

## Faculty Compensation and Benefits Committee Annual Report

2021-2022

<b>Member</b>	<b>College</b>	<b>Source</b>	<b>Term Expire</b>
John Opfer, Chair	Arts & Sciences	Faculty Council	2022
Joseph Goodman	Business	Faculty Council	2023
Deborah Grzybowski	Engineering	Faculty Council	2023
Stephanie Seveau	Medicine	Faculty Council	2024
Elizabeth Hewitt	Arts & Sciences	Faculty Council	2023
Carolyn Presley	Medical	Faculty Council	2023
Xiaoli Zhang	Medical	Faculty Council	2024
Chris Zirkle	EHE	Faculty Council	2022
Mike Hogan	FAES	Faculty Council	2022
Susan Yoon	Social Work	Faculty Council	2024
Jeffrey VanDeusen	Medical	Faculty Council	2021
Harold Moellering	OSURA	Retiree, Presidential	2021
Evelyn Freeman	OSURA	Retiree	2024

## **Faculty Compensation and Benefits Committee Annual Report**

### **Introduction**

According to the University Bylaws and Rules 3335-5-48.12, it is the responsibility of Faculty Compensation and Benefits Committee to (FCBC) to “study the adequacy and other attributes of the university's policies and provisions for 1) salaries, outside professional services and supplemental compensation; 2) retirement benefits, hospitalization and 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.”

Each year, FCBC issues a report to the university community at large, outlining the results of its ongoing examination of salaries, benefits, and other conditions of faculty employment at OSU. This report includes recommendations for compensation that are shared with university administration. This year's recommendations are based largely on data reported in the 2020 Mercer Report, the 2021 BTAA/AAU Faculty Compensation Survey, data compiled and presented in past years of FCBC work, as well as ongoing collaborative efforts between FCBC, Health Plan Oversight Committee, and OSU Office of Human Resources. The 2021 BTAA/AAU Faculty Compensation Survey was not complete as of July 28 and thus could not be discussed in depth within the committee, although it is included with this report. This was also the case in the previous year, in which the Compensation Survey was received at the end of May 2021.

FCBC wishes to thank the following individuals for their assistance with data and analysis throughout the year: Ken Orr and Benson Lindsey in the Office of Human Resources for the BTAA/AAU report, equity data, and calculation of faculty shortfalls; Pam Doseck for coordinating Health Plan Oversight Committee and providing data and context for any benefits questions; Kelly Hamilton and her team for providing requested data and metrics from the OSU Health Plan; and Julie Hovance and Dan Pawlisch for data and discussion relating to the retirement redesign implementation.

### **2021-2022 FCBC Activities**

During the 2021-2022 academic year, FCBC met seven times for formal business. At the president's request, the chairs of FCBC and Fiscal met with the provost (April 14, 2022). The chair of FCBC also presented data on the salary shortfall at Senate Fiscal (February 16, 2022). We addressed the following items:

- Finalized and approved Total Compensation Philosophy for Faculty that enables the university to attract, retain, and reward highly qualified and talented faculty by paying a market-based rate based on university-identified benchmark institutions and institutional research by the Office of Strategic and Competitive Intelligence and outside consultants (e.g., Mercer). By setting a goal of paying 90% of faculty at least 85% of their market average (rank and department equivalents at benchmark institutions), the university can

operationalize the 'adequacy' of compensation and systematically address inequities based on sex, race, and ethnicity.

- Worked with Office of Strategic and Competitive Intelligence to determine the effect of the 'equity adjustment' that occurred in response to previous FCBC recommendations for greater equity in faculty compensation (see Salary Shortfall below). Using market-based data as a standard, FCBC research found that salary inequities continue to exist across race, ethnicity, and sex. The data revealed substantial salary inequities for Black men, Asian men, and Asian women, and the size of equity adjustments was not mathematically correlated with the size of the initial inequity. FCBC discussed whether the 'equity adjustment' was made with an eye to reducing inequity.
- Worked with the Office of Strategic and Competitive Intelligence to determine the specific dollar amount required to fully implement the proposed Total Compensation Philosophy, such that all faculty -- regardless of rank, sex, race, or ethnicity -- be paid at least 85% of their market average. (See Salary Shortfall below.)
- Presented results of fiscal analysis for implementation of Total Compensation Philosophy to Faculty Council, Senate Fiscal, Provost, and Sr. Vice-President of Talent, Culture and Human Resources.
- Heard presentation on OSU Health Plan focus group results from Susan Meyer (Director of Marketing, Communications, and Customer Service at OSUHP), Faith Bevard (external consultant), Brooke Bellamy (Sr. Director Capacity Management, OSUWMC/OSUP).
- Discussed importance of specifically surveying employee population that uses the Health Plan beyond annual check and minor health issues, specifically individuals visiting emergency room, populations with chronic and acute disease, populations with sick children.
- Discussed adequacy of contract with Virgin Pulse (VP), which costs approximately \$800,000/year. Members pointed to research showing that incentive programs like VP do not consistently provide forecast ROI. Recommended issue be brought up for further study.
- Discussed the ways in which current benefit structure necessarily privileges faculty who are married (or in domestic partnerships) and/or who have children. FCBC considered whether benefit coverage (eg. health insurance, tuition assistance) could be extended to other designated recipients (parents, etc), thereby providing more equitable compensation for faculty without spouses, partners, and/or children.
- Discussed proposal from Faculty Club to provide discounted membership (\$180/year) for all faculty members in the event that the membership was provided as part of the faculty benefit package. FCBC discussion focused on the possible benefits of the proposal for enriching faculty morale, for creating a collaboration space across departments, and for generating engagement and new ideas across the university. Additional discussions

focused on writing a formal recommendation that the Faculty Club proposal be offered on a trial (one year) basis to examine its effects. Recommendation was brought to Faculty Cabinet and Faculty Council; both endorsed the proposal before it was forwarded to the provost. Provost representative Helen Malone reported that the provost recommended that the benefit be issued by individual departments. FCBC discussed the fact that individual departments do not have custom benefit packages at Ohio State.

- Discussed ARP draft report, detailing the need for an audit of mitigating funds which do not appear to have been used to mitigate the so-called actuarial shortfall for which they were imposed.

### Continuing Salary Shortfalls

The goal of compensation for faculty, like all OSU employees, is to attract, retain, and reward productive and talented individuals who enable Ohio State to compete in the marketplace (i.e., with our peer institutions). Compensation that chronically falls short of the market will inevitably lead to a loss of faculty and OSU rankings. Indeed, from 2010 to 2020, Ohio State has seen both losses: the number of full-time tenured faculty fell nearly 10% (from 1271 to 1181) and Ohio State's international rankings fell from #59 to #125 in the Shanghai rankings. As illustrated in Figure 1, tenured faculty headcount explains 59% of the variance in Shanghai rankings – and for good reason: other things being equal, having fewer faculty harms many of the critical metrics on which rankings are based (student: faculty ratio, number of publications, citations, research grants, etc).

A reasonable hypothesis for the loss of tenured faculty during this time frame is that Ohio State faculty compensation is inadequate to incentivize retention. Inadequate compensation could come from a faculty member's salary being below market rates (i.e., salaries being higher in the same department at another peer institution) or being perceived as unfair (i.e., being lower than similarly qualified individuals in the same department at Ohio State).

The market value of faculty can be estimated from several sources. One is a direct test of the market, as with newly hired faculty whom OSU has successfully recruited. Another is compensation data from comparable departments at peer institutions. Market data also provides the best information about *unfair* salary practices because it provides a benchmark for assessing inequities due to gender, race, ethnicity, or rank that is not otherwise due to those same variables being associated with participation in different departments.

Due to widespread reports (by FCBC and Chen et al) of gender inequity and a 'loyalty tax', the university hired Mercer to conduct a faculty salary analysis to produce an analysis of OSU salaries in the broader higher education market by rank and discipline. The Mercer Report was

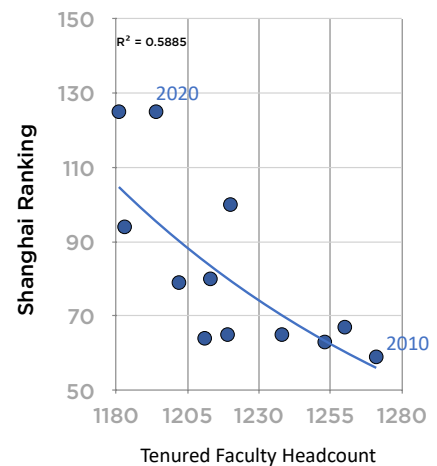


Figure 1. Relation between tenured faculty headcount and Shanghai ranking. From 2010-2020, faculty chose to leave OSU and OSU's international ranking fell.

made available to FCBC in December 2020. Many of the findings in the Mercer Report aligned with previous FCBC recommendations and the Chen and Crown Report, in particular:

- A gender bias, particularly for associate professors and full professors, depresses the salaries of women at OSU.
- Years in rank are associated with lower annual gains than annual gains in starting salary, leading to a modest proportion of associate and a larger proportion of full professor salaries being non-competitive (i.e., less than 85% of the market rate). At the assistant professor level, OSU does quite well. According to the 2020 Mercer report, only 8% of Assistant Professors earn less than 85% of his or her same-department peers at benchmark institutions. In contrast, a much larger proportion of tenured faculty earn less than 85% of their same-department peers at benchmark institutions: excluding the College of Medicine, 16% of Associate Professors earn less than 85% of their market average, and 35% of full Professors earn less than 85% of their market average.
- Compression results from inadequate and infrequent salary adjustments.

In response to these problems, the August 2021 AMCP included guidance to provide a modest 1% supplement to address equity issues, though the guidance did not include new funds for the supplement and was not implemented by all colleges. To investigate what effect (if any) the equity guidance had, FCBC worked with the Office of Strategic and Competitive Intelligence to provide a before/after snapshot of faculty salaries.

Like the Mercer report, we specifically examined the base pay distribution to tenure/tenure-track faculty, excluding instructors, physicians, chairs, deans, provosts, and president/vice presidents. Total annual base pay was standardized based on a 12/12 appointment length and then divided by total FTE for comparability. We were then able to compare the average OSU base pay to the Mercer-reported market average, by sex and ethnicity, in 2020 (before the equity adjustment) versus 2021 (after the equity adjustment). We found that Asian and Pacific Islander (API) women, API men, and Black men had below average salaries relative to their own 2020 market, earning 93%, 88%, and 88% (respectively). The equity adjustment reduced the size of these market shortfalls to 99%, 93%, and 94% (respectively), though this was relative to the 2020 market. Oddly, there was no relation between the size of the shortfalls and the raises provided. For example, Black women in 2020 earned 114% of their market average and received a 5% raise, whereas Black men in 2020 earned only 88% of their market average yet received only a 3% raise. Thus, even when addressing inequities, it does not seem as though market data guides compensation decisions.

FCBC worked with the OSU Office of Strategic and Competitive Intelligence to determine the cost of a full market adjustment for everyone, regardless of rank, race, ethnicity, or gender. Figure 2 depicts the base pay distribution to tenure/tenure-track faculty, excluding instructors, physicians, chairs, deans, provosts, and president/vice presidents. Total annual base pay was standardized based on a 12/12 appointment length and then divided by total FTE for comparability. For each group, the 2020 market average from the Mercer report is depicted as a line, so the proportion of individual salaries (dots) falling below and above the average can be inspected visually. The cost of bringing *all* salaries to at least the market average would be formidable -- \$ 35.6 million. A more realistic market goal is to bring all salaries to at least 85% of

the market average; this is realistic in that we already see this distribution among assistant professors, and by definition they've tested the market most recently. The cost of bringing all salaries to at least 85% of the 2020 market average is more modest—\$14.19 million—but OSU salaries would still be 2 years behind the market, and in a highly inflationary environment.

### Base Pay Distribution for T/TT Faculty by Sex and Ethnicity (2021)

Total annual base pay was standardized based on a 12/12 appointment length and then divided by total FTE for comparability  
All campuses excluding instructors, physicians, chairs, deans, provosts, and president/vice presidents

Year  
2021

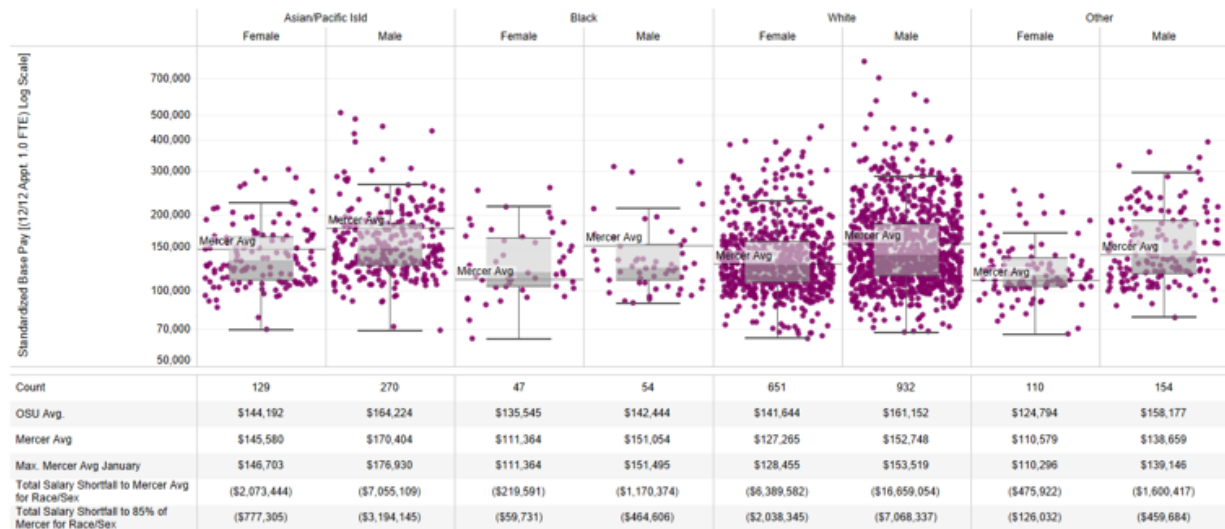


Figure 2. Cost of Market Adjustment

## Benefits

**Health Benefits.** FCBC continues to monitor the effects of changes in the OSU Health Plan. By way of background, FCBC in 2019 recommended the University not move forward with a tiered network with the OSU Health Plan (OSUHP) after a third-party analysis; however, the University did move forward with this change, but OSUHP created a scorecard with several new metrics related to the plan. Additionally, FCBC is represented on the Health Plan Oversight Committee.

In March 2021, the OSUHP presented results from a survey of 5155 members and 1655 focus group respondents. Respondents judged the OSUHP's Provider Search Tool as only slightly above average, pointing to a need for improvement as well as confusion with the OSUWMC tool. For making digital appointments, gastroenterology, ob/gyn, neurology, primary care, and cardiology were more likely to be rated below average, but 85% or more of all departments were rated at or above average. Over the summer of 2022, OSUHP has planned actions to address the culture of care, the caliber of care, the core efficiency of operations, and the ease of navigating the system. A key question is how well these services are working for those with acute or chronic illness, as preventive care is likely to overwhelm surveys with non-essential signals.

*Non-Health Benefits.* Nationwide, university faculty clubs have seen memberships plummet, despite being open to the entire university community for membership. At Ohio State, the Faculty Club has witnessed a similar drop in membership, with only a small proportion of faculty making use of this premier facility. This situation is unfortunate because the location and quality of the Club provides a unique opportunity for cross-department collaborations and networking. To address this issue, FCBC and the Faculty Club developed a proposal to provide all tenure-track faculty with a trial, one-year membership as part of the faculty benefit package. At the cost of only \$180/member, the total cost of the program is fairly trivial, yet we believe would be enormously popular and provide a positive good for the whole community. Faculty Council and Faculty Cabinet overwhelmingly endorsed the proposal for OAA.

## **Recommendations**

1. ***OAA should endorse and implement the Total Compensation Philosophy (TCP).*** The goal of providing competitive salaries is indispensable for institutional competitiveness. Faculty and students have a choice about where they will go, and OSU cannot retain (and is not retaining) its position in academic ranking metrics when it does not respond to changes in the compensation market.

The Mercer report highlights where we succeed and where we fall short. Among assistant professors, OSU does very well -- 92% of professors at the assistant rank are paid competitive salaries (i.e., at least 85% of the mean salary of benchmark departments). Additionally, the effect of gender *at the assistant level* does not depress women's salaries. As a result of offering competitive salaries (i.e., at least 85% of the market mean) to nearly everyone (92%), prospective assistant professors choose Ohio State over its competitors. In contrast, 35% of full professors and 16% of associate professors are paid less than 85% of the mean salary in benchmark departments (i.e., our likely competitors). OSU is even less competitive for female full professors: 40% of women at the full professor rank are paid less than 85% of the market rate. Thus, as a faculty member progresses at Ohio State, their salary is increasingly likely to diverge from the market average. Significantly, losses in faculty headcount occur overwhelmingly at the associate and full levels, highlighting the importance of paying market rates for the sake of retention.

Adopting the goal of paying faculty *at least* 85% of their market rates would eliminate rank, sex, race, and ethnicity-based inequities and make OSU more competitive in the marketplace. An additional \$14.19 million is required to meet at least 85% of 2020 market rates.

2. ***Continually monitor department-level market data on salaries and report data to OSU department chairs.***

The goal of paying market-based salaries can only be implemented with data on market conditions. At present, the Office of Strategic and Competitive Intelligence provides OSU with average salaries by rank at AAUP and Big Ten universities, and this data is typically incomplete even as late as July. As a backwards-looking snapshot of the overall standing of OSU, this is worthwhile, but this is not useful in taking actions to retain and recruit. The market for an individual faculty member is the pool of peer *departments* where he or she would be hired. Department-level data is provided by the IPEDS system that was accessed and collated by the Mercer team. OSU should replicate this procedure annually to provide actionable information to department chairs and college deans.

### ***3. Restore regular communication between FCBC and the President.***

Throughout its history, the Faculty Compensation and Benefits Committee has had regular (annual or quarterly) meetings with the university president. These meetings were important for establishing a regular exchange of information and ideas. In 2022, the regular annual meeting was replaced by a meeting of a subgroup of leaders (chairs of FCBC, Fiscal, HR, and OAA) late in the year, due to scheduling difficulties. FCBC believes that meetings of mid-level leaders should supplement but not replace the critical role played by direct communication between the president and FCBC as a whole. Additionally, as a practical matter, the meeting between the president and FCBC has been easier to schedule.

### ***4. Implement the Faculty Club/FCBC proposal.***

FCBC and the Faculty Club developed a proposal to provide all tenure-track faculty with a trial, one-year membership as part of the faculty benefit package. At the cost of only \$180/member, the total cost of the program is fairly trivial, yet we believe would be enormously popular and provide a positive good for the whole community. Faculty Council and Faculty Cabinet overwhelmingly endorsed the proposal for OAA.

On behalf of the Committee Members,

John Opfer  
2021-2022 Chair, Faculty Compensation and Benefits Committee

## **Appendix A: 2020-2021 Faculty Salary Comparisons Report**



# The Ohio State University

## 2021-22 Faculty Salary Comparisons

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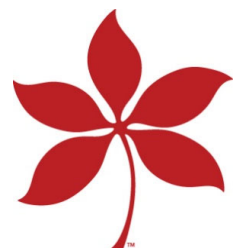
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**THE OHIO STATE UNIVERSITY**  
HUMAN RESOURCES



The Ohio State University  
2021-22 Faculty Salary Comparisons

# Big Ten Institutions

## Big Ten Institutions Overall (Unadjusted)

2021-2022 Salaries and Rank					Last Year Rank
Institution	Overall	Professor	Associate Professor	Assistant Professor	2020-2021
Northwestern	(1) 172.2	(1) 224.2	(1) 141.3	(1) 119.8	1   Northwestern
Michigan	(2) 142.4	(2) 180.8	(3) 120.5	(5) 102.6	2   Michigan
Maryland	(3) 139.7	(4) 175.4	(4) 118.4	(3) 103.7	3   Maryland
Rutgers	(4) 138.6	(3) 180.5	(5) 117.4	(11) 91.9	4   Rutgers
Wisconsin	(5) 137.3	(5) 167.0	(2) 121.0	(2) 105.5	5   Wisconsin
Illinois	(6) 132.3	(6) 163.4	(6) 111.4	(4) 103.6	6   Illinois
Ohio State	(7) 129.7	(7) 161.2	(8) 109.1	(7) 100.2	7   Ohio State
Purdue	(8) 125.3	(10) 152.3	(7) 109.5	(8) 97.6	8   Penn State
Penn State	(9) 124.1	(9) 159.7	(11) 104.7	(13) 86.0	9   Purdue
Michigan State	(10) 123.6	(8) 159.8	(12) 104.6	(14) 84.2	10   Michigan State
Minnesota	(11) 122.7	(12) 150.3	(10) 105.4	(9) 95.8	11   Minnesota
Indiana	(12) 120.7	(13) 141.7	(9) 106.0	(6) 102.3	12   Indiana
Iowa	(13) 120.1	(11) 152.0	(14) 96.9	(10) 93.1	13   Iowa
Nebraska	(14) 113.4	(14) 135.3	(13) 99.8	(11) 91.9	14   Nebraska

## Ohio State - Big Ten Institutions - Unadjusted

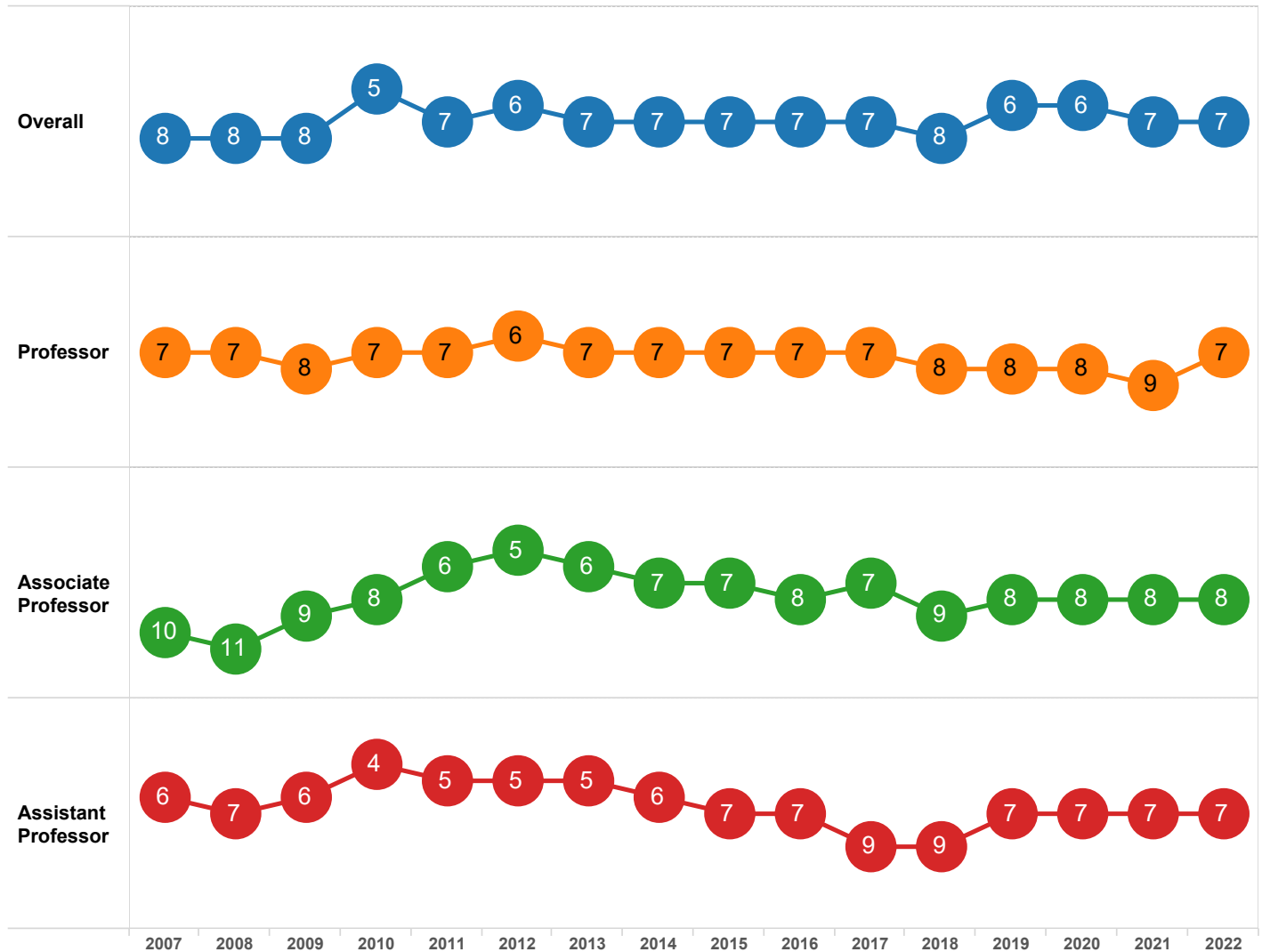
### Salary history

Academic Year	Overall	Professor	Associate Professor	Assistant Professor
2021-2022	129.7	161.2	109.1	100.2
2020-2021	125.5	154.9	106.9	97.1
2019-2020	124.8	154.7	106.1	96.2
2018-2019	121.5	152.2	103.5	92.3
2017-2018	118.9	150.0	101.3	89.5
2016-2017	118.0	149.5	99.8	87.3
2015-2016	115.7	145.5	98.0	86.0
2014-2015	113.6	142.2	96.1	85.2
2013-2014	111.3	139.2	94.2	84.8
2012-2013	110.4	137.0	92.0	85.1
2011-2012	107.7	134.2	89.3	81.5
2010-2011	105.5	131.6	87.7	79.4
2009-2010	103.5	129.5	85.8	78.0
2008-2009	100.7	126.5	84.2	75.0
2007-2008	95.9	121.6	80.5	70.9
2006-2007	92.6	117.2	76.9	69.4

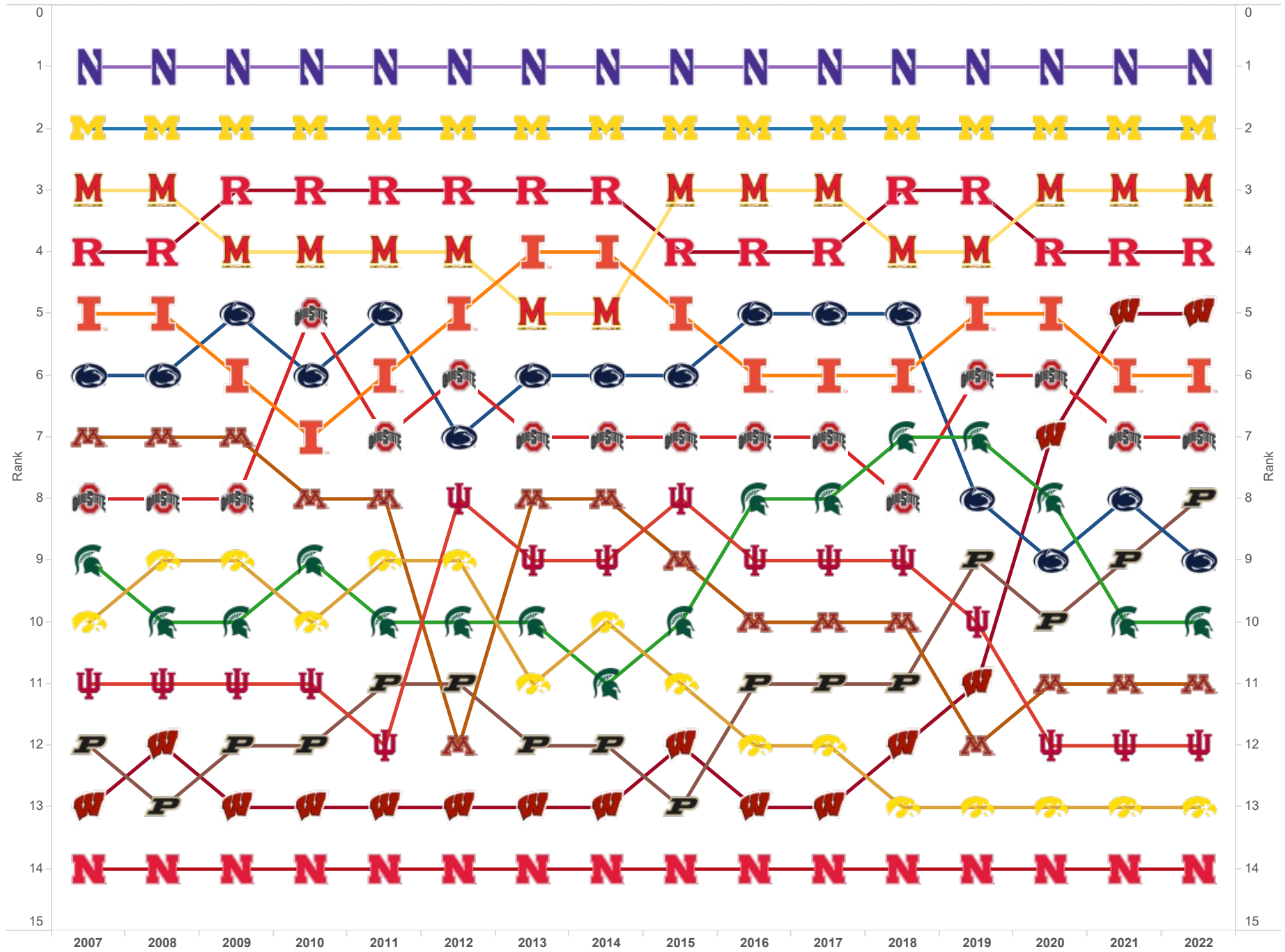
### Rank history (change relative to prior year)

Academic Year	Overall	Professor	Associate Professor	Assistant Professor
2021-2022	7	7	8	7
2020-2021	7	9	8	7
2019-2020	6	8	8	7
2018-2019	6	8	8	7
2017-2018	8	8	9	9
2016-2017	7	7	7	9
2015-2016	7	7	8	7
2014-2015	7	7	7	7
2013-2014	7	7	7	6
2012-2013	7	7	6	5
2011-2012	6	6	5	5
2010-2011	7	7	6	5
2009-2010	5	7	8	4
2008-2009	8	8	9	6
2007-2008	8	7	11	7
2006-2007	8	7	10	6

## Ohio State - Big Ten Institutions Rank - Unadjusted



# Big Ten Institutions - Overall (Unadjusted) - Change in Rank



The Ohio State University  
2021-22 Faculty Salary Comparisons

# AAU Institutions

## AAU Institutions Overall (Unadjusted)

2021-2022 Salaries and Rank					Last Year Rank
Institution	Overall	Professor	Associate Professor	Assistant Professor	2020-2021
Columbia	(1) 225.8	(1) 288.0	(1) 194.8	(1) 155.6	1   Columbia
Stanford	(2) 206.4	(2) 269.1	(2) 171.3	(5) 140.3	2   Stanford
Harvard	(3) 203.4	(4) 262.7	(4) 162.9	(2) 149.7	3   Harvard
MIT	(4) 201.8	(6) 255.6	(3) 168.9	(3) 148.4	4   Princeton
Princeton	(5) 198.4	(3) 266.1	(5) 157.8	(8) 130.3	5   MIT
Chicago, Univ of	(6) 192.4	(5) 260.2	(12) 145.3	(7) 132.1	6   Chicago, Univ of
Penn	(7) 191.7	(7) 246.3	(7) 149.7	(4) 147.9	7   Penn
Yale	(8) 184.7	(8) 243.7	(9) 148.7	(10) 126.1	8   Yale
NYU	(9) 182.7	(9) 242.5	(13) 142.8	(9) 127.7	9   UCLA
UCLA	(10) 181.8	(10) 240.3	(6) 151.5	(20) 117.4	10   Duke
Duke	(11) 175.1	(12) 224.0	(11) 145.7	(11) 126.0	11   Caltech (PY)
UC Berkeley	(12) 174.5	(13) 222.5	(8) 149.6	(14) 121.6	12   Northwestern
Northwestern	(13) 172.2	(11) 224.2	(14) 141.3	(16) 119.8	13   UC Berkeley
Caltech (PY)	(14) 170.6	(15) 214.2	(17) 136.6	(6) 136.5	14   Johns Hopkins
Johns Hopkins	(15) 166.9	(17) 209.6	(10) 145.9	(18) 118.4	15   Wash. Univ - St Lc
Wash. Univ - St Louis	(16) 165.9	(14) 215.5	(19) 132.5	(15) 120.7	16   NYU
Boston University	(17) 162.3	(20) 204.3	(15) 141.0	(21) 115.6	17   UC San Diego
UC San Diego	(18) 161.8	(21) 203.9	(16) 137.2	(17) 118.8	18   Rice
Rice	(19) 161.6	(19) 206.6	(22) 129.2	(12) 122.9	19   Vanderbilt
Vanderbilt	(20) 160.3	(16) 210.6	(23) 128.4	(25) 111.9	20   Boston University
UC Santa Barbara	(21) 159.4	(17) 209.6	(27) 126.2	(24) 112.6	21   UC Santa Barbara
Cornell University	(22) 157.6	(27) 193.5	(18) 135.5	(13) 122.4	22   Cornell University
Brown	(23) 154.1	(22) 197.9	(21) 130.0	(31) 107.5	23   UC Irvine
Texas	(24) 153.4	(25) 194.2	(25) 128.3	(23) 113.4	24   Brown
UC Irvine	(25) 153.2	(24) 194.4	(20) 130.5	(28) 109.6	25   Texas
Emory	(26) 152.1	(26) 193.6	(26) 127.1	(26) 110.5	26   UC Davis
UC Davis	(27) 151.6	(28) 189.9	(24) 128.3	(22) 113.7	27   Emory
Virginia	(28) 149.0	(23) 194.9	(28) 125.6	(44) 98.0	28   Virginia
Southern Cal	(29) 146.9	(29) 189.1	(31) 119.2	(32) 107.4	29   Southern Cal
Michigan	(30) 142.4	(30) 180.8	(30) 120.5	(36) 102.6	30   Michigan
Rochester	(31) 140.7	(33) 174.1	(32) 118.6	(27) 109.9	31   Carnegie-Mellon (
Maryland	(32) 139.7	(32) 175.4	(33) 118.4	(34) 103.7	32   Rochester
Rutgers	(33) 138.6	(31) 180.5	(35) 117.4	(52) 91.9	33   Maryland
Carnegie-Mellon (PY)	(34) 138.6	(35) 171.2	(36) 117.4	(30) 107.8	34   Georgia Tech
Wisconsin	(35) 137.3	(37) 167.0	(29) 121.0	(33) 105.5	35   Rutgers
SUNY-Stony Brook	(36) 137.0	(34) 173.1	(34) 118.3	(47) 97.3	36   North Carolina
Georgia Tech	(37) 136.9	(36) 167.2	(37) 117.0	(29) 108.7	37   Wisconsin
Brandeis	(38) 133.6	(38) 164.9	(38) 116.1	(39) 100.9	38   SUNY-Stony Broo
Illinois	(39) 132.3	(39) 163.4	(40) 111.4	(35) 103.6	39   Tulane
Tulane	(40) 130.2	(47) 156.7	(54) 101.8	(19) 118.4	40   Illinois
Ohio State	(41) 129.7	(40) 161.2	(44) 109.1	(41) 100.2	41   Brandeis
Washington	(42) 128.7	(48) 155.1	(39) 113.5	(38) 101.3	42   Washington
Texas A&M	(43) 128.3	(45) 157.3	(42) 110.1	(42) 100.1	43   Pittsburgh
Florida	(44) 128.0	(41) 159.9	(41) 110.7	(49) 93.9	44   Ohio State
North Carolina	(45) 125.7	(46) 157.0	(52) 104.2	(46) 97.4	45   Texas A&M
Case Western	(46) 125.4	(49) 153.7	(46) 105.7	(40) 100.2	46   Florida
Purdue	(47) 125.3	(50) 152.3	(43) 109.5	(45) 97.6	47   Penn State
Pittsburgh	(48) 124.6	(44) 158.7	(48) 105.3	(54) 88.9	48   Case Western
Penn State	(49) 124.1	(43) 159.7	(49) 104.7	(57) 86.0	49   Purdue
Michigan State	(50) 123.6	(42) 159.8	(50) 104.6	(58) 84.2	50   Michigan State
Minnesota	(51) 122.7	(53) 150.3	(47) 105.4	(48) 95.8	51   Minnesota
Indiana	(52) 120.7	(55) 141.7	(45) 106.0	(37) 102.3	52   Indiana
Iowa	(53) 120.1	(51) 152.0	(58) 96.9	(50) 93.1	53   Iowa
SUNY-Buffalo	(54) 119.2	(52) 150.5	(53) 104.2	(59) 83.2	54   Oregon
Colorado (PY)	(55) 118.0	(57) 141.1	(56) 100.0	(43) 99.7	55   Colorado (PY)
Oregon	(56) 117.7	(56) 141.6	(51) 104.5	(51) 92.3	56   SUNY-Buffalo
Arizona	(57) 114.2	(54) 142.0	(55) 101.0	(60) 82.0	57   Iowa State
Iowa State	(58) 111.1	(59) 133.8	(57) 98.5	(55) 87.0	58   Missouri
Missouri	(59) 109.4	(58) 135.1	(59) 91.6	(56) 86.4	59   Arizona
Kansas	(60) 104.7	(60) 126.2	(60) 86.9	(53) 89.1	60   Kansas

## AAU Institutions Professor (Unadjusted)

2021-2022 Salaries and Rank					Last Year Rank
Institution	Overall	Professor	Associate Professor	Assistant Professor	2020-2021
Columbia	(1) 225.8	(1) 288.0	(1) 194.8	(1) 155.6	1   Columbia
Stanford	(2) 206.4	(2) 269.1	(2) 171.3	(5) 140.3	2   Stanford
Princeton	(5) 198.4	(3) 266.1	(5) 157.8	(8) 130.3	3   Princeton
Harvard	(3) 203.4	(4) 262.7	(4) 162.9	(2) 149.7	4   Harvard
Chicago, Univ of	(6) 192.4	(5) 260.2	(12) 145.3	(7) 132.1	5   Chicago, Univ of
MIT	(4) 201.8	(6) 255.6	(3) 168.9	(3) 148.4	6   MIT
Penn	(7) 191.7	(7) 246.3	(7) 149.7	(4) 147.9	7   Penn
Yale	(8) 184.7	(8) 243.7	(9) 148.7	(10) 126.1	8   Yale
NYU	(9) 182.7	(9) 242.5	(13) 142.8	(9) 127.7	9   UCLA
UCLA	(10) 181.8	(10) 240.3	(6) 151.5	(20) 117.4	10   Duke
Northwestern	(13) 172.2	(11) 224.2	(14) 141.3	(16) 119.8	11   Northwestern
Duke	(11) 175.1	(12) 224.0	(11) 145.7	(11) 126.0	12   NYU
UC Berkeley	(12) 174.5	(13) 222.5	(8) 149.6	(14) 121.6	13   UC Berkeley
Wash. Univ - St Louis	(16) 165.9	(14) 215.5	(19) 132.5	(15) 120.7	14   Caltech (PY)
Caltech (PY)	(14) 170.6	(15) 214.2	(17) 136.6	(6) 136.5	15   Wash. Univ - St Louis
Vanderbilt	(20) 160.3	(16) 210.6	(23) 128.4	(25) 111.9	16   Vanderbilt
Johns Hopkins	(15) 166.9	(17) 209.6	(10) 145.9	(18) 118.4	17   UC Santa Barbara
UC Santa Barbara	(21) 159.4	(17) 209.6	(27) 126.2	(24) 112.6	18   Johns Hopkins
Rice	(19) 161.6	(19) 206.6	(22) 129.2	(12) 122.9	19   UC San Diego
Boston University	(17) 162.3	(20) 204.3	(15) 141.0	(21) 115.6	20   Rice
UC San Diego	(18) 161.8	(21) 203.9	(16) 137.2	(17) 118.8	21   Boston University
Brown	(23) 154.1	(22) 197.9	(21) 130.0	(31) 107.5	22   UC Irvine
Virginia	(28) 149.0	(23) 194.9	(28) 125.6	(44) 98.0	23   Brown
UC Irvine	(25) 153.2	(24) 194.4	(20) 130.5	(28) 109.6	24   Texas
Texas	(24) 153.4	(25) 194.2	(25) 128.3	(23) 113.4	25   Virginia
Emory	(26) 152.1	(26) 193.6	(26) 127.1	(26) 110.5	26   Southern Cal
Cornell University	(22) 157.6	(27) 193.5	(18) 135.5	(13) 122.4	27   Cornell University
UC Davis	(27) 151.6	(28) 189.9	(24) 128.3	(22) 113.7	28   Emory
Southern Cal	(29) 146.9	(29) 189.1	(31) 119.2	(32) 107.4	29   UC Davis
Michigan	(30) 142.4	(30) 180.8	(30) 120.5	(36) 102.6	30   Michigan
Rutgers	(33) 138.6	(31) 180.5	(35) 117.4	(52) 91.9	31   Rutgers
Maryland	(32) 139.7	(32) 175.4	(33) 118.4	(34) 103.7	32   Carnegie-Mellon (P)
Rochester	(31) 140.7	(33) 174.1	(32) 118.6	(27) 109.9	33   Maryland
SUNY-Stony Brook	(36) 137.0	(34) 173.1	(34) 118.3	(47) 97.3	34   Rochester
Carnegie-Mellon (PY)	(34) 138.6	(35) 171.2	(36) 117.4	(30) 107.8	35   North Carolina
Georgia Tech	(37) 136.9	(36) 167.2	(37) 117.0	(29) 108.7	36   SUNY-Stony Brook
Wisconsin	(35) 137.3	(37) 167.0	(29) 121.0	(33) 105.5	37   Georgia Tech
Brandeis	(38) 133.6	(38) 164.9	(38) 116.1	(39) 100.9	38   Pittsburgh
Illinois	(39) 132.3	(39) 163.4	(40) 111.4	(35) 103.6	39   Wisconsin
Ohio State	(41) 129.7	(40) 161.2	(44) 109.1	(41) 100.2	40   Illinois
Florida	(44) 128.0	(41) 159.9	(41) 110.7	(49) 93.9	41   Penn State
Michigan State	(50) 123.6	(42) 159.8	(50) 104.6	(58) 84.2	42   Brandeis
Penn State	(49) 124.1	(43) 159.7	(49) 104.7	(57) 86.0	43   Tulane
Pittsburgh	(48) 124.6	(44) 158.7	(48) 105.3	(54) 88.9	44   Michigan State
Texas A&M	(43) 128.3	(45) 157.3	(42) 110.1	(42) 100.1	45   Ohio State
North Carolina	(45) 125.7	(46) 157.0	(52) 104.2	(46) 97.4	46   Florida
Tulane	(40) 130.2	(47) 156.7	(54) 101.8	(19) 118.4	47   Washington
Washington	(42) 128.7	(48) 155.1	(39) 113.5	(38) 101.3	48   Texas A&M
Case Western	(46) 125.4	(49) 153.7	(46) 105.7	(40) 100.2	49   Iowa
Purdue	(47) 125.3	(50) 152.3	(43) 109.5	(45) 97.6	50   Purdue
Iowa	(53) 120.1	(51) 152.0	(58) 96.9	(50) 93.1	51   Case Western
SUNY-Buffalo	(54) 119.2	(52) 150.5	(53) 104.2	(59) 83.2	52   Minnesota
Minnesota	(51) 122.7	(53) 150.3	(47) 105.4	(48) 95.8	53   SUNY-Buffalo
Arizona	(57) 114.2	(54) 142.0	(55) 101.0	(60) 82.0	54   Oregon
Indiana	(52) 120.7	(55) 141.7	(45) 106.0	(37) 102.3	55   Indiana
Oregon	(56) 117.7	(56) 141.6	(51) 104.5	(51) 92.3	56   Colorado (PY)
Colorado (PY)	(55) 118.0	(57) 141.1	(56) 100.0	(43) 99.7	57   Missouri
Missouri	(59) 109.4	(58) 135.1	(59) 91.6	(56) 86.4	58   Arizona
Iowa State	(58) 111.1	(59) 133.8	(57) 98.5	(55) 87.0	59   Iowa State
Kansas	(60) 104.7	(60) 126.2	(60) 86.9	(53) 89.1	60   Kansas



## AAU Institutions Associate Professor (Unadjusted)

2021-2022 Salaries and Rank					Last Year Rank
Institution	Overall	Professor	Associate Professor	Assistant Professor	2020-2021
Columbia	(1) 225.8	(1) 288.0	(1) 194.8	(1) 155.6	1   Columbia
Stanford	(2) 206.4	(2) 269.1	(2) 171.3	(5) 140.3	2   Stanford
MIT	(4) 201.8	(6) 255.6	(3) 168.9	(3) 148.4	3   MIT
Harvard	(3) 203.4	(4) 262.7	(4) 162.9	(2) 149.7	4   Harvard
Princeton	(5) 198.4	(3) 266.1	(5) 157.8	(8) 130.3	5   Princeton
UCLA	(10) 181.8	(10) 240.3	(6) 151.5	(20) 117.4	6   UCLA
Penn	(7) 191.7	(7) 246.3	(7) 149.7	(4) 147.9	7   Penn
UC Berkeley	(12) 174.5	(13) 222.5	(8) 149.6	(14) 121.6	8   Yale
Yale	(8) 184.7	(8) 243.7	(9) 148.7	(10) 126.1	9   UC Berkeley
Johns Hopkins	(15) 166.9	(17) 209.6	(10) 145.9	(18) 118.4	10   Duke
Duke	(11) 175.1	(12) 224.0	(11) 145.7	(11) 126.0	11   Johns Hopkins
Chicago, Univ of	(6) 192.4	(5) 260.2	(12) 145.3	(7) 132.1	12   Chicago, Univ of
NYU	(9) 182.7	(9) 242.5	(13) 142.8	(9) 127.7	13   Northwestern
Northwestern	(13) 172.2	(11) 224.2	(14) 141.3	(16) 119.8	14   Caltech (PY)
Boston University	(17) 162.3	(20) 204.3	(15) 141.0	(21) 115.6	15   Boston University
UC San Diego	(18) 161.8	(21) 203.9	(16) 137.2	(17) 118.8	16   UC San Diego
Caltech (PY)	(14) 170.6	(15) 214.2	(17) 136.6	(6) 136.5	17   Cornell University
Cornell University	(22) 157.6	(27) 193.5	(18) 135.5	(13) 122.4	18   Wash. Univ - St Lc
Wash. Univ - St Louis	(16) 165.9	(14) 215.5	(19) 132.5	(15) 120.7	19   UC Irvine
UC Irvine	(25) 153.2	(24) 194.4	(20) 130.5	(28) 109.6	20   Rice
Brown	(23) 154.1	(22) 197.9	(21) 130.0	(31) 107.5	21   Brown
Rice	(19) 161.6	(19) 206.6	(22) 129.2	(12) 122.9	22   UC Davis
Vanderbilt	(20) 160.3	(16) 210.6	(23) 128.4	(25) 111.9	23   Vanderbilt
UC Davis	(27) 151.6	(28) 189.9	(24) 128.3	(22) 113.7	24   NYU
Texas	(24) 153.4	(25) 194.2	(25) 128.3	(23) 113.4	25   Emory
Emory	(26) 152.1	(26) 193.6	(26) 127.1	(26) 110.5	26   Virginia
UC Santa Barbara	(21) 159.4	(17) 209.6	(27) 126.2	(24) 112.6	27   Texas
Virginia	(28) 149.0	(23) 194.9	(28) 125.6	(44) 98.0	28   UC Santa Barbara
Wisconsin	(35) 137.3	(37) 167.0	(29) 121.0	(33) 105.5	29   Rochester
Michigan	(30) 142.4	(30) 180.8	(30) 120.5	(36) 102.6	30   Michigan
Southern Cal	(29) 146.9	(29) 189.1	(31) 119.2	(32) 107.4	31   Georgia Tech
Rochester	(31) 140.7	(33) 174.1	(32) 118.6	(27) 109.9	32   Wisconsin
Maryland	(32) 139.7	(32) 175.4	(33) 118.4	(34) 103.7	33   Carnegie-Mellon (
SUNY-Stony Brook	(36) 137.0	(34) 173.1	(34) 118.3	(47) 97.3	34   Southern Cal
Rutgers	(33) 138.6	(31) 180.5	(35) 117.4	(52) 91.9	35   Maryland
Carnegie-Mellon (PY)	(34) 138.6	(35) 171.2	(36) 117.4	(30) 107.8	36   Rutgers
Georgia Tech	(37) 136.9	(36) 167.2	(37) 117.0	(29) 108.7	37   Brandeis
Brandeis	(38) 133.6	(38) 164.9	(38) 116.1	(39) 100.9	38   SUNY-Stony Broo
Washington	(42) 128.7	(48) 155.1	(39) 113.5	(38) 101.3	39   Washington
Illinois	(39) 132.3	(39) 163.4	(40) 111.4	(35) 103.6	40   Illinois
Florida	(44) 128.0	(41) 159.9	(41) 110.7	(49) 93.9	41   Purdue
Texas A&M	(43) 128.3	(45) 157.3	(42) 110.1	(42) 100.1	42   North Carolina
Purdue	(47) 125.3	(50) 152.3	(43) 109.5	(45) 97.6	43   Ohio State
Ohio State	(41) 129.7	(40) 161.2	(44) 109.1	(41) 100.2	44   Florida
Indiana	(52) 120.7	(55) 141.7	(45) 106.0	(37) 102.3	45   Texas A&M
Case Western	(46) 125.4	(49) 153.7	(46) 105.7	(40) 100.2	46   Pittsburgh
Minnesota	(51) 122.7	(53) 150.3	(47) 105.4	(48) 95.8	47   Oregon
Pittsburgh	(48) 124.6	(44) 158.7	(48) 105.3	(54) 88.9	48   Case Western
Penn State	(49) 124.1	(43) 159.7	(49) 104.7	(57) 86.0	49   Minnesota
Michigan State	(50) 123.6	(42) 159.8	(50) 104.6	(58) 84.2	50   Penn State
Oregon	(56) 117.7	(56) 141.6	(51) 104.5	(51) 92.3	51   Indiana
North Carolina	(45) 125.7	(46) 157.0	(52) 104.2	(46) 97.4	52   Michigan State
SUNY-Buffalo	(54) 119.2	(52) 150.5	(53) 104.2	(59) 83.2	53   SUNY-Buffalo
Tulane	(40) 130.2	(47) 156.7	(54) 101.8	(19) 118.4	54   Colorado (PY)
Arizona	(57) 114.2	(54) 142.0	(55) 101.0	(60) 82.0	55   Tulane
Colorado (PY)	(55) 118.0	(57) 141.1	(56) 100.0	(43) 99.7	56   Iowa
Iowa State	(58) 111.1	(59) 133.8	(57) 98.5	(55) 87.0	57   Iowa State
Iowa	(53) 120.1	(51) 152.0	(58) 96.9	(50) 93.1	58   Arizona
Missouri	(59) 109.4	(58) 135.1	(59) 91.6	(56) 86.4	59   Missouri
Kansas	(60) 104.7	(60) 126.2	(60) 86.9	(53) 89.1	60   Kansas

## AAU Institutions Assistant Professor (Unadjusted)

2021-2022 Salaries and Rank					Last Year Rank
Institution	Overall	Professor	Associate Professor	Assistant Professor	2020-2021
Columbia	(1)   225.8	(1)   288.0	(1)   194.8	(1)   155.6	1   Columbia
Harvard	(3)   203.4	(4)   262.7	(4)   162.9	(2)   149.7	2   Penn
MIT	(4)   201.8	(6)   255.6	(3)   168.9	(3)   148.4	3   Harvard
Penn	(7)   191.7	(7)   246.3	(7)   149.7	(4)   147.9	4   MIT
Stanford	(2)   206.4	(2)   269.1	(2)   171.3	(5)   140.3	5   Caltech (PY)
Caltech (PY)	(14)   170.6	(15)   214.2	(17)   136.6	(6)   136.5	6   Stanford
Chicago, Univ of	(6)   192.4	(5)   260.2	(12)   145.3	(7)   132.1	7   Chicago, Univ of
Princeton	(5)   198.4	(3)   266.1	(5)   157.8	(8)   130.3	8   Princeton
NYU	(9)   182.7	(9)   242.5	(13)   142.8	(9)   127.7	9   Duke
Yale	(8)   184.7	(8)   243.7	(9)   148.7	(10)   126.1	10   Northwestern
Duke	(11)   175.1	(12)   224.0	(11)   145.7	(11)   126.0	11   Cornell University
Rice	(19)   161.6	(19)   206.6	(22)   129.2	(12)   122.9	12   Yale
Cornell University	(22)   157.6	(27)   193.5	(18)   135.5	(13)   122.4	13   Tulane
UC Berkeley	(12)   174.5	(13)   222.5	(8)   149.6	(14)   121.6	14   Johns Hopkins
Wash. Univ - St Louis	(16)   165.9	(14)   215.5	(19)   132.5	(15)   120.7	15   Rice
Northwestern	(13)   172.2	(11)   224.2	(14)   141.3	(16)   119.8	16   UC Berkeley
UC San Diego	(18)   161.8	(21)   203.9	(16)   137.2	(17)   118.8	17   Wash. Univ - St Louis
Johns Hopkins	(15)   166.9	(17)   209.6	(10)   145.9	(18)   118.4	18   UCLA
Tulane	(40)   130.2	(47)   156.7	(54)   101.8	(19)   118.4	19   UC San Diego
UCLA	(10)   181.8	(10)   240.3	(6)   151.5	(20)   117.4	20   Texas
Boston University	(17)   162.3	(20)   204.3	(15)   141.0	(21)   115.6	21   UC Davis
UC Davis	(27)   151.6	(28)   189.9	(24)   128.3	(22)   113.7	22   UC Santa Barbara
Texas	(24)   153.4	(25)   194.2	(25)   128.3	(23)   113.4	23   UC Irvine
UC Santa Barbara	(21)   159.4	(17)   209.6	(27)   126.2	(24)   112.6	24   Boston University
Vanderbilt	(20)   160.3	(16)   210.6	(23)   128.4	(25)   111.9	25   Vanderbilt
Emory	(26)   152.1	(26)   193.6	(26)   127.1	(26)   110.5	26   Georgia Tech
Rochester	(31)   140.7	(33)   174.1	(32)   118.6	(27)   109.9	27   Emory
UC Irvine	(25)   153.2	(24)   194.4	(20)   130.5	(28)   109.6	28   Carnegie-Mellon (PY)
Georgia Tech	(37)   136.9	(36)   167.2	(37)   117.0	(29)   108.7	29   Rochester
Carnegie-Mellon (PY)	(34)   138.6	(35)   171.2	(36)   117.4	(30)   107.8	30   NYU
Brown	(23)   154.1	(22)   197.9	(21)   130.0	(31)   107.5	31   Southern Cal
Southern Cal	(29)   146.9	(29)   189.1	(31)   119.2	(32)   107.4	32   North Carolina
Wisconsin	(35)   137.3	(37)   167.0	(29)   121.0	(33)   105.5	33   Indiana
Maryland	(32)   139.7	(32)   175.4	(33)   118.4	(34)   103.7	34   Illinois
Illinois	(39)   132.3	(39)   163.4	(40)   111.4	(35)   103.6	35   Maryland
Michigan	(30)   142.4	(30)   180.8	(30)   120.5	(36)   102.6	36   Brown
Indiana	(52)   120.7	(55)   141.7	(45)   106.0	(37)   102.3	37   Wisconsin
Washington	(42)   128.7	(48)   155.1	(39)   113.5	(38)   101.3	38   Washington
Brandeis	(38)   133.6	(38)   164.9	(38)   116.1	(39)   100.9	39   Michigan
Case Western	(46)   125.4	(49)   153.7	(46)   105.7	(40)   100.2	40   Case Western
Ohio State	(41)   129.7	(40)   161.2	(44)   109.1	(41)   100.2	41   Colorado (PY)
Texas A&M	(43)   128.3	(45)   157.3	(42)   110.1	(42)   100.1	42   Virginia
Colorado (PY)	(55)   118.0	(57)   141.1	(56)   100.0	(43)   99.7	43   Brandeis
Virginia	(28)   149.0	(23)   194.9	(28)   125.6	(44)   98.0	44   Ohio State
Purdue	(47)   125.3	(50)   152.3	(43)   109.5	(45)   97.6	45   Texas A&M
North Carolina	(45)   125.7	(46)   157.0	(52)   104.2	(46)   97.4	46   SUNY-Stony Brook
SUNY-Stony Brook	(36)   137.0	(34)   173.1	(34)   118.3	(47)   97.3	47   Purdue
Minnesota	(51)   122.7	(53)   150.3	(47)   105.4	(48)   95.8	48   Iowa
Florida	(44)   128.0	(41)   159.9	(41)   110.7	(49)   93.9	49   Minnesota
Iowa	(53)   120.1	(51)   152.0	(58)   96.9	(50)   93.1	50   Oregon
Oregon	(56)   117.7	(56)   141.6	(51)   104.5	(51)   92.3	51   Rutgers
Rutgers	(33)   138.6	(31)   180.5	(35)   117.4	(52)   91.9	52   Florida
Kansas	(60)   104.7	(60)   126.2	(60)   86.9	(53)   89.1	53   Pittsburgh
Pittsburgh	(48)   124.6	(44)   158.7	(48)   105.3	(54)   88.9	54   Penn State
Iowa State	(58)   111.1	(59)   133.8	(57)   98.5	(55)   87.0	55   Missouri
Missouri	(59)   109.4	(58)   135.1	(59)   91.6	(56)   86.4	56   Michigan State
Penn State	(49)   124.1	(43)   159.7	(49)   104.7	(57)   86.0	57   Iowa State
Michigan State	(50)   123.6	(42)   159.8	(50)   104.6	(58)   84.2	58   Kansas
SUNY-Buffalo	(54)   119.2	(52)   150.5	(53)   104.2	(59)   83.2	59   SUNY-Buffalo
Arizona	(57)   114.2	(54)   142.0	(55)   101.0	(60)   82.0	60   Arizona

## Ohio State - AAU Institutions - Unadjusted

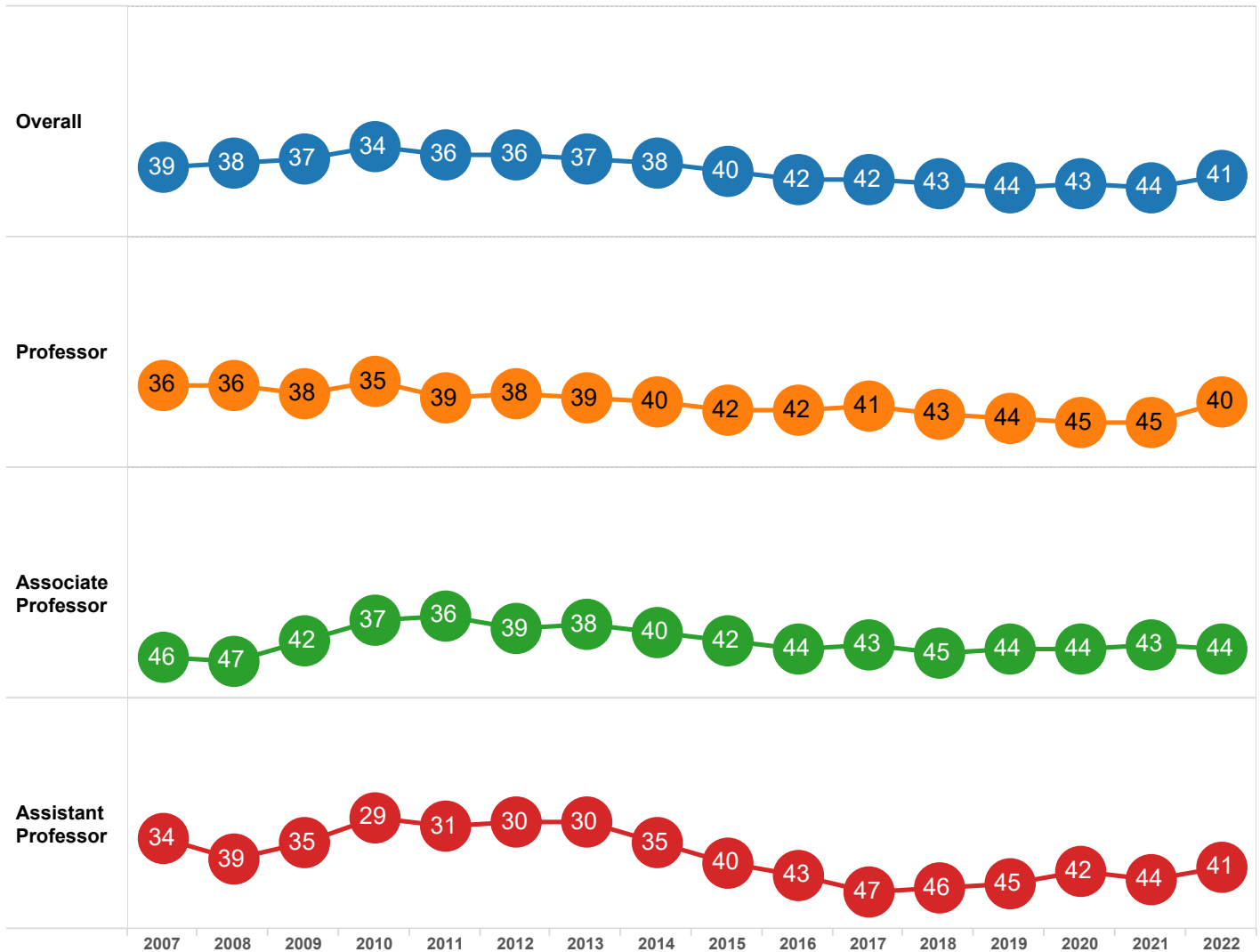
### Salary history

Academic Year	Overall	Professor	Associate Professor	Assistant Professor
2021-2022	129.7	161.2	109.1	100.2
2020-2021	125.5	154.9	106.9	97.1
2019-2020	124.8	154.7	106.1	96.2
2018-2019	121.5	152.2	103.5	92.3
2017-2018	118.9	150.0	101.3	89.5
2016-2017	118.0	149.5	99.8	87.3
2015-2016	115.7	145.5	98.0	86.0
2014-2015	113.6	142.2	96.1	85.2
2013-2014	111.3	139.2	94.2	84.8
2012-2013	110.4	137.0	92.0	85.1
2011-2012	107.7	134.2	89.3	81.5
2010-2011	105.5	131.6	87.7	79.4
2009-2010	103.5	129.5	85.8	78.0
2008-2009	100.7	126.5	84.2	75.0
2007-2008	95.9	121.6	80.5	70.9
2006-2007	92.6	117.2	76.9	69.4

### Rank history (change relative to prior year)

Academic Year	Overall	Professor	Associate Professor	Assistant Professor
2021-2022	41 ↑	40 ↑	44 ↓	41 ↑
2020-2021	44 ↓	45	43 ↑	44 ↓
2019-2020	43 ↑	45 ↓	44	42 ↑
2018-2019	44 ↓	44 ↓	44 ↑	45 ↑
2017-2018	43 ↓	43 ↓	45 ↓	46 ↑
2016-2017	42	41 ↑	43 ↑	47 ↓
2015-2016	42 ↓	42	44 ↓	43 ↓
2014-2015	40 ↓	42 ↓	42 ↓	40 ↓
2013-2014	38 ↓	40 ↓	40 ↓	35 ↓
2012-2013	37 ↓	39 ↓	38 ↑	30
2011-2012	36	38 ↑	39 ↓	30 ↑
2010-2011	36 ↓	39 ↓	36 ↑	31 ↓
2009-2010	34 ↑	35 ↑	37 ↑	29 ↑
2008-2009	37 ↑	38 ↓	42 ↑	35 ↑
2007-2008	38 ↑	36	47 ↓	39 ↓
2006-2007	39	36	46	34

### Ohio State - AAU Institutions Rank - Unadjusted



## AAU Public Institutions Overall (Unadjusted)

2021-2022 Salaries and Rank								Last Year Rank
Institution	Overall	Professor	Associate Professor	Assistant Professor	2020-2021			
UCLA	(1) 181.8	(1) 240.3	(1) 151.5	(3) 117.4	1   UCLA			
UC Berkeley	(2) 174.5	(2) 222.5	(2) 149.6	(1) 121.6	2   UC Berkeley			
UC San Diego	(3) 161.8	(4) 203.9	(3) 137.2	(2) 118.8	3   UC San Diego			
UC Santa Barbara	(4) 159.4	(3) 209.6	(7) 126.2	(6) 112.6	4   UC Santa Barbara			
Texas	(5) 153.4	(7) 194.2	(6) 128.3	(5) 113.4	5   UC Irvine			
UC Irvine	(6) 153.2	(6) 194.4	(4) 130.5	(7) 109.6	6   Texas			
UC Davis	(7) 151.6	(8) 189.9	(5) 128.3	(4) 113.7	7   UC Davis			
Virginia	(8) 149.0	(5) 194.9	(8) 125.6	(18) 98.0	8   Virginia			
Michigan	(9) 142.4	(9) 180.8	(10) 120.5	(12) 102.6	9   Michigan			
Maryland	(10) 139.7	(11) 175.4	(11) 118.4	(10) 103.7	10   Maryland			
Rutgers	(11) 138.6	(10) 180.5	(13) 117.4	(26) 91.9	11   Georgia Tech			
Wisconsin	(12) 137.3	(14) 167.0	(9) 121.0	(9) 105.5	12   Rutgers			
SUNY-Stony Brook	(13) 137.0	(12) 173.1	(12) 118.3	(21) 97.3	13   North Carolina			
Georgia Tech	(14) 136.9	(13) 167.2	(14) 117.0	(8) 108.7	14   Wisconsin			
Illinois	(15) 132.3	(15) 163.4	(16) 111.4	(11) 103.6	15   SUNY-Stony Brook			
Ohio State	(16) 129.7	(16) 161.2	(20) 109.1	(15) 100.2	16   Illinois			
Washington	(17) 128.7	(23) 155.1	(15) 113.5	(14) 101.3	17   Washington			
Texas A&M	(18) 128.3	(21) 157.3	(18) 110.1	(16) 100.1	18   Pittsburgh			
Florida	(19) 128.0	(17) 159.9	(17) 110.7	(23) 93.9	19   Ohio State			
North Carolina	(20) 125.7	(22) 157.0	(27) 104.2	(20) 97.4	20   Texas A&M			
Purdue	(21) 125.3	(24) 152.3	(19) 109.5	(19) 97.6	21   Florida			
Pittsburgh	(22) 124.6	(20) 158.7	(23) 105.3	(28) 88.9	22   Penn State			
Penn State	(23) 124.1	(19) 159.7	(24) 104.7	(31) 86.0	23   Purdue			
Michigan State	(24) 123.6	(18) 159.8	(25) 104.6	(32) 84.2	24   Michigan State			
Minnesota	(25) 122.7	(27) 150.3	(22) 105.4	(22) 95.8	25   Minnesota			
Indiana	(26) 120.7	(29) 141.7	(21) 106.0	(13) 102.3	26   Indiana			
Iowa	(27) 120.1	(25) 152.0	(32) 96.9	(24) 93.1	27   Iowa			
SUNY-Buffalo	(28) 119.2	(26) 150.5	(28) 104.2	(33) 83.2	28   Oregon			
Colorado (PY)	(29) 118.0	(31) 141.1	(30) 100.0	(17) 99.7	29   Colorado (PY)			
Oregon	(30) 117.7	(30) 141.6	(26) 104.5	(25) 92.3	30   SUNY-Buffalo			
Arizona	(31) 114.2	(28) 142.0	(29) 101.0	(34) 82.0	31   Iowa State			
Iowa State	(32) 111.1	(33) 133.8	(31) 98.5	(29) 87.0	32   Missouri			
Missouri	(33) 109.4	(32) 135.1	(33) 91.6	(30) 86.4	33   Arizona			
Kansas	(34) 104.7	(34) 126.2	(34) 86.9	(27) 89.1	34   Kansas			

The Ohio State University  
2021-22 Faculty Salary Comparisons

# Living Cost Adjustments

## 2021-2022 AAU Institutions - Overall - Living Cost Adjusted vs Unadjusted

Institution	Living Cost Index	Salary Adjusted by Index	Rank (Adjusted)	Salary Unadjusted	Rank (Unadjusted)
Duke	99	176.8	1	175.1	11
Columbia	129	175.0	2	225.8	1
Penn	112	171.1	3	191.7	7
Princeton	116	171.0	4	198.4	5
Yale	112	164.9	5	184.7	8
Wash. Univ - St Louis	104	159.5	6	165.9	16
Vanderbilt	101	158.7	7	160.3	20
Harvard	132	154.1	8	203.4	3
Rice	105	153.9	9	161.6	19
Johns Hopkins	109	153.1	10	166.9	15
MIT	132	152.9	11	201.8	4
Emory	101	150.6	12	152.1	26
Texas	104	147.5	13	153.4	24
Cornell University	107	147.3	14	157.6	22
Virginia	103	144.7	15	149.0	28
Brown	107	144.0	16	154.1	23
Chicago, Univ of	134	143.6	17	192.4	6
Northwestern	121	142.3	18	172.2	13
Michigan	104	136.9	19	142.4	30
Georgia Tech	101	135.6	20	136.9	37
UCLA	136	133.7	21	181.8	10
Wisconsin	103	133.3	22	137.3	35
Purdue	94	133.3	23	125.3	47
UC Davis	114	133.0	24	151.6	27
Rochester	106	132.8	25	140.7	31
Illinois	100	132.3	26	132.3	39
Texas A&M	98	130.9	27	128.3	43
Florida	98	130.6	28	128.0	44
Ohio State	100	129.7	29	129.7	41
UC San Diego	125	129.5	30	161.8	18
Caltech (PY)	132	129.3	31	170.6	14
Tulane	102	127.6	32	130.2	40
Stanford	162	127.4	33	206.4	2
North Carolina	99	126.9	34	125.7	45
Carnegie-Mellon (PY)	110	126.0	35	138.6	34
Indiana	96	125.8	36	120.7	52
UC Berkeley	140	124.6	37	174.5	12
Case Western	101	124.1	38	125.4	46
Michigan State	100	123.6	39	123.6	50
Boston University	132	123.0	40	162.3	17
Maryland	114	122.6	41	139.7	32
Penn State	102	121.6	42	124.1	49
Minnesota	101	121.5	43	122.7	51
Iowa	100	120.1	44	120.1	53
UC Irvine	130	117.9	45	153.2	25
Rutgers	121	114.6	46	138.6	33
Missouri	96	113.9	47	109.4	59
SUNY-Buffalo	105	113.5	48	119.2	54
Pittsburgh	110	113.3	49	124.6	48
Oregon	104	113.2	50	117.7	56
Arizona	101	113.1	51	114.2	57
Southern Cal	132	111.3	52	146.9	29
SUNY-Stony Brook	124	110.5	53	137.0	36
Iowa State	101	110.0	54	111.1	58
Washington	117	110.0	55	128.7	42
Colorado (PY)	109	108.3	56	118.0	55
Kansas	100	104.7	57	104.7	60
Brandeis	132	101.2	58	133.6	38
UC Santa Barbara	159	100.2	59	159.4	21
NYU	222	82.3	60	182.7	9



## AAU Institutions Overall (Living Cost Adjusted)

2021-2022 Salaries and Rank						Last Year Rank
Institution	Overall	Professor	Associate Professor	Assistant Professor	2020-2021	
Duke	(1) 176.8	(2) 226.3	(2) 147.1	(2) 127.3	1   Duke	
Columbia	(2) 175.0	(3) 223.3	(1) 151.0	(3) 120.6	2   Columbia	
Penn	(3) 171.1	(4) 220.0	(5) 133.6	(1) 132.1	3   Penn	
Princeton	(4) 171.0	(1) 229.4	(3) 136.0	(11) 112.3	4   Princeton	
Yale	(5) 164.9	(5) 217.6	(6) 132.8	(9) 112.6	5   Yale	
Wash. Univ - St Louis	(6) 159.5	(7) 207.2	(8) 127.4	(6) 116.0	6   Wash. Univ - St Lou	
Vanderbilt	(7) 158.7	(6) 208.5	(9) 127.2	(12) 110.8	7   Vanderbilt	
Harvard	(8) 154.1	(8) 199.0	(12) 123.4	(8) 113.4	8   Rice	
Rice	(9) 153.9	(9) 196.7	(14) 123.1	(4) 117.0	9   Johns Hopkins	
Johns Hopkins	(10) 153.1	(12) 192.3	(4) 133.9	(15) 108.6	10   Harvard	
MIT	(11) 152.9	(11) 193.6	(7) 128.0	(10) 112.4	11   Emory	
Emory	(12) 150.6	(13) 191.6	(11) 125.9	(13) 109.4	12   MIT	
Texas	(13) 147.5	(15) 186.7	(13) 123.4	(14) 109.0	13   Cornell University	
Cornell University	(14) 147.3	(18) 180.8	(10) 126.6	(7) 114.4	13   Texas	
Virginia	(15) 144.7	(14) 189.2	(15) 122.0	(34) 95.2	15   Virginia	
Brown	(16) 144.0	(17) 184.9	(16) 121.5	(24) 100.5	16   Chicago, Univ of	
Chicago, Univ of	(17) 143.6	(10) 194.2	(31) 108.4	(30) 98.6	17   Northwestern	
Northwestern	(18) 142.3	(16) 185.3	(18) 116.7	(28) 99.0	18   Brown	
Michigan	(19) 136.9	(20) 173.8	(21) 115.8	(29) 98.6	19   Georgia Tech	
Georgia Tech	(20) 135.6	(23) 165.5	(20) 115.8	(16) 107.6	20   North Carolina	
UCLA	(21) 133.7	(19) 176.7	(27) 111.4	(47) 86.3	21   Michigan	
Wisconsin	(22) 133.3	(29) 162.2	(17) 117.5	(22) 102.4	22   UCLA	
Purdue	(23) 133.3	(30) 162.1	(19) 116.5	(18) 103.8	23   Rochester	
UC Davis	(24) 133.0	(21) 166.6	(23) 112.6	(26) 99.8	24   Purdue	
Rochester	(25) 132.8	(24) 164.2	(25) 111.9	(19) 103.6	25   Caltech (PY)	
Illinois	(26) 132.3	(25) 163.4	(26) 111.4	(20) 103.6	26   Illinois	
Texas A&M	(27) 130.9	(32) 160.5	(24) 112.4	(23) 102.2	27   UC Davis	
Florida	(28) 130.6	(26) 163.1	(22) 112.9	(33) 95.8	28   Wisconsin	
Ohio State	(29) 129.7	(31) 161.2	(30) 109.1	(25) 100.2	29   Tulane	
UC San Diego	(30) 129.5	(27) 163.1	(29) 109.8	(35) 95.0	30   Texas A&M	
Caltech (PY)	(31) 129.3	(28) 162.2	(41) 103.5	(21) 103.4	31   UC San Diego	
Tulane	(32) 127.6	(40) 153.7	(46) 99.8	(5) 116.1	32   Florida	
Stanford	(33) 127.4	(22) 166.1	(35) 105.8	(45) 86.6	33   Carnegie-Mellon (	
North Carolina	(34) 126.9	(35) 158.6	(36) 105.3	(31) 98.4	34   Ohio State	
Carnegie-Mellon (PY)	(35) 126.0	(37) 155.6	(34) 106.7	(32) 98.0	35   Indiana	
Indiana	(36) 125.8	(46) 147.6	(28) 110.4	(17) 106.6	36   Stanford	
UC Berkeley	(37) 124.6	(34) 158.9	(32) 106.8	(44) 86.8	37   Case Western	
Case Western	(38) 124.1	(41) 152.1	(37) 104.7	(27) 99.2	38   Michigan State	
Michigan State	(39) 123.6	(33) 159.8	(38) 104.6	(51) 84.2	39   Penn State	
Boston University	(40) 123.0	(38) 154.8	(33) 106.8	(43) 87.6	40   UC Berkeley	
Maryland	(41) 122.6	(39) 153.9	(40) 103.9	(39) 91.0	41   Maryland	
Penn State	(42) 121.6	(36) 156.5	(42) 102.6	(49) 84.4	42   Iowa	
Minnesota	(43) 121.5	(45) 148.8	(39) 104.4	(36) 94.9	43   Minnesota	
Iowa	(44) 120.1	(42) 152.0	(51) 96.9	(37) 93.1	44   Boston University	
UC Irvine	(45) 117.9	(43) 149.5	(44) 100.4	(50) 84.3	45   UC Irvine	
Rutgers	(46) 114.6	(44) 149.2	(49) 97.1	(58) 76.0	46   Pittsburgh	
Missouri	(47) 113.9	(50) 140.7	(53) 95.4	(40) 90.0	47   Oregon	
SUNY-Buffalo	(48) 113.5	(48) 143.3	(47) 99.2	(55) 79.2	48   Rutgers	
Pittsburgh	(49) 113.3	(47) 144.3	(52) 95.7	(54) 80.8	49   Missouri	
Oregon	(50) 113.2	(53) 136.2	(43) 100.5	(42) 88.8	50   Southern Cal	
Arizona	(51) 113.1	(51) 140.6	(45) 100.0	(53) 81.2	51   Washington	
Southern Cal	(52) 111.3	(49) 143.3	(56) 90.3	(52) 81.4	52   SUNY-Buffalo	
SUNY-Stony Brook	(53) 110.5	(52) 139.6	(54) 95.4	(56) 78.5	53   Colorado (PY)	
Iowa State	(54) 110.0	(55) 132.5	(48) 97.5	(48) 86.1	54   Iowa State	
Washington	(55) 110.0	(54) 132.6	(50) 97.0	(46) 86.6	55   SUNY-Stony Broo	
Colorado (PY)	(56) 108.3	(57) 129.5	(55) 91.8	(38) 91.5	56   Arizona	
Kansas	(57) 104.7	(58) 126.2	(58) 86.9	(41) 89.1	57   Kansas	
Brandeis	(58) 101.2	(59) 124.9	(57) 87.9	(57) 76.4	58   Brandeis	
UC Santa Barbara	(59) 100.2	(56) 131.8	(59) 79.4	(59) 70.8	59   UC Santa Barbara	
NYU	(60) 82.3	(60) 109.2	(60) 64.3	(60) 57.5	60   NYU	

## Ohio State - AAU Institutions - Living Cost Adjusted

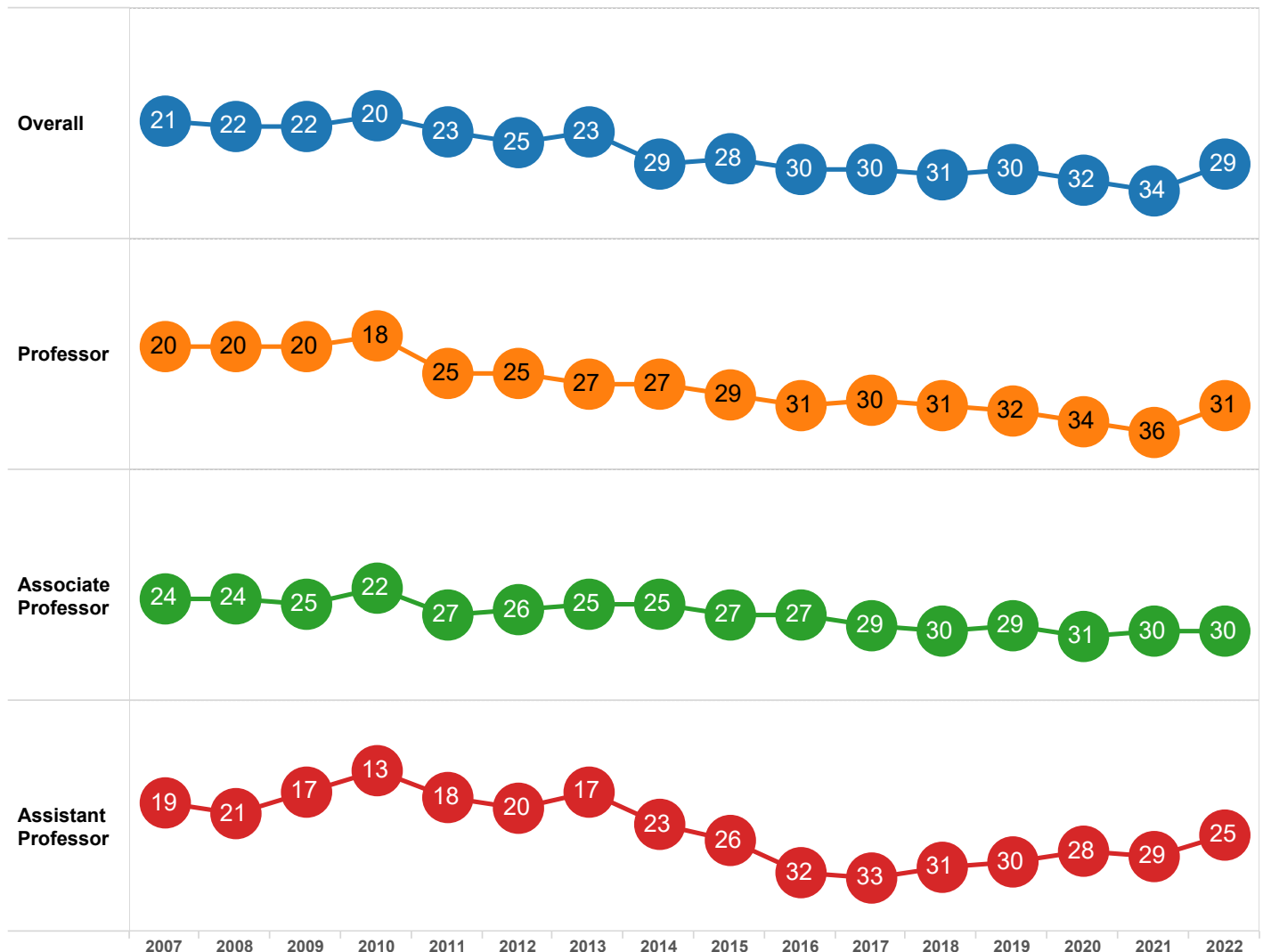
### Salary history

Academic Year	Overall	Professor	Associate Professor	Assistant Professor
2021-2022	129.7	161.2	109.1	100.2
2020-2021	125.5	154.9	106.9	97.1
2019-2020	124.8	154.7	106.1	96.2
2018-2019	121.5	152.2	103.5	92.3
2017-2018	118.9	150.0	101.3	89.5
2016-2017	118.0	149.5	99.8	87.3
2015-2016	115.7	145.5	98.0	86.0
2014-2015	113.6	142.2	96.1	85.2
2013-2014	111.3	139.2	94.2	84.8
2012-2013	110.4	137.0	92.0	85.1
2011-2012	107.7	134.2	89.3	81.5
2010-2011	105.5	131.6	87.7	79.4
2009-2010	103.5	129.5	85.8	78.0
2008-2009	100.7	126.5	84.2	75.0
2007-2008	95.9	121.6	80.5	70.9
2006-2007	92.6	117.2	76.9	69.4

### Rank history (change relative to prior year)

Academic Year	Overall	Professor	Associate Professor	Assistant Professor
2021-2022	29 ↑	31 ↑	30	25 ↑
2020-2021	34 ↓	36 ↓	30 ↑	29 ↓
2019-2020	32 ↓	34 ↓	31 ↓	28 ↑
2018-2019	30 ↑	32 ↓	29 ↑	30 ↑
2017-2018	31 ↓	31 ↓	30 ↓	31 ↑
2016-2017	30	30 ↑	29 ↓	33 ↓
2015-2016	30 ↓	31 ↓	27	32 ↓
2014-2015	28 ↑	29 ↓	27 ↓	26 ↓
2013-2014	29 ↓	27	25	23 ↓
2012-2013	23 ↑	27 ↓	25 ↑	17 ↑
2011-2012	25 ↓	25	26 ↑	20 ↓
2010-2011	23 ↓	25 ↓	27 ↓	18 ↓
2009-2010	20 ↑	18 ↑	22 ↑	13 ↑
2008-2009	22	20	25 ↓	17 ↑
2007-2008	22 ↓	20	24	21 ↓
2006-2007	21	20	24	19

### Ohio State - AAU Institutions Rank - Living Cost Adjusted





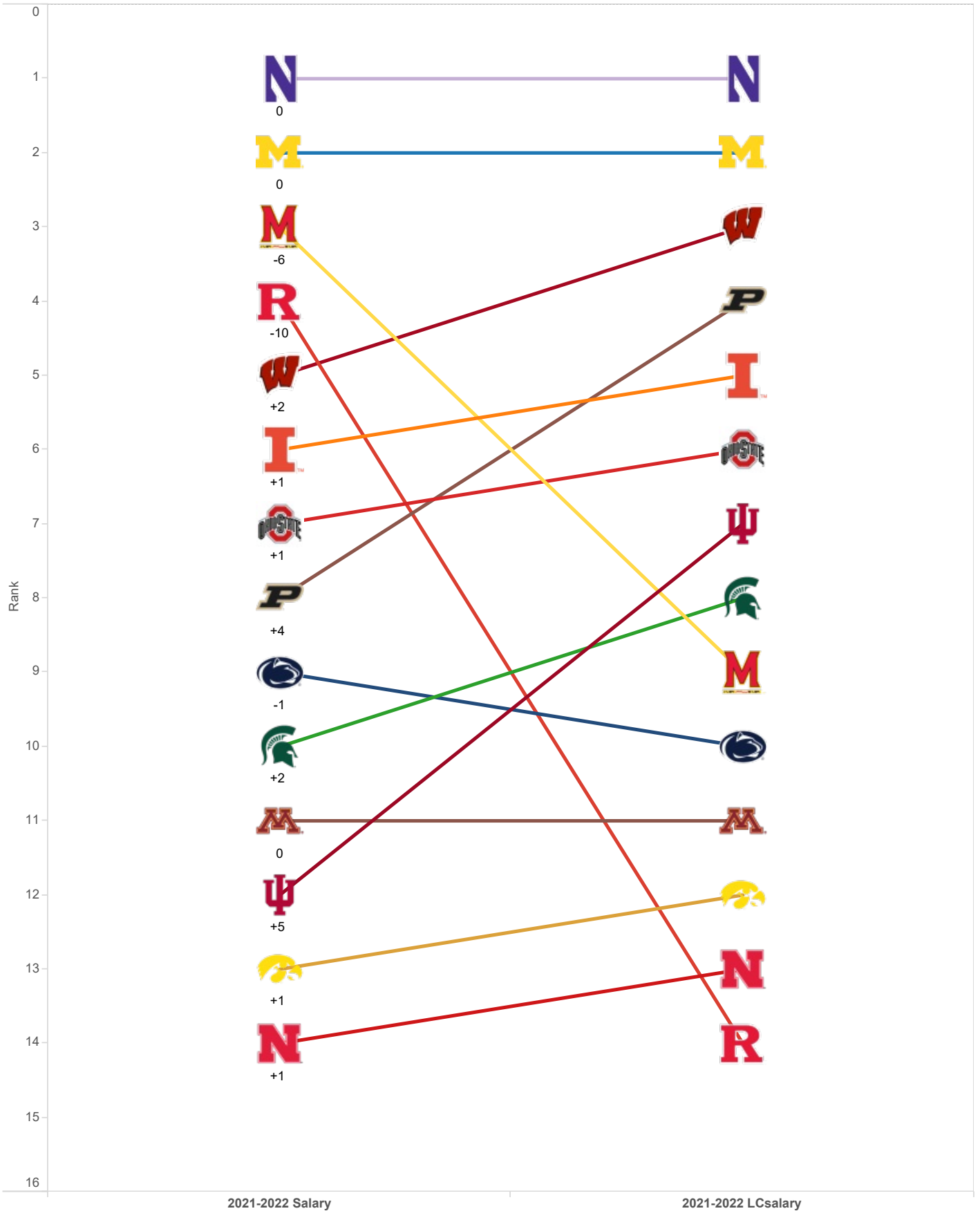
## 2021-2022 Big Ten Institutions - Overall - Living Cost Adjusted vs Unadjusted

Institution	Living Cost Index	Salary Adjusted by Index	Rank (Adjusted)	Salary Unadjusted	Rank (Unadjusted)
Northwestern	121	142.3	1	172.2	1
Michigan	104	136.9	2	142.4	2
Wisconsin	103	133.3	3	137.3	5
Purdue	94	133.3	4	125.3	8
Illinois	100	132.3	5	132.3	6
Ohio State	100	129.7	6	129.7	7
Indiana	96	125.8	7	120.7	12
Michigan State	100	123.6	8	123.6	10
Maryland	114	122.6	9	139.7	3
Penn State	102	121.6	10	124.1	9
Minnesota	101	121.5	11	122.7	11
Iowa	100	120.1	12	120.1	13
Nebraska	97	116.9	13	113.4	14
Rutgers	121	114.6	14	138.6	4

## Big Ten Institutions Overall (Living Cost Adjusted)

2021-2022 Salaries and Rank					Last Year Rank	
Institution	Overall	Professor	Associate Professor	Assistant Professor	2020-2021	
Northwestern	(1) 142.3	(1) 185.3	(2) 116.7	(6) 99.0	1   Northwestern	
Michigan	(2) 136.9	(2) 173.8	(4) 115.8	(7) 98.6	2   Michigan	
Wisconsin	(3) 133.3	(4) 162.2	(1) 117.5	(4) 102.4	3   Purdue	
Purdue	(4) 133.3	(5) 162.1	(3) 116.5	(2) 103.8	4   Illinois	
Illinois	(5) 132.3	(3) 163.4	(5) 111.4	(3) 103.6	5   Wisconsin	
Ohio State	(6) 129.7	(6) 161.2	(7) 109.1	(5) 100.2	6   Ohio State	
Indiana	(7) 125.8	(13) 147.6	(6) 110.4	(1) 106.6	7   Indiana	
Michigan State	(8) 123.6	(7) 159.8	(8) 104.6	(13) 84.2	8   Michigan State	
Maryland	(9) 122.6	(9) 153.9	(10) 103.9	(11) 91.0	9   Penn State	
Penn State	(10) 121.6	(8) 156.5	(12) 102.6	(12) 84.4	10   Maryland	
Minnesota	(11) 121.5	(12) 148.8	(9) 104.4	(8) 94.9	11   Iowa	
Iowa	(12) 120.1	(10) 152.0	(14) 96.9	(10) 93.1	12   Minnesota	
Nebraska	(13) 116.9	(14) 139.5	(11) 102.9	(9) 94.8	13   Nebraska	
Rutgers	(14) 114.6	(11) 149.2	(13) 97.1	(14) 76.0	14   Rutgers	

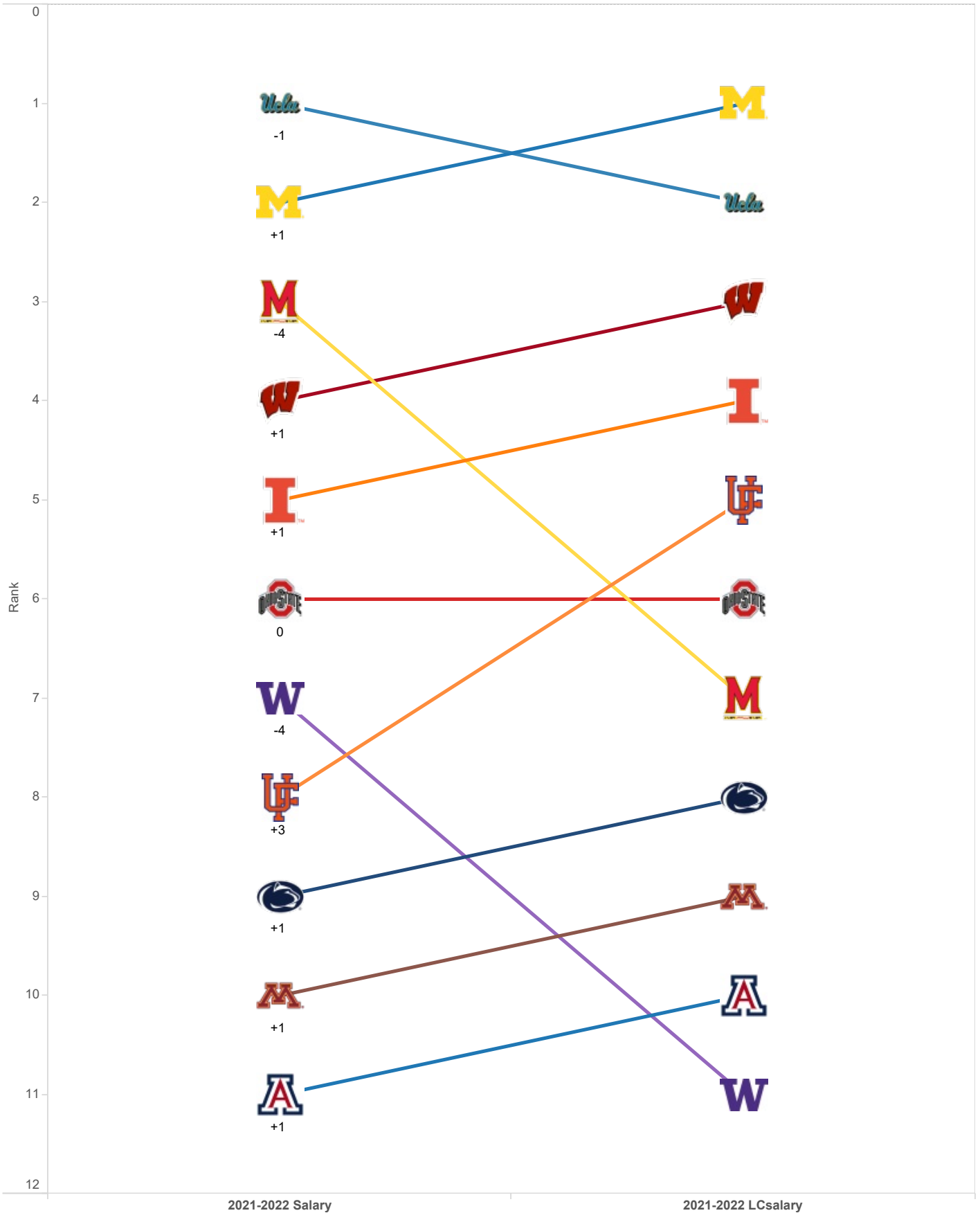
## 2021-2022 Big Ten Institutions Overall Change in Rank - After Adjust for Living Cost



## 2021-2022 Benchmark Institutions - Overall - Living Cost Adjusted vs Unadjusted

Institution	Living Cost Index	Salary Adjusted by Index	Rank (Adjusted)	Salary Unadjusted	Rank (Unadjusted)
Michigan	104	136.9	1	142.4	2
UCLA	136	133.7	2	181.8	1
Wisconsin	103	133.3	3	137.3	4
Illinois	100	132.3	4	132.3	5
Florida	98	130.6	5	128.0	8
Ohio State	100	129.7	6	129.7	6
Maryland	114	122.6	7	139.7	3
Penn State	102	121.6	8	124.1	9
Minnesota	101	121.5	9	122.7	10
Arizona	101	113.1	10	114.2	11
Washington	117	110.0	11	128.7	7

## 2021-2022 Benchmark Institutions Overall Change in Rank - After Adjust for Living Cost



## U.S. News Top 25 Public Institutions (Living Cost Adjusted)

2021-2022 Salaries

2021-2022 Ranks

Institution (US News Ranking)	Overall	Professor	Associate Professor	Assistant Professor	Overall	Professor	Associate Professor	Assistant Professor
Texas (#10)	147.5	186.7	123.4	109.0	1	2	1	1
Virginia (#4)	144.7	189.2	122.0	95.2	2	1	2	12
Michigan (#3)	136.9	173.8	115.8	98.6	3	4	6	8
Georgia Tech (#10)	135.6	165.5	115.8	107.6	4	6	5	2
UCLA (#1)	133.7	176.7	111.4	86.3	5	3	10	20
Wisconsin (#14)	133.3	162.2	117.5	102.4	6	10	3	5
Purdue (#17)	133.3	162.1	116.5	103.8	7	11	4	3
UC Davis (#10)	133.0	166.6	112.6	99.8	8	5	8	7
Illinois (#15)	132.3	163.4	111.4	103.6	9	7	9	4
Florida (#5)	130.6	163.1	112.9	95.8	10	8	7	11
Ohio State (#17)	129.7	161.2	109.1	100.2	11	12	13	6
UC San Diego (#8)	129.5	163.1	109.8	95.0	12	9	11	13
North Carolina (#5)	126.9	158.6	105.3	98.4	13	14	16	9
U Conn (#23)	126.4	157.9	109.4	92.6	14	15	12	14
UC Berkeley (#2)	124.6	158.9	106.8	86.8	15	13	14	18
Maryland (#20)	122.6	153.9	103.9	91.0	16	17	18	15
Penn State (#23)	121.6	156.5	102.6	84.4	17	16	19	21
UC Irvine (#9)	117.9	149.5	100.4	84.3	18	18	21	22
William & Mary (#10)	117.6	142.5	105.7	88.8	19	21	15	17
Florida State (#19)	116.4	140.4	104.0	90.0	20	22	17	16
Georgia (#16)	115.8	137.2	101.0	96.6	21	23	20	10
Rutgers (#23)	114.6	149.2	97.1	76.0	22	19	22	24
Pittsburgh (#20)	113.3	144.3	95.7	80.8	23	20	24	23
Washington (#20)	110.0	132.6	97.0	86.6	24	24	23	19
UC Santa Barbara (#5)	100.2	131.8	79.4	70.8	25	25	25	25

The Ohio State University  
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# Benchmark Institutions

## Benchmark Institutions Overall (Unadjusted)

2021-2022 Salaries and Rank					Last Year Rank
Institution	Overall	Professor	Associate Professor	Assistant Professor	2020-2021
<b>UCLA</b>	(1) 181.8	(1) 240.3	(1) 151.5	(1) 117.4	1   UCLA
<b>Michigan</b>	(2) 142.4	(2) 180.8	(3) 120.5	(5) 102.6	2   Michigan
<b>Maryland</b>	(3) 139.7	(3) 175.4	(4) 118.4	(3) 103.7	3   Maryland
<b>Wisconsin</b>	(4) 137.3	(4) 167.0	(2) 121.0	(2) 105.5	4   Wisconsin
<b>Illinois</b>	(5) 132.3	(5) 163.4	(6) 111.4	(4) 103.6	5   Illinois
<b>Ohio State</b>	(6) 129.7	(6) 161.2	(8) 109.1	(7) 100.2	6   Washington
<b>Washington</b>	(7) 128.7	(9) 155.1	(5) 113.5	(6) 101.3	7   Ohio State
<b>Florida</b>	(8) 128.0	(7) 159.9	(7) 110.7	(9) 93.9	8   Florida
<b>Penn State</b>	(9) 124.1	(8) 159.7	(10) 104.7	(10) 86.0	9   Penn State
<b>Minnesota</b>	(10) 122.7	(10) 150.3	(9) 105.4	(8) 95.8	10   Minnesota
<b>Arizona</b>	(11) 114.2	(11) 142.0	(11) 101.0	(11) 82.0	11   Arizona



## Ohio State - Benchmark Institutions - Unadjusted

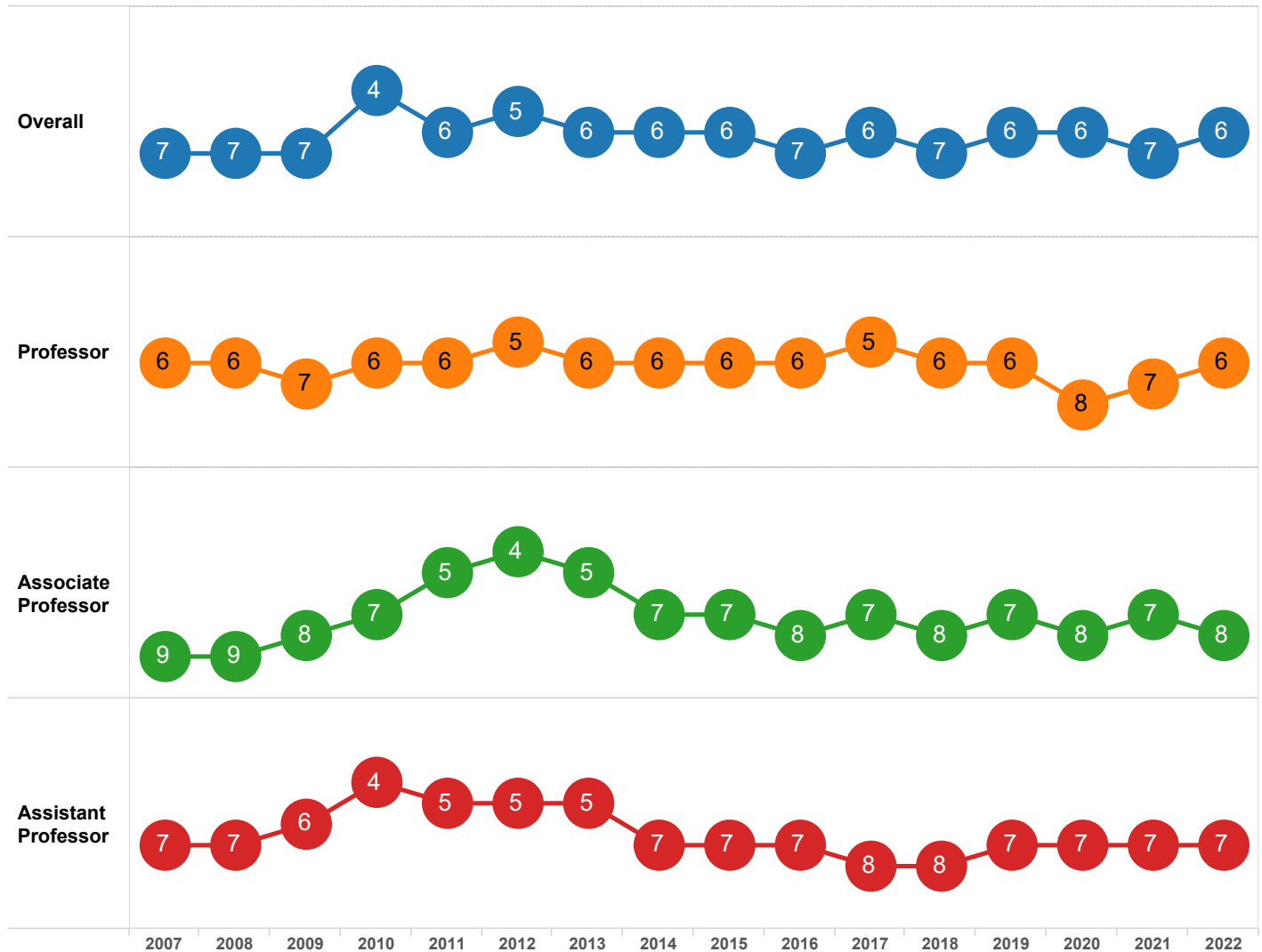
### Salary history

Academic Year	Overall	Professor	Associate Professor	Assistant Professor
2021-2022	129.7	161.2	109.1	100.2
2020-2021	125.5	154.9	106.9	97.1
2019-2020	124.8	154.7	106.1	96.2
2018-2019	121.5	152.2	103.5	92.3
2017-2018	118.9	150.0	101.3	89.5
2016-2017	118.0	149.5	99.8	87.3
2015-2016	115.7	145.5	98.0	86.0
2014-2015	113.6	142.2	96.1	85.2
2013-2014	111.3	139.2	94.2	84.8
2012-2013	110.4	137.0	92.0	85.1
2011-2012	107.7	134.2	89.3	81.5
2010-2011	105.5	131.6	87.7	79.4
2009-2010	103.5	129.5	85.8	78.0
2008-2009	100.7	126.5	84.2	75.0
2007-2008	95.9	121.6	80.5	70.9
2006-2007	92.6	117.2	76.9	69.4

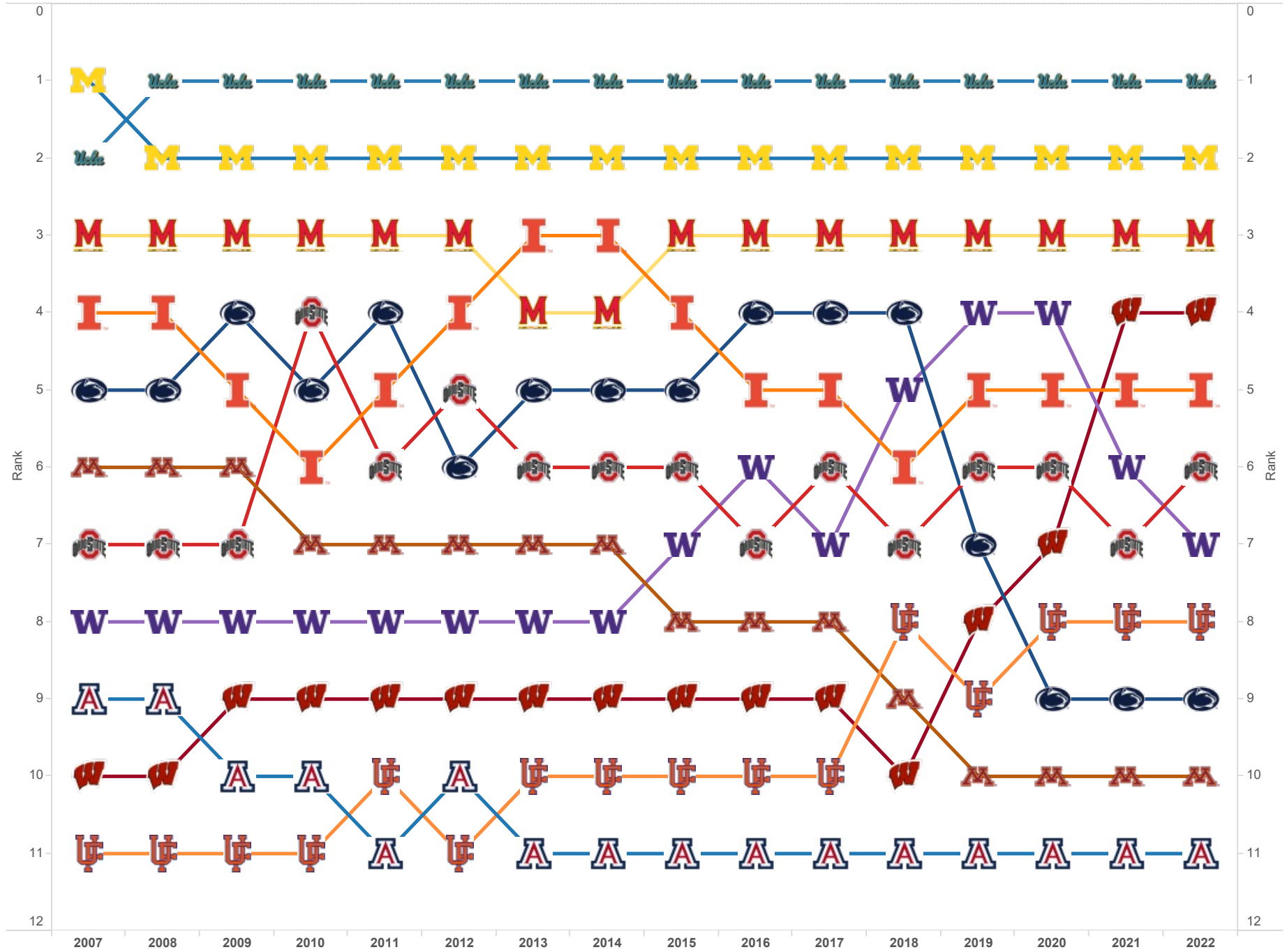
### Rank history (change relative to prior year)

Academic Year	Overall	Professor	Associate Professor	Assistant Professor
2021-2022	6 ↑	6 ↑	8 ↓	7
2020-2021	7 ↓	7 ↑	7 ↑	7
2019-2020	6	8 ↓	8 ↓	7
2018-2019	6 ↑	6	7 ↑	7 ↑
2017-2018	7 ↓	6 ↓	8 ↓	8
2016-2017	6 ↑	5 ↑	7 ↑	8 ↓
2015-2016	7 ↓	6	8 ↓	7
2014-2015	6	6	7	7
2013-2014	6	6	7 ↓	7 ↓
2012-2013	6 ↓	6 ↓	5 ↓	5
2011-2012	5 ↑	5 ↑	4 ↑	5
2010-2011	6 ↓	6	5 ↑	5 ↓
2009-2010	4 ↑	6 ↑	7 ↑	4 ↑
2008-2009	7	7 ↓	8 ↑	6 ↑
2007-2008	7	6	9	7
2006-2007	7	6	9	7

## Ohio State - Benchmark Institutions Rank - Unadjusted



# Benchmark Institutions - Overall (Unadjusted) - Change in Rank



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# Top 25 Public Institutions

## U.S. News Top 25 Public Institutions (Unadjusted)

2021-2022 Salaries

2021-2022 Ranks

Institution (US News Ranking)	Overall	Professor	Associate Professor	Assistant Professor	Overall	Professor	Associate Professor	Assistant Professor
<b>UCLA (#1)</b>	181.8	240.3	151.5	117.4	1	1	1	3
<b>UC Berkeley (#2)</b>	174.5	222.5	149.6	121.6	2	2	2	1
<b>UC San Diego (#8)</b>	161.8	203.9	137.2	118.8	3	4	3	2
<b>UC Santa Barbara (#5)</b>	159.4	209.6	126.2	112.6	4	3	7	6
<b>Texas (#10)</b>	153.4	194.2	128.3	113.4	5	7	6	5
<b>UC Irvine (#9)</b>	153.2	194.4	130.5	109.6	6	6	4	7
<b>UC Davis (#10)</b>	151.6	189.9	128.3	113.7	7	8	5	4
<b>Virginia (#4)</b>	149.0	194.9	125.6	98.0	8	5	8	15
<b>Michigan (#3)</b>	142.4	180.8	120.5	102.6	9	9	10	12
<b>Maryland (#20)</b>	139.7	175.4	118.4	103.7	10	11	11	10
<b>Rutgers (#23)</b>	138.6	180.5	117.4	91.9	11	10	12	21
<b>Wisconsin (#14)</b>	137.3	167.0	121.0	105.5	12	13	9	9
<b>Georgia Tech (#10)</b>	136.9	167.2	117.0	108.7	13	12	13	8
<b>Illinois (#15)</b>	132.3	163.4	111.4	103.6	14	14	15	11
<b>Ohio State (#17)</b>	<b>129.7</b>	<b>161.2</b>	<b>109.1</b>	<b>100.2</b>	<b>15</b>	<b>15</b>	<b>19</b>	<b>14</b>
<b>Washington (#20)</b>	128.7	155.1	113.5	101.3	16	21	14	13
<b>Florida (#5)</b>	128.0	159.9	110.7	93.9	17	16	16	19
<b>U Conn (#23)</b>	126.4	157.9	109.4	92.6	18	19	18	20
<b>North Carolina (#5)</b>	125.7	157.0	104.2	97.4	19	20	23	17
<b>Purdue (#17)</b>	125.3	152.3	109.5	97.6	20	22	17	16
<b>Pittsburgh (#20)</b>	124.6	158.7	105.3	88.9	21	18	21	23
<b>Penn State (#23)</b>	124.1	159.7	104.7	86.0	22	17	22	25
<b>William &amp; Mary (#10)</b>	117.6	142.5	105.7	88.8	23	23	20	24
<b>Florida State (#19)</b>	116.4	140.4	104.0	90.0	24	24	24	22
<b>Georgia (#16)</b>	115.8	137.2	101.0	96.6	25	25	25	18