

ANNUAL SALARY AND BENEFITS REPORT AND RECOMMENDATIONS, 2008

FACULTY COMPENSATION AND BENEFITS COMMITTEE OF THE UNIVERSITY SENATE

Membership:

Anthony Mughan, Chairperson	Political Science
Carole Anderson	Office of Academic Affairs
Thomas Bond	Office of Human Resources
Laura Gast	Office of Human Resources
Terry Gustafson	Chemistry
Rebecca Haidt	Spanish & Portuguese
Richard M. Hill	OSU Retirees Association
Mike Hogan	Food, Agriculture & Environmental Science
Gene Holland	Comparative Studies; French & Italian
Laurice Joseph	Education, PAES
Bev Kelbaugh	Food, Agriculture & Environmental Science
Larry Lewellen	Office of Human Resources
Doug MacBeth	Educational Policy and Leadership
Brian McEnnis	Mathematics – Marion Campus
Marcus Sandver	Business
Robert Seghi	Dentistry
Sandra Tanenbaum	Public Health

BACKGROUND

According to the University By-Laws (3335-5-4812), it is the responsibility of the Faculty Compensation and Benefits Committee to “(s)tudy the adequacy and other attributes of the university’s policies and provisions for : (i) salaries, outside professional services and supplemental compensation; and (ii) retirement benefits, hospitalization, medical insurance, and other health benefits, life insurance, other insurance, travel reimbursement, educational benefits, recreational benefits, and other perquisites, benefits, and conditions of faculty employment.” Adequacy, of course, is not an objective criterion. Adequate benefits for a university that does not seek to improve itself may be inadequate for one that is bent on climbing the rankings by improving, among other things, the quality of its faculty. Ohio State falls clearly into this second grouping and it has historically measured adequacy, at least with regard to salaries, by three criteria: (i) average salaries at OSU compared with those of other CIC institutions; (ii) average salaries at OSU compared with those at a select group of “benchmark institutions”; and (iii) average salaries at OSU compared to the salary levels it would take to get the university to the 30th position in the AAU salary rankings. The universities falling in each of these comparison groups are identified in the tables appended to this report.

Context is another important consideration when evaluating the adequacy of faculty salaries and benefits at The Ohio State University. Since President Gee has declared the goal of making Ohio State “the university of the American dream,” it seems appropriate to look at faculty compensation and benefits in the larger context of the university’s achievements and aspirations. Last year’s FCBC report summarized the large number of areas in which Ohio State has made significant advances in the last decade, including moving into the *United States and World Report’s* (USNWR) top 20 public universities, jumping from 39th to 24th in federally sponsored research and coming to rank 9th among public universities in total research expenditures. President Gee himself has observed that “this is a much different institution than I left in 1997...” (*onCampus*, 6-4-2008), indicating that he recognizes the significant advances in the university’s academic standing and reputation that have been made over the last decade. Moreover, insofar as a “focus on faculty success” is one of the six strategic goals that he hopes will make “the coming years Ohio State’s time,” he also explicitly recognizes the key role of the faculty in shaping the university’s past, present and future and the importance of rewarding them adequately. “We must do everything we can to retain, attract, and reward world-class teachers and researchers in all academic areas of the university.”

These achievements, expectations and aspirations are the background against which Ohio State’s salary history must continue to be evaluated, and will be evaluated, in this year’s FCBC report. We begin with the comparison with the other CIC institutions. By way of qualification, it must be emphasized at the outset that we present only average salaries broken down for the most part by rank. There is also considerable variation across the university within and between ranks so that any conclusions drawn from the data presented in the appendix to this report do not apply uniformly to faculty overall or to faculty in particular ranks. The picture presented is a university-wide one and care must be taken to interpret it that way.

SALARIES

CIC Institutions

There are 12 CIC institutions, and two of them, Chicago and Northwestern, are private universities. There are tables and histograms in the appendix that present a ten-year salary history for all 12 individual CIC institutions. Data are presented in the form of overall average salaries and averages for assistant, associate and full professors separately. There is some fluctuation in salary rankings, with the years 2000-01 to 2002-03 being particularly bad for all ranks at OSU. University salaries, and especially those for assistant and full professors, then rebounded in 2003-04. The improvement stopped there, however, with the result that OSU faculty salaries are no better within the CIC in 2007-08 than they were ten years ago. Indeed, associate professor salaries experienced a considerable drop – from 6th position in 1997-98 to 10th in 2007-08.

It must be emphasized that these conclusions are based on mean annual increases and changes in ranking can result from small differences in annual salary increases. Ohio State's ten-year average for all ranks combined, for example, is 4.08, which place it 7th overall. The same average figure for Indiana in 6th place is only slightly higher at 4.11. Equally, though, the average for 8th-placed Illinois is only slightly lower at 4.02. *Given this closeness, the trend is more important than the annual figures for evaluating the adequacy of salary increases, and it stands out that Ohio State's myriad improvements as a university over the last decade are not reflected in change in its overall salary ranking within the CIC.*

Benchmark Institutions

A second comparison group for OSU salaries is constituted of nine other similarly large public universities, namely, Arizona, Illinois, Michigan, Minnesota, Penn State, Texas, UCLA, Washington and Wisconsin. This group is smaller than the 12-member CIC and it is arguably a more appropriate comparison group since all are public universities with similar profiles to Ohio State. This salary comparison reveals a similar trend to that for the CIC and that is one of stasis. Indeed, if anything, it is slightly more negative. Looking at all ranks combined, while OSU's 7th-ranked status over 10 years placed it roughly at the mid-point of the 12 CIC universities, the same combined average places it at the same 7th place among the 10 peer institutions, which is firmly in the lower half of the distribution. Average salary increases for assistant professors over the ten-year period rank fourth, while those for associate and full professors rank 8th and 9th respectively. As well, unlike in the CIC where the all ranks combined figure has shown no change in ranking over the last 10 years, this same figure represents a drop of one place over the same period in the smaller number of peer institutions. *Again, the point has to be emphasized that this drop has taken place at the same time that Ohio State has improved markedly as an institution.*

Adjusting for Living Costs¹

The committee recognizes that a possible weakness of the CIC and benchmark comparisons is their assumption that a dollar in Chicago or Los Angeles has the same buying power as one in Columbus or Urbana-Champaign. Solace might be sought, in other words, in the relative purchasing power of Ohio States salaries being understated because of the relatively low cost of living in Central Ohio. Being sensitive to this argument, we asked the Office of Human Resources to replicate these comparisons while taking into account differences in living costs between the areas in which the CIC and benchmark institutions are located. The table is presented in the appendix to this report.

Taking the benchmark institutions first, adjusting dollar salary figures for cost of living does indeed paint a different picture of the relative value of OSU salaries. They improve from being the 7th-highest in this group of ten institutions to being 4th-highest. UCLA salaries, in contrast, drop from first to last place, while Minnesota's stay stable in 6th place. This is good news for Ohio State, of course. Nonetheless, a balanced perspective on the university's salary structure needs to consider other factors. One, it is not possible to take change over time into account because we do not have matching living costs data extending back over a significant period. This means that we do not know whether OSU's comparative advantage in living costs has increased or decreased over the period of the university's improvement. Franklin County's rapid economic growth over this period, for example, might suggest that they have gone up rather than stayed the same or gone down. Two, if living costs are to be taken into account in assessing the true value of salaries, so too should quality of life. Some areas are more expensive to live in than others because they are commonly perceived to offer a better quality of life. How many OSU faculty members, for example, would relocate to West Lafayette, Indiana solely because the

¹ The place of reputational ranking, as reflected in the *USNWR*'s 2008 list of the top 25 public universities, in our deliberations was also a topic of discussion for the committee. A CIC comparison is difficult, however, because Chicago and Northwestern are private institutions and, surprisingly, Indiana, Michigan State and Minnesota do not make this top 25 list despite having a better salary record than OSU over the last decade. Moreover, only three of the remaining CIC institutions, Michigan, Illinois and Penn State do better over this period than Ohio State in terms of both 2008 reputational ranking and mean salary increases over the decade. Three others, Iowa, Purdue and Wisconsin do worse in terms of average salary increases, but only Wisconsin has a better reputational ranking. A similar picture emerges with the benchmarks. In particular, Arizona and Minnesota have a better salary record than OSU over the last decade, but do not make the *USNWR* list.

On balance, then, there is little reason to argue for a disjuncture between Ohio State's salary and reputational ranking relative to its competitors. Moreover, this conclusion is not included in the main body of the report for two reasons. First, using indicators like the number of books in the library, student entry scores, and physical plant, it is not clear what the *USNWR* reputational ranking tells us about the quality of faculty in public universities. Second, granting that faculty quality does shape reputation to some degree, reputation, whether moving up or down, is itself inertial and slow to change so that OSU's continuing academic improvement is unlikely to be fully reflected in an improved reputation for some time.

lower living costs there would mean a substantial increase in their salary's purchasing power? Finally, the CIC comparison paints a less glowing picture of Ohio State's advantage in living costs. There, OSU salaries actually fall back one place when these costs are taken into account. We drop from 7th in terms of average overall salary to 8th.

In sum, adjusting for living costs does not always work to Ohio State's benefit. Instead, it produces uneven and unreliable results.

AAU Institutions

The final comparison group is the Association of American Universities (AAU), which describes itself as "an association of the 62 leading research universities in the United States." It provides a target to which OSU aspires rather than a group of institutions with which direct salary comparisons can fruitfully be made. For some time now, Ohio State has been committed to the goal of reaching the rank of 30th best-paying among AAU institutions. Again, data presenting an historical perspective on OSU's performance relative to this goal are presented in the appendix.

A very similar picture of middling status at best and lack of progress over the period of OSU's academic advancement emerges. Take salary levels for all ranks combined first. OSU ranks 38th out of 60 this year, up from 39th last year. Five benchmark institutions are above us and three below. As for the CIC, six are above us and five below us. The trend in OSU salaries in recent years is more encouraging insofar as we have moved from 46th position in 2001-03 to 38th in 2007-08. This improvement, however, still places us below our 32nd ranking in 1996-97 and only brings us back to where we were (38th) in 1994-95. In terms of salary ranking at least, the impression to emerge once again is that OSU continues at best to hold its ground. *It is clearly not making competitive gains against many of the universities we have to overtake, and are overtaking in terms of quality and reputation, if we are to place 30th in the AAU salary rankings.*

BENEFITS

It is almost impossible to compare benefits packages across universities, but FCBC feels that Ohio State's package is both attractive and competitive. In recent years, for example, significant efforts have been made to rein in spiraling health care costs and tuition concessions to the children of OSU employees have been improved. The one benefits issue that we took up this year from the committee's 2007 report was the introduction of a phased retirement plan. In line with this recommendation, an FCBC sub-committee was formed in September 2007 "to look into the phased retirement issue." It was also stipulated that such a program "must be governed by guidelines advantageous to both the individual and the institution." Discussions with deans and department chairs, however, soon revealed little support for a formal phased retirement system since it was felt that it would be difficult to implement as a binding arrangement on both the faculty member and the institution and that it would not serve the interests of the institution well. Discussions went no further, not least because Human Resources felt that it was possible for faculty members to put together a favorable, individually tailored phased retirement plan within the framework of our existing benefits package. Larry Lewellen has committed to put together a brochure detailing how such a plan might be constructed and will submit it for FCBC's consideration early in the next academic year.

We also worked on a number of medical benefits. Our deliberations resulted in the university clarifying its outpatient hospitalization co-payment structure and brought to the Medical Center's attention difficulties encountered in navigating the "Your Plan for Health" website. On the agenda for next year is discussion of the pharmaceutical co-payment structure for brand-name drugs for which there is no generic equivalent. We shall also review data collected during the first year of "Your Plan for Health" to discern how the plan is affecting faculty and their benefits.

More generally, FCBC will continue to study desirable benefits reforms and will use its first meeting in Autumn 2008 to prioritize them. All faculty members are invited and encouraged to submit both salary and benefits issues of concern to them to the committee chair at mughan.1@osu.edu before the beginning of the 2008-09 academic year.

PENDING

The other sub-committee that FCBC formed this year was asked to come up with better ways of benchmarking salaries so that finer distinctions can be drawn with matching entities in other institutions. The annual FCBC report has to some extent already moved in this direction with its comparison of salaries by matching college in the group of benchmark institutions. But can finer distinctions be drawn that will allow OSU to determine where, allowing for merit, it is competitive in salary levels and where it is uncompetitive? These finer distinctions may allow for salary raise decisions across units and individuals that are more rational in the sense of helping move the university forward in its pursuit of the goals of the Academic Plan. As with the phased retirement issue, the benchmarking sub-committee will provide its report to the full FCBC committee early in the next academic year.

The outstanding remaining agenda item at this point concerns the salaries of faculty at the regional campuses of The Ohio State University. These faculty members are tenured in the university and are expected to meet their units' expectations for quality research, while faculty members at the regional campuses of other universities in the state have lower research expectations. But a 2007 FCBC sub-committee review of regional campus salaries showed that no OSU regional campus has the highest average salary, at any rank, among the state's 23 regional campuses for all Ohio universities combined. OSU ranked as low as ninth for full professors and as low as tenth for associate and assistant professors.

The subcommittee recommended that regional campus salaries at The Ohio State University be raised so that they are the highest at all ranks among the state's regional campuses. The full committee will debate this report next academic year.

RECOMMENDATIONS

The repeatedly confirmed salary goal of the university is to achieve 30th position in the AAU salary rankings. Last year's FCBC report recommended a strategy to realize this goal over seven years that comprised specific short-term and long-term targets. It recommended an average 4.5% average salary increase for 2007-2008, and the university made a good faith effort to meet this target, but was able to come up with only an average 3.8% increase. The committee

determined that last year's strategy remains a reasonable and viable one and so has decided to update and reiterate it this year.

We therefore again propose a two-tiered strategy over seven years:

- First, we recommend an initiative to achieve annual increases that produce by 2010 an overall average salary that is no more than 0.5% below those of our benchmarks (OSU's 2004-05 levels). Assuming a continued average increase of 4.44% for the benchmarks, we would anticipate the need for two annual increases adding up to 11.5% (just over 5.5% per year) to get OSU back to its 2004-05 position. Virtually any combination of increases adding up to 11.5% will meet this target.
- Second, since AAU average increases have been below those of our benchmarks over the last three years (an AAU average of 3.65% compared to a benchmark one of 4.44%), the university's longer-term compensation target of 30th in the AAU is less daunting. FCBC estimates the need to fund salary raises of 4% per year to reach this position by 2015. Average raises of 5% per year would get us to 30th by 2010-11.

To repeat, the background to this salary raise strategy is that OSU as a whole has failed to make any competitive gains at all, never mind gains commensurate with the undoubted increase in its academic standing and reputation. It is FCBC's strongly held view that the university administration has to change focus from annual percentages to the bigger picture of (i) how is Ohio State to improve the image of being a low-paying institution that must surely come from currently being in the bottom half of the CIC and benchmark institutions against which the university chooses to compare itself and pretty much in the bottom third of all AAU institutions; and (ii) how is it to improve the salary structure so as to be able to offer salaries that will allow the university, in President Gee's words, "to retain, attract, and reward world-class teachers and researchers in all academic areas of the university."

A holistic strategy is called for and FCBC recommends that the administration read this report in conjunction with the recently released Budget System Advisory Committee's Final Report. We applaud this thoughtful and thorough document and fully align FCBC's short-term goals and long-term aspirations with the letter and spirit of its recommendations. In particular, its Section IV draws attention to the unlikelihood of being able to realize the objectives of the Academic Plan, including those concerning faculty excellence and salary, without improved alignment of academic and budgetary policies and/or without generating additional resources. This is surely the greatest challenge facing this second Gee administration. *No amount of exhortation or wishful thinking will sustain the university's continued improvement as long as OSU salaries remain stagnant in relative terms and uncompetitive in absolute terms with those of the universities we aspire to displace as we move up the rankings.*

2007-08 Benchmark Comparison Ten Year Faculty Salary History

PROFESSOR																	
	07-08	06-07	05-06	04-05	03-04	02-03	01-02	00-01	99-00	98-99	97-98	1 YEAR		5 YEAR		10 YEAR	
												%	Rnk	%	Rnk	%	Rnk
UCLA	141.97	133.21	128.37	123.33	122.40	117.90	115.70	112.70	106.10	101.40	92.60	6.57	2	3.79	7	4.37	2
MICHIGAN	137.03	130.44	125.62	120.17	117.80	114.80	108.90	105.20	100.90	96.70	91.90	5.05	4	3.60	9	4.08	8
TEXAS	126.02	121.20	115.70	109.94	103.20	102.90	98.80	94.10	89.40	84.40	82.40	3.98	7	4.14	5	4.34	3
ILLINOIS	125.68	120.93	116.62	111.82	107.00	101.40	100.90	95.60	91.60	86.80	83.60	3.93	8	4.39	3	4.16	6
PENN STATE	125.40	120.21	116.51	112.58	108.00	102.70	98.10	93.80	89.90	86.10	83.10	4.32	5	4.08	6	4.20	4
OHIO STATE	121.50	117.17	112.65	108.42	103.53	98.18	93.75	92.20	88.80	84.91	81.85	3.69	9	4.36	4	4.03	9
MINNESOTA	121.27	116.60	110.31	105.36	102.00	101.30	97.60	93.60	89.50	85.60	81.00	4.01	6	3.66	8	4.12	7
WASHINGTON	116.38	108.92	102.15	98.10	93.20	91.20	90.10	85.50	80.60	75.60	73.00	6.85	1	5.00	1	4.77	1
ARIZONA	113.11	107.13	102.27	95.88	92.50	90.60	87.70	84.90	81.90	78.10	75.00	5.58	3	4.54	2	4.19	5
WISCONSIN*	106.98	103.54	100.53	97.82	96.20	96.40	92.90	90.40	84.50	77.60	73.90	3.32	10	2.10	10	3.77	10
<i>Average excl OSU</i>	123.76	118.02	113.12	108.33	104.70	102.13	98.97	95.09	90.49	85.81	81.83	4.86		3.92		4.22	

ASSOCIATE PROFESSOR																	
	07-08	06-07	05-06	04-05	03-04	02-03	01-02	00-01	99-00	98-99	97-98	1 YEAR		5 YEAR		10 YEAR	
												%	Rnk	%	Rnk	%	Rnk
UCLA	90.74	84.22	81.97	78.06	77.00	74.60	73.20	72.40	67.40	65.40	60.70	7.74	2	3.99	4	4.10	5
MICHIGAN	89.06	86.55	83.73	81.57	80.90	78.90	76.30	73.30	71.80	68.20	65.90	2.89	10	2.45	9	3.06	10
PENN STATE	84.99	81.35	77.75	75.42	72.40	70.30	66.50	63.40	60.40	58.00	56.00	4.47	6	3.87	6	4.26	2
MINNESOTA	84.34	80.56	75.63	70.68	69.90	70.90	69.20	66.10	63.90	61.70	57.50	4.70	5	3.53	7	3.91	7
WASHINGTON	83.44	77.15	72.91	70.21	66.70	65.80	65.50	62.60	58.40	55.10	52.90	8.15	1	4.86	1	4.66	1
WISCONSIN*	82.48	78.11	76.52	73.44	73.30	73.70	70.20	68.00	64.80	58.70	55.50	5.59	3	2.28	10	4.04	6
ILLINOIS	82.24	79.55	77.57	75.06	72.00	69.40	69.90	66.30	63.40	60.60	58.40	3.38	9	3.45	8	3.48	9
TEXAS	81.27	78.33	72.90	70.27	64.90	66.10	63.50	60.80	58.20	54.60	53.70	3.75	8	4.22	3	4.23	3
OHIO STATE	80.28	76.94	74.19	72.13	69.08	66.27	63.53	63.80	61.10	58.12	56.26	4.35	7	3.91	5	3.62	8
ARIZONA	79.02	74.91	71.44	67.23	64.90	64.20	61.80	60.00	57.20	54.00	52.50	5.49	4	4.24	2	4.17	4
<i>Average excl OSU</i>	84.17	80.08	76.71	73.55	71.33	70.43	68.46	65.88	62.83	59.59	57.01	5.11		3.63		3.97	

ASSISTANT PROFESSOR																	
	07-08	06-07	05-06	04-05	03-04	02-03	01-02	00-01	99-00	98-99	97-98	1 YEAR		5 YEAR		10 YEAR	
												%	Rnk	%	Rnk	%	Rnk
MICHIGAN	79.30	74.95	72.78	67.06	66.70	65.30	61.70	59.70	57.70	54.50	53.00	5.80	3	3.96	4	4.11	6
TEXAS	77.57	75.15	70.67	66.89	62.30	61.50	60.00	57.30	54.20	50.60	49.70	3.23	8	4.75	1	4.55	1
UCLA	76.77	72.06	67.02	65.48	63.70	63.80	63.50	63.00	58.30	54.70	52.00	6.54	2	3.77	7	3.97	8
WASHINGTON	73.90	70.90	67.22	64.67	63.20	60.20	58.30	53.60	51.40	48.10	47.60	4.23	4	4.19	3	4.50	2
ILLINOIS	73.69	71.69	69.63	68.18	64.50	61.00	60.40	56.80	54.10	52.30	51.20	2.79	9	3.85	6	3.71	9
MINNESOTA	72.33	69.43	65.39	62.53	60.60	61.90	58.20	55.40	53.60	51.30	48.60	4.18	6	3.16	8	4.06	7
OHIO STATE	71.68	69.38	65.78	64.77	62.25	59.08	55.20	54.40	51.00	48.73	47.37	3.32	7	3.94	5	4.23	4
WISCONSIN*	70.39	66.01	64.30	63.57	63.60	62.00	59.80	59.80	55.40	52.10	50.60	6.62	1	2.57	10	3.36	10
ARIZONA	69.68	66.87	63.54	59.75	57.60	56.30	54.20	52.00	49.80	48.10	46.50	4.21	5	4.36	2	4.13	5
PENN STATE	69.53	68.16	66.28	64.04	62.50	59.50	56.00	52.70	50.20	47.40	45.80	2.01	10	3.16	9	4.26	3
<i>Average excl OSU</i>	73.68	70.58	67.42	64.68	62.74	61.28	59.12	56.70	53.86	51.01	49.44	4.40		3.76		4.07	

OVERALL -- ALL RANKS COMBINED																	
	07-08	06-07	05-06	04-05	03-04	02-03	01-02	00-01	99-00	98-99	97-98	1 YEAR		5 YEAR		10 YEAR	
												%	Rnk	%	Rnk	%	Rnk
UCLA	109.85	102.65	98.98	95.22	94.15	91.44	89.56	87.66	81.48	77.62	71.51	7.01	1	3.74	7	4.39	3
MICHIGAN	107.70	102.90	99.64	95.40	94.12	91.89	87.25	83.99	80.72	76.69	73.40	4.67	5	3.23	9	3.91	9
TEXAS	99.88	96.19	91.13	86.92	81.19	81.37	78.10	74.37	70.32	65.81	64.28	3.84	9	4.19	3	4.51	2
ILLINOIS	99.19	95.67	92.90	89.70	85.80	81.76	81.29	76.79	73.05	69.38	66.87	3.68	10	3.94	5	4.02	8
PENN STATE	99.05	95.15	92.18	89.28	85.96	82.33	77.93	74.10	70.38	67.03	64.55	4.11	7	3.77	6	4.38	4
MINNESOTA	97.68	93.61	88.55	84.14	82.05	82.43	79.12	75.55	72.23	69.07	64.90	4.35	6	3.45	8	4.17	6
OHIO STATE	96.25	92.64	89.16	86.46	82.78	78.84	74.84	73.93	70.35	66.89	64.50	3.90	8	4.07	4	4.08	7
WASHINGTON	95.60	89.48	84.45	81.25	77.61	75.83	74.61	70.45	66.07	61.85	59.75	6.84	2	4.74	1	4.81	1
ARIZONA	91.72	87.02	83.19	78.19	75.49	74.19	71.39	68.93	65.82	62.47	60.15	5.40	3	4.33	2	4.31	5
WISCONSIN*	90.39	86.33	84.33	82.03	81.32	81.27	77.77	75.81	70.87	64.89	61.76	4.70	4	2.15	10	3.88	10
<i>Average excl OSU</i>	99.01	94.33	90.60	86.90	84.19	82.50	79.67	76.41	72.33	68.31	65.24	4.96		3.71		4.26	

Note: The overall salaries are derived using Ohio State's rank distribution for the appropriate year.

* Wisconsin data based on revised survey submission.

2007-08 Faculty Salaries (In Thousands) Ohio State Benchmark Institutions

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	UCLA	109.85	141.97	90.74	76.77
2	MICHIGAN	107.70	137.03	89.06	79.30
3	TEXAS	99.88	126.02	81.27	77.57
4	ILLINOIS	99.19	125.68	82.24	73.69
5	PENN STATE	99.05	125.40	84.99	69.53
6	MINNESOTA	97.68	121.27	84.34	72.33
7	OHIO STATE	96.25	121.50	80.28	71.68
8	WASHINGTON	95.60	116.38	83.44	73.90
9	ARIZONA	91.72	113.11	79.02	69.68
10	WISCONSIN*	90.39	106.98	82.48	70.39
Average Excluding OSU:		99.01	123.76	84.17	73.68

2006-07 OVERALL RANKING	
1	MICHIGAN
2	UCLA
3	TEXAS
4	ILLINOIS
5	PENN STATE
6	MINNESOTA
7	OHIO STATE
8	WASHINGTON
9	ARIZONA
10	WISCONSIN

Note: CIC Institutions are in bold type.

* Wisconsin data based on revised survey submission.

2007-08 Faculty Salaries (In Thousands) Ohio State Benchmark Institutions

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	UCLA	109.85	141.97	90.74	76.77
2	MICHIGAN	107.70	137.03	89.06	79.30
3	TEXAS	99.88	126.02	81.27	77.57
4	ILLINOIS	99.19	125.68	82.24	73.69
5	PENN STATE	99.05	125.40	84.99	69.53
6	OHIO STATE	96.25	121.50	80.28	71.68
7	MINNESOTA	97.68	121.27	84.34	72.33
8	WASHINGTON	95.60	116.38	83.44	73.90
9	ARIZONA	91.72	113.11	79.02	69.68
10	WISCONSIN*	90.39	106.98	82.48	70.39
Average Excluding OSU:		99.01	123.76	84.17	73.68

2006-07 PROFESSOR RANKING	
1	UCLA
2	MICHIGAN
3	TEXAS
4	ILLINOIS
5	PENN STATE
6	OHIO STATE
7	MINNESOTA
8	WASHINGTON
9	ARIZONA
10	WISCONSIN

Note: CIC Institutions are in bold type.

* Wisconsin data based on revised survey submission.

2007-08 Faculty Salaries (In Thousands) Ohio State Benchmark Institutions

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	UCLA	109.85	141.97	90.74	76.77
2	MICHIGAN	107.70	137.03	89.06	79.30
3	PENN STATE	99.05	125.40	84.99	69.53
4	MINNESOTA	97.68	121.27	84.34	72.33
5	WASHINGTON	95.60	116.38	83.44	73.90
6	WISCONSIN*	90.39	106.98	82.48	70.39
7	ILLINOIS	99.19	125.68	82.24	73.69
8	TEXAS	99.88	126.02	81.27	77.57
9	OHIO STATE	96.25	121.50	80.28	71.68
10	ARIZONA	91.72	113.11	79.02	69.68
Average Excluding OSU:		99.01	123.76	84.17	73.68

2006-07 ASSOCIATE PROFESSOR RANKING	
1	MICHIGAN
2	UCLA
3	PENN STATE
4	MINNESOTA
5	ILLINOIS
6	TEXAS
7	WISCONSIN
8	WASHINGTON
9	OHIO STATE
10	ARIZONA

Note: CIC Institutions are in bold type.

* Wisconsin data based on revised survey submission.

**2007-08 Faculty Salaries (In Thousands)
Ohio State Benchmark Institutions**

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	MICHIGAN	107.70	137.03	89.06	79.30
2	TEXAS	99.88	126.02	81.27	77.57
3	UCLA	109.85	141.97	90.74	76.77
4	WASHINGTON	95.60	116.38	83.44	73.90
5	ILLINOIS	99.19	125.68	82.24	73.69
6	MINNESOTA	97.68	121.27	84.34	72.33
7	OHIO STATE	96.25	121.50	80.28	71.68
8	WISCONSIN*	90.39	106.98	82.48	70.39
9	ARIZONA	91.72	113.11	79.02	69.68
10	PENN STATE	99.05	125.40	84.99	69.53
Average Excluding OSU:		99.01	123.76	84.17	73.68

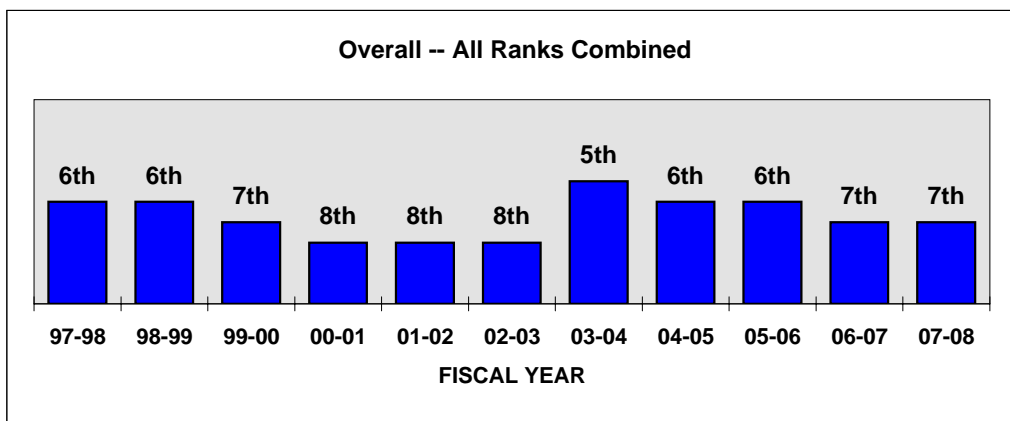
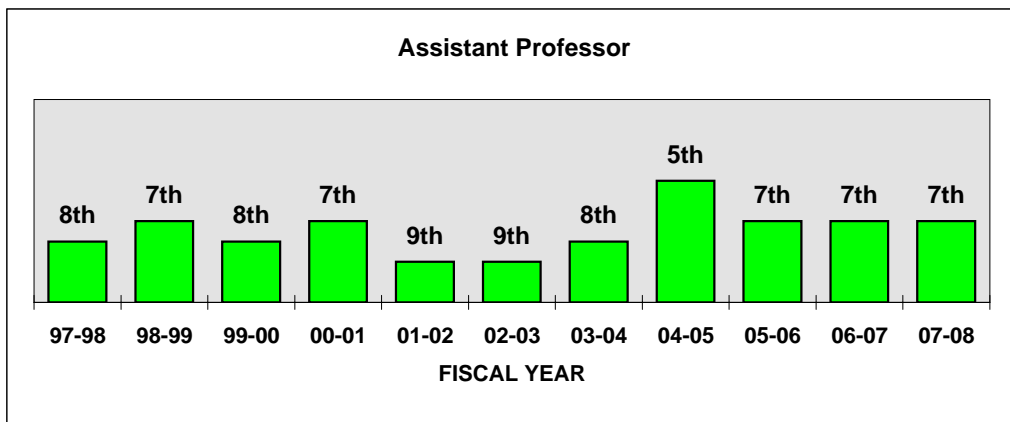
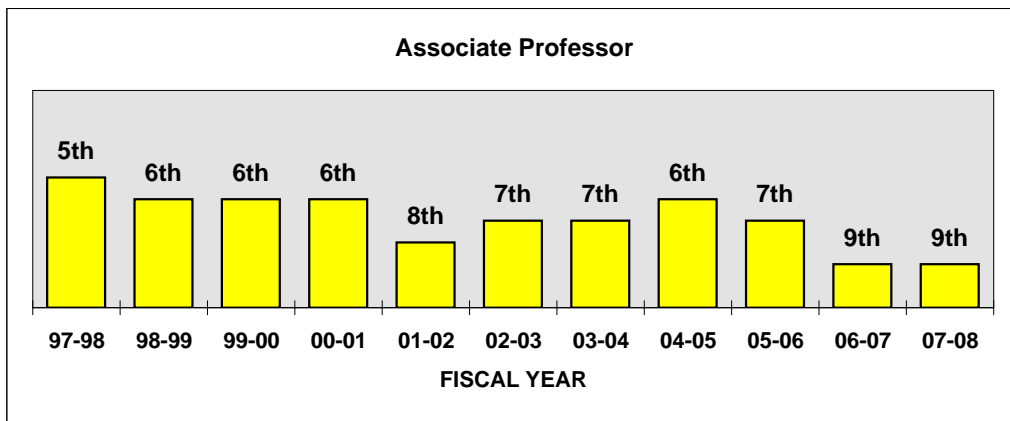
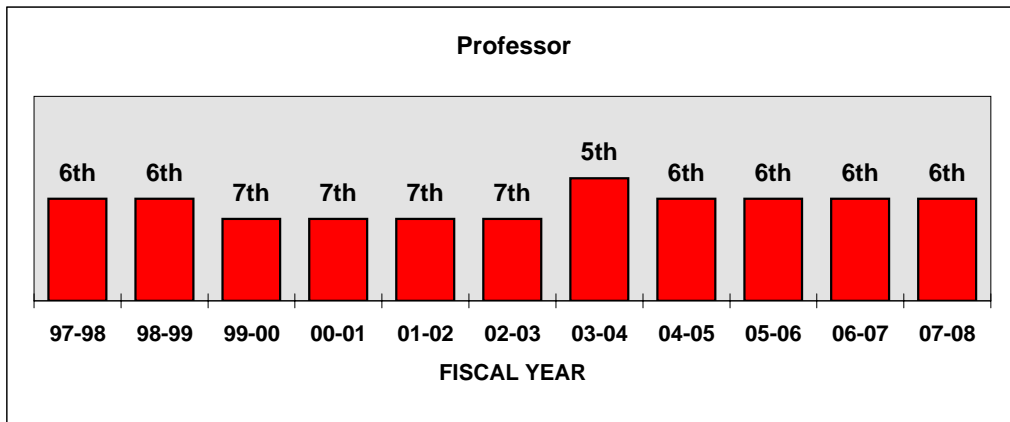
2006-07 ASSISTANT PROFESSOR RANKING	
1	TEXAS
2	MICHIGAN
3	UCLA
4	ILLINOIS
5	WASHINGTON
6	MINNESOTA
7	OHIO STATE
8	PENN STATE
9	ARIZONA
10	WISCONSIN

Note: CIC Institutions are in bold type.

* Wisconsin data based on revised survey submission.

The Ohio State University

History of Ranking in Benchmark Institutions: 1997-98 to 2007-08



2007-08 CIC Ten Year Faculty Salary History

	PROFESSOR												1 YEAR		5 YEAR		10 YEAR	
	07-08	06-07	05-06	04-05	03-04	02-03	01-02	00-01	99-00	98-99	97-98	%	Rnk	%	Rnk	%	Rnk	
U OF CHICAGO	170.81	162.52	155.08	148.43	141.30	134.70	129.20	124.80	118.50	112.00	106.00	5.11	3	4.87	1	4.89	1	
NORTHWESTERN	153.62	147.22	140.80	136.33	131.90	127.70	122.30	116.20	111.20	106.60	101.40	4.35	6	3.76	6	4.24	3	
MICHIGAN	137.03	130.44	125.62	120.17	117.80	114.80	108.90	105.20	100.90	96.70	91.90	5.05	4	3.60	9	4.08	7	
ILLINOIS	125.68	120.93	116.62	111.82	107.00	101.40	100.90	95.60	91.60	86.80	83.60	3.93	9	4.39	2	4.16	5	
PENN STATE	125.40	120.21	116.51	112.58	108.00	102.70	98.10	93.80	89.90	86.10	83.10	4.32	7	4.08	5	4.20	4	
OHIO STATE	121.50	117.17	112.65	108.42	103.53	98.18	93.75	92.20	88.80	84.91	81.85	3.69	10	4.36	3	4.03	8	
MINNESOTA	121.27	116.60	110.31	105.36	102.00	101.30	97.60	93.60	89.50	85.60	81.00	4.01	8	3.66	7	4.12	6	
IOWA	118.08	109.84	105.34	102.81	100.80	99.40	97.10	94.30	89.60	84.50	80.70	7.50	1	3.50	10	3.88	10	
MICHIGAN STATE	116.02	110.23	105.89	101.85	98.30	95.00	89.70	85.20	81.50	77.50	74.20	5.25	2	4.08	4	4.57	2	
INDIANA	114.01	109.05	104.92	101.77	99.10	96.80	94.20	88.20	85.00	80.80	77.40	4.55	5	3.33	11	3.95	9	
PURDUE	111.30	107.56	104.32	100.66	97.20	93.10	90.50	87.40	86.90	84.60	80.80	3.47	11	3.64	8	3.25	12	
WISCONSIN*	106.98	103.54	100.53	97.82	96.20	96.40	92.90	90.40	84.50	77.60	73.90	3.32	12	2.10	12	3.77	11	
<i>Average excl OSU</i>	127.29	121.65	116.90	112.69	109.05	105.75	101.95	97.70	93.55	88.98	84.91	4.64		3.78		4.13		

	ASSOCIATE PROFESSOR												1 YEAR		5 YEAR		10 YEAR	
	07-08	06-07	05-06	04-05	03-04	02-03	01-02	00-01	99-00	98-99	97-98	%	Rnk	%	Rnk	%	Rnk	
U OF CHICAGO	103.34	97.80	93.61	92.29	89.30	88.10	81.70	79.50	75.70	72.30	68.00	5.66	2	3.24	10	4.27	1	
NORTHWESTERN	100.54	97.48	93.73	90.67	86.90	83.90	80.30	78.50	73.40	70.80	67.40	3.14	11	3.69	4	4.08	3	
MICHIGAN	89.06	86.55	83.73	81.57	80.90	78.90	76.30	73.30	71.80	68.20	65.90	2.89	12	2.45	11	3.06	12	
PENN STATE	84.99	81.35	77.75	75.42	72.40	70.30	66.50	63.40	60.40	58.00	56.00	4.47	6	3.87	3	4.26	2	
MINNESOTA	84.34	80.56	75.63	70.68	69.90	70.90	69.20	66.10	63.90	61.70	57.50	4.70	4	3.53	6	3.91	6	
MICHIGAN STATE	82.78	79.16	76.45	73.72	72.40	69.90	67.60	63.90	60.40	58.00	55.80	4.57	5	3.44	8	4.02	5	
WISCONSIN*	82.48	78.11	76.52	73.44	73.30	73.70	70.20	68.00	64.80	58.70	55.50	5.59	3	2.28	12	4.04	4	
ILLINOIS	82.24	79.55	77.57	75.06	72.00	69.40	69.90	66.30	63.40	60.60	58.40	3.38	9	3.45	7	3.48	10	
IOWA	81.01	75.35	70.88	69.07	67.50	65.80	63.70	62.50	60.80	58.00	55.90	7.51	1	4.25	1	3.78	7	
OHIO STATE	80.28	76.94	74.19	72.13	69.08	66.27	63.53	63.80	61.10	58.12	56.26	4.35	7	3.91	2	3.62	9	
INDIANA	77.76	75.06	72.85	70.69	68.50	66.20	64.00	61.10	58.80	56.60	54.20	3.61	8	3.27	9	3.68	8	
PURDUE	77.19	74.82	72.92	70.58	68.80	64.50	62.70	60.60	60.10	57.70	55.20	3.17	10	3.66	5	3.41	11	
<i>Average excl OSU</i>	85.97	82.34	79.24	76.65	74.72	72.87	70.19	67.56	64.86	61.87	59.07	4.41		3.36		3.82		

	ASSISTANT PROFESSOR												1 YEAR		5 YEAR		10 YEAR	
	07-08	06-07	05-06	04-05	03-04	02-03	01-02	00-01	99-00	98-99	97-98	%	Rnk	%	Rnk	%	Rnk	
U OF CHICAGO	90.68	85.34	77.75	73.43	72.30	70.30	69.60	67.10	68.50	65.50	61.40	6.25	2	5.22	1	3.98	8	
NORTHWESTERN	87.88	83.50	81.21	79.26	76.80	73.40	69.10	65.80	62.40	59.80	58.50	5.23	5	3.67	6	4.15	4	
MICHIGAN	79.30	74.95	72.78	67.06	66.70	65.30	61.70	59.70	57.70	54.50	53.00	5.80	3	3.96	2	4.11	5	
ILLINOIS	73.69	71.69	69.63	68.18	64.50	61.00	60.40	56.80	54.10	52.30	51.20	2.79	11	3.85	5	3.71	9	
MINNESOTA	72.33	69.43	65.39	62.53	60.60	61.90	58.20	55.40	53.60	51.30	48.60	4.18	6	3.16	8	4.06	6	
OHIO STATE	71.68	69.38	65.78	64.77	62.25	59.08	55.20	54.40	51.00	48.73	47.37	3.32	10	3.94	3	4.23	3	
WISCONSIN*	70.39	66.01	64.30	63.57	63.60	62.00	59.80	59.80	55.40	52.10	50.60	6.62	1	2.57	11	3.36	11	
IOWA	69.58	65.80	63.93	61.66	59.80	59.30	56.10	54.60	52.70	49.30	48.40	5.74	4	3.25	7	3.70	10	
PENN STATE	69.53	68.16	66.28	64.04	62.50	59.50	56.00	52.70	50.20	47.40	45.80	2.01	12	3.16	9	4.26	2	
PURDUE	69.23	66.80	65.26	62.95	60.50	57.10	55.70	53.00	51.40	48.80	46.80	3.64	8	3.93	4	3.99	7	
INDIANA	68.37	66.01	62.63	61.27	59.60	58.80	55.30	49.80	48.40	45.90	43.60	3.59	9	3.06	10	4.60	1	
MICHIGAN STATE	64.15	61.83	60.21	59.70	58.90	57.00	53.90	51.20	49.10	47.50	46.50	3.75	7	2.39	12	3.27	12	
<i>Average excl OSU</i>	74.10	70.87	68.12	65.79	64.16	62.33	59.62	56.90	54.86	52.22	50.40	4.57		3.52		3.93		

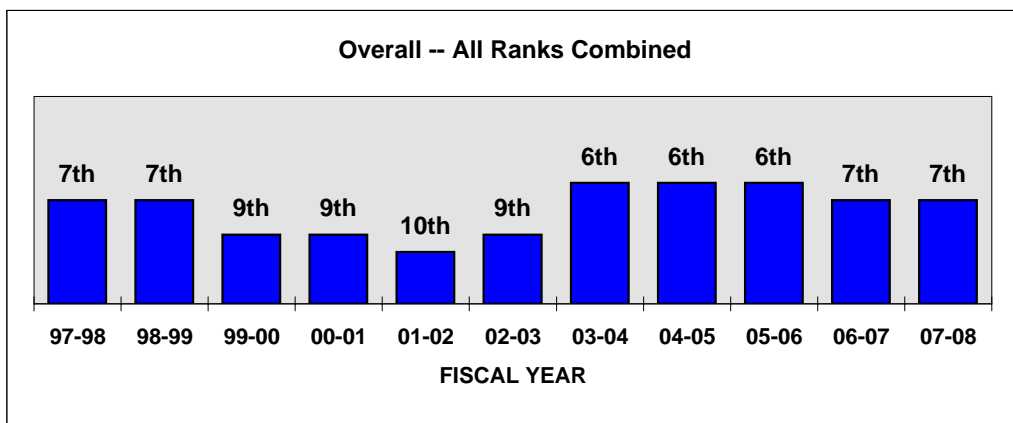
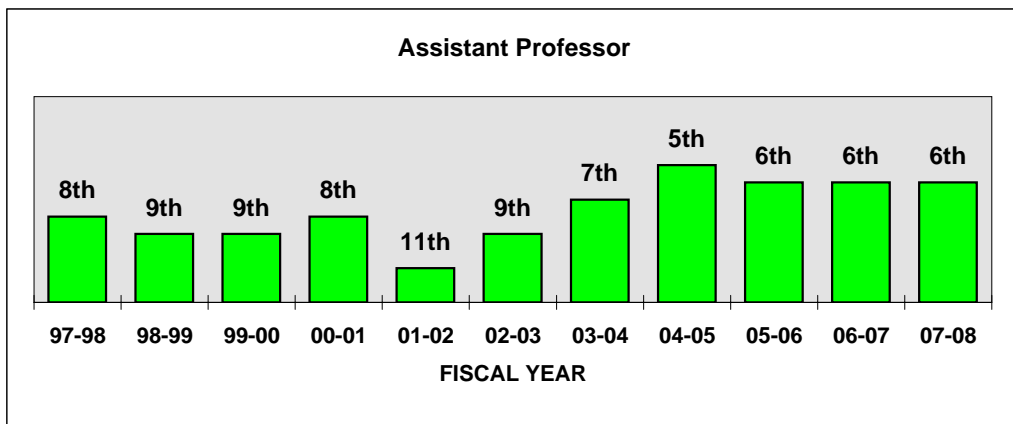
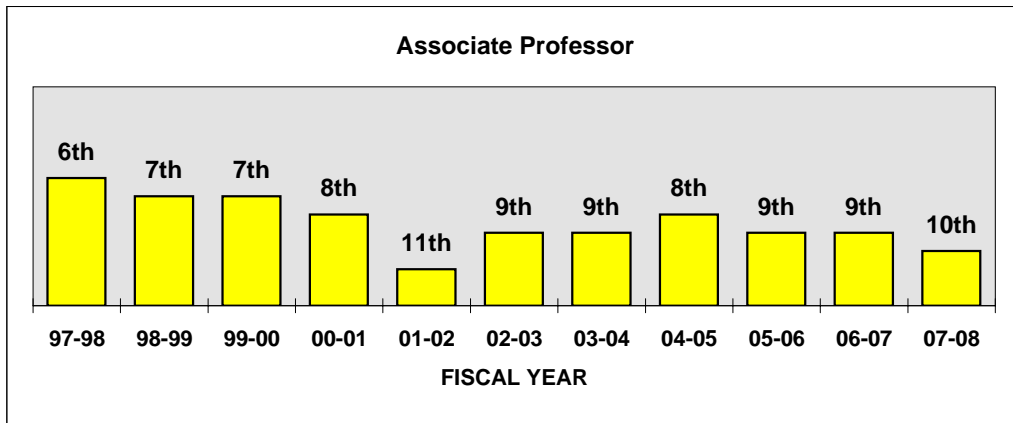
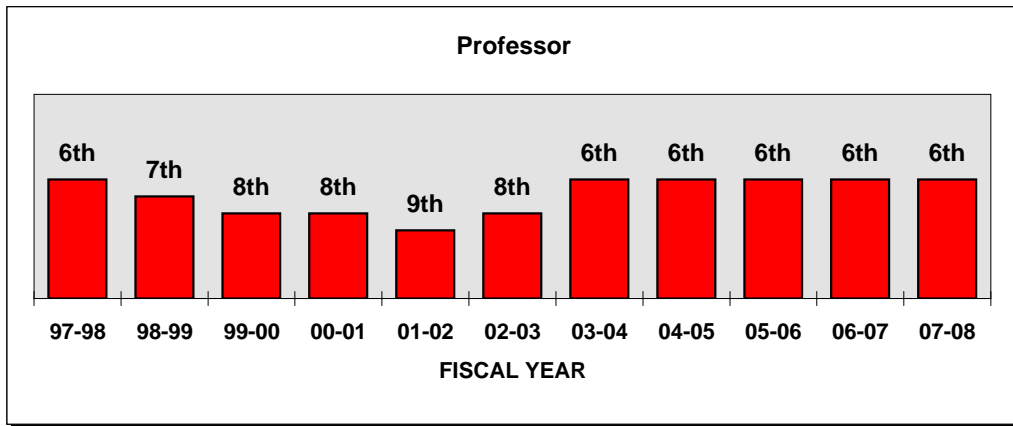
	OVERALL -- ALL RANKS COMBINED												1 YEAR		5 YEAR		10 YEAR	
	07-08	06-07	05-06	04-05	03-04	02-03	01-02	00-01	99-00	98-99	97-98	%	Rnk	%	Rnk	%	Rnk	
U OF CHICAGO	129.80	122.98	117.01	112.87	108.57	104.94	99.70	96.24	91.93	86.91	81.72	5.55	2	4.34	1	4.74	1	
NORTHWESTERN	120.75	115.81	111.56	108.24	104.55	101.02	96.10	91.90	86.67	82.87	79.00	4.26	7	3.63	5	4.33	3	
MICHIGAN	107.70	102.90	99.64	95.40	94.12	91.89	87.25	83.99	80.72	76.69	73.40	4.67	5	3.23	10	3.91	10	
ILLINOIS	99.19	95.67	92.90	89.70	85.80	81.76	81.29	76.79	73.05	69.38	66.87	3.68	11	3.94	3	4.02	8	
PENN STATE	99.05	95.15	92.18	89.28	85.96	82.33	77.93	74.10	70.38	67.03	64.55	4.11	9	3.77	4	4.38	2	
MINNESOTA	97.68	93.61	88.55	84.14	82.05	82.43	79.12	75.55	72.23	69.07	64.90	4.35	6	3.45	9	4.17	5	
OHIO STATE	96.25	92.64	89.16	86.46	82.78	78.84	74.84	73.93	70.35	66.89	64.50	3.90	10	4.07	2	4.08	7	
IOWA	94.54	88.09	84.42	82.27	80.51	79.26	76.56	74.43	70.97	66.81	64.14	7.31	1	3.59	7	3.96	9	
MICHIGAN STATE	93.01	88.62	85.76	83.06	80.94	78.28	74.17	70.22	66.62	63.55	61.07	4.96	3	3.51	8	4.30	4	
INDIANA	91.39	87.70	84.63	82.30	80.07	78.15	75.22	70.24	67.36	64.02	61.10	4.21	8	3.18	11	4.11	6	
WISCONSIN*	90.39	86.33	84.33	82.03	81.32	81.27	77.77	75.81	70.87	64.89	61.76	4.70	4	2.15	12	3.88	11	
PURDUE	90.22	87.16	84.97	82.13	79.53	75.57	73.25	70.44	69.30	66.63	63.56	3.50	12	3.61	6	3.56	12	
<i>Average excl OSU</i>	101.25	96.73	93.27	90.13	87.58	85.17	81.67	78.16	74.56	70.71	67.46	4.67		3.52		4.14		

Note: The overall salaries are derived using Ohio State's rank distribution for the appropriate year.

* Wisconsin data based on revised survey submission.

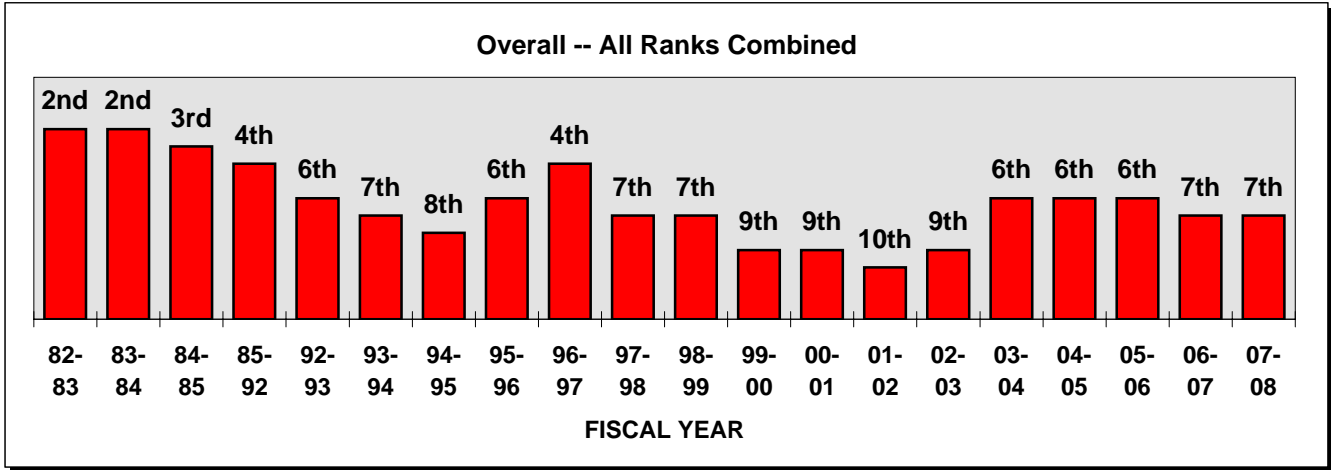
The Ohio State University

History of Ranking in CIC: 1997-98 to 2007-08



The Ohio State University

History of Ranking in CIC: 1982-83 to 2007-08



**2007-08 Average Faculty Salaries (In Thousands)
AAU Institutions**

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	2006-07 OVERALL RANKING	
1	STANFORD	138.27	173.70	122.20	94.30	1	HARVARD
2	HARVARD	137.89	184.80	106.10	95.40	2	STANFORD
3	CAL TECH	134.18	162.20	120.20	101.30	3	CAL TECH
4	U OF CHICAGO	129.80	170.81	103.34	90.68	4	PENNSYLVANIA
5	PRINCETON	129.67	172.20	107.50	81.20	5	PRINCETON
6	PENNSYLVANIA	129.13	163.30	107.50	95.90	6	U OF CHICAGO
7	NEW YORK	125.81	162.40	102.60	90.30	7	COLUMBIA *
8	MIT	123.08	151.60	106.40	93.30	8	MIT
9	COLUMBIA	122.14	162.50	98.20	80.50	9	NORTHWESTERN
10	YALE	121.18	165.10	91.30	81.60	10	YALE
11	DUKE	120.84	152.60	102.50	87.30	11	CORNELL-ENDOWED
12	NORTHWESTERN	120.75	153.62	100.54	87.88	12	NEW YORK
13	CORNELL-ENDOWED	119.80	148.20	103.40	89.80	13	DUKE
14	WASHINGTON UNIVERSITY	116.33	150.80	96.40	80.00	14	WASHINGTON UNIVERSITY
15	EMORY	113.50	147.20	93.40	78.90	15	EMORY
16	SOUTHERN CALIFORNIA	111.87	140.10	93.60	85.00	16	SOUTHERN CALIFORNIA
17	CALIFORNIA-BERKELEY	111.03	140.97	94.39	78.47	17	CARNEGIE-MELLON
18	JOHNS HOPKINS	110.93	139.78	95.77	78.24	18	RICE
19	RICE	110.10	137.10	94.50	81.60	19	CALIFORNIA-BERKELEY
20	UCLA	109.85	141.97	90.74	76.77	20	BROWN
21	CARNEGIE-MELLON	109.22	132.20	96.40	84.30	21	VANDERBILT
22	NORTH CAROLINA-CHAPEL HILL	108.42	138.50	90.90	76.90	22	MICHIGAN
23	MICHIGAN	107.70	137.03	89.06	79.30	23	UCLA
24	BROWN	107.59	139.90	88.00	74.90	24	VIRGINIA
25	VANDERBILT	107.56	140.30	91.00	69.50	25	NORTH CAROLINA-CHAPEL HILL
26	RUTGERS	106.98	130.60	93.70	81.50	26	JOHNS HOPKINS
27	VIRGINIA	105.39	132.70	91.00	74.50	27	MARYLAND
28	MARYLAND	103.60	127.50	89.50	78.80	28	RUTGERS
29	CALIFORNIA-SAN DIEGO	102.93	131.92	82.71	77.54	29	CALIFORNIA-SAN DIEGO
30	CALIFORNIA-IRVINE	101.00	128.72	83.37	74.15	30	TEXAS
31	TEXAS	99.88	126.02	81.27	77.57	31	ILLINOIS
32	ILLINOIS	99.19	125.68	82.24	73.69	32	SUNY-STONY BROOK
33	PENN STATE	99.05	125.40	84.99	69.53	33	PENN STATE
34	CALIFORNIA-SANTA BARBARA	98.15	126.97	79.12	71.28	34	MINNESOTA
35	ROCHESTER	97.94	118.20	85.80	77.20	35	PITTSBURGH
36	MINNESOTA	97.68	121.27	84.34	72.33	36	ROCHESTER
37	CALIFORNIA-DAVIS	97.23	121.49	81.47	74.22	37	SUNY-BUFFALO
38	OHIO STATE	96.25	121.50	80.28	71.68	38	CALIFORNIA-IRVINE
39	BRANDEIS	96.04	116.60	84.00	74.60	39	OHIO STATE
40	COLORADO	95.74	116.40	84.90	72.30	40	CASE WESTERN RESERVE
41	WASHINGTON	95.60	116.38	83.44	73.90	41	CALIFORNIA-SANTA BARBARA
42	PITTSBURGH	95.56	121.90	80.40	67.70	42	TULANE
43	SUNY-STONY BROOK	95.36	116.20	86.50	68.60	43	CALIFORNIA-DAVIS
44	SUNY-BUFFALO	95.21	119.40	83.30	66.60	44	BRANDEIS
45	CASE WESTERN RESERVE	95.13	118.90	81.50	69.90	45	WASHINGTON
46	TULANE	94.97	119.80	82.40	66.10	46	MICHIGAN STATE
47	IOWA	94.54	118.08	81.01	69.58	47	IOWA
48	MICHIGAN STATE	93.01	116.02	82.78	64.15	48	COLORADO
49	TEXAS A&M	91.82	112.30	79.80	70.50	49	INDIANA
50	ARIZONA	91.72	113.11	79.02	69.68	50	TEXAS A&M
51	INDIANA	91.39	114.01	77.76	68.37	51	PURDUE
52	WISCONSIN*	90.39	106.98	82.48	70.39	52	ARIZONA
53	PURDUE	90.22	111.30	77.19	69.23	53	WISCONSIN
54	SYRACUSE	88.55	107.00	78.20	68.60	54	FLORIDA
55	KANSAS	88.54	110.50	76.10	65.00	55	SYRACUSE
56	IOWA STATE	87.99	106.70	77.60	67.60	56	KANSAS
57	FLORIDA	86.40	109.30	73.00	62.50	57	IOWA STATE
58	NEBRASKA	85.68	105.20	74.40	65.10	58	NEBRASKA
59	MISSOURI	81.86	102.80	70.80	58.20	59	MISSOURI
60	OREGON	78.10	94.80	67.50	61.90	60	OREGON

Notes: Benchmark Institutions are in **bold** type. Canadian institutions McGill and University of Toronto are excluded.
Overall salaries represent a weighted average of rank salaries using OSU's rank distribution as weights.
All 12-month salaries have been converted to a 9-month basis.
* Wisconsin data based on revised survey submission.
Number of AAU Institutions changed from 61 to 60 in 2002-03. (Catholic University was removed)

**2007-08 Average Faculty Salaries (In Thousands)
AAU Institutions**

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	2006-07 PROFESSOR RANKING	
1	HARVARD	137.89	184.80	106.10	95.40	1	HARVARD
2	STANFORD	138.27	173.70	122.20	94.30	2	STANFORD
3	PRINCETON	129.67	172.20	107.50	81.20	3	PRINCETON
4	U OF CHICAGO	129.80	170.81	103.34	90.68	4	U OF CHICAGO
5	YALE	121.18	165.10	91.30	81.60	5	YALE
6	PENNSYLVANIA	129.13	163.30	107.50	95.90	6	PENNSYLVANIA
7	COLUMBIA	122.14	162.50	98.20	80.50	7	CAL TECH
8	NEW YORK	125.81	162.40	102.60	90.30	8	COLUMBIA *
9	CAL TECH	134.18	162.20	120.20	101.30	9	NEW YORK
10	NORTHWESTERN	120.75	153.62	100.54	87.88	10	NORTHWESTERN
11	DUKE	120.84	152.60	102.50	87.30	11	MIT
12	MIT	123.08	151.60	106.40	93.30	12	WASHINGTON UNIVERSITY
13	WASHINGTON UNIVERSITY	116.33	150.80	96.40	80.00	13	EMORY
14	CORNELL-ENDOWED	119.80	148.20	103.40	89.80	14	DUKE
15	EMORY	113.50	147.20	93.40	78.90	15	CORNELL-ENDOWED
16	UCLA	109.85	141.97	90.74	76.77	16	VANDERBILT
17	CALIFORNIA-BERKELEY	111.03	140.97	94.39	78.47	17	BROWN
18	VANDERBILT	107.56	140.30	91.00	69.50	18	SOUTHERN CALIFORNIA
19	SOUTHERN CALIFORNIA	111.87	140.10	93.60	85.00	19	UCLA
20	BROWN	107.59	139.90	88.00	74.90	20	CALIFORNIA-BERKELEY
21	JOHNS HOPKINS	110.93	139.78	95.77	78.24	21	MICHIGAN
22	NORTH CAROLINA-CHAPEL HILL	108.42	138.50	90.90	76.90	22	RICE
23	RICE	110.10	137.10	94.50	81.60	23	VIRGINIA
24	MICHIGAN	107.70	137.03	89.06	79.30	24	CARNEGIE-MELLON
25	VIRGINIA	105.39	132.70	91.00	74.50	25	NORTH CAROLINA-CHAPEL HILL
26	CARNEGIE-MELLON	109.22	132.20	96.40	84.30	26	CALIFORNIA-SAN DIEGO
27	CALIFORNIA-SAN DIEGO	102.93	131.92	82.71	77.54	27	JOHNS HOPKINS
28	RUTGERS	106.98	130.60	93.70	81.50	28	RUTGERS
29	CALIFORNIA-IRVINE	101.00	128.72	83.37	74.15	29	TEXAS
30	MARYLAND	103.60	127.50	89.50	78.80	30	MARYLAND
31	CALIFORNIA-SANTA BARBARA	98.15	126.97	79.12	71.28	31	ILLINOIS
32	TEXAS	99.88	126.02	81.27	77.57	32	PENN STATE
33	ILLINOIS	99.19	125.68	82.24	73.69	33	PITTSBURGH
34	PENN STATE	99.05	125.40	84.99	69.53	34	CALIFORNIA-SANTA BARBARA
35	PITTSBURGH	95.56	121.90	80.40	67.70	35	CALIFORNIA-IRVINE
36	OHIO STATE	96.25	121.50	80.28	71.68	36	OHIO STATE
37	CALIFORNIA-DAVIS	97.23	121.49	81.47	74.22	37	MINNESOTA
38	MINNESOTA	97.68	121.27	84.34	72.33	38	SUNY-BUFFALO
39	TULANE	94.97	119.80	82.40	66.10	39	SUNY-STONY BROOK
40	SUNY-BUFFALO	95.21	119.40	83.30	66.60	40	CASE WESTERN RESERVE
41	CASE WESTERN RESERVE	95.13	118.90	81.50	69.90	41	TULANE
42	ROCHESTER	97.94	118.20	85.80	77.20	42	CALIFORNIA-DAVIS
43	IOWA	94.54	118.08	81.01	69.58	43	ROCHESTER
44	BRANDEIS	96.04	116.60	84.00	74.60	44	MICHIGAN STATE
45	COLORADO	95.74	116.40	84.90	72.30	45	IOWA
46	WASHINGTON	95.60	116.38	83.44	73.90	46	BRANDEIS
47	SUNY-STONY BROOK	95.36	116.20	86.50	68.60	47	INDIANA
48	MICHIGAN STATE	93.01	116.02	82.78	64.15	48	WASHINGTON
49	INDIANA	91.39	114.01	77.76	68.37	49	FLORIDA
50	ARIZONA	91.72	113.11	79.02	69.68	50	PURDUE
51	TEXAS A&M	91.82	112.30	79.80	70.50	51	TEXAS A&M
52	PURDUE	90.22	111.30	77.19	69.23	52	ARIZONA
53	KANSAS	88.54	110.50	76.10	65.00	53	COLORADO
54	FLORIDA	86.40	109.30	73.00	62.50	54	SYRACUSE
55	SYRACUSE	88.55	107.00	78.20	68.60	55	KANSAS
56	WISCONSIN*	90.39	106.98	82.48	70.39	56	WISCONSIN
57	IOWA STATE	87.99	106.70	77.60	67.60	57	NEBRASKA
58	NEBRASKA	85.68	105.20	74.40	65.10	58	MISSOURI
59	MISSOURI	81.86	102.80	70.80	58.20	59	IOWA STATE
60	OREGON	78.10	94.80	67.50	61.90	60	OREGON

Notes: Benchmark Institutions are in **bold** type. Canadian institutions McGill and University of Toronto are excluded.
Overall salaries represent a weighted average of rank salaries using OSU's rank distribution as weights.
All 12-month salaries have been converted to a 9-month basis.
* Wisconsin data based on revised survey submission.
Number of AAU Institutions changed from 61 to 60 in 2002-03. (Catholic University was removed)

**2007-08 Average Faculty Salaries (In Thousands)
AAU Institutions**

	INSTITUTION	OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	STANFORD	138.27	173.70	122.20	94.30
2	CAL TECH	134.18	162.20	120.20	101.30
3	PENNSYLVANIA	129.13	163.30	107.50	95.90
4	PRINCETON	129.67	172.20	107.50	81.20
5	MIT	123.08	151.60	106.40	93.30
6	HARVARD	137.89	184.80	106.10	95.40
7	CORNELL-ENDOWED	119.80	148.20	103.40	89.80
8	U OF CHICAGO	129.80	170.81	103.34	90.68
9	NEW YORK	125.81	162.40	102.60	90.30
10	DUKE	120.84	152.60	102.50	87.30
11	NORTHWESTERN	120.75	153.62	100.54	87.88
12	COLUMBIA	122.14	162.50	98.20	80.50
13	CARNEGIE-MELLON	109.22	132.20	96.40	84.30
14	WASHINGTON UNIVERSITY	116.33	150.80	96.40	80.00
15	JOHNS HOPKINS	110.93	139.78	95.77	78.24
16	RICE	110.10	137.10	94.50	81.60
17	CALIFORNIA-BERKELEY	111.03	140.97	94.39	78.47
18	RUTGERS	106.98	130.60	93.70	81.50
19	SOUTHERN CALIFORNIA	111.87	140.10	93.60	85.00
20	EMORY	113.50	147.20	93.40	78.90
21	YALE	121.18	165.10	91.30	81.60
22	VANDERBILT	107.56	140.30	91.00	69.50
23	VIRGINIA	105.39	132.70	91.00	74.50
24	NORTH CAROLINA-CHAPEL HILL	108.42	138.50	90.90	76.90
25	UCLA	109.85	141.97	90.74	76.77
26	MARYLAND	103.60	127.50	89.50	78.80
27	MICHIGAN	107.70	137.03	89.06	79.30
28	BROWN	107.59	139.90	88.00	74.90
29	SUNY-STONY BROOK	95.36	116.20	86.50	68.60
30	ROCHESTER	97.94	118.20	85.80	77.20
31	PENN STATE	99.05	125.40	84.99	69.53
32	COLORADO	95.74	116.40	84.90	72.30
33	MINNESOTA	97.68	121.27	84.34	72.33
34	BRANDEIS	96.04	116.60	84.00	74.60
35	WASHINGTON	95.60	116.38	83.44	73.90
36	CALIFORNIA-IRVINE	101.00	128.72	83.37	74.15
37	SUNY-BUFFALO	95.21	119.40	83.30	66.60
38	MICHIGAN STATE	93.01	116.02	82.78	64.15
39	CALIFORNIA-SAN DIEGO	102.93	131.92	82.71	77.54
40	WISCONSIN*	90.39	106.98	82.48	70.39
41	TULANE	94.97	119.80	82.40	66.10
42	ILLINOIS	99.19	125.68	82.24	73.69
43	CASE WESTERN RESERVE	95.13	118.90	81.50	69.90
44	CALIFORNIA-DAVIS	97.23	121.49	81.47	74.22
45	TEXAS	99.88	126.02	81.27	77.57
46	IOWA	94.54	118.08	81.01	69.58
47	PITTSBURGH	95.56	121.90	80.40	67.70
48	OHIO STATE	96.25	121.50	80.28	71.68
49	TEXAS A&M	91.82	112.30	79.80	70.50
50	CALIFORNIA-SANTA BARBARA	98.15	126.97	79.12	71.28
51	ARIZONA	91.72	113.11	79.02	69.68
52	SYRACUSE	88.55	107.00	78.20	68.60
53	INDIANA	91.39	114.01	77.76	68.37
54	IOWA STATE	87.99	106.70	77.60	67.60
55	PURDUE	90.22	111.30	77.19	69.23
56	KANSAS	88.54	110.50	76.10	65.00
57	NEBRASKA	85.68	105.20	74.40	65.10
58	FLORIDA	86.40	109.30	73.00	62.50
59	MISSOURI	81.86	102.80	70.80	58.20
60	OREGON	78.10	94.80	67.50	61.90

	2006-07 ASSOCIATE PROFESSOR RANKING
1	STANFORD
2	CAL TECH
3	PENNSYLVANIA
4	PRINCETON
5	COLUMBIA *
6	HARVARD
7	MIT
8	CORNELL-ENDOWED
9	U OF CHICAGO
10	NORTHWESTERN
11	DUKE
12	WASHINGTON UNIVERSITY
13	CARNEGIE-MELLON
14	SOUTHERN CALIFORNIA
15	NEW YORK
16	RICE
17	EMORY
18	VIRGINIA
19	JOHNS HOPKINS
20	YALE
21	CALIFORNIA-BERKELEY
22	MICHIGAN
23	VANDERBILT
24	SUNY-STONY BROOK
25	NORTH CAROLINA-CHAPEL HILL
26	RUTGERS
27	MARYLAND
28	UCLA
29	BROWN
30	ROCHESTER
31	PENN STATE
32	SUNY-BUFFALO
33	MINNESOTA
34	ILLINOIS
35	MICHIGAN STATE
36	TULANE
37	CASE WESTERN RESERVE
38	TEXAS
39	PITTSBURGH
40	WISCONSIN
41	CALIFORNIA-SAN DIEGO
42	COLORADO
43	BRANDEIS
44	CALIFORNIA-IRVINE
45	WASHINGTON
46	OHIO STATE
47	CALIFORNIA-DAVIS
48	TEXAS A&M
49	IOWA
50	SYRACUSE
51	INDIANA
52	ARIZONA
53	PURDUE
54	CALIFORNIA-SANTA BARBARA
55	IOWA STATE
56	FLORIDA
57	KANSAS
58	NEBRASKA
59	MISSOURI
60	OREGON

Notes: Benchmark Institutions are in **bold** type. Canadian institutions McGill and University of Toronto are excluded.
Overall salaries represent a weighted average of rank salaries using OSU's rank distribution as weights.
All 12-month salaries have been converted to a 9-month basis.
* Wisconsin data based on revised survey submission.
Number of AAU Institutions changed from 61 to 60 in 2002-03. (Catholic University was removed)

**2007-08 Average Faculty Salaries (In Thousands)
AAU Institutions**

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	CAL TECH	134.18	162.20	120.20	101.30
2	PENNSYLVANIA	129.13	163.30	107.50	95.90
3	HARVARD	137.89	184.80	106.10	95.40
4	STANFORD	138.27	173.70	122.20	94.30
5	MIT	123.08	151.60	106.40	93.30
6	U OF CHICAGO	129.80	170.81	103.34	90.68
7	NEW YORK	125.81	162.40	102.60	90.30
8	CORNELL-ENDOWED	119.80	148.20	103.40	89.80
9	NORTHWESTERN	120.75	153.62	100.54	87.88
10	DUKE	120.84	152.60	102.50	87.30
11	SOUTHERN CALIFORNIA	111.87	140.10	93.60	85.00
12	CARNEGIE-MELLON	109.22	132.20	96.40	84.30
13	RICE	110.10	137.10	94.50	81.60
14	YALE	121.18	165.10	91.30	81.60
15	RUTGERS	106.98	130.60	93.70	81.50
16	PRINCETON	129.67	172.20	107.50	81.20
17	COLUMBIA	122.14	162.50	98.20	80.50
18	WASHINGTON UNIVERSITY	116.33	150.80	96.40	80.00
19	MICHIGAN	107.70	137.03	89.06	79.30
20	EMORY	113.50	147.20	93.40	78.90
21	MARYLAND	103.60	127.50	89.50	78.80
22	CALIFORNIA-BERKELEY	111.03	140.97	94.39	78.47
23	JOHNS HOPKINS	110.93	139.78	95.77	78.24
24	TEXAS	99.88	126.02	81.27	77.57
25	CALIFORNIA-SAN DIEGO	102.93	131.92	82.71	77.54
26	ROCHESTER	97.94	118.20	85.80	77.20
27	NORTH CAROLINA-CHAPEL HILL	108.42	138.50	90.90	76.90
28	UCLA	109.85	141.97	90.74	76.77
29	BROWN	107.59	139.90	88.00	74.90
30	BRANDEIS	96.04	116.60	84.00	74.60
31	VIRGINIA	105.39	132.70	91.00	74.50
32	CALIFORNIA-DAVIS	97.23	121.49	81.47	74.22
33	CALIFORNIA-IRVINE	101.00	128.72	83.37	74.15
34	WASHINGTON	95.60	116.38	83.44	73.90
35	ILLINOIS	99.19	125.68	82.24	73.69
36	MINNESOTA	97.68	121.27	84.34	72.33
37	COLORADO	95.74	116.40	84.90	72.30
38	OHIO STATE	96.25	121.50	80.28	71.68
39	CALIFORNIA-SANTA BARBARA	98.15	126.97	79.12	71.28
40	TEXAS A&M	91.82	112.30	79.80	70.50
41	WISCONSIN*	90.39	106.98	82.48	70.39
42	CASE WESTERN RESERVE	95.13	118.90	81.50	69.90
43	ARIZONA	91.72	113.11	79.02	69.68
44	IOWA	94.54	118.08	81.01	69.58
45	PENN STATE	99.05	125.40	84.99	69.53
46	VANDERBILT	107.56	140.30	91.00	69.50
47	PURDUE	90.22	111.30	77.19	69.23
48	SUNY-STONY BROOK	95.36	116.20	86.50	68.60
49	SYRACUSE	88.55	107.00	78.20	68.60
50	INDIANA	91.39	114.01	77.76	68.37
51	PITTSBURGH	95.56	121.90	80.40	67.70
52	IOWA STATE	87.99	106.70	77.60	67.60
53	SUNY-BUFFALO	95.21	119.40	83.30	66.60
54	TULANE	94.97	119.80	82.40	66.10
55	NEBRASKA	85.68	105.20	74.40	65.10
56	KANSAS	88.54	110.50	76.10	65.00
57	MICHIGAN STATE	93.01	116.02	82.78	64.15
58	FLORIDA	86.40	109.30	73.00	62.50
59	OREGON	78.10	94.80	67.50	61.90
60	MISSOURI	81.86	102.80	70.80	58.20

2006-07 ASSISTANT PROFESSOR RANKING	
1	CAL TECH
2	PENNSYLVANIA
3	HARVARD
4	STANFORD
5	MIT
6	CORNELL-ENDOWED
7	U OF CHICAGO
8	NORTHWESTERN
9	CARNEGIE-MELLON
10	DUKE
11	SOUTHERN CALIFORNIA
12	NEW YORK
13	COLUMBIA *
14	PRINCETON
15	RICE
16	EMORY
17	YALE
18	MARYLAND
19	WASHINGTON UNIVERSITY
20	CALIFORNIA-BERKELEY
21	TEXAS
22	MICHIGAN
23	ROCHESTER
24	BROWN
25	UCLA
26	NORTH CAROLINA-CHAPEL HILL
27	ILLINOIS
28	VIRGINIA
29	WASHINGTON
30	JOHNS HOPKINS
31	CALIFORNIA-SAN DIEGO
32	BRANDEIS
33	MINNESOTA
34	OHIO STATE
35	SUNY-STONY BROOK
36	RUTGERS
37	CALIFORNIA-IRVINE
38	PENN STATE
39	CASE WESTERN RESERVE
40	CALIFORNIA-DAVIS
41	COLORADO
42	TEXAS A&M
43	CALIFORNIA-SANTA BARBARA
44	VANDERBILT
45	ARIZONA
46	PURDUE
47	SUNY-BUFFALO
48	PITTSBURGH
49	WISCONSIN
50	INDIANA
51	IOWA
52	SYRACUSE
53	IOWA STATE
54	TULANE
55	NEBRASKA
56	KANSAS
57	FLORIDA
58	MICHIGAN STATE
59	OREGON
60	MISSOURI

Notes: Benchmark Institutions are in **bold** type. Canadian institutions McGill and University of Toronto are excluded.
Overall salaries represent a weighted average of rank salaries using OSU's rank distribution as weights.
All 12-month salaries have been converted to a 9-month basis.
* Wisconsin data based on revised survey submission.
Number of AAU Institutions changed from 61 to 60 in 2002-03. (Catholic University was removed)

2007-08 Average Faculty Salaries (In Thousands)

Public AAU Institutions

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	CALIFORNIA-BERKELEY	111.03	140.97	94.39	78.47
2	UCLA	109.85	141.97	90.74	76.77
3	NORTH CAROLINA-CHAPEL HILL	108.42	138.50	90.90	76.90
4	MICHIGAN	107.70	137.03	89.06	79.30
5	RUTGERS	106.98	130.60	93.70	81.50
6	VIRGINIA	105.39	132.70	91.00	74.50
7	MARYLAND	103.60	127.50	89.50	78.80
8	CALIFORNIA-SAN DIEGO	102.93	131.92	82.71	77.54
9	CALIFORNIA-IRVINE	101.00	128.72	83.37	74.15
10	TEXAS	99.88	126.02	81.27	77.57
11	ILLINOIS	99.19	125.68	82.24	73.69
12	PENN STATE	99.05	125.40	84.99	69.53
13	CALIFORNIA-SANTA BARBARA	98.15	126.97	79.12	71.28
14	MINNESOTA	97.68	121.27	84.34	72.33
15	CALIFORNIA-DAVIS	97.23	121.49	81.47	74.22
16	OHIO STATE	96.25	121.50	80.28	71.68
17	COLORADO	95.74	116.40	84.90	72.30
18	WASHINGTON	95.60	116.38	83.44	73.90
19	PITTSBURGH	95.56	121.90	80.40	67.70
20	SUNY-STONY BROOK	95.36	116.20	86.50	68.60
21	SUNY-BUFFALO	95.21	119.40	83.30	66.60
22	IOWA	94.54	118.08	81.01	69.58
23	MICHIGAN STATE	93.01	116.02	82.78	64.15
24	TEXAS A&M	91.82	112.30	79.80	70.50
25	ARIZONA	91.72	113.11	79.02	69.68
26	INDIANA	91.39	114.01	77.76	68.37
27	WISCONSIN*	90.39	106.98	82.48	70.39
28	PURDUE	90.22	111.30	77.19	69.23
29	KANSAS	88.54	110.50	76.10	65.00
30	IOWA STATE	87.99	106.70	77.60	67.60
31	FLORIDA	86.40	109.30	73.00	62.50
32	NEBRASKA	85.68	105.20	74.40	65.10
33	MISSOURI	81.86	102.80	70.80	58.20
34	OREGON	78.10	94.80	67.50	61.90

Notes: Benchmark Institutions are in bold type. Canadian institution University of Toronto is excluded.
 Overall salaries represent a weighted average of rank salaries using OSU's rank distribution as weights.
 All 12-month salaries have been converted to a 9-month basis.
 * Wisconsin data based on revised survey submission.

2007-08 Average Faculty Salaries (In Thousands)

Private AAU Institutions

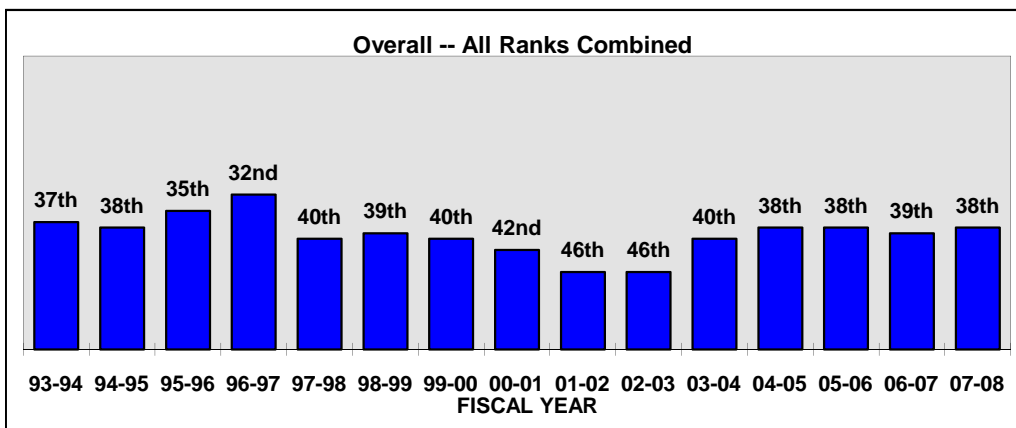
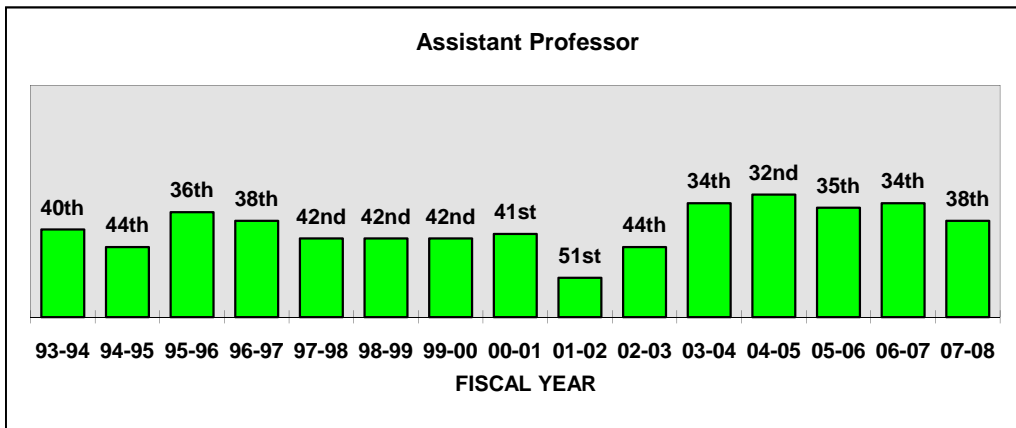
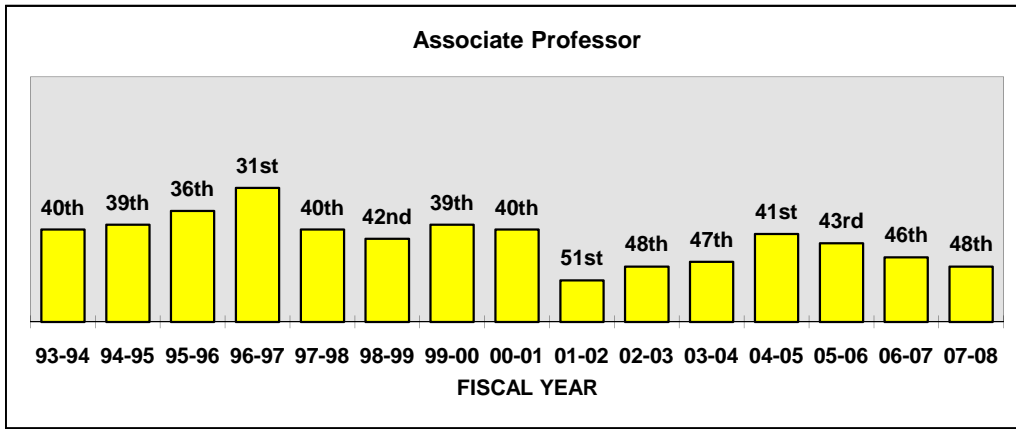
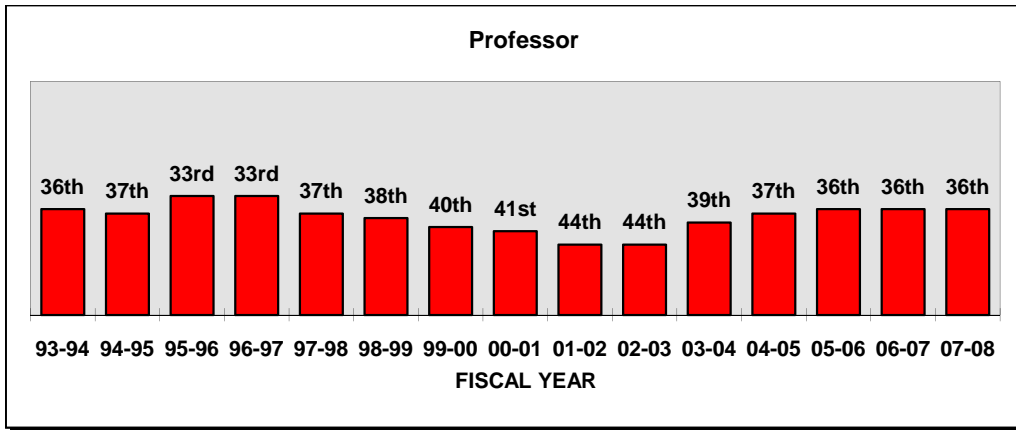
INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	STANFORD	138.27	173.70	122.20	94.30
2	HARVARD	137.89	184.80	106.10	95.40
3	CAL TECH	134.18	162.20	120.20	101.30
4	U OF CHICAGO	129.80	170.81	103.34	90.68
5	PRINCETON	129.67	172.20	107.50	81.20
6	PENNSYLVANIA	129.13	163.30	107.50	95.90
7	NEW YORK	125.81	162.40	102.60	90.30
8	MIT	123.08	151.60	106.40	93.30
9	COLUMBIA	122.14	162.50	98.20	80.50
10	YALE	121.18	165.10	91.30	81.60
11	DUKE	120.84	152.60	102.50	87.30
12	NORTHWESTERN	120.75	153.62	100.54	87.88
13	CORNELL-ENDOWED	119.80	148.20	103.40	89.80
14	WASHINGTON UNIVERSITY	116.33	150.80	96.40	80.00
15	EMORY	113.50	147.20	93.40	78.90
16	SOUTHERN CALIFORNIA	111.87	140.10	93.60	85.00
17	JOHNS HOPKINS	110.93	139.78	95.77	78.24
18	RICE	110.10	137.10	94.50	81.60
19	CARNEGIE-MELLON	109.22	132.20	96.40	84.30
20	BROWN	107.59	139.90	88.00	74.90
21	VANDERBILT	107.56	140.30	91.00	69.50
22	ROCHESTER	97.94	118.20	85.80	77.20
23	BRANDEIS	96.04	116.60	84.00	74.60
24	CASE WESTERN RESERVE	95.13	118.90	81.50	69.90
25	TULANE	94.97	119.80	82.40	66.10
26	SYRACUSE	88.55	107.00	78.20	68.60

Notes: Canadian institution McGill is excluded.

Overall salaries represent a weighted average of rank salaries using OSU's rank distribution as weights.

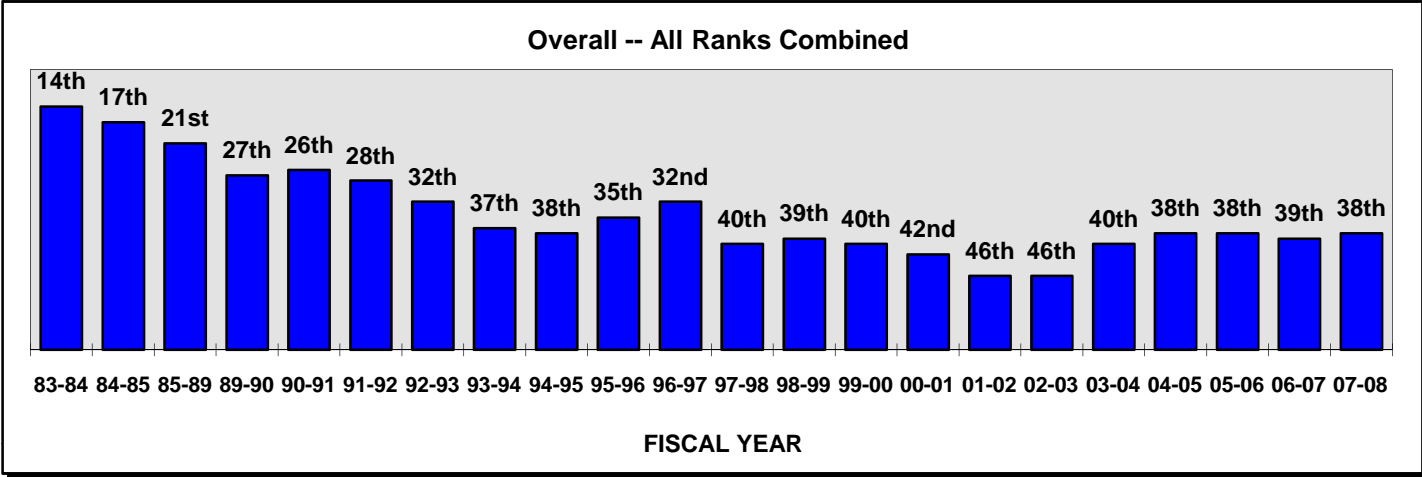
All 12-month salaries have been converted to a 9-month basis.

History of Ranking in AAU: 1993-94 to 2007-08

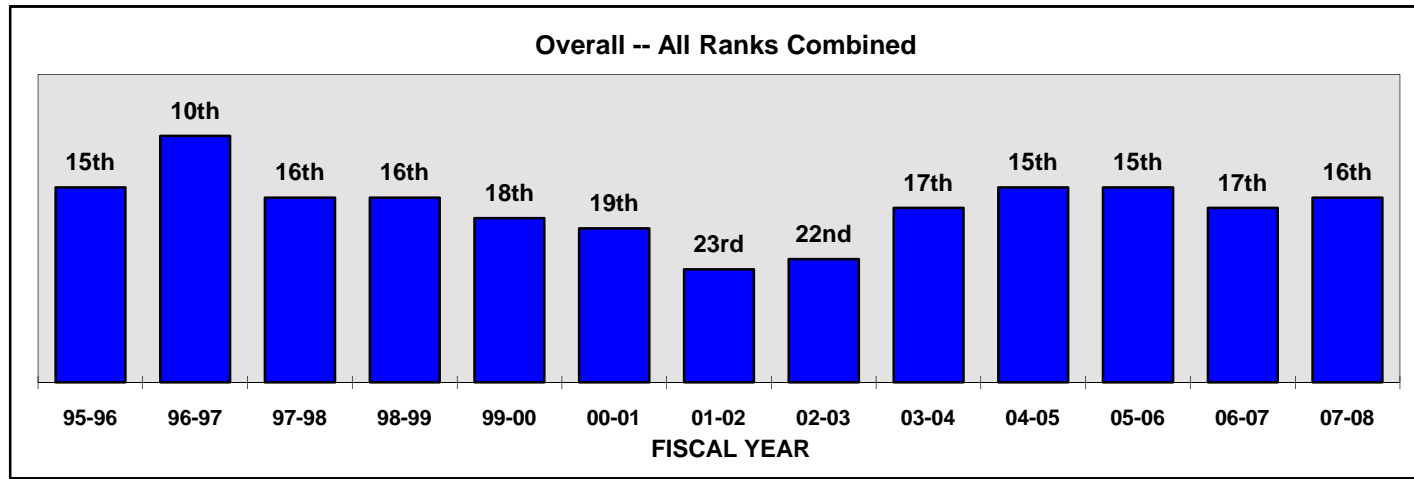


NOTE: The number of U.S. AAU institutions changed from 56 to 60 in 1996-97; from 60 to 61 in 2001-02; and from 61 to 60 in 2002-03.

History of Ranking in AAU: 1983-84 to 2007-08



History of Ranking in Public AAU Institutions 1995-96 to 2007-08



Note: Number of AAU Publics increased from 32 to 34 in 2001-02.

The Ohio State University
AAU - Living Cost Index on Overall Faculty Salaries - Updated
FY 2007-08

AAU Institution	Living Cost Index	Original		Adjusted by Index		Difference in Rank
		Overall	Rank	Overall	Rank	
DUKE	96.5	\$120.84	11	\$125.22	1	10
VANDERBILT	93.2	\$107.56	25	\$115.41	2	23
CORNELL-ENDOWED	106.4	\$119.80	13	\$112.59	3	10
NORTH CAROLINA-CHAPEL HILL	96.5	\$108.42	22	\$112.35	4	18
EMORY	102.2	\$113.50	15	\$111.06	5	10
PENNSYLVANIA	119.7	\$129.13	6	\$107.88	6	0
YALE	114.8	\$121.18	10	\$105.56	7	3
ILLINOIS	94.4	\$99.19	32	\$105.07	8	24
U OF CHICAGO	124.2	\$129.80	4	\$104.51	9	-5
WASHINGTON UNIVERSITY	112.2	\$116.33	14	\$103.68	10	4
JOHNS HOPKINS	108.6	\$110.93	18	\$102.15	11	7
VIRGINIA	103.4	\$105.39	27	\$101.93	12	15
HARVARD	137.1	\$137.89	2	\$100.57	13	-11
PRINCETON	129.1	\$129.67	5	\$100.44	14	-9
PURDUE	90.9	\$90.22	53	\$99.25	15	38
MICHIGAN	108.7	\$107.70	23	\$99.08	16	7
INDIANA	92.9	\$91.39	51	\$98.38	17	34
PENN STATE	101.1	\$99.05	33	\$97.98	18	15
CARNEGIE-MELLON	111.8	\$109.22	21	\$97.69	19	2
RICE	112.9	\$110.10	19	\$97.52	20	-1
TEXAS A&M	94.3	\$91.82	49	\$97.37	21	28
NORTHWESTERN	124.2	\$120.75	12	\$97.22	22	-10
OHIO STATE	100.0	\$96.25	38	\$96.25	23	15
SUNY-BUFFALO	100.1	\$95.21	44	\$95.12	24	20
ROCHESTER	103.1	\$97.94	35	\$94.99	25	10
IOWA	99.7	\$94.54	47	\$94.82	26	21
BROWN	113.6	\$107.59	24	\$94.71	27	-3
TEXAS	106.8	\$99.88	31	\$93.52	28	3
CASE WESTERN RESERVE	102.8	\$95.13	45	\$92.54	29	16
KANSAS	96.4	\$88.54	55	\$91.85	30	25
MISSOURI	89.2	\$81.86	59	\$91.77	31	28
MICHIGAN STATE	102.4	\$93.01	48	\$90.83	32	16
IOWA STATE	96.9	\$87.99	56	\$90.80	33	23
TULANE	105.3	\$94.97	46	\$90.19	34	12
MIT	137.1	\$123.08	8	\$89.78	35	-27
NEBRASKA	97.5	\$85.68	58	\$87.88	36	22
COLORADO	109.4	\$95.74	40	\$87.51	37	3
WISCONSIN*	103.5	\$90.39	52	\$87.34	38	14
MINNESOTA	111.9	\$97.68	36	\$87.29	39	-3
SYRACUSE	103.1	\$88.55	54	\$85.88	40	14
PITTSBURGH	111.8	\$95.56	42	\$85.48	41	1
FLORIDA	102.1	\$86.40	57	\$84.62	42	15
MARYLAND	123.7	\$103.60	28	\$83.75	43	-15
RUTGERS	128.8	\$106.98	26	\$83.06	44	-18
CAL TECH	164.6	\$134.18	3	\$81.52	45	-42
WASHINGTON	118.6	\$95.60	41	\$80.61	46	-5
ARIZONA	114.7	\$91.72	50	\$79.97	47	3
CALIFORNIA-SAN DIEGO	133.1	\$102.93	29	\$77.33	48	-19
CALIFORNIA-DAVIS	129.3	\$97.23	37	\$75.19	49	-12
SOUTHERN CALIFORNIA	151.7	\$111.87	16	\$73.74	50	-34
OREGON	106.3	\$78.10	60	\$73.47	51	9
UCLA	151.7	\$109.85	20	\$72.41	52	-32
STANFORD	196.2	\$138.27	1	\$70.47	53	-52
BRANDEIS	137.1	\$96.04	39	\$70.05	54	-15
CALIFORNIA-IRVINE	147.5	\$101.00	30	\$68.47	55	-25
SUNY-STONY BROOK	143.3	\$95.36	43	\$66.54	56	-13
CALIFORNIA-BERKELEY	174.8	\$111.03	17	\$63.52	57	-40
NEW YORK	217.3	\$125.81	7	\$57.90	58	-51
COLUMBIA	217.3	\$122.14	9	\$56.21	59	-50
CALIFORNIA-SANTA BARBARA	213.8	\$98.15	34	\$45.91	60	-26

Sources: 2007 Runzhemier Report of Living Cost Standards

American Association of University Professors (AAUP) Faculty Compensation Survey 2007-08

Notes: Benchmark Institutions are in **bold** type. Canadian institutions McGill and University of Toronto are excluded.

Overall salaries represent a weighted average of rank salaries using OSU's rank distribution as weights.

All 12-month salaries have been converted to a 9-month basis.

Living cost can vary from community to community within a large metropolitan area. When information was available regarding the specific location of a campus, that index was used. When information regarding the particular location was unavailable or ambiguous, the cost-of-living for the metropolitan area as a whole was used.

* Wisconsin data based on revised survey submission.

The Ohio State University
Benchmark and CIC - Living Cost Index on Overall Faculty Salaries - Updated
FY 2007-08

Benchmark Rank Changes:

Institution	Living Cost Index	Original		Adjusted by Index		Difference in Rank
		Overall	Rank	Overall	Rank	
ILLINOIS	94.4	\$99.19	4	\$105.07	1	3
MICHIGAN	108.7	\$107.70	2	\$99.08	2	0
PENN STATE	101.1	\$99.05	5	\$97.98	3	2
OHIO STATE	100.0	\$96.25	7	\$96.25	4	3
TEXAS	106.8	\$99.88	3	\$93.52	5	-2
WISCONSIN*	103.5	\$90.39	10	\$87.34	6	4
MINNESOTA	111.9	\$97.68	6	\$87.29	7	-1
WASHINGTON	118.6	\$95.60	8	\$80.61	8	0
ARIZONA	114.7	\$91.72	9	\$79.97	9	0
UCLA	151.7	\$109.85	1	\$72.41	10	-9

CIC Rank Changes:

Institution	Living Cost Index	Original		Adjusted by Index		Difference in Rank
		Overall	Rank	Overall	Rank	
ILLINOIS	94.4	\$99.19	4	\$105.07	1	3
U OF CHICAGO	124.2	\$129.80	1	\$104.51	2	-1
PURDUE	90.9	\$90.22	12	\$99.25	3	9
MICHIGAN	108.7	\$107.70	3	\$99.08	4	-1
INDIANA	92.9	\$91.39	10	\$98.38	5	5
PENN STATE	101.1	\$99.05	5	\$97.98	6	-1
NORTHWESTERN	124.2	\$120.75	2	\$97.22	7	-5
OHIO STATE	100.0	\$96.25	7	\$96.25	8	-1
IOWA	99.7	\$94.54	8	\$94.82	9	-1
MICHIGAN STATE	102.4	\$93.01	9	\$90.83	10	-1
WISCONSIN*	103.5	\$90.39	11	\$87.34	11	0
MINNESOTA	111.9	\$97.68	6	\$87.29	12	-6

Sources: 2007 Runzhemier Report of Living Cost Standards
American Association of University Professors (AAUP) Faculty Compensation Survey 2007-08

Notes: Overall salaries represent a weighted average of rank salaries using OSU's rank distribution as weights.

All 12-month salaries have been converted to a 9-month basis.

Living cost can vary from community to community within a large metropolitan area. When information was available regarding the specific location of a campus, that index was used. When information regarding the particular location was unavailable or ambiguous, the cost-of-living for the metropolitan area as a whole was used.

* Wisconsin data based on revised survey submission.

**2007-08 Faculty Salaries (In Thousands)
U.S. News Top 25 Public Institutions**

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	CALIFORNIA-BERKELEY	111.03	140.97	94.39	78.47
2	UCLA	109.85	141.97	90.74	76.77
3	NORTH CAROLINA-CHAPEL HILL	108.42	138.50	90.90	76.90
4	GEORGIA INSTITUTE OF TECH	108.36	134.70	93.00	80.80
5	MICHIGAN	107.70	137.03	89.06	79.30
6	VIRGINIA	105.39	132.70	91.00	74.50
7	MARYLAND	103.60	127.50	89.50	78.80
8	CALIFORNIA-SAN DIEGO	102.93	131.92	82.71	77.54
9	CONNECTICUT	101.63	127.50	87.90	72.50
10	CALIFORNIA-IRVINE	101.00	128.72	83.37	74.15
11	TEXAS	99.88	126.02	81.27	77.57
12	ILLINOIS	99.19	125.68	82.24	73.69
13	PENN STATE	99.05	125.40	84.99	69.53
14	CALIFORNIA-SANTA BARBARA	98.15	126.97	79.12	71.28
15	CALIFORNIA-DAVIS	97.23	121.49	81.47	74.22
16	OHIO STATE	96.25	121.50	80.28	71.68
17	WASHINGTON	95.60	116.38	83.44	73.90
18	PITTSBURGH	95.56	121.90	80.40	67.70
19	IOWA	94.54	118.08	81.01	69.58
20	WILLIAM & MARY	94.21	116.70	83.20	67.50
21	TEXAS A&M	91.82	112.30	79.80	70.50
22	WISCONSIN*	90.39	106.98	82.48	70.39
23	PURDUE	90.22	111.30	77.19	69.23
24	FLORIDA	86.40	109.30	73.00	62.50
25	GEORGIA	85.25	103.10	74.20	67.50
Average Excluding OSU:		99.06	124.30	84.02	73.12

2008 REPUTATIONAL RANKING	
1	CALIFORNIA-BERKELEY
2	VIRGINIA
3	UCLA
	MICHIGAN
5	NORTH CAROLINA-CHAPEL HILL
6	WILLIAM & MARY
7	GEORGIA INSTITUTE OF TECH
8	WISCONSIN
	CALIFORNIA-SAN DIEGO
	ILLINOIS
11	WASHINGTON
	CALIFORNIA-DAVIS
13	TEXAS
	CALIFORNIA-SANTA BARBARA
	CALIFORNIA-IRVINE
16	PENN STATE
17	FLORIDA
18	MARYLAND
19	OHIO STATE
20	PITTSBURGH
	GEORGIA
22	TEXAS A&M
23	CONNECTICUT
	PURDUE
	IOWA

Note: Benchmark Institutions are in bold type.
* Wisconsin data based on revised survey submission.

**2007-08 Faculty Salaries (In Thousands)
U.S. News Top 25 Public Institutions**

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	UCLA	109.85	141.97	90.74	76.77
2	CALIFORNIA-BERKELEY	111.03	140.97	94.39	78.47
3	NORTH CAROLINA-CHAPEL HILL	108.42	138.50	90.90	76.90
4	MICHIGAN	107.70	137.03	89.06	79.30
5	GEORGIA INSTITUTE OF TECH	108.36	134.70	93.00	80.80
6	VIRGINIA	105.39	132.70	91.00	74.50
7	CALIFORNIA-SAN DIEGO	102.93	131.92	82.71	77.54
8	CALIFORNIA-IRVINE	101.00	128.72	83.37	74.15
9	CONNECTICUT	101.63	127.50	87.90	72.50
10	MARYLAND	103.60	127.50	89.50	78.80
11	CALIFORNIA-SANTA BARBARA	98.15	126.97	79.12	71.28
12	TEXAS	99.88	126.02	81.27	77.57
13	ILLINOIS	99.19	125.68	82.24	73.69
14	PENN STATE	99.05	125.40	84.99	69.53
15	PITTSBURGH	95.56	121.90	80.40	67.70
16	OHIO STATE	96.25	121.50	80.28	71.68
17	CALIFORNIA-DAVIS	97.23	121.49	81.47	74.22
18	IOWA	94.54	118.08	81.01	69.58
19	WILLIAM & MARY	94.21	116.70	83.20	67.50
20	WASHINGTON	95.60	116.38	83.44	73.90
21	TEXAS A&M	91.82	112.30	79.80	70.50
22	PURDUE	90.22	111.30	77.19	69.23
23	FLORIDA	86.40	109.30	73.00	62.50
24	WISCONSIN*	90.39	106.98	82.48	70.39
25	GEORGIA	85.25	103.10	74.20	67.50
Average Excluding OSU:		99.06	124.30	84.02	73.12

2008 REPUTATIONAL RANKING	
1	CALIFORNIA-BERKELEY
2	VIRGINIA
3	UCLA
	MICHIGAN
5	NORTH CAROLINA-CHAPEL HILL
6	WILLIAM & MARY
7	GEORGIA INSTITUTE OF TECH
8	WISCONSIN
	CALIFORNIA-SAN DIEGO
	ILLINOIS
11	WASHINGTON
	CALIFORNIA-DAVIS
13	TEXAS
	CALIFORNIA-SANTA BARBARA
	CALIFORNIA-IRVINE
16	PENN STATE
17	FLORIDA
18	MARYLAND
19	OHIO STATE
20	PITTSBURGH
	GEORGIA
22	TEXAS A&M
23	CONNECTICUT
	PURDUE
	IOWA

Note: Benchmark Institutions are in bold type.
* Wisconsin data based on revised survey submission.

**2007-08 Faculty Salaries (In Thousands)
U.S. News Top 25 Public Institutions**

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	CALIFORNIA-BERKELEY	111.03	140.97	94.39	78.47
2	GEORGIA INSTITUTE OF TECH	108.36	134.70	93.00	80.80
3	VIRGINIA	105.39	132.70	91.00	74.50
4	NORTH CAROLINA-CHAPEL HILL	108.42	138.50	90.90	76.90
5	UCLA	109.85	141.97	90.74	76.77
6	MARYLAND	103.60	127.50	89.50	78.80
7	MICHIGAN	107.70	137.03	89.06	79.30
8	CONNECTICUT	101.63	127.50	87.90	72.50
9	PENN STATE	99.05	125.40	84.99	69.53
10	WASHINGTON	95.60	116.38	83.44	73.90
11	CALIFORNIA-IRVINE	101.00	128.72	83.37	74.15
12	WILLIAM & MARY	94.21	116.70	83.20	67.50
13	CALIFORNIA-SAN DIEGO	102.93	131.92	82.71	77.54
14	WISCONSIN*	90.39	106.98	82.48	70.39
15	ILLINOIS	99.19	125.68	82.24	73.69
16	CALIFORNIA-DAVIS	97.23	121.49	81.47	74.22
17	TEXAS	99.88	126.02	81.27	77.57
18	IOWA	94.54	118.08	81.01	69.58
19	PITTSBURGH	95.56	121.90	80.40	67.70
20	OHIO STATE	96.25	121.50	80.28	71.68
21	TEXAS A&M	91.82	112.30	79.80	70.50
22	CALIFORNIA-SANTA BARBARA	98.15	126.97	79.12	71.28
23	PURDUE	90.22	111.30	77.19	69.23
24	GEORGIA	85.25	103.10	74.20	67.50
25	FLORIDA	86.40	109.30	73.00	62.50
Average Excluding OSU:		99.06	124.30	84.02	73.12

2008 REPUTATIONAL RANKING	
1	CALIFORNIA-BERKELEY
2	VIRGINIA
3	UCLA
	MICHIGAN
5	NORTH CAROLINA-CHAPEL HILL
6	WILLIAM & MARY
7	GEORGIA INSTITUTE OF TECH
8	WISCONSIN
	CALIFORNIA-SAN DIEGO
	ILLINOIS
11	WASHINGTON
	CALIFORNIA-DAVIS
13	TEXAS
	CALIFORNIA-SANTA BARBARA
	CALIFORNIA-IRVINE
16	PENN STATE
17	FLORIDA
18	MARYLAND
19	OHIO STATE
20	PITTSBURGH
	GEORGIA
22	TEXAS A&M
23	CONNECTICUT
	PURDUE
	IOWA

Note: Benchmark Institutions are in bold type.
* Wisconsin data based on revised survey submission.

**2007-08 Faculty Salaries (In Thousands)
U.S. News Top 25 Public Institutions**

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	GEORGIA INSTITUTE OF TECH	108.36	134.70	93.00	80.80
2	MICHIGAN	107.70	137.03	89.06	79.30
3	MARYLAND	103.60	127.50	89.50	78.80
4	CALIFORNIA-BERKELEY	111.03	140.97	94.39	78.47
5	TEXAS	99.88	126.02	81.27	77.57
6	CALIFORNIA-SAN DIEGO	102.93	131.92	82.71	77.54
7	NORTH CAROLINA-CHAPEL HILL	108.42	138.50	90.90	76.90
8	UCLA	109.85	141.97	90.74	76.77
9	VIRGINIA	105.39	132.70	91.00	74.50
10	CALIFORNIA-DAVIS	97.23	121.49	81.47	74.22
11	CALIFORNIA-IRVINE	101.00	128.72	83.37	74.15
12	WASHINGTON	95.60	116.38	83.44	73.90
13	ILLINOIS	99.19	125.68	82.24	73.69
14	CONNECTICUT	101.63	127.50	87.90	72.50
15	OHIO STATE	96.25	121.50	80.28	71.68
16	CALIFORNIA-SANTA BARBARA	98.15	126.97	79.12	71.28
17	TEXAS A&M	91.82	112.30	79.80	70.50
18	WISCONSIN*	90.39	106.98	82.48	70.39
19	IOWA	94.54	118.08	81.01	69.58
20	PENN STATE	99.05	125.40	84.99	69.53
21	PURDUE	90.22	111.30	77.19	69.23
22	PITTSBURGH	95.56	121.90	80.40	67.70
23	GEORGIA	85.25	103.10	74.20	67.50
24	WILLIAM & MARY	94.21	116.70	83.20	67.50
25	FLORIDA	86.40	109.30	73.00	62.50
Average Excluding OSU:		99.06	124.30	84.02	73.12

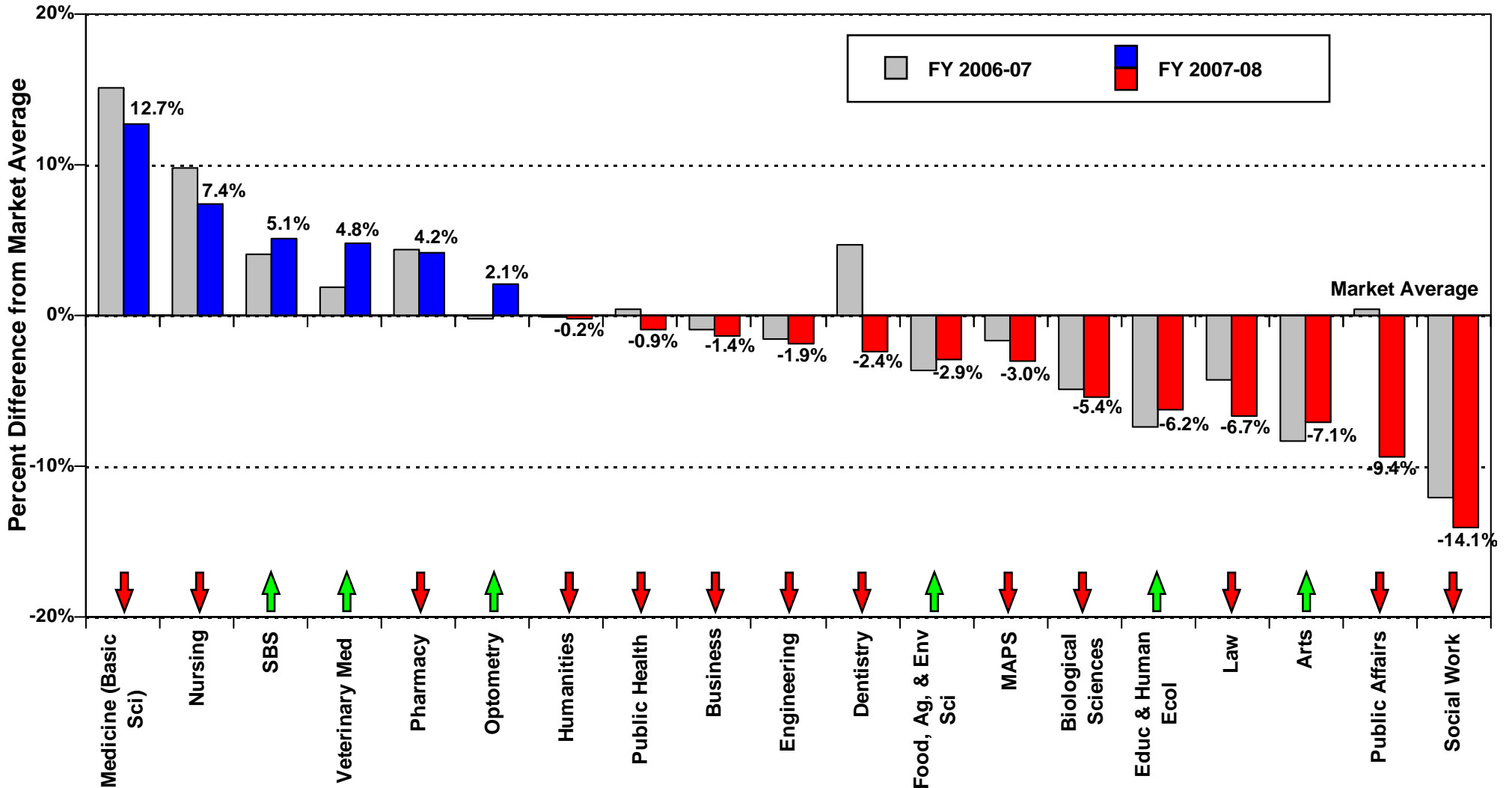
2008 REPUTATIONAL RANKING	
1	CALIFORNIA-BERKELEY
2	VIRGINIA
3	UCLA
	MICHIGAN
5	NORTH CAROLINA-CHAPEL HILL
6	WILLIAM & MARY
7	GEORGIA INSTITUTE OF TECH
8	WISCONSIN
	CALIFORNIA-SAN DIEGO
	ILLINOIS
11	WASHINGTON
	CALIFORNIA-DAVIS
13	TEXAS
	CALIFORNIA-SANTA BARBARA
	CALIFORNIA-IRVINE
16	PENN STATE
17	FLORIDA
18	MARYLAND
19	OHIO STATE
20	PITTSBURGH
	GEORGIA
22	TEXAS A&M
23	CONNECTICUT
	PURDUE
	IOWA

Note: Benchmark Institutions are in bold type.
* Wisconsin data based on revised survey submission.



The Ohio State University Faculty Salary by College Comparison with Benchmark Institutions 2006-07 vs 2007-08

Draft

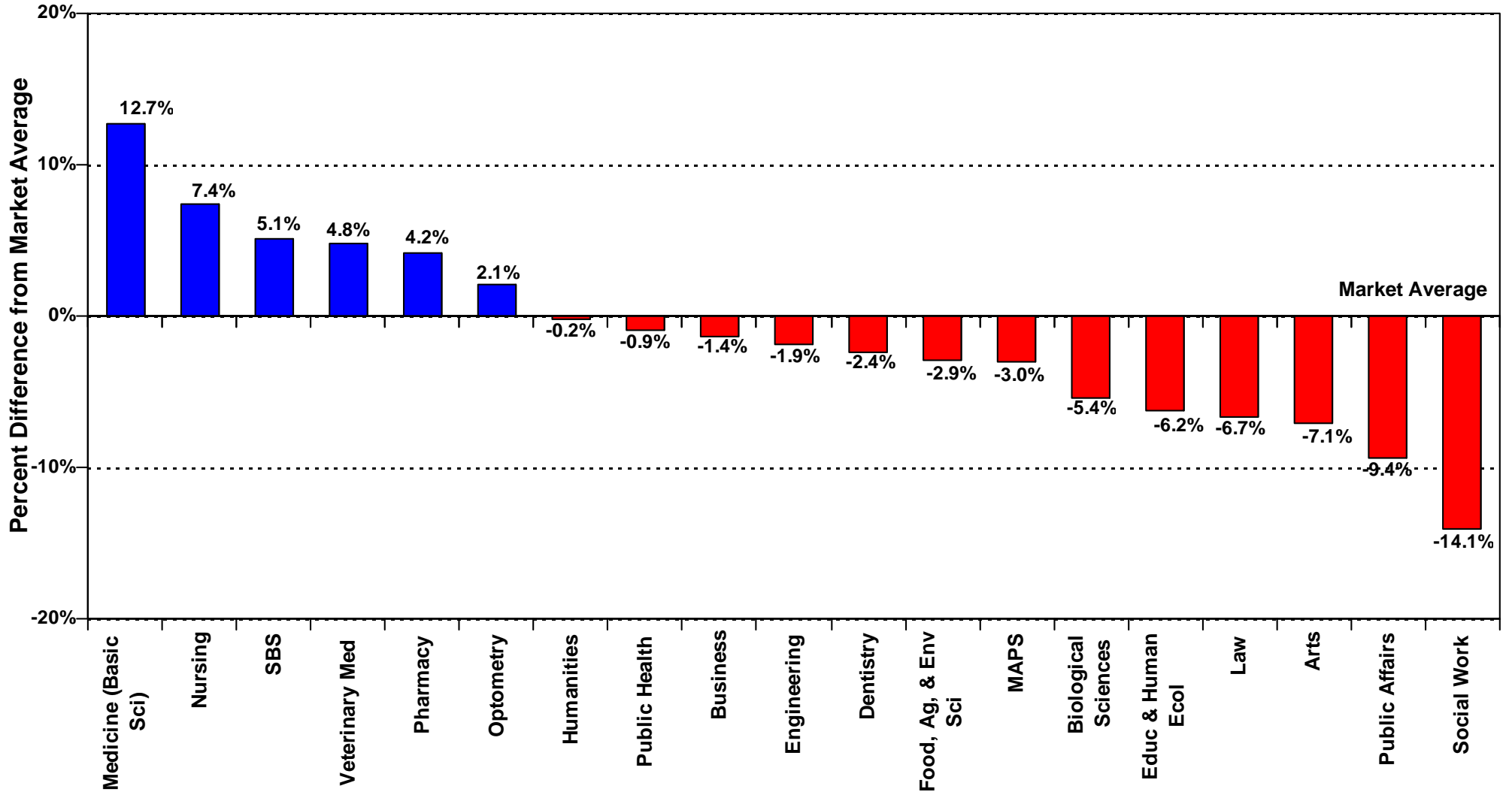


Notes: Percentage > 0 indicates average salary above market average.
 Optometry uses ASCO data for benchmarking.
 Dentistry uses ADEA Central Region Public Institution dentistry data for benchmarking.



The Ohio State University Faculty Salary by College Comparison with Benchmark Institutions 2007-08

Draft



Notes: Percentage > 0 indicates average salary above market average.
Optometry uses ASCO data for benchmarking.
Dentistry uses ADEA Central Region Public Institution dentistry data for benchmarking.