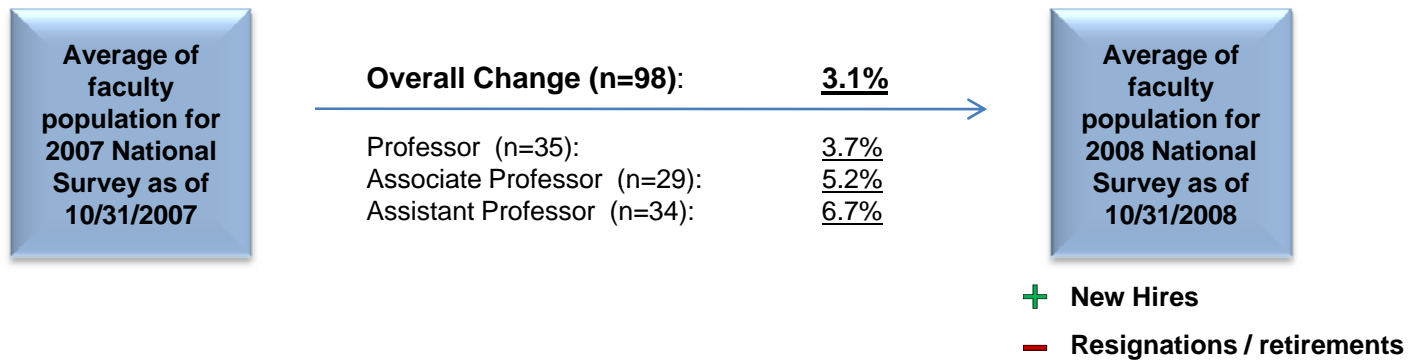
* National survey population excludes Library faculty, COM clinical science faculty, and Research faculty.

Faculty Compensation Metrics College of Veterinary Medicine

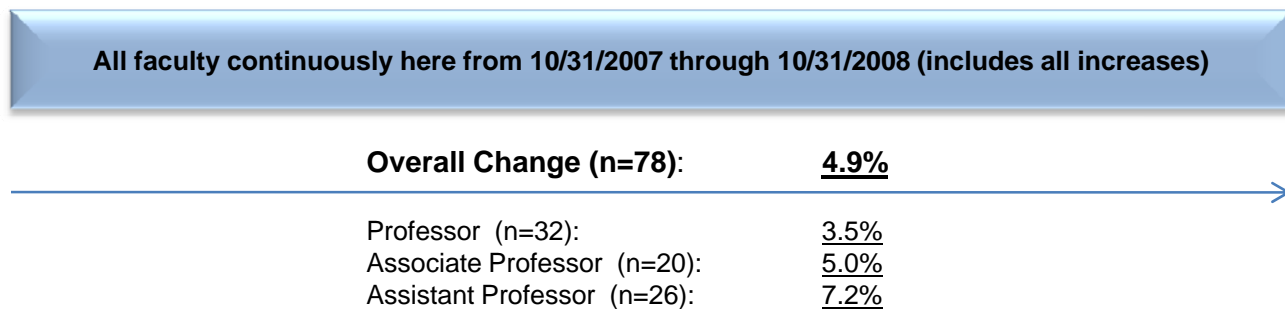
- ➔ Step One: Measure Internally
- Step Two: Compare with Benchmarks and AAU (February 2009)

National Survey Methodology

Comparison of total OSU Faculty Population *



Continuing Faculty *



* National survey population excludes Library faculty, COM clinical science faculty, and Research faculty.

College of Veterinary Med

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"Continuing Faculty" = All faculty continuously here from 10/31/2007 through 10/31/2008 (includes all increases)

2925 - Vet Clinical Sciences

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	49	0.7%
Professor	12	1.7%
Associate Professor	18	0.2%
Assistant Professor	19	6.9%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	37	3.9%
Professor	11	3.6%
Associate Professor	11	3.6%
Assistant Professor	15	4.5%

2940 - Veterinary Biosciences

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	29	6.5%
Professor	18	5.1%
Associate Professor	7	13.9%
Assistant Professor	4	3.6%

Continuing Faculty

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	26	4.4%
Professor	17	3.5%
Associate Professor	6	5.1%
Assistant Professor	3	11.4%

2976 - Veterinary Preventive Med

2007 vs 2008 Faculty Population

	<u>Count:</u>	<u>Average Change:</u>
Overall Change	20	4.9%
Professor	5	3.7%
Associate Professor	4	10.5%
Assistant Professor	11	7.0%

Continuing Faculty

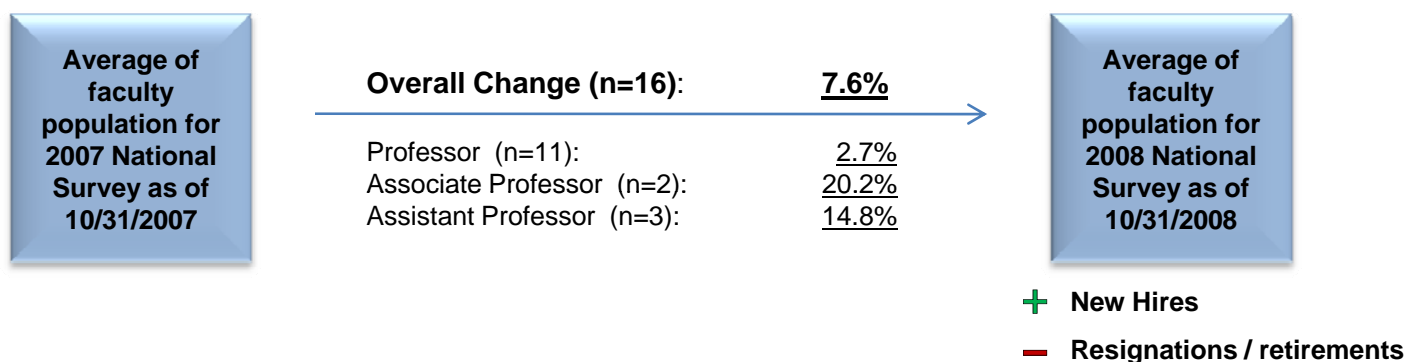
	<u>Count:</u>	<u>Average Change:</u>
Overall Change	15	8.4%
Professor	4	3.8%
Associate Professor	3	10.2%
Assistant Professor	8	10.7%

Faculty Compensation Metrics Ohio Agricultural Research and Development Center

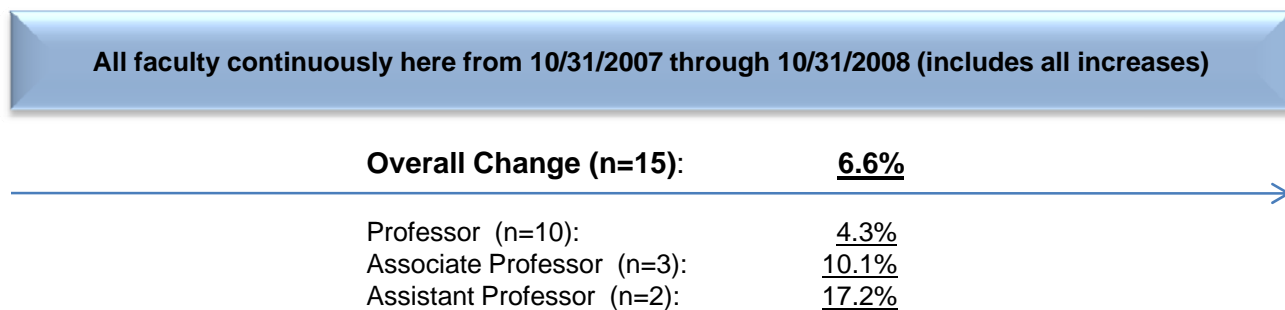
- ➔ Step One: Measure Internally
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National Survey Methodology

Comparison of total OSU Faculty Population *



Continuing Faculty *



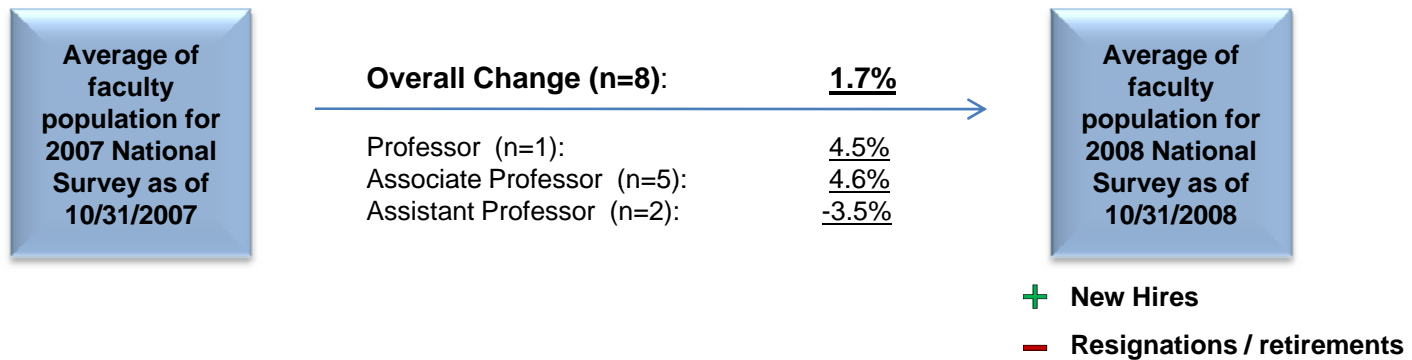
* National survey population excludes Library faculty, COM clinical science faculty, and Research faculty.

Faculty Compensation Metrics John Glenn School of Public Affairs

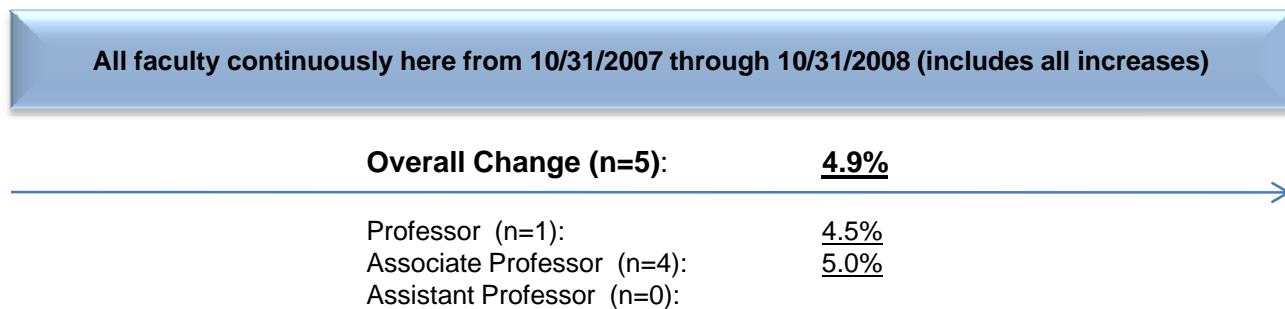
- ➔ Step One: Measure Internally
- Step Two: Compare with Benchmarks and AAU (February 2009)

National Survey Methodology

Comparison of total OSU Faculty Population *



Continuing Faculty *



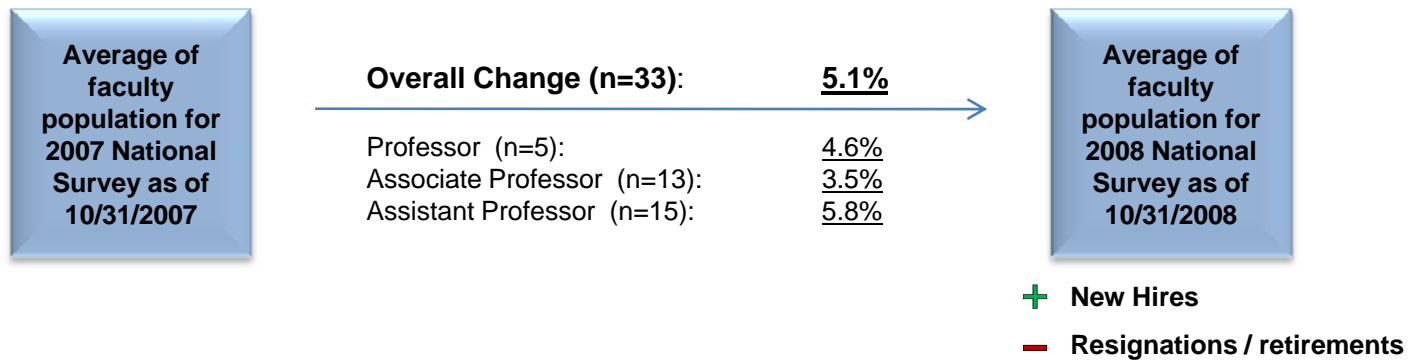
* National survey population excludes Library faculty, COM clinical science faculty, and Research faculty.

Faculty Compensation Metrics ATI

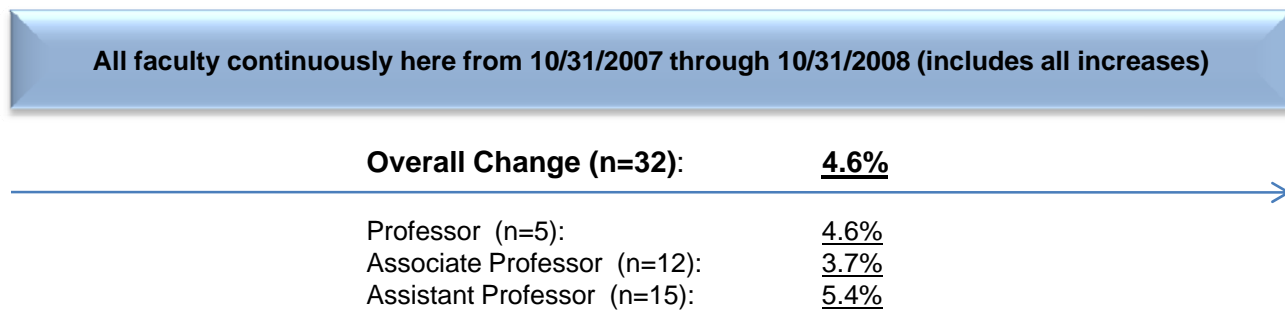
- ➔ Step One: Measure Internally
- Step Two: Compare with Benchmarks and AAU (February 2009)

National Survey Methodology

Comparison of total OSU Faculty Population *



Continuing Faculty *



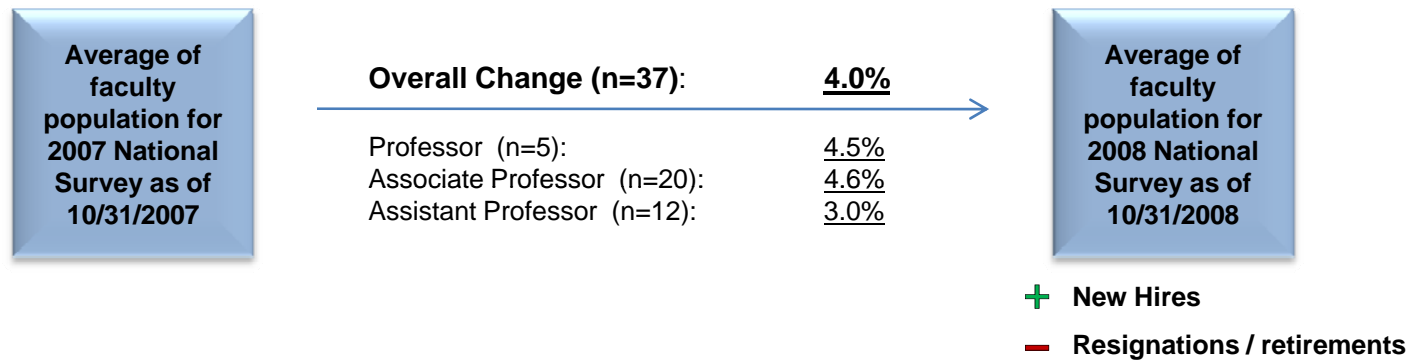
* National survey population excludes Library faculty, COM clinical science faculty, and Research faculty.

Faculty Compensation Metrics Lima Campus

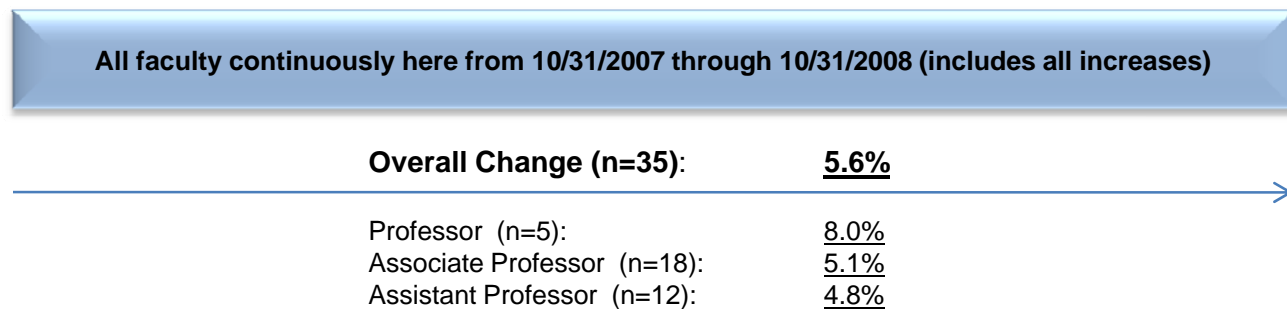
- ➔ Step One: Measure Internally
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National Survey Methodology

Comparison of total OSU Faculty Population *



Continuing Faculty *



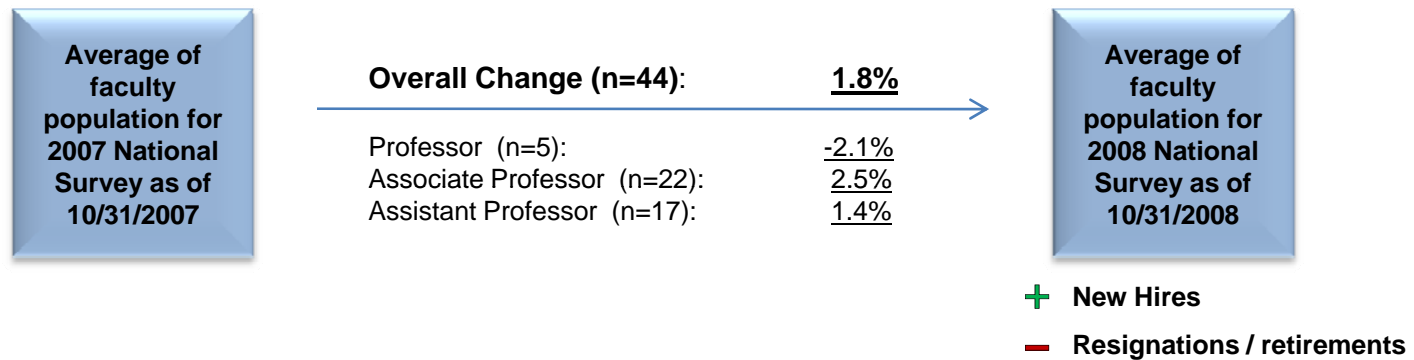
* National survey population excludes Library faculty, COM clinical science faculty, and Research faculty.

Faculty Compensation Metrics Mansfield Campus

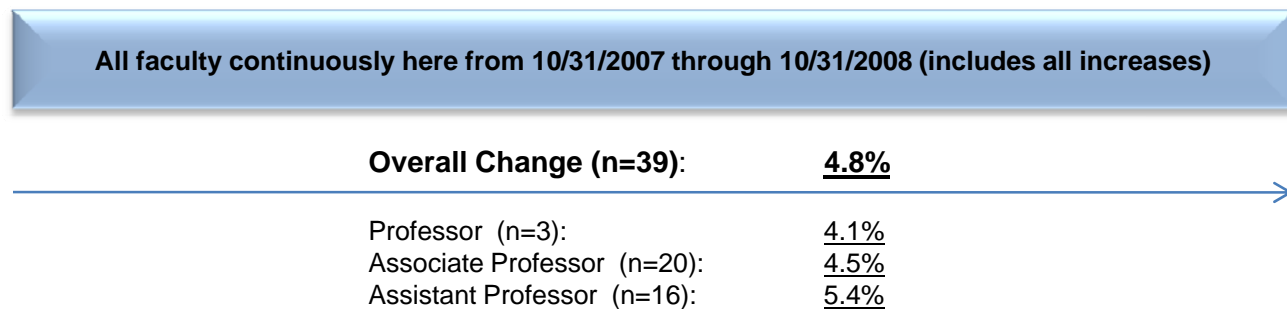
- **Step One: Measure Internally**
 Step Two: Compare with Benchmarks and AAU (February 2009)

National Survey Methodology

Comparison of total OSU Faculty Population *



Continuing Faculty *



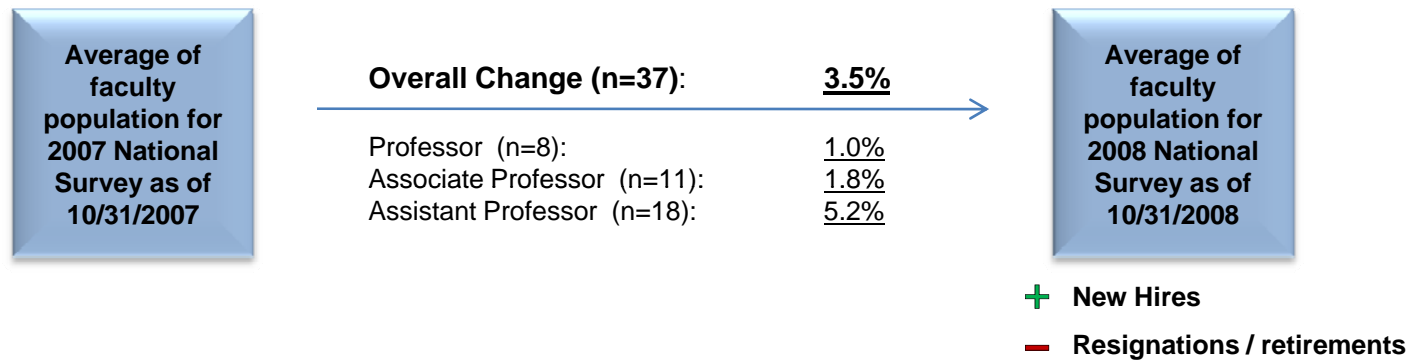
* National survey population excludes Library faculty, COM clinical science faculty, and Research faculty.

Faculty Compensation Metrics Marion Campus

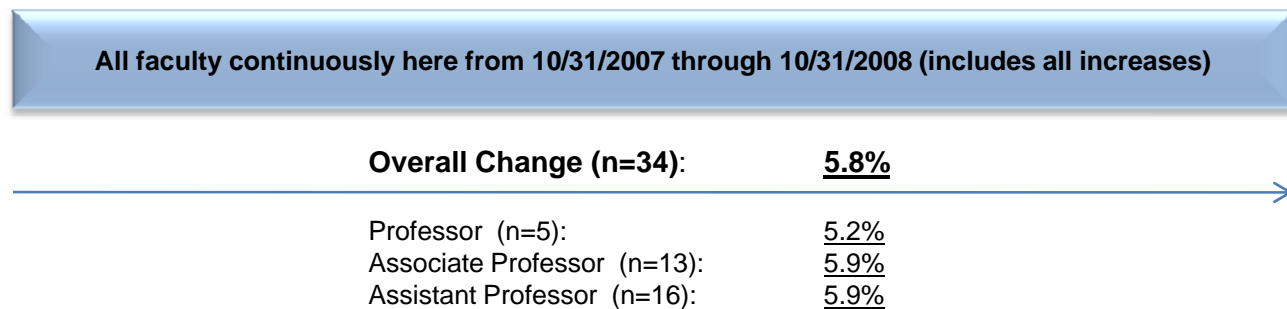
- ➔ Step One: Measure Internally
- Step Two: Compare with Benchmarks and AAU (February 2009)

National Survey Methodology

Comparison of total OSU Faculty Population *



Continuing Faculty *



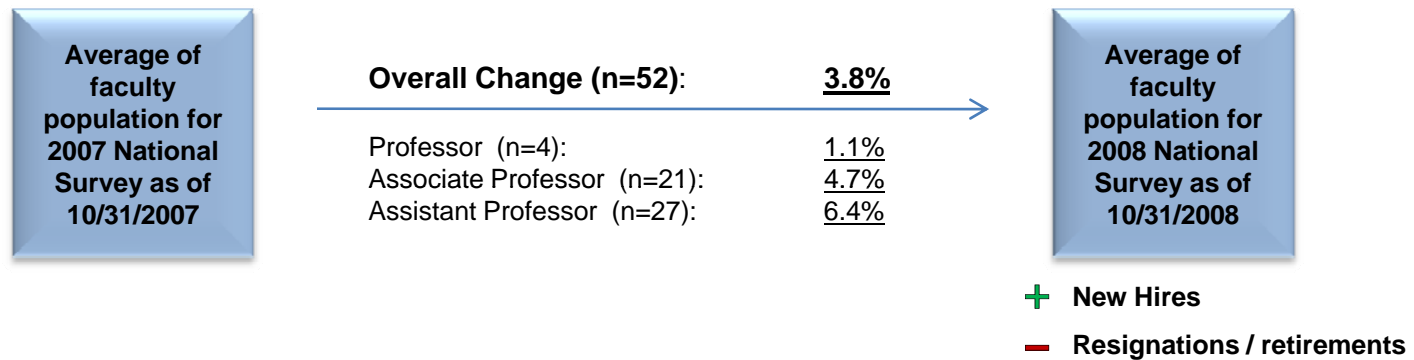
* National survey population excludes Library faculty, COM clinical science faculty, and Research faculty.

Faculty Compensation Metrics Newark Campus

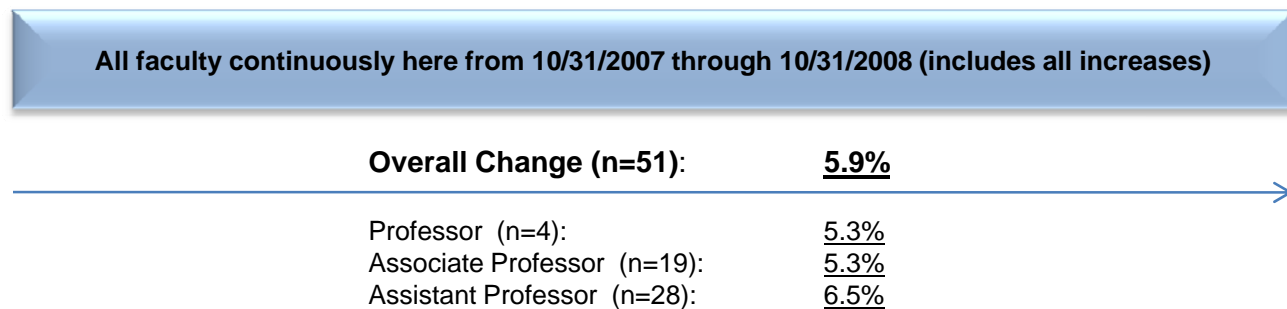
- ➔ Step One: Measure Internally
- Step Two: Compare with Benchmarks and AAU (February 2009)

National Survey Methodology

Comparison of total OSU Faculty Population *



Continuing Faculty *



* National survey population excludes Library faculty, COM clinical science faculty, and Research faculty.