

Faculty Compensation and Benefits Committee Annual Report

2024-2025

MEMBER	SOURCE	TERM EXPIRES
Jan Lang	Faculty Council	2025
Mary Breckenridge	Faculty Council	2025
John Opfer	Faculty Council	2025
Karen Beard	Faculty Council	2025
Marco Coutinho da Silva	Faculty Council/Chair	2026
Desheng Liu	Faculty Council	2026
Chris Zoller	Faculty Council/Vice-Chair	2026
Elizabeth Hewitt	Faculty Council	2026
Carrie Freed	Faculty Council	2027
Whitney Mantonya	Faculty Council	2027
Aina Appova	Faculty Council	2027
Stephanie Seveau	Faculty Council	2027
Evelyn Freeman	Retiree, Presidential Appointment	2025
Patrick Louchouart	Provost/designee	
Katie Hall	VP OHR/designee	

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 (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 and benefits that are shared with university administration.

This year's recommendations are based on data provided by OAA on OSU faculty salary, the 2024/2025 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, Government Affairs, and OSU Office of Human Resources.

FCBC wishes to thank the following individuals for their assistance with data collection and analysis throughout the year: Brad Harris (Vice President for Budget and Resource Management; Chair of the Provost's Task Force on Compensation, OAA) for meeting with FCBC multiple times, providing data and updates on OSU faculty salaries and market-based equity adjustments; Patrick Louchouart (Senior Vice Provost for Faculty) for sharing their work on faculty workload guidelines and Joyce Chen (Professor of Economics in Women's, Gender and Sexuality Studies) on the results of her analysis of OAA's recommendation for faculty salary adjustments considering disparities by gender and race/ethnicity and proposed areas for further inspection and review; Mary-Butler Ravneberg (Director of Faculty Analytics, HR), Ken Orr (Data Science Consultant, HR), and Negash Negash (Data Analytics & Visualization Specialist, HR) for the faculty salary comparison data and BTAA/AAU report and faculty salary analyses; Pam Doseck (AVP, Total Rewards), Julie Hovance (Director of Retirement and Benefit Administration) and Philip Impellizzeri (Mercer) by providing data on the Benefits Valuation Analysis conducted by Mercer and updates from the Retirement Oversight Committee; Kelley Hamilton (CEO, OSU Health Plan) and Dr. Robert Cooper (Medical Director, OSU Health Plan) for providing data and metrics from the OSU Health Plan; Tom Walsh (Associate Vice President – State Relations) and Ben Kanzeg (Associate Vice President for Government Affairs and Executive Director of Policy), Stacy Rastauskas (VP for Government Affairs) for providing information on the mitigating rate for ARP members. Finally, FCBC wishes to thank OSU President Ted Carter and Provost Bellamkonda for taking the time to meet with FCBC members to provide their strategic vision to the University and for showing support to the Total Compensation Philosophy.

2024-2025 FCBC Activities

During the 2024-2025 academic year, FCBC met seven times for formal business. FCBC members were divided to form two subcommittees: Salary SC and Benefits SC. We addressed the following items:

- Heard presentation from Brad Harris on the biggest lessons from Faculty Compensation adjustments in FY24 and the plan for FY25 faculty compensation adjustments. OSU OAA is now conducting the market analysis for Ohio State tenure-track (TT) faculty salary analysis using data collected from the same 27 benchmark universities and Professional Societies (**Annex 1**). Data is planned to be distributed to Deans/Colleges in fall 2024 so necessary salary adjustments can be included in FY25 budgets.
- OAA provided data on the average compensation of OSU faculty by CIP code and rank, including years in rank (**Annex 2 and 3**).
- Colleges will receive market analysis by end of fall to plan FY25 equity adjustments (effective September 2025). Adjustments should aim for at least 85% of market average, considering performance and time in rank. No central funding from OAA; colleges must fund adjustments internally (**Annex 4 and 5**).
- Regarding faculty in Regional Campuses, the University has yet to determine the target market position for salary adjustments for regional campuses. During 2024, regional campus TT faculty salaries were compared to similar faculty across the regional campuses with the goal to establish parity across the regional campuses. One hundred thirty-four equity adjustments were made, which was approximately 26% of regional campus TT faculty. Some of the reasons stated for the differences in equity adjustments between faculty in Columbus and Regional Campuses included: geography, workload, and insufficient benchmark Universities with similar campus structure to provide reliable market data.
- Clinical/Associated faculty: Professional Society compensation data may be available for some clinical faculty comparisons since data for the benchmark institutions is unlikely to be useful.
- Discussed the cumulative impact of below-market AMCP adjustments on OSU faculty salary compression. The AMCP rate is set collaboratively by Business & Finance, OAA, and HR, based on market trends and budget. OSU benchmarks AMCP rates but final decisions are budget-dependent. AMCP is not intended for equity adjustments, which should be based on market data.
- Heard presentation from Patrick Louchouart (Senior Vice Provost for Faculty) regarding their work on faculty workload guidelines. He initially presented the new Faculty Titles, Contracts and Renewals information that was created to clarify the information for each specific faculty title, both for CTP and Associate positions. The Faculty Workload Guideline was created to ensure fair and equitable workload distribution with greater transparency and consistency. The Faculty Workload Guideline as well as the Faculty Titles, Contract and Renewals are now published on the Office of Faculty Affairs under the "Equitable Policies" tab. Lastly, a tool designed to define workload equivalencies across TIUs was developed (**Annex 6**). This tool is adjustable to each unit and is meant to design a faculty workload "map" that could assist in considering equitable faculty assignments while providing flexibility across the diverse faculty engagement categories.
- Presented to Faculty Council on OSU TT faculty salary comparison to benchmark institutions and results of the January 2024 salary adjustments (**Annex 7**).
- Heard presentation from Joyce Chen (Professor of Economics in Women's, Gender and Sexuality Studies) on the results of her analysis of OAA's recommendation for faculty salary adjustments based on results from the Mercer study. Her study examined the correlation between demographic characteristics in the salary adjustment process; reported regression-adjusted pay disparities by gender and race/ethnicity; and proposed areas for further inspection and review. Based on the

results of her analysis, years of service at the university and full professor rank are statistically significantly correlated with faculty receiving salary adjustments. Findings are consistent with salary compression among longer tenured-faculty but may also be indicative of some slowing productivity among faculty nearing retirement. Women, Indigenous and Asian faculty are statistically significantly more likely to have received a salary adjustment through this process, despite not being more likely to be flagged for review. Indigenous and Asian faculty are also statistically significantly more likely to remain below benchmark even after salary adjustment.

- Kelly Hamilton and Dr. Robert Cooper presented the financial data of the OSU Health Plan (**Annex 8**). Evaluation of 2024 Data vs. 2023: Net Pay Medical costs increased by 13.8%, driven by: Outpatient services, high-cost cancer and prematurity cases, increased provider rates and pharmacy costs. Pharmacy costs were up 28.5% overall. Net Pay PMPY (Per Member Per Year) was up 14.1% (combined Medical + Rx). The cost of specialty drugs were up 10.5% and for non-specialty drugs it was up 40.0%. Major cost driver for non-specialty drugs is GLP-1 weight management drugs. Historical costs of GLP-1 drugs to the plan were: 2022: \$284K; 2023: \$11.6M; 2024: \$33.2M. Current Initiatives of the Health Plan involve: Program development and implementation to enhance weight management resources and help drive optimal clinical outcomes. In collaboration with the Office of Human Resources and OSU Wexner Medical Center, assess Pharmacy Benefit Manager (PBM) Model. Evaluating additional biosimilar drug cost saving opportunities. Lastly, FY24 survey had a 96.9% satisfaction rate from 2,667 responses (14.6% response rate).
- Discussion with Pam Doseck (AVP, Total Rewards) and Philip Impellizzeri (Mercer) on the results of the Benefits Valuation Analysis conducted by Mercer. From the presentation, it appears that OSU benefits compared favorably to the other institutions. FCBC did not have access to the data or presentation to expand our review of it.
- Julie Hovance (Director of Retirement and Benefits Administration) provided an update from the Retirement Oversight Committee, including SECURE 2.0 (**Annex 9**).
- Revised the committee's Bylaws and obtained approval from Rules Committee (**Annex 10**).
- Tom Walsh (Associate Vice President – State Relations) and Ben Kanzeg (Associate Vice President for Government Affairs and Executive Director of Policy), Stacy Rastauskas (VP for Government Affairs) provided information on the mitigating rate for ARP members. The OGA advice remains the same from previous years. Because the mitigating rate is statutorily required to offset the financial impact of alternative retirement plans on the retirement systems, Colleagues from both offices advise against pursuing legislative changes to the mitigating rate.
- OSU President Ted Carter and Provost Bellamkonda attended the march meeting of FCBC. They shared their strategic vision for the University and supported the efforts of the committee and OAA with the Total Compensation Philosophy for faculty. The committee emphasized the importance of providing competitive salaries to faculty, reducing salary compression, finding alternative solutions for the negative effects of the mitigating rate on faculty enrolled in ARP. With Brad Harris retirement, the committee also emphasized the need to hire a replacement with the similar values and engagement with Faculty affairs in order to not lose momentum in market-based faculty salary adjustments. The committee appreciated the open dialogue during our meeting and look forward to meeting with the President and Provost annually.

Compensation

FCBC assessed OSU faculty salaries based on: The Ohio State University 2024/2025 faculty Salary Comparisons with BT/AAU/Benchmark/US News Top 25 Public Institutions (1), 2024 OAA analysis of all OSU tenure-track faculty in comparison to 27 benchmark universities and Professional Societies (2), and in collaboration with the Office of Academic Affairs, FCBC followed the January 2024 salary adjustments of Columbus campus TT faculty made to close the gap to 85% of market (3).

(1) The Ohio State University 2024/2025 faculty Salary Comparisons with BT/AAU/Benchmark/and US News Top 25 Public Institutions.

Analysis of the compensation data for full time OSU faculty revealed the long-term effects of annual salary adjustments being below market increases, resulting in continual loss in OSU salary ranking compared to peers' institutions over the past 18 years (Annex 1). This analysis, conducted by the Office of Academic affairs, included full-time Clinical and Tenure track faculty members and excluded faculty from Clinical Medicine departments and University and Health Science Libraries. Based on results from the annual American Association of University Professors' (AAUP) Faculty Compensation Survey, comparisons within established groups of peers were made to measure the competitiveness of Ohio State's faculty salaries.

Big Ten:

- Unadjusted: Ohio State's overall ranking dropped 2 positions from 7th to 9th in 22/23, and stabilized at the 9th position in 23/24 and 24/25, which is the lowest it's been over the last 18 years. *Professor* (9th), *Associate Professor* (12th, dropped 2 positions in 24/25) and *Assistant Professor* (9th) in 24/25.
- Living Cost Adjusted: Ohio State's overall ranking dropped 3 positions from 6th to 9th in 22/23 and stabilized at the 9th position in 23/24 and 24/25. *Professor* (9th), *Associate Professor* (11th, dropped 1 position in 24/25) and *Assistant Professor* (9th) in 23/24.

AAU:

- Unadjusted: Ohio State's overall ranking was 47th in 22/23, which was 6 positions lower than the previous year. The overall position further dropped to 48th in 23/24, and it stabilized at 48th for 24/25. *Professor* (44th, up one position in 24/25), *Associate Professor* (52th, lost 3 positions in 24/25), and *Assistant Professor* (46th, lost 1 position in 24/25). Overall, this is the lowest position OSU has been over the last 18 years.
- Living Cost Adjusted: Overall lost one position in 24/25 (37th).

Benchmark:

- Unadjusted: Ohio State's overall ranking decreased from 6th to 9th in 22/23 and remained at the 9th position in 23/24 and 24/25. Full (8th) and Associate (10th, lost 1 position in 24/25) and Assistant Professor (8th). Despite the fact that overall position remained unchanged (9th), this is the lowest ranking for OSU in the past 18 years.
- Living Cost Adjusted: Ohio State's overall ranking improved one position from 9th in 23/24 to 8th position in 24/25.

U.S. News Top 25 Public Institutions:

- Living Cost Unadjusted: Overall, OSU ranking remained unchanged from 23/24 at the 20th position. Full (19th) and Associate (23rd, lost 2 positions in 24/25) and Assistant Professor (19th, lost 1 position in 24/25).
- Living Cost Adjusted: Overall, OSU ranking remained unchanged from 23/24 at the 15th position. Full (15th) and Associate (18th, lost 3 positions in 24/25) and Assistant Professor (15th, lost 4 positions in 24/25).

(2) Comparison of OSU tenure-track faculty salaries to 27 benchmark universities and Professional Societies.

The Office of Academic Affairs provided market salary rates of TT faculty using the 27

universities identified by FCBC as the institutions most likely to compete with OSU for faculty talent (the same benchmarks Mercer used for the 2023 salary assessment) (**Annex 2**). In addition, professional society market data were used for four colleges (Medicine, Veterinary, Business, and Optometry) (**Annex 3**). The 2023 AAU Data Exchange (AAUDE) was the source of benchmark salary data used by OSU, and a CIP (Classification of Instruction Programs) code was attributed to each department and rank in all colleges except for Medicine (compared to AAMC), Business (compared to AACSB), Optometry (compared to ASCO), and Veterinary Medicine (compared to AAVMC). The average number of years in rank of the referenced market was included when available. The table in **Annex 2 and 3** includes all CIP codes, the 2024 average market salary (and 85% of market average) for TT faculty, and the average salaries of OSU TT faculty as of September 30th 2024.

(3) Autumn 2024 market-based TT faculty salary equity adjustments:

The decision to adjust TT faculty salaries to the market was made based on the Total Compensation Philosophy adopted by OSU in 2023, which states that “**Base salary** is the foundation of a total compensation opportunity. Base salary ranges will be determined for faculty based on their position, responsibilities, experience, specialized knowledge, skills, and accomplishments. Base salaries for faculty will be targeted to be at least 85% of the market rate paid to similarly situated employees of academic peers...”

In Autumn 2024, the 2023 market data (**Annex 4**) was inflated by 4% (corresponding to the average salary increase of the benchmark institutions) for comparison with Autumn 2024 OSU TT faculty salaries. OAA established the list of Columbus TT faculty members paid below 85% of market and calculated the cost to close the gap to 85% of market (**Annex 5**). The total cost to close the gap (~\$11,700,000) was significantly higher than last year’s (~\$8,000,000) demonstrating further salary compression, especially for Associate and Full Professors. Funding for salary adjustments was to come from the colleges and units as no funding was provided by central university. Data were shared with all deans in Spring 2025, and they were provided guidance to prioritize compensation adjustments for faculty showing a gap to 85% of market average – and particularly in cases of top performing faculty below 85%. Deans are currently evaluating salaries with their teams and associate deans for faculty affairs. If the decision is to not adjust the salary, then the deans have to provide written justification to OAA case-by-case. Salary increases will likely be applied on the September 2025 paycheck.

A total of 756 TT faculty on Columbus campus (including 426 from the college of Arts and Sciences) were paid below 85% market average as of Autumn 2024. Among all Columbus TT faculty paid below 85% of market, 67% were full professors, 23% were associate professors, and 10% were assistant professors. Overall, 35% of Columbus TT faculty (756 out of 2,178) were paid below 85% of market. These data support our thesis that compression amplifies over time when AMCP adjustments do not keep pace with market changes.

Benefits

Retirement, mitigating rate.

The Office of Government Affairs and Office of Human Resources advice remains the same from previous years. Because the mitigating rate is statutorily required, Government Affairs colleagues advise against exploring changes to the mitigating rate at this time.

Retirement, updates to SECURE 2.0

SECURE 2.0 is raising the catch-up contribution limit for participants who have attained ages 60, 61, 62, and 63 to help make a comfortable retirement more attainable (**Annex 9**). A “catch-up” contribution is an elective deferral made by eligible participants aged 50 or older which allows them to contribute in excess of salary deferral limits defined annually for retirement plans by the IRS. Effective January 1, 2025, participants ages 60 – 63 may contribute the greater of: \$10,000 (indexed for inflation) or 150% of the regular catch-up contribution limit.

Employees	403(b)	457(b)	 SRA limits for all employees with normal catch-up
Maximum Contribution	\$23,000	\$23,000	
50 years or older Catch-Up	\$7,500	\$7,500	
Total limit	\$30,500	\$30,500	
Age 60, 61, 62 & 63	403(b)	457(b)	 Available only to participants ages 60, 61, 62, and 63
Maximum Contribution	\$23,000	\$23,000	
Age 60-63 Catch-Up	\$11,250	\$11,250	
Total limit	\$33,250	\$33,250	

OSU Health Plan and other Benefits.

Evaluation of 2024 Data vs. 2023: Net Pay Medical costs increased by 13.8%, driven by: Outpatient services, high-cost cancer and prematurity cases, increased provider rates and pharmacy costs. Pharmacy costs were up 28.5% overall. Net Pay PMPY (Per Member Per Year) was up 14.1% (combined Medical + Rx). The cost of specialty drugs was up 10.5% and for non-specialty drugs it was up 40.0%. Major cost driver for non-specialty drugs is GLP-1 weight management drugs. Historical costs of GLP-1 drugs to the plan were: 2022: \$284K; 2023: \$11.6M; 2024: \$33.2M. Current Initiatives of the Health Plan involve: Program development and implementation to enhance weight management resources and help drive optimal clinical outcomes. In collaboration with the Office of Human Resources and OSU Wexner Medical Center, assess Pharmacy Benefit Manager (PBM) Model. Evaluating additional biosimilar drug cost saving opportunities. Lastly, FY24 survey had a 96.9% satisfaction rate from 2,667 responses (14.6% response rate).

Recommendations

- 1) **Continued support of the Total Compensation Philosophy:** Continued annual market-based salary analysis for T/TT faculty and ensuring that reference market data are also generated for all other faculty types and for faculty from regional campuses (clinical and associated faculty at all campuses). This committee is committed to promoting compensation equity between faculty at regional campuses and those at the Columbus campus, taking into account factors such as TIU, faculty title, and years in rank. The goal is to ensure that individuals performing comparable roles or work of similar value receive fair and equitable compensation.
- 2) **Prioritize the Merit rate.** The committee recognizes that the annual merit rate is determined collaboratively by the Office of Business and Finance, the Office of Academic Affairs, and the

Office of Human Resources, and must align with broader University priorities. However, the merit rate has historically been set below the rates observed at peer institutions. Persistently below-market annual merit rates contribute significantly to salary compression at Ohio State and are a key factor in the University's declining compensation rankings relative to benchmark groups such as the Big Ten and AAU institutions. The committee recommends that the annual merit rate at Ohio State be set at or above the average of benchmark institutions. Aligning the annual merit rate with peer institutions is essential to maintaining competitive compensation, addressing salary compression, and supporting the University's ability to attract and retain top talent.

- 3) **Benefits Valuation Analysis:** Continue conducting the Benefits Valuation Analysis on an annual or biannual basis to assess the value of Ohio State's benefit compared to peer groups. However, the committee did not receive access to the presentation materials or underlying data prepared by the Mercer group in 2024 to compare OSU faculty and staff benefits to benchmarks, which limited our ability to conduct a thorough review. We recommend that this information be shared with the committee in advance to enable meaningful analysis and informed feedback.
- 4) **OSU Health Plan financial report.** Continue the annual presentation to the Faculty Compensation and Benefits Committee (FCBC) on the financial health of the OSU Health Plan. Health benefits remain a top priority for Ohio State employees and serve as a key differentiator in attracting and retaining top talent.
- 5) **Determine the feasibility of creating a way to compensate faculty enrolled in ARP for the mitigating rate.** The committee recognizes the challenges associated with changing the legislation governing the mitigation rate. As a result, our recommendation is to redirect efforts toward identifying alternative strategies to reduce the negative impact of the mitigating rate on the retirement outcomes of faculty enrolled in the Alternative Retirement Plan (ARP).

On behalf of the Committee Members, Marco Coutinho da Silva 2024-2025 Chair, Faculty Compensation and Benefits Committee

ANNEX 1

Information about annex 1:

- Only Clinical and Tenure Track faculty are included (excludes Research Track)
- All faculty salaries were converted to a Full Time Equivalency
- 12-month faculty salaries were converted to 9-month salary equivalents
- Salaries represented in the AAUP survey are base pay (contract) salaries and would not include any reductions due to furloughs. Similarly, compensation for overloads, off duty term pay and supplemental compensation is excluded.
- Excludes:
 - No-sal appointments
 - University and Health Science Libraries
 - OSU Extension
 - Faculty in Clinical Medicine departments
 - Deans, vice provosts, and other executives (but includes department chairs and directors)

The Ohio State University

2024-25 Faculty Salary Comparisons

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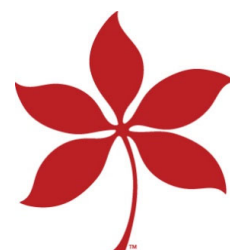
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THE OHIO STATE UNIVERSITY
HUMAN RESOURCES



The Ohio State University
2024-25 Faculty Salary Comparisons

Big Ten Institutions

Big Ten Institutions Overall (Unadjusted)

2024-2025 Salaries and Rank					Last Year Rank
Institution	Overall	Professor	Associate Professor	Assistant Professor	2023-2024
Northwestern	(1) 193.3	(1) 253.0	(1) 157.6	(1) 133.1	1 Northwestern
Maryland	(2) 171.7	(2) 216.3	(2) 146.8	(2) 125.0	2 Maryland
Michigan	(3) 160.3	(3) 202.5	(4) 136.5	(3) 116.3	3 Michigan
Rutgers	(4) 155.7	(4) 202.4	(5) 132.1	(10) 103.9	4 Rutgers
Wisconsin	(5) 155.3	(5) 190.1	(3) 139.2	(4) 114.7	5 Wisconsin
Illinois	(6) 149.0	(6) 184.8	(6) 127.2	(6) 113.4	6 Illinois
Penn State	(7) 145.5	(8) 180.1	(7) 122.9	(7) 112.9	7 Penn State
Michigan State	(8) 141.6	(7) 182.1	(9) 121.8	(13) 96.1	8 Michigan State
Ohio State	(9) 140.1	(9) 176.5	(12) 117.6	(9) 104.5	9 Ohio State
Purdue	(10) 139.4	(10) 171.3	(8) 122.3	(8) 105.3	10 Purdue
Minnesota	(11) 135.1	(11) 165.8	(10) 119.3	(11) 101.3	11 Minnesota
Indiana	(12) 133.7	(13) 156.0	(11) 118.3	(5) 113.9	12 Indiana
Iowa	(13) 128.7	(12) 164.3	(14) 107.8	(14) 92.5	13 Iowa
Nebraska	(14) 123.9	(14) 148.7	(13) 111.6	(12) 96.3	14 Nebraska

Ohio State - Big Ten Institutions - Unadjusted

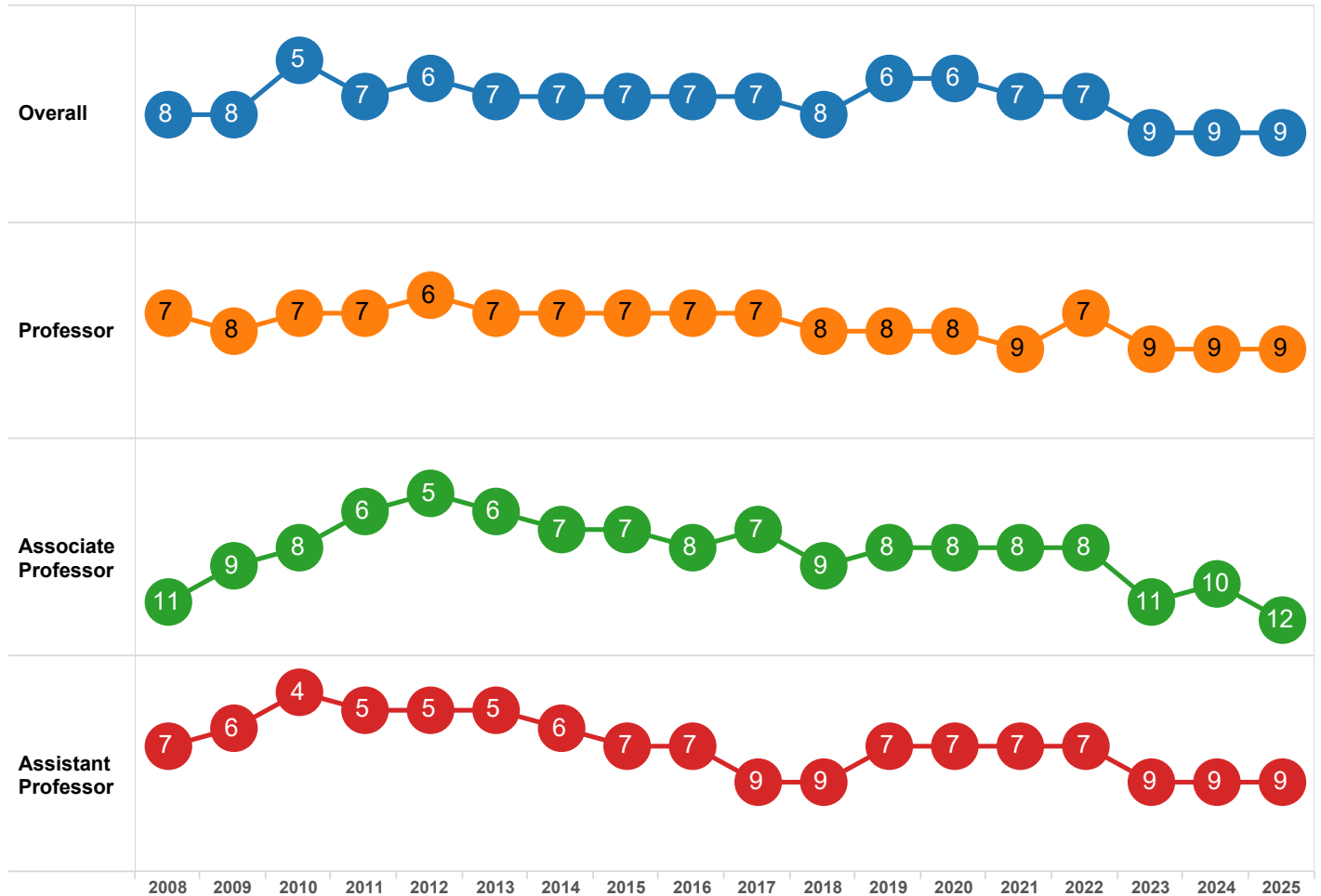
Salary history

Academic Year	Overall	Professor	Associate Professor	Assistant Professor
2024-2025	140.1	176.5	117.6	104.5
2023-2024	136.3	171.2	114.7	103.3
2022-2023	132.5	165.1	112.0	100.5
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

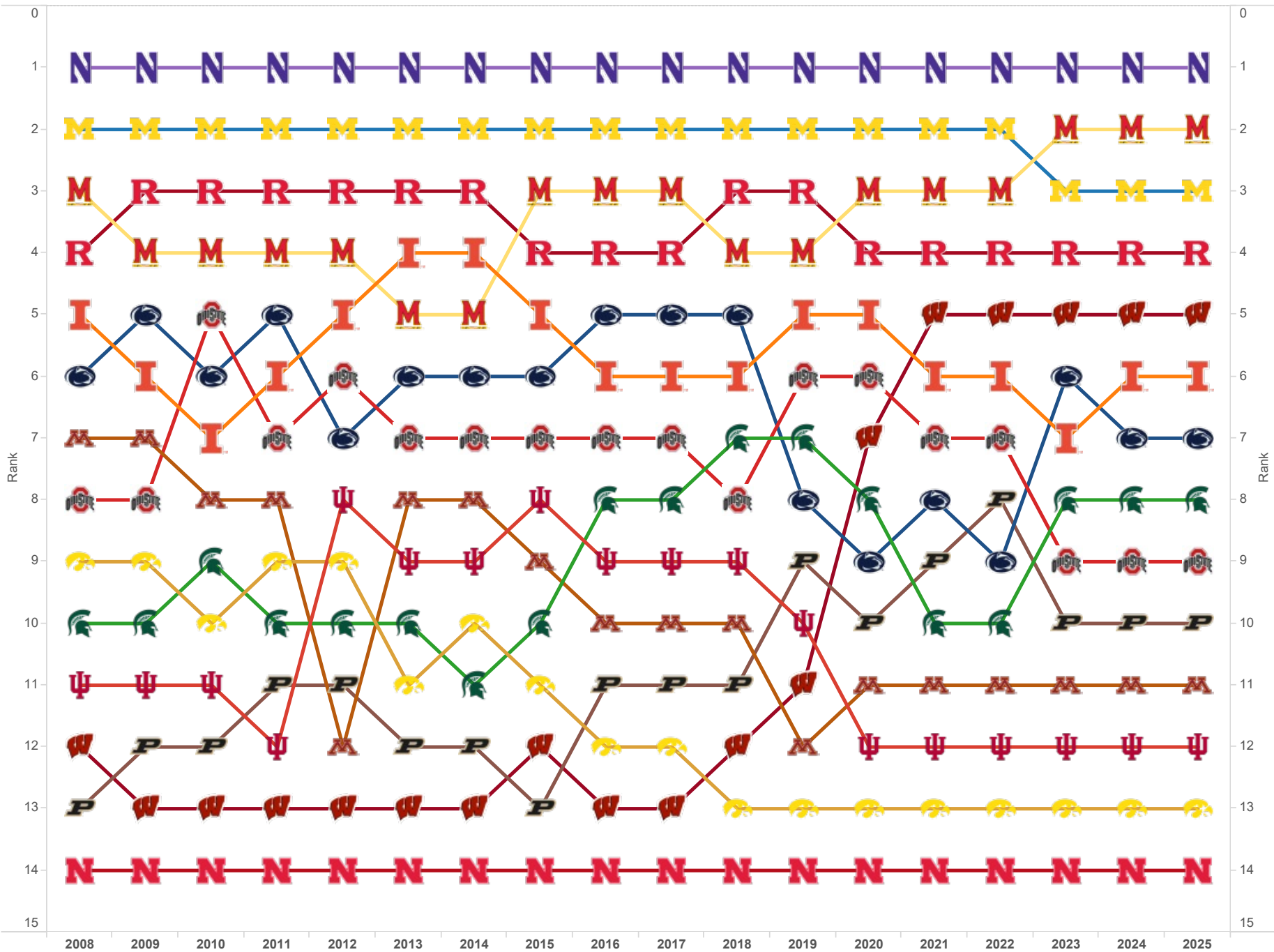
Rank history (change relative to prior year)

Academic Year	Overall	Professor	Associate Professor	Assistant Professor
2024-2025	9	9	12	9
2023-2024	9	9	10	9
2022-2023	9	9	11	9
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

Ohio State - Big Ten Institutions Rank - Unadjusted



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



The Ohio State University
2024-25 Faculty Salary Comparisons

AAU Institutions

AAU Institutions Overall (Unadjusted)

2024-2025 Salaries and Rank								Last Year Rank	
Institution	Overall		Professor		Associate Professor		Assistant Professor	2023-2024	
Columbia	(1)	249.6	(2)	316.8	(1)	215.4	(2)	175.2	1 Columbia
Harvard	(2)	248.5	(4)	314.5	(2)	206.7	(1)	184.7	2 Stanford
Stanford	(3)	244.7	(1)	318.5	(3)	205.0	(4)	165.3	3 Harvard
Princeton	(4)	233.3	(3)	314.7	(6)	185.6	(7)	150.1	4 Princeton
MIT	(5)	230.6	(5)	292.8	(5)	193.8	(3)	167.6	5 MIT
Penn	(6)	217.7	(9)	280.7	(8)	171.9	(5)	163.5	6 Penn
Yale	(7)	215.8	(7)	283.2	(7)	177.1	(8)	146.2	7 Yale
Chicago, Univ of	(8)	213.4	(6)	287.6	(10)	164.5	(9)	144.0	8 Chicago, Univ of
UCLA	(9)	211.2	(8)	282.9	(9)	171.8	(15)	134.9	9 Caltech (FY24)
NYU	(10)	208.6	(10)	280.2	(11)	163.7	(11)	138.9	10 NYU
Caltech (FY24)	(11)	201.8	(19)	229.0	(4)	201.8	(6)	156.0	11 UCLA
Northwestern	(12)	193.3	(11)	253.0	(15)	157.6	(16)	133.1	12 Duke (FY24)
UC San Diego	(13)	191.1	(13)	241.5	(12)	163.0	(13)	138.0	13 Northwestern
Duke (FY24)	(14)	190.3	(12)	246.5	(17)	154.3	(14)	136.5	14 UC San Diego
UC Berkeley	(15)	186.5	(17)	232.8	(13)	159.9	(12)	138.6	15 Johns Hopkins
UC Santa Barbara	(16)	185.0	(14)	240.8	(20)	149.1	(19)	131.8	16 Rice
Johns Hopkins	(17)	184.7	(16)	233.0	(14)	158.7	(17)	132.7	17 UC Berkeley
Rice	(18)	181.6	(15)	235.3	(23)	146.7	(21)	130.8	18 UC Santa Barbara
Cornell	(19)	180.2	(23)	221.1	(16)	155.1	(10)	139.7	19 Cornell
Boston University	(20)	178.3	(21)	222.1	(17)	154.3	(18)	131.8	20 Vanderbilt
UC Irvine	(21)	178.0	(20)	222.9	(19)	152.5	(20)	131.6	21 Boston University
Vanderbilt	(22)	175.2	(18)	229.4	(27)	140.9	(28)	122.9	22 UC Irvine
Brown	(23)	173.0	(22)	221.2	(21)	146.9	(29)	121.6	23 Brown
Maryland	(24)	171.7	(24)	216.3	(22)	146.8	(26)	125.0	24 Texas
Texas	(25)	170.2	(26)	214.1	(24)	144.6	(24)	125.4	25 Maryland
Southern Cal	(26)	168.3	(28)	212.0	(26)	141.0	(23)	125.8	26 Wash. Univ - St Louis
Wash. Univ - St Louis	(27)	167.8	(29)	210.2	(25)	144.3	(27)	123.2	27 Southern Cal
Virginia	(28)	165.2	(25)	214.2	(28)	139.5	(40)	112.0	28 Virginia
Emory	(29)	164.2	(27)	213.3	(31)	135.8	(37)	113.7	29 Emory
Michigan	(30)	160.3	(30)	202.5	(30)	136.5	(33)	116.3	30 Michigan
UC Davis	(31)	158.3	(32)	196.4	(32)	134.7	(31)	120.8	31 Carnegie-Mellon (FY24)
Carnegie-Mellon (Updtd)	(32)	156.0	(33)	192.7	(35)	132.1	(30)	121.3	31 Rutgers
Rutgers	(33)	155.7	(31)	202.4	(35)	132.1	(47)	103.9	33 Georgia Tech
Wisconsin	(34)	155.3	(35)	190.1	(29)	139.2	(35)	114.7	34 Wisconsin
Georgia Tech	(35)	154.9	(38)	185.9	(33)	134.3	(22)	125.9	35 UC Davis
SUNY-Stony Brook	(36)	152.3	(34)	192.2	(34)	133.6	(44)	106.2	36 SUNY-Stony Brook
Texas A&M	(37)	150.0	(36)	187.1	(40)	125.2	(34)	115.6	37 Illinois
Illinois	(38)	149.0	(39)	184.8	(39)	127.2	(38)	113.4	38 Texas A&M
Penn State	(39)	145.5	(42)	180.1	(42)	122.9	(39)	112.9	39 Penn State
Rochester	(40)	144.8	(37)	186.3	(47)	120.0	(48)	103.1	40 Rochester
Florida	(41)	144.1	(41)	181.5	(41)	125.1	(50)	102.5	41 Tulane
Washington	(42)	143.4	(46)	173.2	(38)	127.2	(41)	111.7	42 Brandeis
Tulane	(43)	142.9	(50)	169.3	(48)	119.5	(25)	125.2	43 Washington
Michigan State	(44)	141.6	(40)	182.1	(44)	121.8	(53)	96.1	44 Michigan State
Case Western	(45)	141.6	(49)	170.3	(37)	128.8	(43)	107.7	45 Case Western
North Carolina	(46)	140.9	(43)	179.0	(51)	118.1	(49)	102.7	46 Florida
Brandeis	(47)	140.8	(45)	173.3	(45)	121.2	(42)	108.1	47 North Carolina
Ohio State	(48)	140.1	(44)	176.5	(52)	117.6	(46)	104.5	48 Ohio State
Purdue	(49)	139.4	(48)	171.3	(43)	122.3	(45)	105.3	49 Purdue
Colorado	(50)	139.4	(52)	165.2	(46)	120.7	(32)	117.3	50 Colorado
Minnesota	(51)	135.1	(51)	165.8	(49)	119.3	(51)	101.3	51 Minnesota
SUNY-Buffalo	(52)	135.0	(47)	173.1	(53)	115.4	(55)	93.1	52 SUNY-Buffalo
Indiana	(53)	133.7	(56)	156.0	(50)	118.3	(36)	113.9	53 Indiana
Iowa	(54)	128.7	(53)	164.3	(57)	107.8	(56)	92.5	54 Iowa
Pittsburgh	(55)	127.4	(54)	160.2	(56)	109.7	(57)	92.3	55 Arizona
Arizona	(56)	126.4	(55)	157.4	(54)	111.0	(59)	91.6	56 Oregon
Oregon	(57)	125.2	(57)	150.1	(55)	110.6	(52)	100.0	57 Pittsburgh
Missouri	(58)	121.5	(58)	149.6	(58)	106.0	(58)	91.9	58 Missouri
Iowa State	(59)	117.7	(59)	140.5	(59)	104.3	(54)	94.4	59 Iowa State
Kansas	(60)	113.0	(60)	136.0	(60)	99.9	(60)	89.2	60 Kansas

AAU Institutions Professor (Unadjusted)

Last Year Rank

2024-2025 Salaries and Rank

Institution	Overall		Professor		Associate Professor		Assistant Professor		2023-2024
Stanford	(3)	244.7	(1)	318.5	(3)	205.0	(4)	165.3	1 Columbia
Columbia	(1)	249.6	(2)	316.8	(1)	215.4	(2)	175.2	2 Stanford
Princeton	(4)	233.3	(3)	314.7	(6)	185.6	(7)	150.1	3 Princeton
Harvard	(2)	248.5	(4)	314.5	(2)	206.7	(1)	184.7	4 Harvard
MIT	(5)	230.6	(5)	292.8	(5)	193.8	(3)	167.6	5 MIT
Chicago, Univ of	(8)	213.4	(6)	287.6	(10)	164.5	(9)	144.0	6 Chicago, Univ of
Yale	(7)	215.8	(7)	283.2	(7)	177.1	(8)	146.2	7 Yale
UCLA	(9)	211.2	(8)	282.9	(9)	171.8	(15)	134.9	8 Penn
Penn	(6)	217.7	(9)	280.7	(8)	171.9	(5)	163.5	9 NYU
NYU	(10)	208.6	(10)	280.2	(11)	163.7	(11)	138.9	10 UCLA
Northwestern	(12)	193.3	(11)	253.0	(15)	157.6	(16)	133.1	11 Northwestern
Duke (FY24)	(14)	190.3	(12)	246.5	(17)	154.3	(14)	136.5	12 Duke (FY24)
UC San Diego	(13)	191.1	(13)	241.5	(12)	163.0	(13)	138.0	13 Caltech (FY24)
UC Santa Barbara	(16)	185.0	(14)	240.8	(20)	149.1	(19)	131.8	14 UC San Diego
Rice	(18)	181.6	(15)	235.3	(23)	146.7	(21)	130.8	15 Rice
Johns Hopkins	(17)	184.7	(16)	233.0	(14)	158.7	(17)	132.7	16 UC Santa Barbara
UC Berkeley	(15)	186.5	(17)	232.8	(13)	159.9	(12)	138.6	17 Vanderbilt
Vanderbilt	(22)	175.2	(18)	229.4	(27)	140.9	(28)	122.9	18 Johns Hopkins
Caltech (FY24)	(11)	201.8	(19)	229.0	(4)	201.8	(6)	156.0	19 UC Berkeley
UC Irvine	(21)	178.0	(20)	222.9	(19)	152.5	(20)	131.6	20 Boston University
Boston University	(20)	178.3	(21)	222.1	(17)	154.3	(18)	131.8	21 UC Irvine
Brown	(23)	173.0	(22)	221.2	(21)	146.9	(29)	121.6	22 Brown
Cornell	(19)	180.2	(23)	221.1	(16)	155.1	(10)	139.7	23 Virginia
Maryland	(24)	171.7	(24)	216.3	(22)	146.8	(26)	125.0	24 Cornell
Virginia	(28)	165.2	(25)	214.2	(28)	139.5	(40)	112.0	25 Texas
Texas	(25)	170.2	(26)	214.1	(24)	144.6	(24)	125.4	26 Maryland
Emory	(29)	164.2	(27)	213.3	(31)	135.8	(37)	113.7	27 Southern Cal
Southern Cal	(26)	168.3	(28)	212.0	(26)	141.0	(23)	125.8	28 Emory
Wash. Univ - St Louis	(27)	167.8	(29)	210.2	(25)	144.3	(27)	123.2	29 Wash. Univ - St Louis
Michigan	(30)	160.3	(30)	202.5	(30)	136.5	(33)	116.3	30 Rutgers
Rutgers	(33)	155.7	(31)	202.4	(35)	132.1	(47)	103.9	31 Michigan
UC Davis	(31)	158.3	(32)	196.4	(32)	134.7	(31)	120.8	32 SUNY-Stony Brook
Carnegie-Mellon (Updtd)	(32)	156.0	(33)	192.7	(35)	132.1	(30)	121.3	33 Carnegie-Mellon (Updtd)
SUNY-Stony Brook	(36)	152.3	(34)	192.2	(34)	133.6	(44)	106.2	34 UC Davis
Wisconsin	(34)	155.3	(35)	190.1	(29)	139.2	(35)	114.7	35 Wisconsin
Texas A&M	(37)	150.0	(36)	187.1	(40)	125.2	(34)	115.6	36 Rochester
Rochester	(40)	144.8	(37)	186.3	(47)	120.0	(48)	103.1	37 Illinois
Georgia Tech	(35)	154.9	(38)	185.9	(33)	134.3	(22)	125.9	38 Georgia Tech
Illinois	(38)	149.0	(39)	184.8	(39)	127.2	(38)	113.4	39 Texas A&M
Michigan State	(44)	141.6	(40)	182.1	(44)	121.8	(53)	96.1	40 Michigan State
Florida	(41)	144.1	(41)	181.5	(41)	125.1	(50)	102.5	41 Penn State
Penn State	(39)	145.5	(42)	180.1	(42)	122.9	(39)	112.9	42 North Carolina
North Carolina	(46)	140.9	(43)	179.0	(51)	118.1	(49)	102.7	43 Florida
Ohio State	(48)	140.1	(44)	176.5	(52)	117.6	(46)	104.5	44 Brandeis
Brandeis	(47)	140.8	(45)	173.3	(45)	121.2	(42)	108.1	45 Ohio State
Washington	(42)	143.4	(46)	173.2	(38)	127.2	(41)	111.7	46 Washington
SUNY-Buffalo	(52)	135.0	(47)	173.1	(53)	115.4	(55)	93.1	47 Tulane
Purdue	(49)	139.4	(48)	171.3	(43)	122.3	(45)	105.3	48 SUNY-Buffalo
Case Western	(45)	141.6	(49)	170.3	(37)	128.8	(43)	107.7	49 Purdue
Tulane	(43)	142.9	(50)	169.3	(48)	119.5	(25)	125.2	50 Case Western
Minnesota	(51)	135.1	(51)	165.8	(49)	119.3	(51)	101.3	51 Minnesota
Colorado	(50)	139.4	(52)	165.2	(46)	120.7	(32)	117.3	52 Iowa
Iowa	(54)	128.7	(53)	164.3	(57)	107.8	(56)	92.5	53 Colorado
Pittsburgh	(55)	127.4	(54)	160.2	(56)	109.7	(57)	92.3	54 Arizona
Arizona	(56)	126.4	(55)	157.4	(54)	111.0	(59)	91.6	55 Pittsburgh
Indiana	(53)	133.7	(56)	156.0	(50)	118.3	(36)	113.9	56 Indiana
Oregon	(57)	125.2	(57)	150.1	(55)	110.6	(52)	100.0	57 Missouri
Missouri	(58)	121.5	(58)	149.6	(58)	106.0	(58)	91.9	58 Oregon
Iowa State	(59)	117.7	(59)	140.5	(59)	104.3	(54)	94.4	59 Iowa State
Kansas	(60)	113.0	(60)	136.0	(60)	99.9	(60)	89.2	60 Kansas

AAU Institutions Associate Professor (Unadjusted)

2024-2025 Salaries and Rank								Last Year Rank	
Institution	Overall		Professor		Associate Professor		Assistant Professor	2023-2024	
Columbia	(1)	249.6	(2)	316.8	(1)	215.4	(2)	175.2	1 Columbia
Harvard	(2)	248.5	(4)	314.5	(2)	206.7	(1)	184.7	3 Stanford
Stanford	(3)	244.7	(1)	318.5	(3)	205.0	(4)	165.3	4 MIT
Caltech (FY24)	(11)	201.8	(19)	229.0	(4)	201.8	(6)	156.0	5 Harvard
MIT	(5)	230.6	(5)	292.8	(5)	193.8	(3)	167.6	6 Princeton
Princeton	(4)	233.3	(3)	314.7	(6)	185.6	(7)	150.1	7 Yale
Yale	(7)	215.8	(7)	283.2	(7)	177.1	(8)	146.2	8 UCLA
Penn	(6)	217.7	(9)	280.7	(8)	171.9	(5)	163.5	9 Penn
UCLA	(9)	211.2	(8)	282.9	(9)	171.8	(15)	134.9	10 Chicago, Univ of
Chicago, Univ of	(8)	213.4	(6)	287.6	(10)	164.5	(9)	144.0	11 NYU
NYU	(10)	208.6	(10)	280.2	(11)	163.7	(11)	138.9	12 Northwestern
UC San Diego	(13)	191.1	(13)	241.5	(12)	163.0	(13)	138.0	13 Johns Hopkins
UC Berkeley	(15)	186.5	(17)	232.8	(13)	159.9	(12)	138.6	14 Duke (FY24)
Johns Hopkins	(17)	184.7	(16)	233.0	(14)	158.7	(17)	132.7	14 UC San Diego
Northwestern	(12)	193.3	(11)	253.0	(15)	157.6	(16)	133.1	16 UC Berkeley
Cornell	(19)	180.2	(23)	221.1	(16)	155.1	(10)	139.7	17 Boston University
Boston University	(20)	178.3	(21)	222.1	(17)	154.3	(18)	131.8	18 Cornell
Duke (FY24)	(14)	190.3	(12)	246.5	(17)	154.3	(14)	136.5	19 UC Irvine
UC Irvine	(21)	178.0	(20)	222.9	(19)	152.5	(20)	131.6	20 Brown
UC Santa Barbara	(16)	185.0	(14)	240.8	(20)	149.1	(19)	131.8	21 UC Santa Barbara
Brown	(23)	173.0	(22)	221.2	(21)	146.9	(29)	121.6	22 Texas
Maryland	(24)	171.7	(24)	216.3	(22)	146.8	(26)	125.0	23 Maryland
Rice	(18)	181.6	(15)	235.3	(23)	146.7	(21)	130.8	24 Rice
Texas	(25)	170.2	(26)	214.1	(24)	144.6	(24)	125.4	25 Wash. Univ - St Lc
Wash. Univ - St Louis	(27)	167.8	(29)	210.2	(25)	144.3	(27)	123.2	26 Southern Cal
Southern Cal	(26)	168.3	(28)	212.0	(26)	141.0	(23)	125.8	27 Wisconsin
Vanderbilt	(22)	175.2	(18)	229.4	(27)	140.9	(28)	122.9	28 Virginia
Virginia	(28)	165.2	(25)	214.2	(28)	139.5	(40)	112.0	29 Vanderbilt
Wisconsin	(34)	155.3	(35)	190.1	(29)	139.2	(35)	114.7	30 Georgia Tech
Michigan	(30)	160.3	(30)	202.5	(30)	136.5	(33)	116.3	31 Michigan
Emory	(29)	164.2	(27)	213.3	(31)	135.8	(37)	113.7	32 SUNY-Stony Broo
UC Davis	(31)	158.3	(32)	196.4	(32)	134.7	(31)	120.8	33 Emory
Georgia Tech	(35)	154.9	(38)	185.9	(33)	134.3	(22)	125.9	34 Rutgers
SUNY-Stony Brook	(36)	152.3	(34)	192.2	(34)	133.6	(44)	106.2	35 Carnegie-Mellon (I
Carnegie-Mellon (Updtd)	(32)	156.0	(33)	192.7	(35)	132.1	(30)	121.3	36 UC Davis
Rutgers	(33)	155.7	(31)	202.4	(35)	132.1	(47)	103.9	37 Washington
Case Western	(45)	141.6	(49)	170.3	(37)	128.8	(43)	107.7	38 Illinois
Washington	(42)	143.4	(46)	173.2	(38)	127.2	(41)	111.7	39 Case Western
Illinois	(38)	149.0	(39)	184.8	(39)	127.2	(38)	113.4	40 Brandeis
Texas A&M	(37)	150.0	(36)	187.1	(40)	125.2	(34)	115.6	41 Penn State
Florida	(41)	144.1	(41)	181.5	(41)	125.1	(50)	102.5	42 Texas A&M
Penn State	(39)	145.5	(42)	180.1	(42)	122.9	(39)	112.9	43 Michigan State
Purdue	(49)	139.4	(48)	171.3	(43)	122.3	(45)	105.3	44 Purdue
Michigan State	(44)	141.6	(40)	182.1	(44)	121.8	(53)	96.1	45 Rochester
Brandeis	(47)	140.8	(45)	173.3	(45)	121.2	(42)	108.1	46 Florida
Colorado	(50)	139.4	(52)	165.2	(46)	120.7	(32)	117.3	47 Colorado
Rochester	(40)	144.8	(37)	186.3	(47)	120.0	(48)	103.1	48 Tulane
Tulane	(43)	142.9	(50)	169.3	(48)	119.5	(25)	125.2	49 Ohio State
Minnesota	(51)	135.1	(51)	165.8	(49)	119.3	(51)	101.3	50 SUNY-Buffalo
Indiana	(53)	133.7	(56)	156.0	(50)	118.3	(36)	113.9	51 Minnesota
North Carolina	(46)	140.9	(43)	179.0	(51)	118.1	(49)	102.7	52 Indiana
Ohio State	(48)	140.1	(44)	176.5	(52)	117.6	(46)	104.5	53 North Carolina
SUNY-Buffalo	(52)	135.0	(47)	173.1	(53)	115.4	(55)	93.1	54 Arizona
Arizona	(56)	126.4	(55)	157.4	(54)	111.0	(59)	91.6	55 Oregon
Oregon	(57)	125.2	(57)	150.1	(55)	110.6	(52)	100.0	56 Iowa
Pittsburgh	(55)	127.4	(54)	160.2	(56)	109.7	(57)	92.3	57 Pittsburgh
Iowa	(54)	128.7	(53)	164.3	(57)	107.8	(56)	92.5	58 Iowa State
Missouri	(58)	121.5	(58)	149.6	(58)	106.0	(58)	91.9	59 Missouri
Iowa State	(59)	117.7	(59)	140.5	(59)	104.3	(54)	94.4	60 Kansas
Kansas	(60)	113.0	(60)	136.0	(60)	99.9	(60)	89.2	Caltech (FY24)

AAU Institutions Assistant Professor (Unadjusted)

2024-2025 Salaries and Rank								Last Year Rank		
Institution	Overall		Professor		Associate Professor		Assistant Professor		2023-2024	
Harvard	(2)	248.5	(4)	314.5	(2)	206.7	(1)	184.7	1	Columbia
Columbia	(1)	249.6	(2)	316.8	(1)	215.4	(2)	175.2	2	Harvard
MIT	(5)	230.6	(5)	292.8	(5)	193.8	(3)	167.6	3	MIT
Stanford	(3)	244.7	(1)	318.5	(3)	205.0	(4)	165.3	4	Stanford
Penn	(6)	217.7	(9)	280.7	(8)	171.9	(5)	163.5	5	Penn
Caltech (FY24)	(11)	201.8	(19)	229.0	(4)	201.8	(6)	156.0	6	Caltech (FY24)
Princeton	(4)	233.3	(3)	314.7	(6)	185.6	(7)	150.1	7	Princeton
Yale	(7)	215.8	(7)	283.2	(7)	177.1	(8)	146.2	8	Yale
Chicago, Univ of	(8)	213.4	(6)	287.6	(10)	164.5	(9)	144.0	9	Chicago, Univ of
Cornell	(19)	180.2	(23)	221.1	(16)	155.1	(10)	139.7	10	Duke (FY24)
NYU	(10)	208.6	(10)	280.2	(11)	163.7	(11)	138.9	11	NYU
UC Berkeley	(15)	186.5	(17)	232.8	(13)	159.9	(12)	138.6	12	Cornell
UC San Diego	(13)	191.1	(13)	241.5	(12)	163.0	(13)	138.0	13	Johns Hopkins
Duke (FY24)	(14)	190.3	(12)	246.5	(17)	154.3	(14)	136.5	14	Northwestern
UCLA	(9)	211.2	(8)	282.9	(9)	171.8	(15)	134.9	15	Rice
Northwestern	(12)	193.3	(11)	253.0	(15)	157.6	(16)	133.1	16	UCLA
Johns Hopkins	(17)	184.7	(16)	233.0	(14)	158.7	(17)	132.7	17	UC Berkeley
Boston University	(20)	178.3	(21)	222.1	(17)	154.3	(18)	131.8	18	UC San Diego
UC Santa Barbara	(16)	185.0	(14)	240.8	(20)	149.1	(19)	131.8	19	Wash. Univ - St Louis
UC Irvine	(21)	178.0	(20)	222.9	(19)	152.5	(20)	131.6	20	Boston University
Rice	(18)	181.6	(15)	235.3	(23)	146.7	(21)	130.8	21	Georgia Tech
Georgia Tech	(35)	154.9	(38)	185.9	(33)	134.3	(22)	125.9	22	Tulane
Southern Cal	(26)	168.3	(28)	212.0	(26)	141.0	(23)	125.8	23	Vanderbilt
Texas	(25)	170.2	(26)	214.1	(24)	144.6	(24)	125.4	24	Southern Cal
Tulane	(43)	142.9	(50)	169.3	(48)	119.5	(25)	125.2	25	Texas
Maryland	(24)	171.7	(24)	216.3	(22)	146.8	(26)	125.0	25	UC Irvine
Wash. Univ - St Louis	(27)	167.8	(29)	210.2	(25)	144.3	(27)	123.2	27	UC Santa Barbara
Vanderbilt	(22)	175.2	(18)	229.4	(27)	140.9	(28)	122.9	28	Maryland
Brown	(23)	173.0	(22)	221.2	(21)	146.9	(29)	121.6	29	Brown
Carnegie-Mellon (Updtd)	(32)	156.0	(33)	192.7	(35)	132.1	(30)	121.3	30	Carnegie-Mellon (Updtd)
UC Davis	(31)	158.3	(32)	196.4	(32)	134.7	(31)	120.8	31	Colorado
Colorado	(50)	139.4	(52)	165.2	(46)	120.7	(32)	117.3	32	Texas A&M
Michigan	(30)	160.3	(30)	202.5	(30)	136.5	(33)	116.3	33	Wisconsin
Texas A&M	(37)	150.0	(36)	187.1	(40)	125.2	(34)	115.6	34	Michigan
Wisconsin	(34)	155.3	(35)	190.1	(29)	139.2	(35)	114.7	35	UC Davis
Indiana	(53)	133.7	(56)	156.0	(50)	118.3	(36)	113.9	36	Indiana
Emory	(29)	164.2	(27)	213.3	(31)	135.8	(37)	113.7	37	Illinois
Illinois	(38)	149.0	(39)	184.8	(39)	127.2	(38)	113.4	38	Penn State
Penn State	(39)	145.5	(42)	180.1	(42)	122.9	(39)	112.9	39	Emory
Virginia	(28)	165.2	(25)	214.2	(28)	139.5	(40)	112.0	40	Washington
Washington	(42)	143.4	(46)	173.2	(38)	127.2	(41)	111.7	41	Case Western
Brandeis	(47)	140.8	(45)	173.3	(45)	121.2	(42)	108.1	42	Brandeis
Case Western	(45)	141.6	(49)	170.3	(37)	128.8	(43)	107.7	43	Virginia
SUNY-Stony Brook	(36)	152.3	(34)	192.2	(34)	133.6	(44)	106.2	44	Purdue
Purdue	(49)	139.4	(48)	171.3	(43)	122.3	(45)	105.3	45	Ohio State
Ohio State	(48)	140.1	(44)	176.5	(52)	117.6	(46)	104.5	46	SUNY-Stony Brook
Rutgers	(33)	155.7	(31)	202.4	(35)	132.1	(47)	103.9	47	Rochester
Rochester	(40)	144.8	(37)	186.3	(47)	120.0	(48)	103.1	48	Rutgers
North Carolina	(46)	140.9	(43)	179.0	(51)	118.1	(49)	102.7	49	Florida
Florida	(41)	144.1	(41)	181.5	(41)	125.1	(50)	102.5	50	Minnesota
Minnesota	(51)	135.1	(51)	165.8	(49)	119.3	(51)	101.3	51	North Carolina
Oregon	(57)	125.2	(57)	150.1	(55)	110.6	(52)	100.0	52	Iowa
Michigan State	(44)	141.6	(40)	182.1	(44)	121.8	(53)	96.1	53	Oregon
Iowa State	(59)	117.7	(59)	140.5	(59)	104.3	(54)	94.4	54	Michigan State
SUNY-Buffalo	(52)	135.0	(47)	173.1	(53)	115.4	(55)	93.1	55	Iowa State
Iowa	(54)	128.7	(53)	164.3	(57)	107.8	(56)	92.5	56	Missouri
Pittsburgh	(55)	127.4	(54)	160.2	(56)	109.7	(57)	92.3	57	Arizona
Missouri	(58)	121.5	(58)	149.6	(58)	106.0	(58)	91.9	58	Kansas
Arizona	(56)	126.4	(55)	157.4	(54)	111.0	(59)	91.6	59	SUNY-Buffalo
Kansas	(60)	113.0	(60)	136.0	(60)	99.9	(60)	89.2	60	Pittsburgh

Ohio State - AAU Institutions - Unadjusted

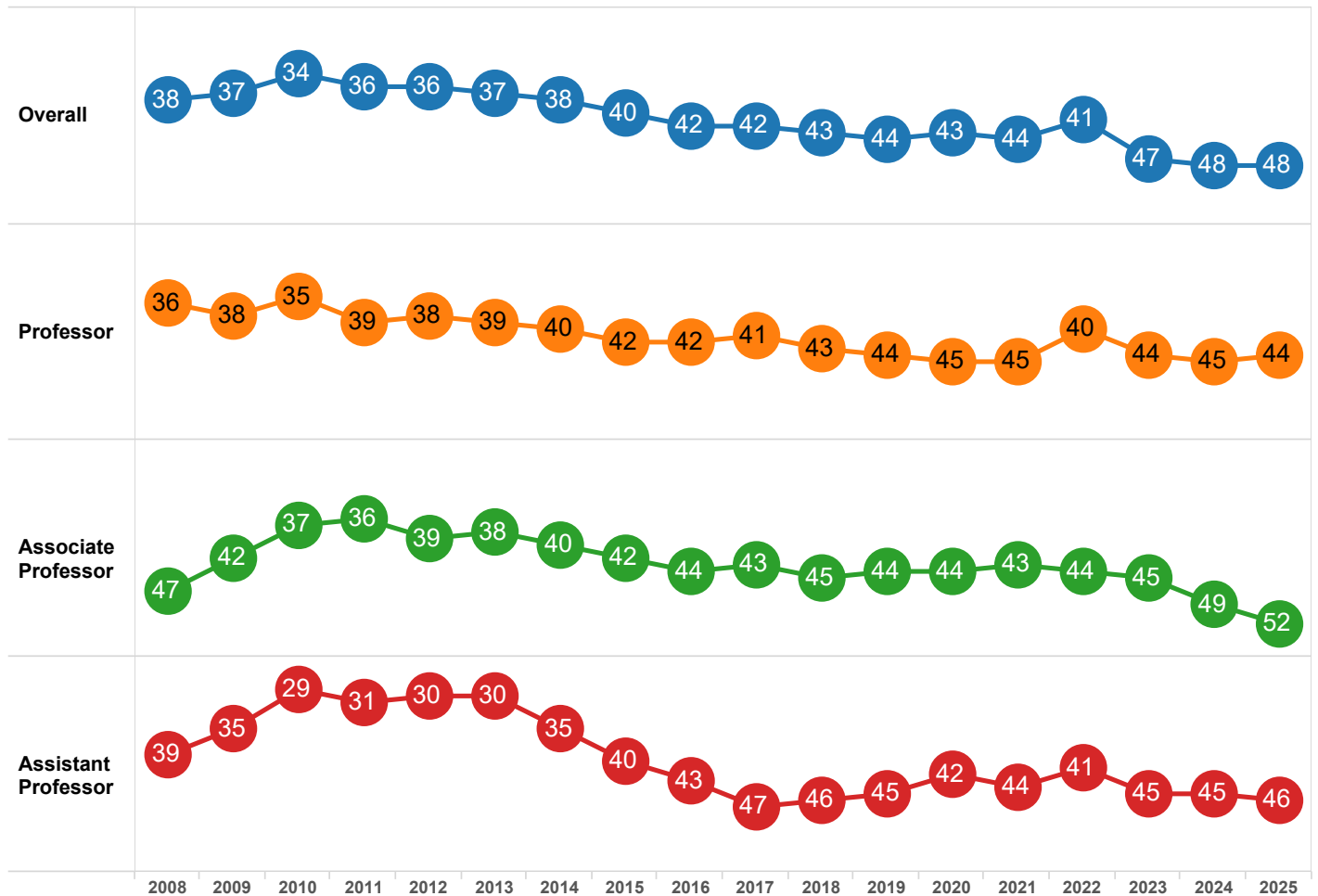
Salary history

Academic Year	Overall	Professor	Associate Professor	Assistant Professor
2024-2025	140.1	176.5	117.6	104.5
2023-2024	136.3	171.2	114.7	103.3
2022-2023	132.5	165.1	112.0	100.5
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

Rank history (change relative to prior year)

Academic Year	Overall	Professor	Associate Professor	Assistant Professor
2024-2025	48	44	52	46
2023-2024	48	45	49	45
2022-2023	47	44	45	45
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

Ohio State - AAU Institutions Rank - Unadjusted



AAU Public Institutions Overall (Unadjusted)

2024-2025 Salaries and Rank								Last Year Rank	
Institution	Overall		Professor		Associate Professor		Assistant Professor		2023-2024
UCLA	(1)	211.2	(1)	282.9	(1)	171.8	(3)	134.9	1 UCLA
UC San Diego	(2)	191.1	(2)	241.5	(2)	163.0	(2)	138.0	2 UC San Diego
UC Berkeley	(3)	186.5	(4)	232.8	(3)	159.9	(1)	138.6	3 UC Berkeley
UC Santa Barbara	(4)	185.0	(3)	240.8	(5)	149.1	(4)	131.8	4 UC Santa Barbara
UC Irvine	(5)	178.0	(5)	222.9	(4)	152.5	(5)	131.6	5 UC Irvine
Maryland	(6)	171.7	(6)	216.3	(6)	146.8	(8)	125.0	6 Texas
Texas	(7)	170.2	(8)	214.1	(7)	144.6	(7)	125.4	7 Maryland
Virginia	(8)	165.2	(7)	214.2	(8)	139.5	(17)	112.0	8 Virginia
Michigan	(9)	160.3	(9)	202.5	(10)	136.5	(11)	116.3	9 Michigan
UC Davis	(10)	158.3	(11)	196.4	(11)	134.7	(9)	120.8	10 Rutgers
Rutgers	(11)	155.7	(10)	202.4	(14)	132.1	(22)	103.9	11 Georgia Tech
Wisconsin	(12)	155.3	(13)	190.1	(9)	139.2	(13)	114.7	12 Wisconsin
Georgia Tech	(13)	154.9	(15)	185.9	(12)	134.3	(6)	125.9	13 UC Davis
SUNY-Stony Brook	(14)	152.3	(12)	192.2	(13)	133.6	(19)	106.2	14 SUNY-Stony Brook
Texas A&M	(15)	150.0	(14)	187.1	(17)	125.2	(12)	115.6	15 Illinois
Illinois	(16)	149.0	(16)	184.8	(16)	127.2	(15)	113.4	16 Texas A&M
Penn State	(17)	145.5	(19)	180.1	(19)	122.9	(16)	112.9	17 Penn State
Florida	(18)	144.1	(18)	181.5	(18)	125.1	(24)	102.5	18 Washington
Washington	(19)	143.4	(22)	173.2	(15)	127.2	(18)	111.7	19 Michigan State
Michigan State	(20)	141.6	(17)	182.1	(21)	121.8	(27)	96.1	20 Florida
North Carolina	(21)	140.9	(20)	179.0	(25)	118.1	(23)	102.7	21 North Carolina
Ohio State	(22)	140.1	(21)	176.5	(26)	117.6	(21)	104.5	22 Ohio State
Purdue	(23)	139.4	(24)	171.3	(20)	122.3	(20)	105.3	23 Purdue
Colorado	(24)	139.4	(26)	165.2	(22)	120.7	(10)	117.3	24 Colorado
Minnesota	(25)	135.1	(25)	165.8	(23)	119.3	(25)	101.3	25 Minnesota
SUNY-Buffalo	(26)	135.0	(23)	173.1	(27)	115.4	(29)	93.1	26 SUNY-Buffalo
Indiana	(27)	133.7	(30)	156.0	(24)	118.3	(14)	113.9	27 Indiana
Iowa	(28)	128.7	(27)	164.3	(31)	107.8	(30)	92.5	28 Iowa
Pittsburgh	(29)	127.4	(28)	160.2	(30)	109.7	(31)	92.3	29 Arizona
Arizona	(30)	126.4	(29)	157.4	(28)	111.0	(33)	91.6	30 Oregon
Oregon	(31)	125.2	(31)	150.1	(29)	110.6	(26)	100.0	31 Pittsburgh
Missouri	(32)	121.5	(32)	149.6	(32)	106.0	(32)	91.9	32 Missouri
Iowa State	(33)	117.7	(33)	140.5	(33)	104.3	(28)	94.4	33 Iowa State
Kansas	(34)	113.0	(34)	136.0	(34)	99.9	(34)	89.2	34 Kansas

The Ohio State University
2024-25 Faculty Salary Comparisons

Living Cost Adjustments

2024-2025 AAU Institutions - Overall - Living Cost Adjusted vs Unadjusted

Institution	Living Cost Index	Salary Adjusted by Index	Rank (Adjusted)	Salary Unadjusted	Rank (Unadjusted)
Princeton	116	201.1	1	233.3	4
Penn	112	194.4	2	217.7	6
Columbia	129	193.5	3	249.6	1
Yale	112	192.7	4	215.8	7
Duke (FY24)	99	192.2	5	190.3	14
Harvard	132	188.3	6	248.5	2
MIT	132	174.7	7	230.6	5
Vanderbilt	101	173.5	8	175.2	22
Rice	105	173.0	9	181.6	18
Johns Hopkins	109	169.4	10	184.7	17
Cornell	107	168.4	11	180.2	19
Texas	104	163.7	12	170.2	25
Emory	101	162.5	13	164.2	29
Brown	107	161.7	14	173.0	23
Wash. Univ - St Louis	104	161.4	15	167.8	27
Virginia	103	160.4	16	165.2	28
Northwestern	121	159.7	17	193.3	12
Chicago, Univ of	134	159.3	18	213.4	8
UCLA	136	155.3	19	211.2	9
Michigan	104	154.1	20	160.3	30
Georgia Tech	101	153.3	21	154.9	35
Texas A&M	98	153.0	22	150.0	37
Caltech (FY24)	132	152.9	23	201.8	11
UC San Diego	125	152.9	24	191.1	13
Stanford	162	151.1	25	244.7	3
Wisconsin	103	150.7	26	155.3	34
Maryland	114	150.7	27	171.7	24
Illinois	100	149.0	28	149.0	38
Purdue	94	148.3	29	139.4	49
Florida	98	147.0	30	144.1	41
Penn State	102	142.6	31	145.5	39
North Carolina	99	142.3	32	140.9	46
Carnegie-Mellon (Updtd)	110	141.8	33	156.0	32
Michigan State	100	141.6	34	141.6	44
Case Western	101	140.2	35	141.6	45
Tulane	102	140.1	36	142.9	43
Ohio State	100	140.1	37	140.1	48
Indiana	96	139.3	38	133.7	53
UC Davis	114	138.8	39	158.3	31
UC Irvine	130	137.0	40	178.0	21
Rochester	106	136.6	41	144.8	40
Boston University	132	135.1	42	178.3	20
Minnesota	101	133.7	43	135.1	51
UC Berkeley	140	133.2	44	186.5	15
Rutgers	121	128.7	45	155.7	33
Iowa	100	128.7	46	128.7	54
SUNY-Buffalo	105	128.6	47	135.0	52
Colorado	109	127.9	48	139.4	50
Southern Cal	132	127.5	49	168.3	26
Missouri	96	126.6	50	121.5	58
Arizona	101	125.2	51	126.4	56
SUNY-Stony Brook	124	122.8	52	152.3	36
Washington	117	122.6	53	143.4	42
Oregon	104	120.4	54	125.2	57
Iowa State	101	116.5	55	117.7	59
UC Santa Barbara	159	116.4	56	185.0	16
Pittsburgh	110	115.8	57	127.4	55
Kansas	100	113.0	58	113.0	60
Brandeis	132	106.6	59	140.8	47
NYU	222	94.0	60	208.6	10

AAU Institutions Overall (Living Cost Adjusted)

2024-2025 Salaries and Rank								Last Year Rank	
Institution	Overall		Professor		Associate Professor		Assistant Professor		2023-2024
Princeton	(1)	201.1	(1)	271.3	(2)	160.0	(7)	129.4	1 Duke (FY24)
Penn	(2)	194.4	(3)	250.7	(6)	153.4	(1)	146.0	2 Princeton
Columbia	(3)	193.5	(5)	245.6	(1)	167.0	(4)	135.8	3 Columbia
Yale	(4)	192.7	(2)	252.9	(3)	158.1	(5)	130.5	4 Penn
Duke (FY24)	(5)	192.2	(4)	249.0	(5)	155.9	(3)	137.9	5 Yale
Harvard	(6)	188.3	(6)	238.3	(4)	156.6	(2)	139.9	6 Vanderbilt
MIT	(7)	174.7	(9)	221.8	(8)	146.8	(8)	127.0	7 Harvard
Vanderbilt	(8)	173.5	(7)	227.1	(12)	139.5	(13)	121.7	8 MIT
Rice	(9)	173.0	(8)	224.1	(11)	139.7	(10)	124.6	9 Rice
Johns Hopkins	(10)	169.4	(11)	213.8	(9)	145.6	(12)	121.7	10 Johns Hopkins
Cornell	(11)	168.4	(17)	206.6	(10)	144.9	(6)	130.5	11 Cornell
Texas	(12)	163.7	(18)	205.8	(13)	139.0	(14)	120.6	12 Texas
Emory	(13)	162.5	(12)	211.2	(18)	134.4	(21)	112.6	13 Wash. Univ - St Lc
Brown	(14)	161.7	(16)	206.8	(15)	137.3	(19)	113.7	14 Virginia
Wash. Univ - St Louis	(15)	161.4	(19)	202.1	(14)	138.8	(16)	118.5	15 Northwestern
Virginia	(16)	160.4	(15)	208.0	(16)	135.4	(30)	108.7	16 Brown
Northwestern	(17)	159.7	(13)	209.1	(22)	130.3	(28)	110.0	17 Emory
Chicago, Univ of	(18)	159.3	(10)	214.6	(32)	122.8	(32)	107.5	18 Chicago, Univ of
UCLA	(19)	155.3	(14)	208.0	(30)	126.4	(42)	99.2	19 Caltech (FY24)
Michigan	(20)	154.1	(21)	194.7	(20)	131.3	(23)	111.9	20 Georgia Tech
Georgia Tech	(21)	153.3	(28)	184.1	(19)	133.0	(9)	124.7	21 UCLA
Texas A&M	(22)	153.0	(23)	190.9	(25)	127.8	(18)	118.0	22 Michigan
Caltech (FY24)	(23)	152.9	(36)	173.5	(7)	152.9	(17)	118.2	23 Texas A&M
UC San Diego	(24)	152.9	(22)	193.2	(21)	130.4	(26)	110.4	24 Wisconsin
Stanford	(25)	151.1	(20)	196.6	(29)	126.6	(38)	102.1	25 Stanford
Wisconsin	(26)	150.7	(27)	184.6	(17)	135.2	(24)	111.4	26 Purdue
Maryland	(27)	150.7	(24)	189.8	(24)	128.8	(29)	109.6	27 Illinois
Illinois	(28)	149.0	(26)	184.8	(28)	127.2	(20)	113.4	27 Maryland
Purdue	(29)	148.3	(29)	182.2	(23)	130.1	(22)	112.0	29 UC San Diego
Florida	(30)	147.0	(25)	185.2	(26)	127.7	(35)	104.6	30 Florida
Penn State	(31)	142.6	(32)	176.6	(34)	120.5	(25)	110.7	31 Penn State
North Carolina	(32)	142.3	(31)	180.8	(36)	119.3	(37)	103.7	32 North Carolina
Carnegie-Mellon (Updtd)	(33)	141.8	(35)	175.2	(35)	120.1	(27)	110.3	33 Carnegie-Mellon (
Michigan State	(34)	141.6	(30)	182.1	(33)	121.8	(46)	96.1	34 Michigan State
Case Western	(35)	140.2	(39)	168.6	(27)	127.5	(33)	106.7	35 Tulane
Tulane	(36)	140.1	(43)	166.0	(41)	117.2	(11)	122.7	36 Ohio State
Ohio State	(37)	140.1	(33)	176.5	(39)	117.6	(36)	104.5	37 Case Western
Indiana	(38)	139.3	(47)	162.5	(31)	123.2	(15)	118.6	38 Indiana
UC Davis	(39)	138.8	(37)	172.3	(37)	118.1	(34)	106.0	39 Rochester
UC Irvine	(40)	137.0	(38)	171.4	(40)	117.3	(39)	101.2	40 UC Davis
Rochester	(41)	136.6	(34)	175.8	(44)	113.2	(44)	97.3	41 Boston University
Boston University	(42)	135.1	(40)	168.3	(42)	116.9	(41)	99.9	42 UC Irvine
Minnesota	(43)	133.7	(46)	164.1	(38)	118.1	(40)	100.3	43 Minnesota
UC Berkeley	(44)	133.2	(42)	166.3	(43)	114.2	(43)	99.0	44 Iowa
Rutgers	(45)	128.7	(41)	167.3	(49)	109.2	(55)	85.9	45 UC Berkeley
Iowa	(46)	128.7	(45)	164.3	(51)	107.8	(51)	92.5	46 Arizona
SUNY-Buffalo	(47)	128.6	(44)	164.8	(48)	109.9	(54)	88.6	47 Rutgers
Colorado	(48)	127.9	(52)	151.6	(45)	110.7	(31)	107.6	48 SUNY-Buffalo
Southern Cal	(49)	127.5	(48)	160.6	(53)	106.8	(49)	95.3	49 Missouri
Missouri	(50)	126.6	(50)	155.8	(46)	110.4	(47)	95.8	50 Southern Cal
Arizona	(51)	125.2	(49)	155.9	(47)	109.9	(52)	90.7	51 Colorado
SUNY-Stony Brook	(52)	122.8	(51)	155.0	(52)	107.7	(56)	85.7	52 SUNY-Stony Broo
Washington	(53)	122.6	(54)	148.0	(50)	108.7	(48)	95.4	53 Washington
Oregon	(54)	120.4	(56)	144.4	(54)	106.3	(45)	96.1	54 Oregon
Iowa State	(55)	116.5	(57)	139.1	(55)	103.3	(50)	93.5	55 Iowa State
UC Santa Barbara	(56)	116.4	(53)	151.4	(58)	93.8	(58)	82.9	56 Kansas
Pittsburgh	(57)	115.8	(55)	145.6	(57)	99.7	(57)	83.9	57 Pittsburgh
Kansas	(58)	113.0	(58)	136.0	(56)	99.9	(53)	89.2	58 UC Santa Barbara
Brandeis	(59)	106.6	(59)	131.3	(59)	91.8	(59)	81.9	59 Brandeis
NYU	(60)	94.0	(60)	126.2	(60)	73.7	(60)	62.6	60 NYU

Ohio State - AAU Institutions - Living Cost Adjusted

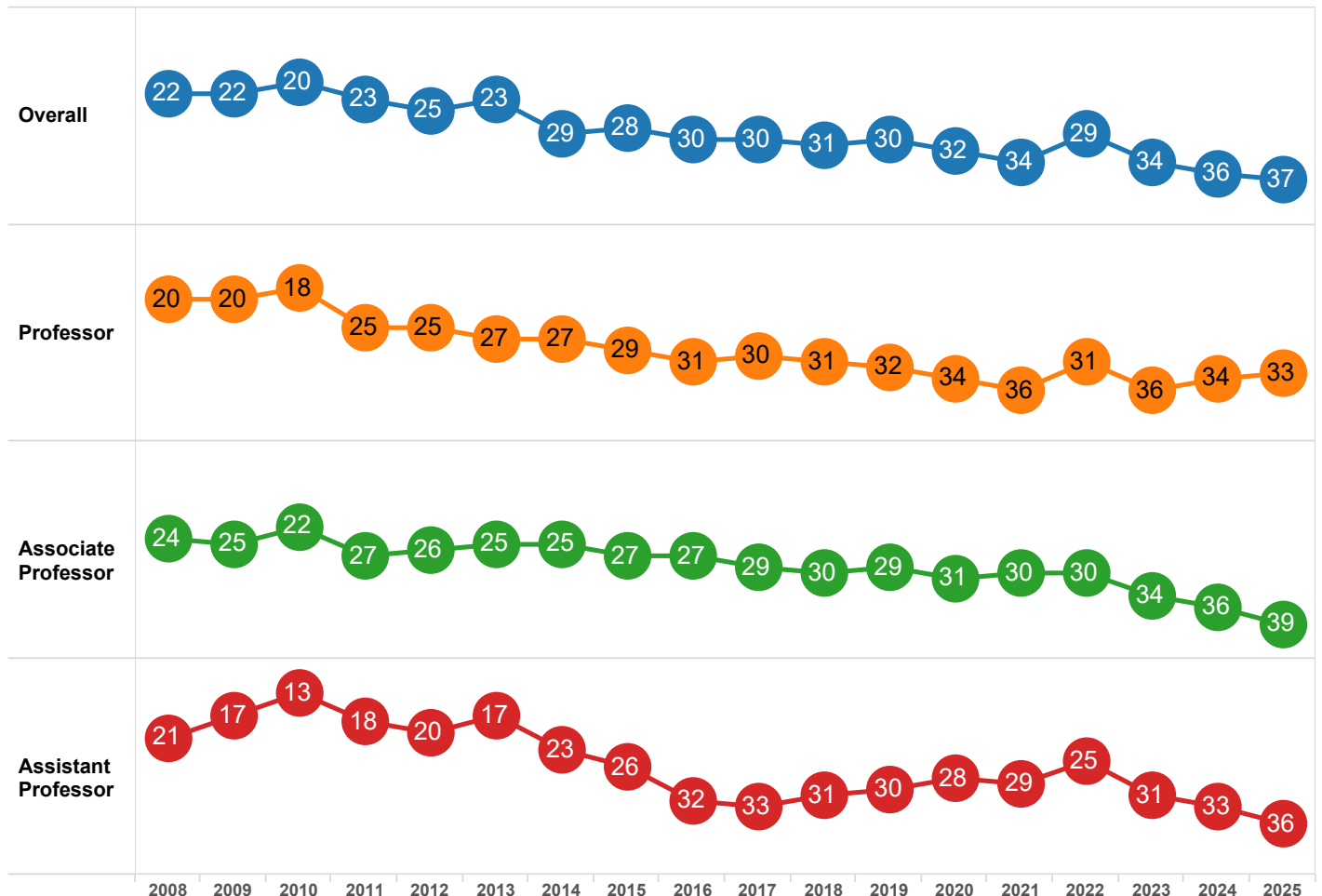
Salary history

Academic Year	Overall	Professor	Associate Professor	Assistant Professor
2024-2025	140.1	176.5	117.6	104.5
2023-2024	136.3	171.2	114.7	103.3
2022-2023	132.5	165.1	112.0	100.5
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

Rank history (change relative to prior year)

Academic Year	Overall	Professor	Associate Professor	Assistant Professor
2024-2025	37 ↓	33 ↑	39 ↓	36 ↓
2023-2024	36 ↓	34 ↑	36 ↓	33 ↓
2022-2023	34 ↓	36 ↓	34 ↓	31 ↓
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

Ohio State - AAU Institutions Rank - Living Cost Adjusted



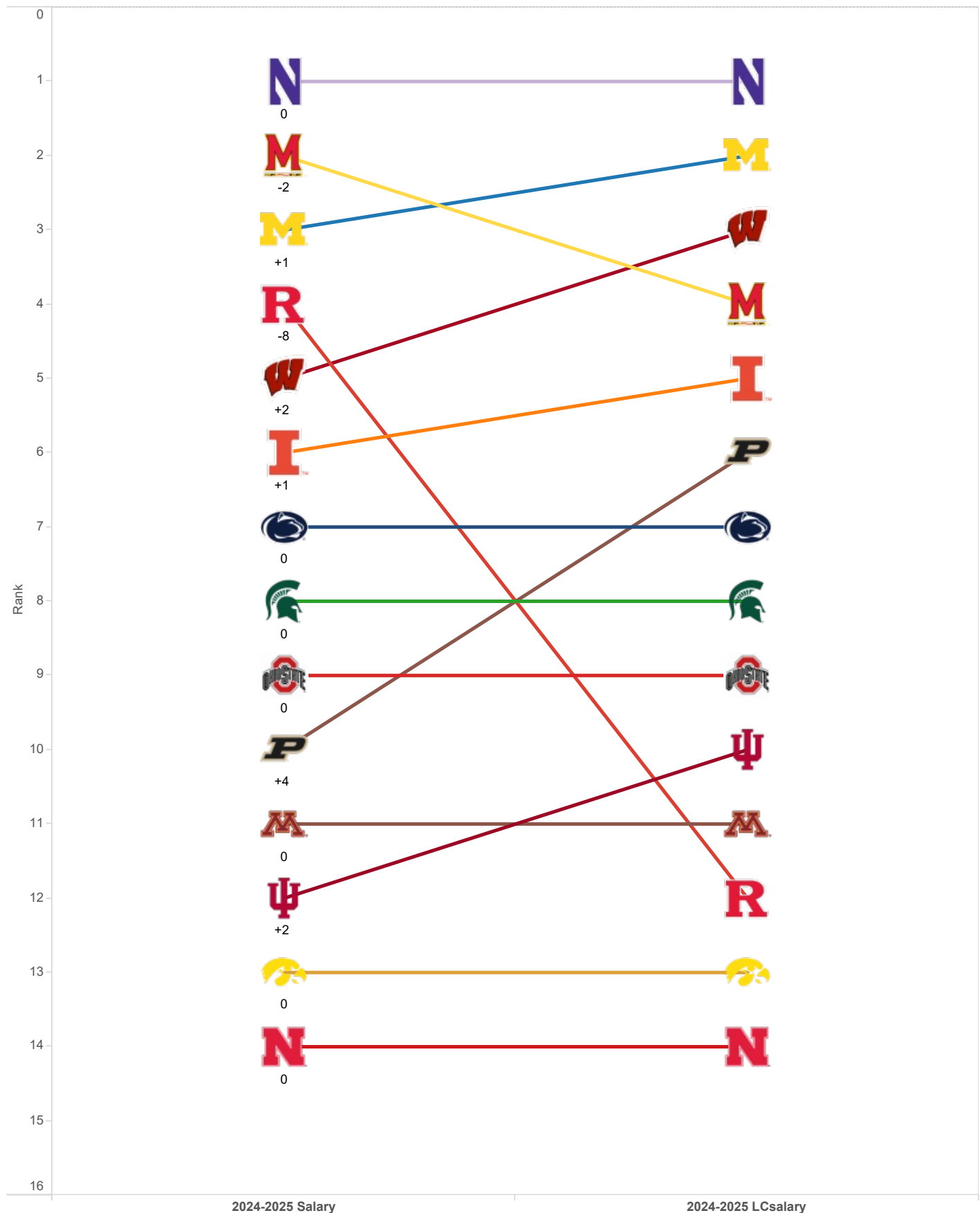
2024-2025 Big Ten Institutions - Overall - Living Cost Adjusted vs Unadjusted

Institution	Living Cost Index	Salary Adjusted by Index	Rank (Adjusted)	Salary Unadjusted	Rank (Unadjusted)
Northwestern	121	159.7	1	193.3	1
Michigan	104	154.1	2	160.3	3
Wisconsin	103	150.7	3	155.3	5
Maryland	114	150.7	4	171.7	2
Illinois	100	149.0	5	149.0	6
Purdue	94	148.3	6	139.4	10
Penn State	102	142.6	7	145.5	7
Michigan State	100	141.6	8	141.6	8
Ohio State	100	140.1	9	140.1	9
Indiana	96	139.3	10	133.7	12
Minnesota	101	133.7	11	135.1	11
Rutgers	121	128.7	12	155.7	4
Iowa	100	128.7	13	128.7	13
Nebraska	97	127.8	14	123.9	14

Big Ten Institutions Overall (Living Cost Adjusted)

2024-2025 Salaries and Rank					Last Year Rank
Institution	Overall	Professor	Associate Professor	Assistant Professor	2023-2024
Northwestern	(1) 159.7	(1) 209.1	(3) 130.3	(7) 110.0	1 Northwestern
Michigan	(2) 154.1	(2) 194.7	(2) 131.3	(4) 111.9	2 Michigan
Wisconsin	(3) 150.7	(5) 184.6	(1) 135.2	(5) 111.4	3 Wisconsin
Maryland	(4) 150.7	(3) 189.8	(5) 128.8	(8) 109.6	4 Purdue
Illinois	(5) 149.0	(4) 184.8	(6) 127.2	(2) 113.4	5 Illinois
Purdue	(6) 148.3	(6) 182.2	(4) 130.1	(3) 112.0	5 Maryland
Penn State	(7) 142.6	(8) 176.6	(9) 120.5	(6) 110.7	7 Penn State
Michigan State	(8) 141.6	(7) 182.1	(8) 121.8	(12) 96.1	8 Michigan State
Ohio State	(9) 140.1	(9) 176.5	(11) 117.6	(9) 104.5	9 Ohio State
Indiana	(10) 139.3	(13) 162.5	(7) 123.2	(1) 118.6	10 Indiana
Minnesota	(11) 133.7	(12) 164.1	(10) 118.1	(10) 100.3	11 Minnesota
Rutgers	(12) 128.7	(10) 167.3	(13) 109.2	(14) 85.9	12 Iowa
Iowa	(13) 128.7	(11) 164.3	(14) 107.8	(13) 92.5	13 Nebraska
Nebraska	(14) 127.8	(14) 153.3	(12) 115.0	(11) 99.3	14 Rutgers

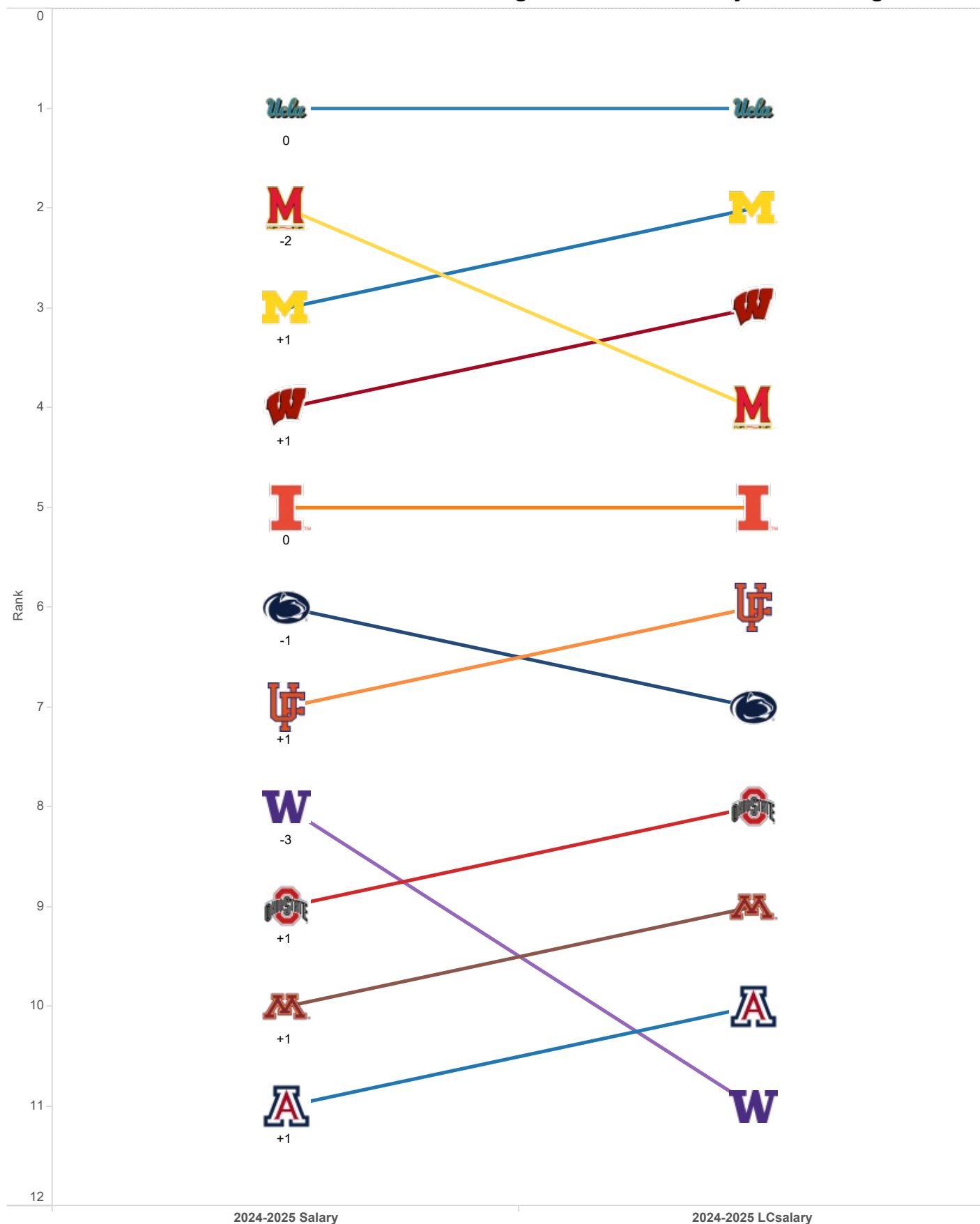
2024-2025 Big Ten Institutions Overall Change in Rank - After Adjust for Living Cost



2024-2025 Benchmark Institutions - Overall - Living Cost Adjusted vs Unadjusted

Institution	Living Cost Index	Salary Adjusted by Index	Rank (Adjusted)	Salary Unadjusted	Rank (Unadjusted)
UCLA	136	155.3	1	211.2	1
Michigan	104	154.1	2	160.3	3
Wisconsin	103	150.7	3	155.3	4
Maryland	114	150.7	4	171.7	2
Illinois	100	149.0	5	149.0	5
Florida	98	147.0	6	144.1	7
Penn State	102	142.6	7	145.5	6
Ohio State	100	140.1	8	140.1	9
Minnesota	101	133.7	9	135.1	10
Arizona	101	125.2	10	126.4	11
Washington	117	122.6	11	143.4	8

2024-2025 Benchmark Institutions Overall Change in Rank - After Adjust for Living Cost



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

2024-2025 Salaries

2024-2025 Ranks

Institution (US News Ranking)	Overall	Professor	Associate Professor	Assistant Professor	Overall	Professor	Associate Professor	Assistant Professor
Texas (#7)	163.7	205.8	139.0	120.6	1	3	1	2
Virginia (#4)	160.4	208.0	135.4	108.7	2	2	2	10
UCLA (#1)	155.3	208.0	126.4	99.2	3	1	12	20
Michigan (#3)	154.1	194.7	131.3	111.9	4	4	5	6
Georgia Tech (#9)	153.3	184.1	133.0	124.7	5	11	4	1
Texas A&M (#21)	153.0	190.9	127.8	118.0	6	6	9	3
UC San Diego (#6)	152.9	193.2	130.4	110.4	7	5	6	8
Wisconsin (#13)	150.7	184.6	135.2	111.4	8	10	3	7
Maryland (#17)	150.7	189.8	128.8	109.6	9	7	8	9
Illinois (#9)	149.0	184.8	127.2	113.4	10	9	11	4
Purdue (#18)	148.3	182.2	130.1	112.0	11	13	7	5
Florida (#7)	147.0	185.2	127.7	104.6	12	8	10	14
Virginia Tech (#21)	146.2	182.9	125.9	107.6	13	12	13	11
North Carolina (#5)	142.3	180.8	119.3	103.7	14	14	15	16
Ohio State (#15)	140.1	176.5	117.6	104.5	15	15	18	15
UC Davis (#9)	138.8	172.3	118.1	106.0	16	16	16	12
UC Irvine (#9)	137.0	171.4	117.3	101.2	17	17	19	17
Minnesota (#23)	133.7	164.1	118.1	100.3	18	20	17	19
Florida State (#23)	133.4	161.7	119.9	100.9	19	21	14	18
UC Berkeley (#2)	133.2	166.3	114.2	99.0	20	19	21	21
Georgia (#18)	129.8	152.9	117.2	105.0	21	22	20	13
Rutgers (#15)	128.7	167.3	109.2	85.9	22	18	23	24
Washington (#18)	122.6	148.0	108.7	95.4	23	24	24	22
William & Mary (#23)	121.6	145.5	110.9	93.5	24	25	22	23
UC Santa Barbara (#13)	116.4	151.4	93.8	82.9	25	23	25	25

The Ohio State University
2024-25 Faculty Salary Comparisons

Benchmark Institutions

Benchmark Institutions Overall (Unadjusted)

2024-2025 Salaries and Rank					Last Year Rank
Institution	Overall	Professor	Associate Professor	Assistant Professor	2023-2024
UCLA	(1) 211.2	(1) 282.9	(1) 171.8	(1) 134.9	1 UCLA
Maryland	(2) 171.7	(2) 216.3	(2) 146.8	(2) 125.0	2 Maryland
Michigan	(3) 160.3	(3) 202.5	(4) 136.5	(3) 116.3	3 Michigan
Wisconsin	(4) 155.3	(4) 190.1	(3) 139.2	(4) 114.7	4 Wisconsin
Illinois	(5) 149.0	(5) 184.8	(6) 127.2	(5) 113.4	5 Illinois
Penn State	(6) 145.5	(7) 180.1	(8) 122.9	(6) 112.9	6 Penn State
Florida	(7) 144.1	(6) 181.5	(7) 125.1	(9) 102.5	7 Washington
Washington	(8) 143.4	(9) 173.2	(5) 127.2	(7) 111.7	8 Florida
Ohio State	(9) 140.1	(8) 176.5	(10) 117.6	(8) 104.5	9 Ohio State
Minnesota	(10) 135.1	(10) 165.8	(9) 119.3	(10) 101.3	10 Minnesota
Arizona	(11) 126.4	(11) 157.4	(11) 111.0	(11) 91.6	11 Arizona

Ohio State - Benchmark Institutions - Unadjusted

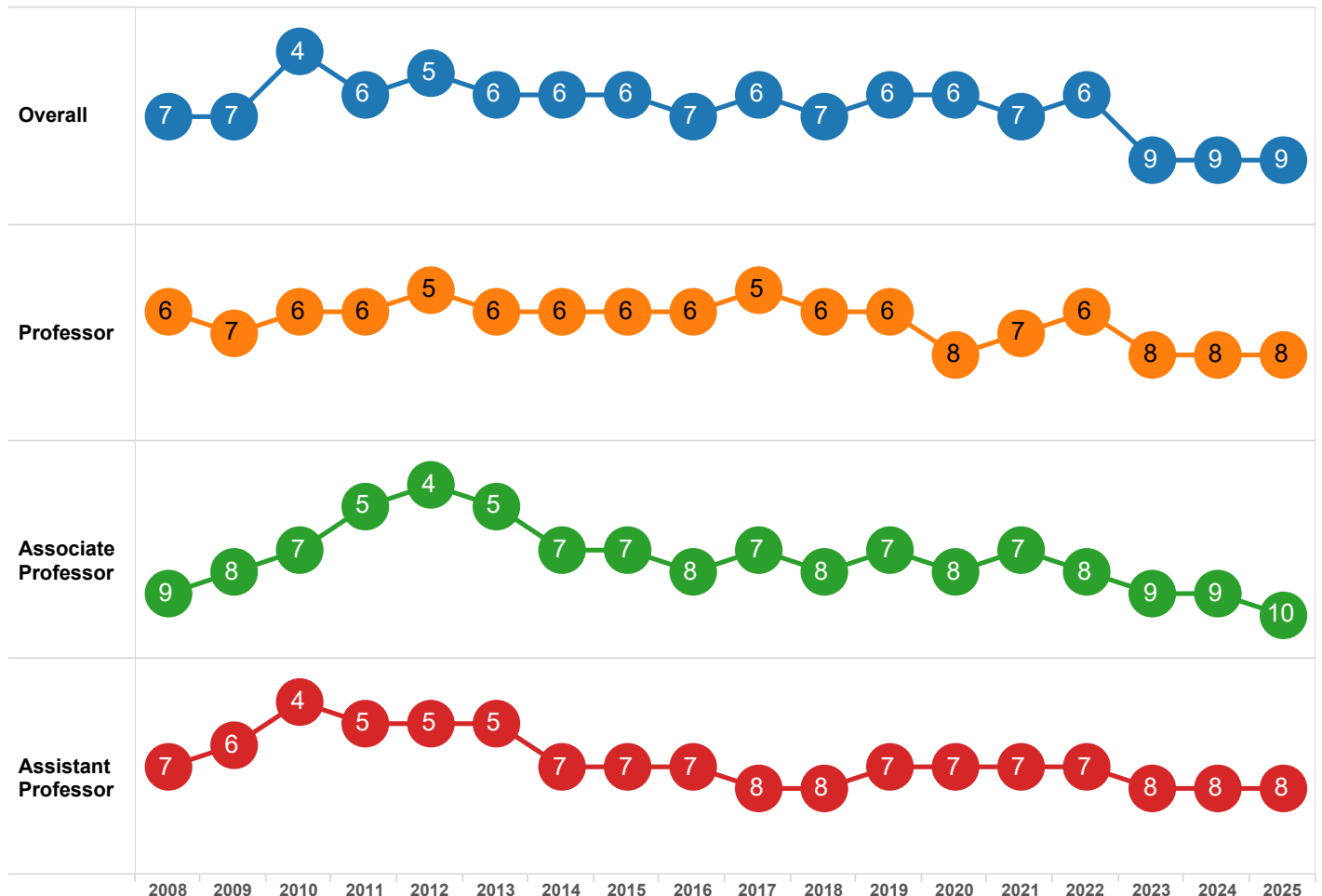
Salary history

Academic Year	Overall	Professor	Associate Professor	Assistant Professor
2024-2025	140.1	176.5	117.6	104.5
2023-2024	136.3	171.2	114.7	103.3
2022-2023	132.5	165.1	112.0	100.5
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

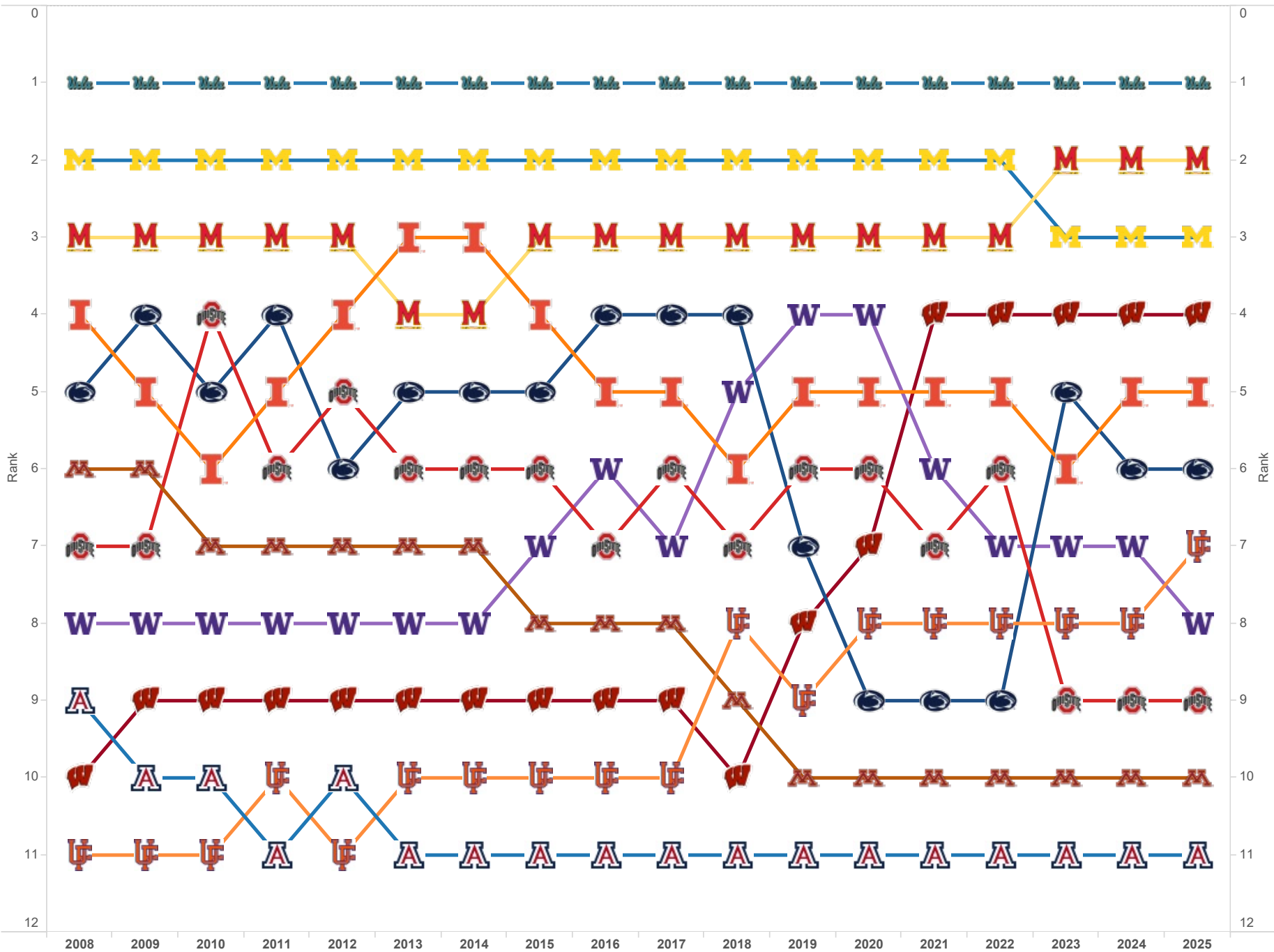
Rank history (change relative to prior year)

Academic Year	Overall	Professor	Associate Professor	Assistant Professor
2024-2025	9	8	10	8
2023-2024	9	8	9	8
2022-2023	9	8	9	8
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

Ohio State - Benchmark Institutions Rank - Unadjusted



Benchmark Institutions - Overall (Unadjusted) - Change in Rank



The Ohio State University
2024-25 Faculty Salary Comparisons

Top 25 Public Institutions

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

2024-2025 Salaries

2024-2025 Ranks

Institution (US News Ranking)	Overall	Professor	Associate Professor	Assistant Professor	Overall	Professor	Associate Professor	Assistant Professor
UCLA (#1)	211.2	282.9	171.8	134.9	1	1	1	3
UC San Diego (#6)	191.1	241.5	163.0	138.0	2	2	2	2
UC Berkeley (#2)	186.5	232.8	159.9	138.6	3	4	3	1
UC Santa Barbara (#13)	185.0	240.8	149.1	131.8	4	3	5	4
UC Irvine (#9)	178.0	222.9	152.5	131.6	5	5	4	5
Maryland (#17)	171.7	216.3	146.8	125.0	6	6	6	8
Texas (#7)	170.2	214.1	144.6	125.4	7	8	7	7
Virginia (#4)	165.2	214.2	139.5	112.0	8	7	8	14
Michigan (#3)	160.3	202.5	136.5	116.3	9	9	10	10
UC Davis (#9)	158.3	196.4	134.7	120.8	10	11	11	9
Rutgers (#15)	155.7	202.4	132.1	103.9	11	10	13	20
Wisconsin (#13)	155.3	190.1	139.2	114.7	12	12	9	12
Georgia Tech (#9)	154.9	185.9	134.3	125.9	13	14	12	6
Texas A&M (#21)	150.0	187.1	125.2	115.6	14	13	17	11
Illinois (#9)	149.0	184.8	127.2	113.4	15	15	15	13
Virginia Tech (#21)	146.2	182.9	125.9	107.6	16	16	16	16
Florida (#7)	144.1	181.5	125.1	102.5	17	17	18	22
Washington (#18)	143.4	173.2	127.2	111.7	18	20	14	15
North Carolina (#5)	140.9	179.0	118.1	102.7	19	18	22	21
Ohio State (#15)	140.1	176.5	117.6	104.5	20	19	23	19
Purdue (#18)	139.4	171.3	122.3	105.3	21	21	19	17
Minnesota (#23)	135.1	165.8	119.3	101.3	22	22	21	23
Florida State (#23)	133.4	161.7	119.9	100.9	23	23	20	24
Georgia (#18)	129.8	152.9	117.2	105.0	24	24	24	18
William & Mary (#23)	121.6	145.5	110.9	93.5	25	25	25	25

ANNEX 2

Faculty Compensation Assessment Tool (2023)

AAUDE Data Snapshot: 10/17/2014 - Academic Year 2023-2024

Ohio State Faculty Salary Snapshot: 01/31/2024

**Medicine, Optometry, Dentistry, Veterinary Medicine, and Business are excluded because they have other, more accurate benchmarking tools outside of AAUDE.

College	Cost Center	CIP Code	Academic Rank	Appointment Length	Faculty Count	Avg. Time In Rank at Ohio State	Avg. Total Base Pay (Fte 100)	Avg. 85% of Primary Benchmark Group Average	Avg. of Primary Benchmark Group Average
Arts and Sciences	Advanced Computing Center for Art and Design	500101	Assistant Professor	9-10 month	2	5	\$92,252	\$75,209	\$88,481
			Associate Professor	9-10 month	1	6	\$90,644	\$89,029	\$104,740
			Professor	9-10 month	2	9	\$121,007	\$124,970	\$147,023
	African American and African Studies	050201	Assistant Professor	9-10 month	5	1	\$77,741	\$85,233	\$100,274
			Associate Professor	9-10 month	7	11	\$115,251	\$108,389	\$127,516
			Professor	9-10 month	1	17	\$123,555	\$159,659	\$187,834
	Anthropology	450201	Assistant Professor	9-10 month	3	2	\$86,599	\$82,452	\$97,002
			Associate Professor	9-10 month	3	6	\$97,338	\$96,796	\$113,878
			Professor	9-10 month	11	13	\$137,890	\$146,095	\$171,877
	Art	500701	Assistant Professor	9-10 month	2	0	\$74,500	\$74,164	\$87,251
			Associate Professor	9-10 month	9	9	\$92,111	\$87,600	\$103,059
			Professor	9-10 month	5	14	\$122,276	\$127,788	\$150,339
	Arts Administration Education and Policy	131302	Assistant Professor	9-10 month	2	4	\$82,935	\$77,364	\$91,017
			Associate Professor	9-10 month	7	7	\$88,767	\$94,621	\$111,319
			Professor	9-10 month	1	2	\$107,487	\$122,476	\$144,090
	Astronomy	400201	Assistant Professor	9-10 month	1	5	\$97,846	\$84,468	\$99,374
			Associate Professor	9-10 month	2	15	\$109,849	\$108,183	\$127,274
			Professor	9-10 month	17	14	\$157,411	\$140,300	\$165,059
	Center for Cognitive and Behavioral Brain Imaging	302501	Professor	9-10 month	1	3	\$202,500	\$169,626	\$199,560
	Center for Cognitive and Brain Sciences	302501	Professor	9-10 month	1	1	\$124,000	\$169,626	\$199,560
	Center for Ethnic Studies	050199	Assistant Professor	9-10 month	3	0	\$75,167	\$77,230	\$90,859
	Center for Human Resource Research	450103	Professor	9-10 month	1	4	\$210,873	\$142,955	\$168,182
				11-12 month	1	20	\$188,880	\$147,629	\$173,681
	Center for Humanities	240103	Professor	9-10 month	1	18	\$138,204	\$137,323	\$161,557
	Center for Languages Literature and Cultures	160103	Professor	9-10 month	1	9	\$121,378	\$139,494	\$164,111
	Center for Urban and Regional Analysis	040301	Professor	9-10 month	1	10	\$201,660	\$152,531	\$179,448
	Chemistry and Biochemistry Administration	400501	Assistant Professor	9-10 month	4	1	\$107,254	\$92,226	\$108,501
			Associate Professor	9-10 month	12	4	\$117,238	\$105,730	\$124,388
			Professor	9-10 month	34	12	\$175,282	\$169,268	\$199,138
	Classics	161200	Assistant Professor	9-10 month	4	1	\$77,408	\$77,820	\$91,554
			Associate Professor	9-10 month	3	7	\$90,395	\$93,085	\$109,512
			Professor	9-10 month	6	21	\$140,290	\$137,987	\$162,338
	Comparative Studies	240103	Assistant Professor	9-10 month	3	3	\$78,151	\$79,534	\$93,569
			Associate Professor	9-10 month	7	7	\$98,838	\$95,721	\$112,613
			Professor	9-10 month	6	10	\$126,978	\$137,323	\$161,557
	Criminal Justice Research Center	430199	Professor	9-10 month	1	12	\$130,000	\$151,086	\$177,749
	Dance	500301	Assistant Professor	9-10 month	4	1	\$77,845	\$75,359	\$88,657
			Associate Professor	9-10 month	6	3	\$89,869	\$88,464	\$104,075
			Professor	9-10 month	3	8	\$129,464	\$116,523	\$137,086
	Design	500401	Assistant Professor	9-10 month	3	5	\$91,014	\$73,487	\$86,456
			Associate Professor	9-10 month	9	8	\$103,946	\$84,150	\$99,000
			Professor	9-10 month	4	10	\$171,113	\$137,623	\$161,909
	Earth Sciences	400601	Assistant Professor	9-10 month	5	2	\$99,930	\$88,731	\$104,389
			Associate Professor	9-10 month	6	7	\$111,625	\$101,989	\$119,987
			Professor	9-10 month	16	16	\$177,499	\$157,035	\$184,747
	East Asian Languages and Literatures	160399	Assistant Professor	9-10 month	1	0	\$72,500	\$78,311	\$92,131
			Associate Professor	9-10 month	8	15	\$91,514	\$96,881	\$113,978
				11-12 month	1	12	\$137,358		
			Professor	9-10 month	3	8	\$124,156	\$148,566	\$174,784
	Economics	450601	Assistant Professor	9-10 month	6	2	\$159,391	\$141,355	\$166,300
			Associate Professor	9-10 month	8	7	\$185,112	\$184,229	\$216,740
			Professor	9-10 month	13	13	\$249,186	\$262,880	\$309,271
	English	230101	Assistant Professor	9-10 month	2	3	\$78,313	\$79,118	\$93,080
			Associate Professor	9-10 month	28	11	\$94,617	\$95,843	\$112,756
			Professor	9-10 month	28	11	\$143,299	\$139,177	\$163,737
	Evolution Ecology and Organismal Biology	260701	Assistant Professor	9-10 month	7	2	\$88,359	\$83,736	\$98,513
			Associate Professor	9-10 month	7	4	\$110,027	\$100,500	\$118,235
			Professor	9-10 month	10	9	\$154,616	\$135,510	\$159,424
	Film Studies	500601	Professor	9-10 month	1	8	\$141,074	\$158,225	\$186,147
	French and Italian	160901	Assistant Professor	9-10 month	2	2	\$78,772	\$75,416	\$88,725
			Associate Professor	9-10 month	5	10	\$95,122	\$87,984	\$103,511
			Professor	9-10 month	2	9	\$121,255	\$129,927	\$152,856
	Geography	450701	Assistant Professor	9-10 month	5	2	\$93,006	\$80,908	\$95,186
			Associate Professor	9-10 month	4	6	\$96,484	\$99,016	\$116,489
			Professor	9-10 month	12	9	\$152,379	\$157,256	\$185,007
	Germanic Languages and Literatures	160500	Assistant Professor	9-10 month	2	1	\$74,095	\$73,844	\$86,875
			Associate Professor	9-10 month	5	11	\$96,457	\$84,348	\$99,233
			Professor	9-10 month	3	8	\$118,069	\$123,991	\$145,872
	History	540101	Assistant Professor	9-10 month	4	2	\$77,429	\$80,246	\$94,407
			Associate Professor	9-10 month	19	11	\$102,523	\$100,590	\$118,341
			Professor	9-10 month	27	10	\$138,279	\$151,020	\$177,671

History of Art	500703	Assistant Professor	9-10 month	2	0	\$72,750	\$74,164	\$87,251
		Associate Professor	9-10 month	6	5	\$95,903	\$87,600	\$103,059
		Professor	9-10 month	3	15	\$122,866	\$127,788	\$150,339
Institute for Democratic Engagement and Accountability	451001	Professor	9-10 month	1	5	\$237,130	\$174,953	\$205,827
Institute for Population Research	450501	Professor	9-10 month	1	5	\$144,000	\$232,220	\$273,200
International Studies	450901	Professor	9-10 month	1	10	\$203,877	\$190,989	\$224,693
Linguistics	160102	Assistant Professor	9-10 month	2	1	\$84,760	\$81,458	\$95,833
		Associate Professor	9-10 month	6	6	\$95,130	\$91,774	\$107,970
		Professor	9-10 month	6	14	\$134,979	\$139,494	\$164,111
Mathematics	270101	Assistant Professor	9-10 month	13	3	\$103,117	\$94,191	\$110,813
		Associate Professor	9-10 month	17	7	\$116,808	\$106,090	\$124,811
		Professor	9-10 month	29	11	\$147,903	\$154,382	\$181,626
Microbiology Administration	260502	Assistant Professor	9-10 month	5	3	\$101,126	\$91,318	\$107,433
		Associate Professor	9-10 month	2	8	\$116,570	\$110,338	\$129,809
			11-12 month	1	7	\$157,647	\$144,548	\$170,057
		Professor	9-10 month	9	10	\$177,910	\$161,220	\$189,671
			11-12 month	2	14	\$209,446	\$193,586	\$227,749
Molecular Genetics Administration	260802	Assistant Professor	9-10 month	4	1	\$100,224	\$88,953	\$104,650
		Associate Professor	9-10 month	7	9	\$115,656	\$99,313	\$116,839
			11-12 month	1	1	\$170,155	\$144,756	\$170,301
		Professor	9-10 month	17	12	\$148,751	\$129,641	\$152,519
Music	500901	Assistant Professor	9-10 month	4	0	\$73,750	\$70,334	\$82,746
		Associate Professor	9-10 month	14	14	\$90,026	\$84,511	\$99,425
			11-12 month	1	2	\$114,667	\$111,464	\$131,134
		Professor	9-10 month	16	11	\$118,225	\$119,270	\$140,318
Near Eastern and South Asian Languages and Cultures	161199	Assistant Professor	9-10 month	1	0	\$76,000	\$86,229	\$101,446
		Associate Professor	9-10 month	6	11	\$93,740	\$104,256	\$122,654
		Professor	9-10 month	3	10	\$125,779	\$139,526	\$164,149
Office of the Deans	240199	Professor	9-10 month	1	4	\$285,000	\$137,323	\$161,557
Philosophy	380101	Assistant Professor	9-10 month	1	2	\$74,410	\$79,586	\$93,631
		Associate Professor	9-10 month	3	10	\$111,412	\$100,983	\$118,804
		Professor	9-10 month	9	15	\$154,616	\$163,536	\$192,395
Physics Administration	400801	Assistant Professor	9-10 month	5	3	\$101,004	\$94,312	\$110,956
		Associate Professor	9-10 month	9	12	\$114,872	\$107,347	\$126,290
		Professor	9-10 month	37	15	\$166,167	\$158,581	\$186,566
Political Science	451001	Assistant Professor	9-10 month	8	2	\$105,723	\$95,452	\$112,296
		Associate Professor	9-10 month	6	3	\$125,330	\$117,171	\$137,849
		Professor	9-10 month	16	9	\$187,692	\$174,953	\$205,827
Psychology	420101	Assistant Professor	9-10 month	4	1	\$91,186	\$89,217	\$104,962
		Associate Professor	9-10 month	13	7	\$112,243	\$105,647	\$124,290
		Professor	9-10 month	26	13	\$186,659	\$161,367	\$189,843
School of Communication	090101	Assistant Professor	9-10 month	6	2	\$93,577	\$82,370	\$96,906
		Associate Professor	9-10 month	17	8	\$108,583	\$99,255	\$116,770
		Professor	9-10 month	8	10	\$202,725	\$146,436	\$172,278
Slavic and East European Languages and Cultures	160400	Assistant Professor	9-10 month	3	4	\$78,354	\$79,750	\$93,823
		Associate Professor	9-10 month	4	12	\$96,167	\$95,582	\$112,450
		Professor	9-10 month	3	17	\$153,123	\$131,149	\$154,292
Sociology	451101	Assistant Professor	9-10 month	4	1	\$96,850	\$92,084	\$108,334
		Associate Professor	9-10 month	5	11	\$110,111	\$109,279	\$128,564
		Professor	9-10 month	19	7	\$153,045	\$173,706	\$204,360
Spanish and Portuguese	160905	Assistant Professor	9-10 month	5	2	\$76,806	\$75,416	\$88,725
		Associate Professor	9-10 month	8	12	\$95,411	\$87,984	\$103,511
		Professor	9-10 month	10	6	\$113,236	\$129,927	\$152,856
Speech Hearing Science	510202	Assistant Professor	9-10 month	4	2	\$91,641	\$79,449	\$93,469
		Associate Professor	9-10 month	5	6	\$107,288	\$95,436	\$112,278
		Professor	9-10 month	3	6	\$159,912	\$143,635	\$168,982
			11-12 month	1	28	\$243,442	\$202,343	\$238,050
Statistics	270501	Assistant Professor	9-10 month	4	3	\$116,558	\$104,314	\$122,723
		Associate Professor	9-10 month	9	4	\$132,341	\$117,181	\$137,860
		Professor	9-10 month	9	10	\$172,810	\$171,571	\$201,848
The Mershon Center	450902	Professor	9-10 month	5	9	\$175,597	\$190,989	\$224,693
Theatre, Film, and Media Arts	500501	Assistant Professor	9-10 month	3	1	\$75,100	\$71,917	\$84,608
		Associate Professor	9-10 month	7	5	\$89,048	\$88,337	\$103,925
		Professor	9-10 month	6	5	\$111,771	\$132,836	\$156,278
Womens Gender and Sexuality Studies	050207	Assistant Professor	9-10 month	3	2	\$81,036	\$85,233	\$100,274
		Associate Professor	9-10 month	3	7	\$94,952	\$108,389	\$127,516
		Professor	9-10 month	8	7	\$136,011	\$159,659	\$187,834
Biosciences	510602	Assistant Professor	11-12 month	2	4	\$120,899	\$90,755	\$106,770
		Associate Professor	11-12 month	1	3	\$127,484	\$165,458	\$194,656
		Professor	9-10 month	1	28	\$196,596		
			11-12 month	3	17	\$173,828	\$139,067	\$163,608
College Administration	510401	Associate Professor	11-12 month	1	0	\$185,000	\$140,012	\$164,720
		Professor	11-12 month	1	0	\$285,000	\$217,526	\$255,912
Dental Hygiene	510602	Associate Professor	11-12 month	1	8	\$144,200	\$165,458	\$194,656
Endodontics	510506	Associate Professor	11-12 month	1	4	\$144,387	\$155,264	\$182,664
		Professor	11-12 month	2	8	\$203,733	\$211,326	\$248,619
Graduate Prosthodontics	510401	Associate Professor	11-12 month	1	3	\$185,718	\$140,012	\$164,720
Office of Community Education	510401	Associate Professor	11-12 month	1	1	\$175,100	\$140,012	\$164,720
Oral and Maxillofacial Pathology	510401	Assistant Professor	11-12 month	1	0	\$140,000	\$107,806	\$126,830
		Professor	11-12 month	1	21	\$196,673	\$217,526	\$255,912
Oral and Maxillofacial Surgery and Anesthesiology	510507	Associate Professor	11-12 month	1	5	\$216,300	\$155,264	\$182,664

	Orthodontics	510508	Professor	11-12 month	3	4	\$187,873	\$211,326	\$248,619
	Pediatric Dentistry	510509	Assistant Professor	11-12 month	1	5	\$26,600	\$114,309	\$134,481
			Associate Professor	11-12 month	1	1	\$128,899	\$155,264	\$182,664
			Professor	11-12 month	2	11	\$101,074	\$211,326	\$248,619
	Periodontology	510510	Associate Professor	11-12 month	1	0	\$200,000	\$155,264	\$182,664
			Professor	11-12 month	2	16	\$175,614	\$211,326	\$248,619
	Pre-Doctoral Restorative and Prosthetic	510401	Assistant Professor	11-12 month	4	5	\$119,628	\$107,806	\$126,830
			Associate Professor	11-12 month	2	14	\$165,117	\$140,012	\$164,720
			Professor	11-12 month	1	7	\$186,394	\$217,526	\$255,912
	Research Administration	510401	Professor	11-12 month	1	8	\$250,126	\$217,526	\$255,912
Education and Human Ecology	Center on Education and Training for Employment	130101	Professor	9-10 month	1	3	\$164,847	\$148,747	\$174,997
	Crane Center for Early Childhood	130101	Professor	9-10 month	1	16	\$263,589	\$148,747	\$174,997
	Diversity, Inclusion, and Outreach	130101	Professor	9-10 month	1	3	\$183,299	\$148,747	\$174,997
				11-12 month	1	4	\$218,750	\$153,013	\$180,015
	Educational Studies Administration	130101	Assistant Professor	9-10 month	6	2	\$90,664	\$81,244	\$95,581
			Associate Professor	9-10 month	19	10	\$102,112	\$100,375	\$118,089
				11-12 month	1	12	\$136,658	\$112,102	\$131,884
			Professor	9-10 month	28	9	\$160,615	\$148,747	\$174,997
	Human Sciences Administration	190101	Assistant Professor	9-10 month	6	3	\$93,560	\$88,172	\$103,732
			Associate Professor	9-10 month	15	6	\$106,819	\$99,615	\$117,194
				11-12 month	3	4	\$118,761		
			Professor	9-10 month	20	11	\$151,542	\$137,510	\$161,776
				11-12 month	3	9	\$210,649	\$149,657	\$176,067
	Research Administration	130101	Professor	9-10 month	2	9	\$193,494	\$148,747	\$174,997
				11-12 month	1	4	\$179,538	\$153,013	\$180,015
	Teaching and Learning Administration	130101	Assistant Professor	9-10 month	4	3	\$88,741	\$81,244	\$95,581
			Associate Professor	9-10 month	8	5	\$99,837	\$100,375	\$118,089
			Professor	9-10 month	19	8	\$141,314	\$148,747	\$174,997
				11-12 month	2	5	\$189,080	\$153,013	\$180,015
Engineering	Biomedical Engineering	140501	Assistant Professor	9-10 month	2	2	\$107,125	\$101,301	\$119,178
				11-12 month	1	0	\$115,000	\$122,573	\$144,204
			Associate Professor	9-10 month	10	3	\$135,991	\$118,715	\$139,664
				11-12 month	1	2	\$205,000	\$225,743	\$265,581
			Professor	9-10 month	8	7	\$175,870	\$176,477	\$207,620
	Chemical and Biomolecular Engineering	140701	Assistant Professor	9-10 month	3	3	\$105,953	\$103,084	\$121,276
			Associate Professor	9-10 month	5	5	\$126,024	\$118,745	\$139,700
			Professor	9-10 month	17	15	\$207,044	\$180,082	\$211,862
	Civil Environmental and Geodetic Engineering	140801	Assistant Professor	9-10 month	10	4	\$105,297	\$98,852	\$116,297
			Associate Professor	9-10 month	7	3	\$118,915	\$114,899	\$135,175
			Professor	9-10 month	11	8	\$155,551	\$159,078	\$187,151
	College Administration	140101	Professor	11-12 month	2	6	\$234,555	\$232,784	\$273,864
	Computer Science and Engineering	110101	Assistant Professor	9-10 month	13	2	\$125,048	\$113,812	\$133,897
			Associate Professor	9-10 month	15	8	\$142,510	\$130,400	\$153,412
				11-12 month	1	1	\$150,802	\$201,866	\$237,489
			Professor	9-10 month	24	10	\$192,642	\$179,753	\$211,474
				11-12 month	1	1	\$196,524	\$256,778	\$302,092
	Electrical and Computer Engineering	141001	Assistant Professor	9-10 month	7	3	\$112,021	\$107,154	\$126,064
			Associate Professor	9-10 month	9	11	\$123,476	\$116,797	\$137,409
			Professor	9-10 month	33	11	\$185,342	\$171,932	\$202,273
	Engineering Education	140101	Associate Professor	9-10 month	4	1	\$124,764	\$103,727	\$122,032
			Professor	9-10 month	2	4	\$162,856	\$156,287	\$183,867
	Integrated Systems Engineering	143501	Assistant Professor	9-10 month	7	4	\$111,527	\$98,916	\$116,372
			Associate Professor	9-10 month	3	4	\$131,744	\$111,073	\$130,674
			Professor	9-10 month	12	10	\$179,978	\$161,054	\$189,475
	Knowlton School of Architecture Administration	040201	Assistant Professor	9-10 month	11	4	\$86,923	\$78,675	\$92,558
			Associate Professor	9-10 month	18	4	\$104,100	\$95,212	\$112,015
			Professor	9-10 month	12	7	\$142,770	\$132,358	\$155,715
	Materials Science and Engineering	141801	Assistant Professor	9-10 month	10	4	\$105,128	\$107,158	\$126,068
			Associate Professor	9-10 month	9	11	\$129,523	\$117,750	\$138,529
			Professor	9-10 month	18	15	\$206,213	\$191,869	\$225,728
	Mechanical and Aerospace Engineering	141901	Assistant Professor	9-10 month	9	4	\$110,200	\$101,364	\$119,252
			Associate Professor	9-10 month	15	6	\$126,269	\$115,396	\$135,760
			Professor	9-10 month	31	11	\$182,092	\$169,086	\$198,925
				11-12 month	1	3	\$319,655	\$229,326	\$269,795
Food, Agricultural, and Environmental Sciences	Agricultural, Environmental and Development Economics	010103	Assistant Professor	9-10 month	5	2	\$119,679	\$102,415	\$120,488
			Associate Professor	9-10 month	4	2	\$135,852	\$128,683	\$151,392
			Professor	9-10 month	12	11	\$178,853	\$163,259	\$192,069
				11-12 month	2	9	\$242,848	\$203,038	\$238,868
	Agriculture Communication Education and Leadership	131301	Assistant Professor	9-10 month	4	4	\$90,726	\$77,364	\$91,017
			Associate Professor	9-10 month	3	3	\$112,140	\$94,621	\$111,319
				11-12 month	1	25	\$149,618	\$115,913	\$136,369
			Professor	9-10 month	1	14	\$138,247	\$122,476	\$144,090
				11-12 month	3	7	\$171,232	\$159,061	\$187,131
	Animal Sciences	010901	Assistant Professor	9-10 month	9	2	\$95,573	\$84,668	\$99,610
				11-12 month	1	1	\$97,500	\$84,926	\$99,913
			Associate Professor	9-10 month	4	2	\$108,725	\$100,799	\$118,587
			Professor	9-10 month	4	9	\$147,040	\$132,768	\$156,197
				11-12 month	7	14	\$163,033	\$154,308	\$181,539
	Center for Food Animal Health	010801	Assistant Professor	9-10 month	2	0	\$115,000	\$77,947	\$91,702
			Associate Professor	9-10 month	2	1	\$124,974	\$84,907	\$99,891
			Professor	9-10 month	2	4	\$150,237	\$109,674	\$129,028

				11-12 month	2	21	\$240,683	\$120,313	\$141,545
	Center for Lake Erie Area Research	261399	Associate Professor	11-12 month	1	8	\$92,030	\$128,311	\$150,954
	Dean-VP Operating	010101	Professor	11-12 month	3	9	\$264,990	\$203,038	\$238,868
	Entomology	260702	Assistant Professor	9-10 month	5	2	\$90,069	\$83,736	\$98,513
			Associate Professor	9-10 month	2	3	\$107,119	\$100,500	\$118,235
				11-12 month	1	14	\$111,395	\$100,705	\$118,476
			Professor	9-10 month	4	5	\$134,026	\$135,510	\$159,424
				11-12 month	2	15	\$163,438	\$168,846	\$198,642
	Food Science and Technology	011001	Associate Professor	9-10 month	3	4	\$107,597	\$101,380	\$119,270
				11-12 month	1	27	\$96,783		
			Professor	9-10 month	9	11	\$191,966	\$138,203	\$162,592
				11-12 month	6	12	\$170,510	\$170,431	\$200,508
	Food, Agricultural and Biological Engineering	140301	Assistant Professor	9-10 month	6	4	\$117,700	\$90,812	\$106,837
			Associate Professor	11-12 month	1	20	\$132,683	\$163,392	\$192,226
			Professor	9-10 month	10	9	\$151,806	\$138,504	\$162,946
				11-12 month	3	17	\$203,359	\$205,190	\$241,400
	Horticulture and Crop Science	011102	Assistant Professor	9-10 month	11	2	\$94,168	\$83,740	\$98,518
			Associate Professor	9-10 month	7	9	\$102,582	\$99,085	\$116,571
			Professor	9-10 month	8	7	\$137,759	\$129,385	\$152,218
				11-12 month	9	10	\$142,617	\$151,190	\$177,871
	International Programs	010801	Associate Professor	11-12 month	1	14	\$109,273	\$95,356	\$112,183
	Plant Pathology	260305	Assistant Professor	9-10 month	1	2	\$88,268	\$85,633	\$100,745
			Associate Professor	9-10 month	7	4	\$103,876	\$103,629	\$121,916
			Professor	9-10 month	3	11	\$135,031	\$148,788	\$175,045
				11-12 month	1	7	\$181,818	\$185,587	\$218,337
	School of Environment and Natural Resources	030101	Assistant Professor	9-10 month	7	3	\$92,599	\$95,744	\$112,641
			Associate Professor	9-10 month	17	5	\$108,189	\$113,669	\$133,728
				11-12 month	1	22	\$128,277	\$108,777	\$127,973
			Professor	9-10 month	14	9	\$161,400	\$168,209	\$197,893
				11-12 month	1	32	\$146,340	\$161,329	\$189,799
	South Centers Piketon	010801	Associate Professor	11-12 month	2	9	\$123,702	\$95,356	\$112,183
			Professor	11-12 month	1	5	\$123,000	\$120,313	\$141,545
John Glenn Public Affairs	Academic	440401	Assistant Professor	9-10 month	6	3	\$92,268	\$93,445	\$109,936
			Associate Professor	9-10 month	9	6	\$116,339	\$119,762	\$140,896
			Professor	9-10 month	7	5	\$170,070	\$163,777	\$192,678
				11-12 month	2	10	\$214,204	\$153,722	\$180,849
Law	Academic Operations	220101	Assistant Professor	9-10 month	2	1	\$141,803	\$139,648	\$164,292
			Professor	9-10 month	4	2	\$250,098	\$231,934	\$272,864
	Data and Governance	220101	Professor	9-10 month	1	1	\$215,648	\$231,934	\$272,864
	Law Reserve	220101	Assistant Professor	9-10 month	3	3	\$144,611	\$139,648	\$164,292
			Associate Professor	9-10 month	3	3	\$155,238	\$143,510	\$168,836
				11-12 month	1	25	\$246,233		
			Professor	9-10 month	18	17	\$217,215	\$231,934	\$272,864
				11-12 month	3	12	\$254,481	\$184,875	\$217,500
Nursing	College Administration	513801	Assistant Professor	9-10 month	7	1	\$96,282	\$84,520	\$99,435
				11-12 month	9	5	\$126,147	\$108,813	\$128,016
			Associate Professor	9-10 month	2	4	\$122,452	\$106,798	\$125,645
				11-12 month	11	5	\$151,974	\$127,597	\$150,114
			Professor	11-12 month	11	6	\$238,760	\$183,667	\$216,079
Pharmacy	Education and Innovation	512001	Professor	11-12 month	2	15	\$157,870	\$189,510	\$222,952
	Medicinal Chemistry	512004	Assistant Professor	9-10 month	1	7	\$106,056	\$86,514	\$101,781
				11-12 month	1	1	\$124,756	\$111,039	\$130,634
			Associate Professor	9-10 month	3	14	\$115,303	\$101,199	\$119,057
				11-12 month	1	1	\$138,225	\$124,694	\$146,699
			Professor	9-10 month	2	15	\$214,914	\$160,181	\$188,448
				11-12 month	3	3	\$221,300	\$189,510	\$222,952
	Outcomes and Translational Sciences	512001	Assistant Professor	11-12 month	2	2	\$123,274	\$111,039	\$130,634
			Associate Professor	11-12 month	3	1	\$143,069	\$124,694	\$146,699
			Professor	11-12 month	1	0	\$350,000	\$189,510	\$222,952
	Pharmaceutics and Pharmacology	512001	Assistant Professor	11-12 month	3	6	\$124,728	\$111,039	\$130,634
			Associate Professor	9-10 month	1	13	\$107,900	\$101,199	\$119,057
				11-12 month	1	3	\$139,977	\$124,694	\$146,699
			Professor	9-10 month	3	11	\$154,193	\$160,181	\$188,448
				11-12 month	5	7	\$254,944	\$189,510	\$222,952
	Practice and Science	512010	Professor	11-12 month	1	10	\$361,524	\$189,510	\$222,952
Public Health	Center for Health Outcomes, Policy and Evaluation Studies	510702	Professor	9-10 month	1	5	\$179,113	\$152,602	\$179,532
	College Administration	512201	Professor	9-10 month	1	1	\$252,500	\$173,549	\$204,176
				11-12 month	1	3	\$208,793	\$196,828	\$231,562
	Division of Biostatistics	512201	Assistant Professor	9-10 month	3	4	\$94,884	\$96,195	\$113,171
			Associate Professor	9-10 month	3	8	\$117,579	\$113,084	\$133,040
				11-12 month	1	6	\$163,062	\$133,941	\$157,578
			Professor	9-10 month	2	8	\$168,225	\$173,549	\$204,176
				11-12 month	1	8	\$218,425	\$196,828	\$231,562
	Division of Epidemiology	261309	Assistant Professor	9-10 month	2	2	\$93,605	\$93,966	\$110,548
				11-12 month	1	5	\$115,670	\$104,654	\$123,122
			Associate Professor	11-12 month	2	3	\$137,610	\$128,311	\$150,954
			Professor	9-10 month	2	3	\$154,096	\$167,329	\$196,858
				11-12 month	3	16	\$201,898	\$200,006	\$235,302
	Environmental Health Science	512202	Assistant Professor	9-10 month	4	3	\$94,088	\$96,195	\$113,171
			Associate Professor	9-10 month	4	2	\$112,046	\$113,084	\$133,040
			Professor	9-10 month	2	4	\$168,557	\$173,549	\$204,176

	Health Behavior and Health Promotion	512207	Assistant Professor	11-12 month	1	8	\$266,873	\$196,828	\$231,562		
				9-10 month	4	4	\$96,799	\$96,195	\$113,171		
				11-12 month	1	2	\$112,750	\$110,169	\$129,610		
			Associate Professor	9-10 month	1	1	\$102,591	\$113,084	\$133,040		
				Professor	9-10 month	2	6	\$163,713	\$173,549	\$204,176	
				11-12 month	1	3	\$205,000	\$196,828	\$231,562		
			Health Services Management and Policy	510702	Assistant Professor	9-10 month	2	4	\$94,148	\$88,859	\$104,540
					Associate Professor	9-10 month	5	7	\$109,916	\$99,578	\$117,151
						11-12 month	1	1	\$135,697	\$135,910	\$159,894
					Professor	9-10 month	2	3	\$160,007	\$152,602	\$179,532
	11-12 month	1				2	\$265,200	\$211,096	\$248,348		
	Social Work	Faculty Affairs	440701	Assistant Professor	9-10 month	11	2	\$103,545	\$90,378	\$106,327	
				Associate Professor	9-10 month	17	11	\$121,227	\$106,315	\$125,076	
				Professor	9-10 month	5	10	\$176,230	\$160,404	\$188,710	
					11-12 month	3	4	\$219,111	\$245,524	\$288,852	

ANNEX 3

College	Cost Center	CIP Code	Academic Rank	Appointment Length	Faculty Count	Avg. Time In Rank at Ohio State	Avg. Total Base Pay (Fte 100)
Business	Accounting and Management Information Systems	520301	Assistant Professor	9-10 month	7	3	\$248,542
			Associate Professor	9-10 month	4	10	\$243,761
			Professor	9-10 month	9	12	\$324,389
	Finance	520801	Assistant Professor	9-10 month	8	3	\$261,929
			Associate Professor	9-10 month	4	12	\$246,160
			Professor	9-10 month	9	15	\$412,604
	Management and Human Resources	521001	Assistant Professor	9-10 month	7	4	\$183,173
			Associate Professor	9-10 month	2	7	\$231,066
			Professor	9-10 month	13	9	\$286,089
	Marketing and Logistics	520203	Assistant Professor	9-10 month	8	4	\$174,812
			Associate Professor	9-10 month	4	5	\$217,979
			Professor	9-10 month	6	10	\$282,568
	Office of Leadership	529999	Professor	9-10 month	1	6	\$269,570
	Operations and Business Analytics	520205	Assistant Professor	9-10 month	5	4	\$191,221
			Associate Professor	9-10 month	1	2	\$203,986
			Professor	9-10 month	6	15	\$257,810
Dentistry	Biosciences	510602	Assistant Professor	11-12 month	2	4	\$120,899
			Associate Professor	11-12 month	1	3	\$127,484
			Professor	9-10 month	1	28	\$196,596
				11-12 month	3	17	\$173,828
	College Administration	510401	Associate Professor	11-12 month	1	0	\$185,000
			Professor	11-12 month	1	0	\$285,000
	Dental Hygiene	510602	Associate Professor	11-12 month	1	8	\$144,200
	Endodontics	510506	Associate Professor	11-12 month	1	4	\$144,387
			Professor	11-12 month	2	8	\$203,733
	Graduate Prosthodontics	510401	Associate Professor	11-12 month	1	3	\$185,718
	Office of Community Education	510401	Associate Professor	11-12 month	1	1	\$175,100
	Oral and Maxillofacial Pathology	510401	Assistant Professor	11-12 month	1	0	\$140,000
			Professor	11-12 month	1	21	\$196,673
	Oral and Maxillofacial Surgery and Anesthesiology	510507	Associate Professor	11-12 month	1	5	\$216,300
	Orthodontics	510508	Professor	11-12 month	3	4	\$187,873
	Pediatric Dentistry	510509	Assistant Professor	11-12 month	1	5	\$26,600
			Associate Professor	11-12 month	1	1	\$128,899
			Professor	11-12 month	2	11	\$101,074
	Periodontology	510510	Associate Professor	11-12 month	1	0	\$200,000
			Professor	11-12 month	2	16	\$175,614
	Pre-Doctoral Restorative and Prosthetic	510401	Assistant Professor	11-12 month	4	5	\$119,628
			Associate Professor	11-12 month	2	14	\$165,117
			Professor	11-12 month	1	7	\$186,394
	Research Administration	510401	Professor	11-12 month	1	8	\$250,126
Medicine CCH6	Biomedical Education and Anatomy-Administration	260403	Associate Professor	11-12 month	1	13	\$137,170
	BMEA Division of Bioethics	513201	Assistant Professor	11-12 month	3	2	\$106,658
			Associate Professor	11-12 month	1	11	\$483,884
	BMEA-Division of Anatomy	260403	Associate Professor	11-12 month	1	5	\$149,405
			Professor	11-12 month	1	10	\$223,110
	College Administration	511201	Professor	11-12 month	3	10	\$481,471
	Health and Rehabilitation Sciences	512300	Assistant Professor	11-12 month	5	4	\$103,198
			Associate Professor	11-12 month	9	5	\$133,471
			Professor	11-12 month	11	4	\$178,426
	Health and Rehabilitation Sciences - Health Sciences	512300	Associate Professor	11-12 month	1	1	\$125,355
	Health and Rehabilitation Sciences Occupational Therapy	512306	Assistant Professor	11-12 month	2	2	\$104,411
	Health and Rehabilitation Sciences Physical Therapy	512308	Professor	11-12 month	1	4	\$160,126
	Health and Rehabilitation Sciences Radiologic Therapy and Science	510907	Assistant Professor	11-12 month	1	0	\$100,000
	School Biomed Sci - Biomedical Informatics	261103	Assistant Professor	11-12 month	5	3	\$130,456
			Associate Professor	11-12 month	4	2	\$173,935
			Professor	11-12 month	8	5	\$252,657
	School Biomedical Sciences Biological Chemistry and Pharmacology	261001	Assistant Professor	11-12 month	6	5	\$113,960
			Associate Professor	11-12 month	6	14	\$133,251
			Professor	9-10 month	3	9	\$160,010
				11-12 month	6	15	\$221,110
	School Biomedical Sciences Cancer Biology and Genetics	260911	Assistant Professor	11-12 month	3	5	\$132,775
			Associate Professor	9-10 month	1	4	\$136,477
				11-12 month	3	3	\$172,500
			Professor	9-10 month	1	32	\$118,873
				11-12 month	7	9	\$362,181
	School Biomedical Sciences Microbial Infection and Immunity	260508	Assistant Professor	9-10 month	1	6	\$113,307
				11-12 month	11	3	\$117,917
			Associate Professor	11-12 month	5	6	\$144,574
			Professor	11-12 month	9	6	\$210,403

	School Biomedical Sciences Molecular Medicine and Therapeutics	261401	Associate Professor	11-12 month	1	0	\$160,000
			Professor	11-12 month	1	16	\$370,800
	School Biomedical Sciences Neuroscience	261501	Assistant Professor	11-12 month	13	4	\$124,215
			Associate Professor	11-12 month	5	10	\$143,252
			Professor	11-12 month	11	12	\$215,949
	School Biomedicine Science Physiology and Cell Biology	260901	Assistant Professor	11-12 month	8	3	\$117,722
			Associate Professor	11-12 month	5	6	\$143,382
			Professor	11-12 month	12	7	\$221,136
Optometry CCH6	Academics	511701	Assistant Professor	11-12 month	3	3	\$120,739
			Associate Professor	11-12 month	9	7	\$139,359
			Professor	11-12 month	9	10	\$185,375
Veterinary Medicine CCH6	Ohio Department of Education State Funding	018001	Assistant Professor	11-12 month	2	1	\$134,669
	Veterinary Biosciences	018001	Assistant Professor	9-10 month	6	2	\$110,709
				11-12 month	1	7	\$119,355
			Associate Professor	9-10 month	1	1	\$119,786
				11-12 month	1	27	\$151,887
			Professor	9-10 month	5	11	\$181,397
				11-12 month	5	15	\$200,851
	Veterinary Clinical Sciences	018001	Assistant Professor	11-12 month	2	3	\$176,005
			Associate Professor	11-12 month	11	7	\$170,967
			Professor	11-12 month	9	6	\$188,986
	Veterinary Preventive Medicine	018001	Assistant Professor	9-10 month	1	4	\$107,309
				11-12 month	3	4	\$120,170
			Associate Professor	11-12 month	3	4	\$134,723
			Professor	9-10 month	1	3	\$134,492
				11-12 month	5	9	\$178,790

ANNEX 4

FY24 Faculty Compensation with AAUDE Benchmark Data

(current tool shared with FCBC and ready for colleges)

Cost Center Hier	Academic Rank	Average Full-time Salaries	Primary Benchmark Group Average	# of Faculty Below Average Benchmark	Cost to Close Gap to Average	85% of Primary Benchmark Group Average	# of Faculty Below 85% of Average Benchmark	Cost to Close Gap to 85%
Arts and Sciences	Assistant Professor	\$92,749	\$102,026	134	1,313,860	\$86,722	26	\$95,119
	Associate Professor	\$105,957	\$118,701	259	3,794,107	\$100,896	97	\$617,351
	Professor	\$158,288	\$182,251	349	13,112,082	\$154,914	261	\$4,960,137
	Total	\$130,042	\$147,909	742	18,220,049	\$125,723	384	\$5,672,607
Dentistry	Assistant Professor	\$110,864	\$122,772	5	136,691	\$104,356	1	\$87,709
	Associate Professor	\$167,029	\$176,688	5	250,156	\$150,185	5	\$112,252
	Professor	\$185,925	\$234,503	12	847,653	\$199,327	9	\$476,626
	Total	\$163,471	\$190,794	22	1,234,499	\$162,175	15	\$676,587
Education and Human Ecology	Assistant Professor	\$91,269	\$98,637	16	117,889	\$83,842	0	\$0
	Associate Professor	\$105,088	\$118,097	38	558,658	\$100,383	16	\$67,227
	Professor	\$159,749	\$171,945	53	1,547,301	\$146,153	33	\$383,814
	Total	\$134,145	\$146,667	107	2,223,848	\$124,667	49	\$451,041
Engineering	Assistant Professor	\$108,079	\$119,167	64	720,710	\$101,292	13	\$31,400
	Associate Professor	\$125,521	\$135,378	78	943,334	\$115,071	12	\$45,142
	Professor	\$185,683	\$203,449	131	4,371,216	\$172,932	94	\$1,066,075
	Total	\$152,231	\$166,351	273	6,035,260	\$141,398	119	\$1,142,617
Food, Agricultural, and Environmental Sciences	Assistant Professor	\$99,565	\$102,996	35	304,396	\$87,547	5	\$34,554
	Associate Professor	\$109,383	\$126,549	49	941,706	\$107,566	27	\$189,516
	Professor	\$163,609	\$180,937	80	2,545,856	\$153,797	47	\$880,467
	Total	\$134,086	\$148,030	164	3,791,958	\$125,825	79	\$1,104,537
John Glenn Public Affairs	Assistant Professor	\$92,268	\$109,936	6	106,004	\$93,445	4	\$9,185
	Associate Professor	\$116,339	\$140,896	9	202,349	\$119,762	7	\$49,741
	Professor	\$179,878	\$190,050	6	157,572	\$161,542	3	\$14,090
	Total	\$134,148	\$151,589	21	465,925	\$128,850	14	\$73,016

Cost Center Hier	Academic Rank	Average Full-time Salaries	Primary Benchmark Group Average	# of Faculty Below Average Benchmark	Cost to Close Gap to Average	85% of Primary Benchmark Group Average	# of Faculty Below 85% of Average Benchmark	Cost to Close Gap to 85%
Law	Assistant Professor	\$143,488	\$164,292	5	104,023	\$139,648	0	\$0
	Associate Professor	\$177,987	\$168,836	3	35,542	\$143,510	0	\$0
	Professor	\$226,514	\$266,476	21	938,378	\$226,504	12	\$334,384
	Total	\$209,107	\$242,833	29	1,077,943	\$206,408	12	\$334,384
Nursing	Assistant Professor	\$113,081	\$115,512	12	58,783	\$98,185	0	\$0
	Associate Professor	\$147,432	\$146,350	6	44,007	\$124,397	0	\$0
	Professor	\$238,760	\$216,079	4	105,165	\$183,667	1	\$2,455
	Total	\$158,807	\$153,190	22	207,955	\$130,212	1	\$2,455
Pharmacy	Assistant Professor	\$121,649	\$126,512	6	38,317	\$107,535	0	\$0
	Associate Professor	\$129,024	\$134,414	7	59,245	\$114,252	0	\$0
	Professor	\$226,958	\$212,804	10	364,378	\$180,883	5	\$107,233
	Total	\$177,911	\$173,121	23	461,940	\$147,153	5	\$107,233
Public Health	Assistant Professor	\$97,184	\$113,399	17	268,036	\$96,390	9	\$18,375
	Associate Professor	\$119,239	\$133,497	16	222,257	\$113,473	5	\$22,434
	Professor	\$191,540	\$212,102	16	497,317	\$180,287	10	\$87,239
	Total	\$139,074	\$156,283	49	987,610	\$132,841	24	\$128,048
Social Work	Assistant Professor	\$103,545	\$106,327	9	32,111	\$90,378	0	\$0
	Associate Professor	\$121,227	\$125,076	15	144,147	\$106,315	2	\$12,630
	Professor	\$192,310	\$226,263	7	290,063	\$192,324	4	\$84,642
	Total	\$131,621	\$141,833	31	466,321	\$120,558	6	\$97,272
Grand Total	Total	\$138,759	\$154,463	1,470	35,173,308	\$131,293	705	\$9,789,798

*OSU Compensation Data is as of 1/31/24 (includes January 2024 adjustments). AAUDE benchmark is data reported for Autumn, 2023.

**Medicine, Optometry, Dentistry, Vet Med and Business are excluded because they have other, more accurate benchmarking tools outside of AAUDE.

ANNEX 5

FY25 Faculty Compensation with Predicted AAUDE Benchmark Data*

Cost Center Hier	Academic Rank	Average Full-time Salaries	Primary Benchmark Group Average with 4% Inflation	# of Faculty Below Average Benchmark with 4% Inflation	Cost to Close Gap to Average with 4% Inflation	85% of Primary Benchmark Group Average with 4% Inflation	# of Faculty Below 85% of Average Benchmark with 4% Inflation	Cost to Close Gap to 85% with 4% Inflation
Arts and Sciences	Assistant Professor	\$94,906	\$106,089	156	\$1,791,396	\$90,176	40	\$224,487
	Associate Professor	\$109,599	\$124,043	235	\$3,955,135	\$105,436	98	\$734,418
	Professor	\$161,075	\$189,059	372	\$15,508,234	\$160,700	288	\$6,302,032
	Total	\$133,130	\$153,941	763	\$21,254,764	\$130,850	426	\$7,260,936
Dentistry	Assistant Professor	\$110,835	\$125,764	4	\$232,153	\$106,899	2	\$186,163
	Associate Professor	\$173,480	\$184,448	5	\$204,597	\$156,781	3	\$75,570
	Professor	\$210,210	\$242,904	11	\$535,929	\$206,468	7	\$213,867
	Total	\$170,663	\$191,057	20	\$972,679	\$162,398	12	\$475,600
Education and Human Ecology	Assistant Professor	\$94,186	\$101,523	16	\$129,672	\$86,295	0	\$0
	Associate Professor	\$107,724	\$122,449	38	\$598,989	\$104,082	16	\$75,398
	Professor	\$164,477	\$178,953	54	\$1,717,782	\$152,110	35	\$477,515
	Total	\$136,924	\$151,603	108	\$2,446,443	\$128,862	51	\$552,913
Engineering	Assistant Professor	\$111,667	\$124,561	66	\$839,524	\$105,876	14	\$39,244
	Associate Professor	\$128,028	\$139,735	83	\$1,140,927	\$118,775	18	\$77,470
	Professor	\$192,068	\$212,376	136	\$4,892,761	\$180,520	96	\$1,327,549
	Total	\$156,651	\$172,924	285	\$6,873,211	\$146,986	128	\$1,444,263
Food, Agricultural, and Environmental Sciences	Assistant Professor	\$101,650	\$107,495	37	\$346,297	\$91,370	4	\$34,492
	Associate Professor	\$116,818	\$131,041	50	\$941,269	\$111,385	24	\$181,571
	Professor	\$169,266	\$187,942	80	\$2,607,594	\$159,750	44	\$875,911
	Total	\$139,008	\$153,461	167	\$3,895,161	\$130,442	72	\$1,091,975
John Glenn Public Affairs	Assistant Professor	\$94,170	\$114,333	4	\$80,655	\$97,183	4	\$12,055
	Associate Professor	\$118,943	\$146,532	9	\$219,074	\$124,552	7	\$65,598
	Professor	\$178,734	\$197,652	7	\$227,531	\$168,004	4	\$45,273
	Total	\$138,899	\$161,590	20	\$527,260	\$137,352	15	\$122,926

Cost Center Hier	Academic Rank	Average Full-Time Salaries	Avg. Primary Benchmark Group Average with 4% Inflation	# of Faculty Below Average Benchmark with 4% Inflation	Gap to Average with 4% Inflation	Avg. 85% of Primary Benchmark Group Average with 4% Inflation	# of Faculty Below 85% of Average Benchmark with 4% Inflation	Gap to 85% with 4% Inflation
Law	Assistant Professor	\$147,299	\$170,864	3	\$70,695	\$145,234	0	\$0
	Associate Professor	\$175,210	\$175,589	5	\$74,948	\$149,251	0	\$0
	Professor	\$229,445	\$281,564	23	\$1,198,990	\$239,329	15	\$461,910
	Total	\$213,107	\$256,212	31	\$1,344,633	\$217,780	15	\$461,910
Nursing	Assistant Professor	\$115,237	\$118,274	11	\$56,872	\$100,533	0	\$0
	Associate Professor	\$151,784	\$151,878	6	\$49,533	\$129,096	0	\$0
	Professor	\$234,413	\$221,196	5	\$157,911	\$188,016	2	\$14,495
	Total	\$162,521	\$159,771	22	\$264,316	\$135,805	2	\$14,495
Pharmacy	Assistant Professor	\$122,586	\$135,859	4	\$53,094	\$115,480	0	\$0
	Associate Professor	\$135,801	\$141,510	9	\$83,077	\$120,284	0	\$0
	Professor	\$239,863	\$220,657	9	\$280,626	\$187,558	4	\$52,204
	Total	\$184,654	\$179,199	22	\$416,798	\$152,319	4	\$52,204
Public Health	Assistant Professor	\$99,942	\$118,341	16	\$287,866	\$100,590	12	\$36,588
	Associate Professor	\$120,559	\$138,811	17	\$306,116	\$117,989	7	\$62,890
	Professor	\$202,314	\$224,420	19	\$506,568	\$190,757	9	\$88,463
	Total	\$146,787	\$166,595	52	\$1,100,550	\$141,605	28	\$187,940
Social Work	Assistant Professor	\$106,159	\$110,580	10	\$43,822	\$93,993	0	\$0
	Associate Professor	\$126,079	\$130,079	15	\$147,573	\$110,568	1	\$9,068
	Professor	\$197,051	\$240,893	7	\$306,899	\$204,759	4	\$89,801
	Total	\$134,832	\$147,159	32	\$498,294	\$125,085	5	\$98,868
Grand Total		\$142,534	\$160,657	1,505	\$39,594,109	\$136,559	756	\$11,764,031

*OSU Salaries are from 9/30/2024 while benchmarks are from Autumn, 2023. The benchmark data is inflated by 4% as an estimate for what the Autumn, 2024 benchmark data will be.

**Medicine, Optometry, Dentistry, and Business are excluded because they have other, more accurate benchmarking tools outside of AAUDE.

ANNEX 6

Equity-Minded Faculty Workload Tool

How to use this tool

The equivalency matrix below allows TIUs to identify common activities in teaching, research/creative activities, and service categories that are relevant to their unit and field of study, and assign them intensity categories (low, medium, or high). The intensity category is based on the amount of faculty effort associated with performing these activities. This tool is adjustable to each unit and is meant to design a faculty workload “map” that could assist in considering equitable faculty assignments while providing flexibility across the diverse faculty engagement categories.

With such unit specific tool, a chair/director could then assign workload to their faculty by understanding the intensity (time and work needed to be performed) for the three major categories of assignment (teaching, scholarship/creative activities, and service). One very high intensity in one area may mean an offset with lower intensity in another area. For example, leading the curricular change for a new program may mean a reduction in teaching.

Expected Time Commitment and Effort	Individual	Department/College	University/Organizations
High (3)			
Medium (2)			
Low (1)			

The three filled matrices below (teaching, research/creative activities, and service) are not meant to be exhaustive, and only provided as examples of what a filled table could look like. TIUs interested in using such a tool can start from the empty table above or use and adapt examples below as relevant to their field or subfields.

Table 1. Teaching Contribution Matrix.

In this matrix, each departmental, college, and institutional service committee is assigned an intensity category (low, medium, or high) based on the amount of effort (time commitment and effort of the activity) of different levels of teaching/instruction activities. This type of matrix helps TIUs understand the total teaching contributions of each faculty member while considering the differences in effort required for different kinds of teaching/instruction work. Equivalencies can be obtained by mixing # of activities and level of intensity. The matrix below contains examples of high, medium, and low intensity activities, will vary by TIU, and is not meant to be prescriptive.

Expected Time Commitment and Effort	Individual	Department/College	University/Organizations
High (3)	High contact hour classes (large enrollment; multiple laboratories)	Program Accreditation/Assessment Tracking	Continuing Education Programming
	High Effort Experience (Studio, capstone, practicum)	Graduate Advising (PhD, MS)	Online Education Program Design
	Graduate/Professional course	Programmatic Curriculum (re)Design	Workforce Development Programming
	New Course Development + Teaching	Management of Professional Education Clinics	Large-scale extension program
Medium (2)	Course coordination (mentoring/teaching of other course instructors)	Undergraduate Research Mentoring	Student success initiatives (HHMI grant, STEM gateway courses)
	Medium size classes	GE and other University level Coursework	Study Abroad
	DITL Certification	Evaluations of medical and health professions students, residents, and fellows	Community-based workshops
Low (1)	Small size classes	Graduate Colloquium/Seminar	Digital Education Media/Textbooks
	Co-Teaching	Directing TAs	Contributions to DITL Workshops
	1-2 laboratory section	Graduate Committee Membership	u-credentialing

Table 2. Research/Creative Activities Matrix.

In this matrix, each departmental, college, and institutional research/creative activities is assigned an intensity category (low, medium, or high) based on the amount of effort (time commitment and effort of the activity) of different levels of research/creative activities. This type of matrix helps TIUs understand the total contributions to research/creative activities of each faculty member while considering the differences in effort required for different kinds of research/creative activities work. Equivalencies can be obtained by mixing # of activities and level of intensity.

Expected Time Commitment and Effort	Individual	Department/College	University/Organizations
High (3)	1st (or in some cases senior) author Publication in high Effort venue (peer reviewed journal, highly selective refereed conference, top press)	PI on large collaborative team-based research grant	Keynote speaker at symposium/conference
	Installation/Show in top venue	College Distinguished Professor	Prestigious/Highly Prestigious Award University Distinguished Professor
	Patent/License of Invention Disclosure	Lead on Community-Engaged Research Project	Leadership on governmental panel
	PI or MPI on National Grant or National Foundation	Lead on Clinical Trial	Lead scientist on national Research Center/Grant
Medium (2)	1st author/senior author Publication in medium Effort venue (peer reviewed journal, selective refereed conference, academic press)	Center/Institute Director	Invited speaker at symposium/conference
	Regional installation/show	Tech Commercialization	Professional organization award (Fellow)
	Co-I on National Grant	Contributor on large collaborative team-based research	Reviewer of National Lab or research organization
	Collaborative contribution to publication	Mentoring and placement of post-doctoral scholars	Testimony on scholarship expertise to bodies of Congress
Low (1)	Publication in medium Effort venue (peer reviewed journal, editor)	Invited departmental seminar speaker	Scholarship of Teaching and Learning (SoTL)
	Member of grant (Federal or Foundation)	Active member of interdisciplinary clusters/research groups	White Papers showing to have influenced policy or practice
	Local funding (college, university, local group)	Lead of departmental undergraduate research initiative	Consultation activity with industry, professional discipline research development, other universities, or government

Table 3. Committee Service Matrix.

In this matrix, each departmental, college, and institutional service committee is assigned an intensity category (low, medium, or high) based on the amount of effort (time commitment and effort of the activity) of different levels of service activities. This type of matrix helps TIUs understand the total service contributions of each faculty member while considering the differences in effort required for different kinds of service work. Equivalencies can be obtained by mixing # of activities and level of intensity.

Expected Time Commitment and Effort	Department	College	University	Profession
High (3)	Promotion & Tenure	Director or Assoc. Dean Search	University Promotion and Tenure Committee	Editor for high Effort journal
	Graduate Admissions	Accreditation Review	Search Committee for Provost or Dean	Leadership position in Professional Organization
	Faculty Search	DEIJ Committee Chair	Provost/Senate task force or temporary ad-hoc task force	Judge on art council
	Chair Search	College Committee Chair	Review of Executive-level Administrator	Leadership on external Board(s)
Medium (2)	Undergraduate Recruitment	College Promotion and Tenure Committee	Chair of a Senate Committee	Associate Editor for high Effort journal
	Staff Search	Facilities Committee	Standing Campus Committee (Research Council, Sustainability Council, IRB Committee, etc.)	External reviewer for P&T
	Priorities/Strategic Planning	Awards Selection Committee	Faculty Board for General Education	Membership on external Board(s)
Low (1)	Technology Committee	College Administrative Council	Campus Senate	Reviews for grants, prizes, publications
	IRB Committee	Committee membership	Senate Committee or Council	Membership on Professional Organization Committee
	Judge on undergraduate research colloquium	College representative on senate	Graduate Council	Governance of regional chapter of professional organization

ANNEX 7

Faculty Council October 17, 2024

Faculty Compensation and Benefits Committee

Marco Coutinho da Silva, Chair

FCBC Faculty Membership: Chris Zoller (Vice-Chair); Stephanie Seveau (Past-Chair); John Opfer; Desheng Liu; Jan Lang; Elizabeth Hewitt; Mary Breckenridge; Karen Beard; Laxmi Mehta, Whitney Mantonya; Aina Appova; Evelyn Freeman (Retiree, Presidential). Patrick Louchouarn (Provost / Designee) and Katie Hall (VP OHR / Designee)

Spring 2023- Total Faculty Compensation Philosophy

Components of the Total Compensation Program

- **Base salary** ranges will be determined for faculty based on their position, responsibilities, experience, specialized knowledge, skills, and accomplishments. Base salaries for faculty will be targeted to be at least 85% of the market rate paid to similarly situated employees of academic peers

TT Faculty salary adjustments made in January 2024

- Each TT faculty salary was compared to 85% of corresponding market average (based on discipline and rank).
- Deans with department chairs and/or associate deans for faculty affairs adjusted salaries of faculty paid below 85% of market, case-by-case based on the time in rank and performance. If the decision was to not adjust the salary to at least 85% of market, deans were asked to provide justification (e.g., time in rank, performance, etc).
- Adjustments in base salaries were made for January 2024 paycheck. Funding from salary adjustments from colleges/units.

Adjustments January 2024	Rank	# of faculty below 85% of market	# of faculty below 85% of market who received an adjustment	# Faculty at or above 85% of market after adjustments	Primary reason not to close gap		
					Time in Rank	Performance	Other *
Total University	Assistant	19 (4%)	6 (32%)	4 (1%)			
	Associate	68 (16%)	34 (50%)	11 (3%)			
	Professor	351 (80%)	240 (68%)	71 (16%)			
		438	280 (64%)	86 (20%)	177 (41%)	120 (28%)	46 (11%)

* "Other" reasons include planned retirements and wrong benchmark used (e.g., 9-month vs. 12-month, clinical vs. basic science).

FCBC Current Priorities

- Plan for Future Compensation Adjustments (What should be the target? 100%, 110% etc.)
 - Market analysis is currently being conducted by OSU using the same benchmark Universities
 - Data will be shared with Deans by the end of Fall 2024
 - Similar process and compensation philosophy (i.e. 85% of benchmark)
 - Deans can make budget plans in Spring and adjustments in the Fall 2025
 - Transparency:

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 - Similar process and compensation philosophy (i.e. 85% of benchmark)
 - Deans can make budget plans in Spring and adjustments in the Fall 2025
- Plan for faculty in regional campus? Plan for Clinical and Associated Faculty adjustments?
 - FCBC recommendation is that compensation for faculty in regional campus should be adjusted similarly to Columbus faculty. Some disagreement with leadership.
 - Very few Institutions with a similar regional campus setup. Difficult to make reliable comparisons.
 - Alternate approach: compensation adjustments to create parity across faculty in regional campus.
 - Clinical and Associate Faculty: biggest challenge is to compare “apple to apples”, since faculty in these rankings can have very different responsibilities within OSU and benchmark institutions.
 - Alternate approach: obtain data from Professional societies for specific Colleges.

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 - Alternate approach: obtain data from Professional societies for specific Colleges.
- **Use benchmark AMCP rate to minimize salary compression (bAMCP = 4% in 2022)**
 - OSU AMCP rate is determined in consultation with Business, Finance and Provost
 - Rate is aligned with OSU’s priorities and sustainability (i.e. what we can afford)
 - 2024 AMCP = 3.5%
 - Market adjustments should be done outside AMCP pool

ANNEX 8



THE OHIO STATE UNIVERSITY
HEALTH PLAN

The Ohio State University Health Plan 2023 Results and 2024 Update

Faculty Compensation and Benefits Committee
January 15, 2025

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2023 Trend Summary

Health Benefit Spend/Per Member Per Year (PMPY) – Incurred			
	2022	2023	% Change
Net Pay Medical	\$321,122,883	\$350,382,521	9.1%
Net Pay Rx	\$114,718,639	\$143,466,217	25.1%
Net Pay Medical and Rx	\$435,841,522	\$493,848,738	13.3%
Net Pay PMPY Medical	\$4,715	\$5,000	6.1%
Net Pay PMPY Rx	\$1,684	\$2,047	21.6%
Net Pay PMPY Medical and Rx Adjusted	\$6,399	\$7,048	10.1%
Adjusted PMPY with Rx Rebates	\$6,175	\$6,507	5.4%
Out of Pocket Total <i>(Member Responsibility)</i>	\$832	\$932	12.0%
Allowed PMPY – Total Plan and Member Obligation	\$7,423	\$8,191	10.3%
Net Pay Per Employee Per Year (PEPY) Medical & Rx	\$14,078	\$15,408	9.4%
Members Avg	68,107	70,070	2.9%

- Medical trend primarily due to increases in outpatient services costs as well as hospital and provider contracted rate increases
- Pharmacy PMPY trend increases impacted by both non-specialty and specialty in treatment of weight management, diabetes and inflammatory conditions, respectively. Improved rebate guarantee with our Pharmacy Benefit Manager positively impacted trend.
- National Benchmark trend is 5.2%. OSUHP trend excluding weight management drugs would be lower than benchmark.

Measure	Definition
Adjusted PMPY with Rx Rebates	Per member per year costs (PMPY) are based on the sum of all medical/pharmacy costs, including 90 day runout and IBNR (incurred but not reported) factors as well as any value-based payments, capitated payments and other adjustments divided by the number of members with medical coverage. It is the sum of Net Pay PMPY for medical claims and Net Pay PMPY for pharmacy claims. Includes pharmacy rebates.
Incurred Data	Incurred data is based on the service date of the claim and typically includes 3 months of claims lag.
Paid Data	Paid data reflects claims paid in a given month, irrespective of the date of service.
Net Pay	Total amount paid by Health Plan for medical and Pharmacy Benefit Management (PBM)(RX) dollars. Does not include member cost share.
Allowed	Total amount allowed by Health Plan for medical and PBM (RX) dollars. Includes payments and cost sharing by member as well as any third party payers.



High-Cost Members >\$100,000

High-cost members increased 7.2%, high-cost spend was not a key driver of overall trend

	2021	2022	2023	% Change
Patients	569	629	674	7.2%
Net Pay Med	95,852,631	\$102,759,483	\$112,135,298	9.1%
Net Pay Rx	30,794,826	\$35,206,065	\$42,509,452	20.7%
Net Pay Med and Rx	\$126,647,458	\$137,965,549	\$154,644,750	12.1%
% of Total Net Payments	30.3%	31.7%	31.3%	-1.1%
High-Cost Children	109	105	99	-5.7%
Admits	327	345	340	-1.4%

Top Eight Episode Conditions

Condition	# Patients*	Plan Cost
Cancer	240	\$35,706,900
Neonatal	56	\$10,539,460
Cardio	254	\$8,024,508
Neurological	160	\$7,261,298
Musculoskeletal	369	\$6,892,931
Renal Urinary	140	\$4,307,488
Hemopoietic	91	\$4,286,446
Gastro	219	\$4,249,642
Total	674	\$154,644,750

*Members are counted in more than one condition

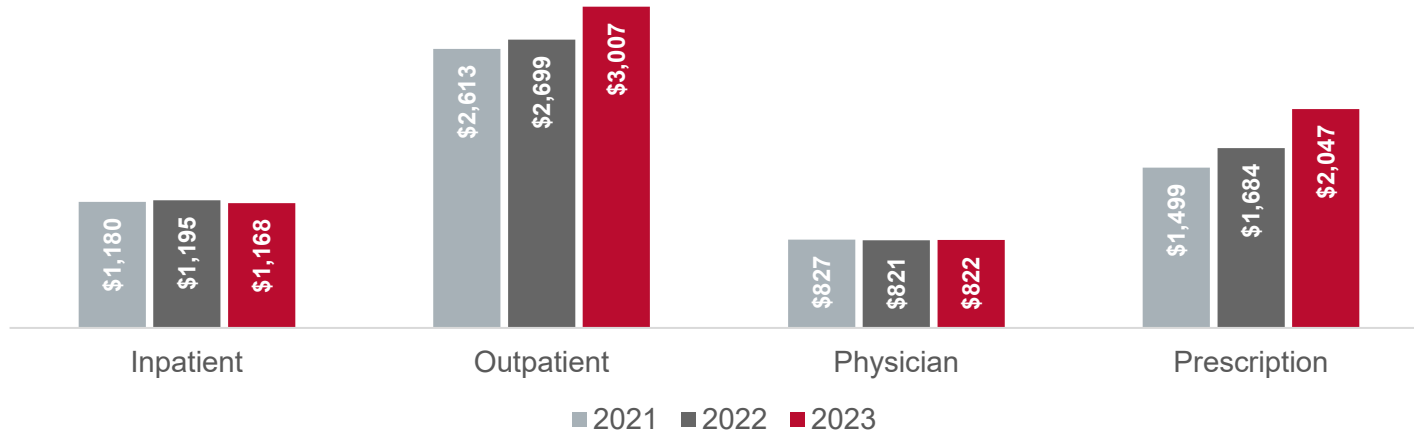
- High-cost spend was not a key driver of overall trend
- Cancer episode costs were down (10%) for 2023 but neonatal episodes were more costly (55.5%)
- Musculoskeletal & Renal have replaced Respiratory & Neurological in repeat high-cost members
- Third party audit savings of \$1,685,578



Spend by Service Category

Increases in outpatient and prescription drug with inpatient and physician services remaining flat or decreasing

PMPY by Service Category

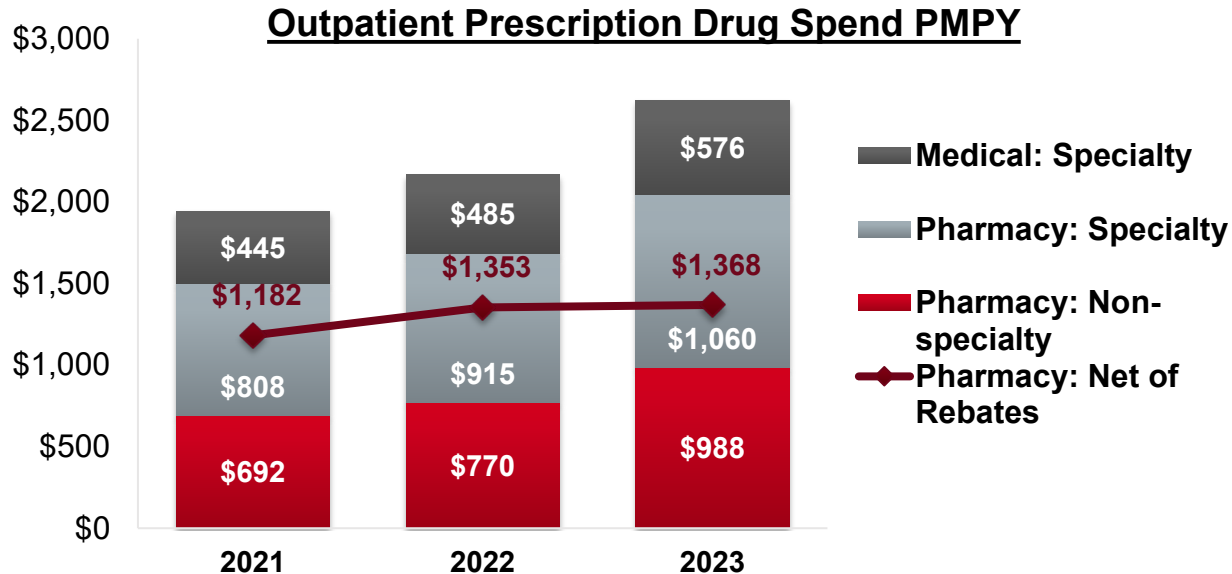


- While patients/1000 decreased, PMPY & Net Pay increased for OP services due to case mix with increase in preventive care, colonoscopies, and behavioral health services. Specialty drugs recorded in the medical benefit are also driving the increase in the OP service category.



Outpatient Prescription Drug Spend

Prescription drug PMPY trend increase of 21.6% driven by GLP-1s for weight management



- Prescription drug benefit PMPY trend is 21.6%, of which specialty drug is 15.9% and non-specialty is 25.3%
- Primary driver of non-specialty drug trend is GLP-1s for weight management, with a plan cost of \$11.5M for 2023



Outpatient Prescription Drug Spend

Description	Overall	Non-Specialty	Specialty
Total	21.6%	25.3%	15.9%
Utilization*	4.2%	4.2%	4.0%
Member Cost Share	2.3%	4.3%	-0.8%
Unit Cost	15.3%	20.0%	11.6%

*Utilization based on changes in days PMPM

- ❖ PBM RFP for services effective 01/01/2023 with increase rebate guarantees resulting in **\$47.6M** in drug rebates for 2023, which is **111% increase** over 2022
- ❖ SaveOnSP net plan savings of **\$7.2M** and member savings of **\$576K** in 2023
- ❖ **Medication Therapy Management** – OSUHP pharmacists working with members and their providers to ensure safety and effectiveness of their medications

Utilization Management (UM)

UM activities continued at a steady state for 2023 as effects of COVID decreased

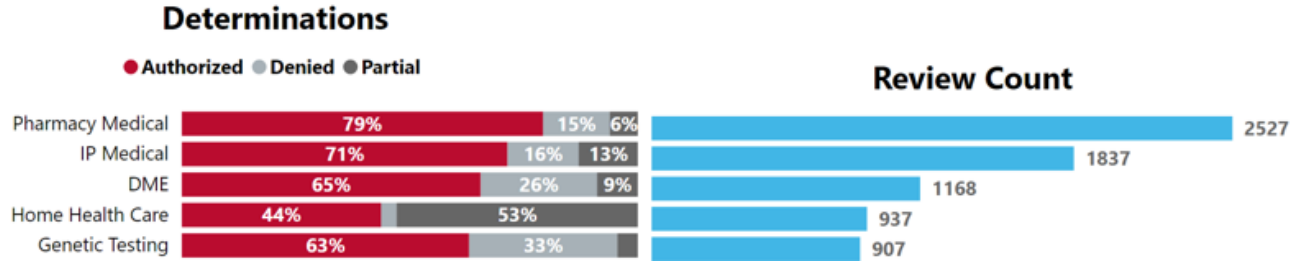
Utilization Management	2020	2021	2022	2023	% Change
Total Reviews	15389	17647	16796	17012	1%
Medical Director Reviews	1426	1618	1543	2100	36%
Peer to Peer Reviews	54	67	55	60	9%
Percent Reviewed	9.6%	9.5%	9.2%	15.1%	64%

- ❖ Focused UM and Enhanced Case Management (ECM) multidisciplinary, weekly care-planning meetings for ECM members in the inpatient setting
- ❖ Transfer members to in-network hospital following out-of-network ED visit and admit
- ❖ Quarterly update meetings with Harding continue to monitor growth, new programming, and access for OSUHP members
- ❖ Contracted with 3rd party Specialty Reviewer
- ❖ Implementation of CRM system to enable more coordinated and tracked communications between departments (Clinical, Customer Service, and Provider Relations)
- ❖ Collaboration with OSUMC and OSU Home Care to reduce inappropriate requests for inpatient rehab and home skilled nursing visits
- ❖ Continue to monitor all new codes for drugs and services and implement prior authorization when warranted



Utilization Management Reviews

Top 5 categories for UM

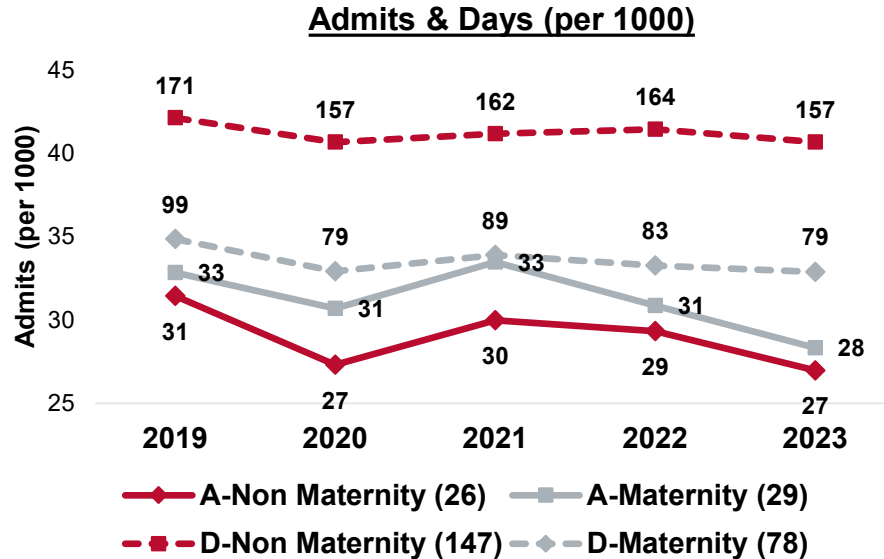


- Inpatient Medical denials are typically for prior-authorizations ahead of time when the reason for admission does not meet inpatient criteria
- Partial denials for home health are high because home health providers typically request as many visits as possible at the time of patient discharge from the hospital

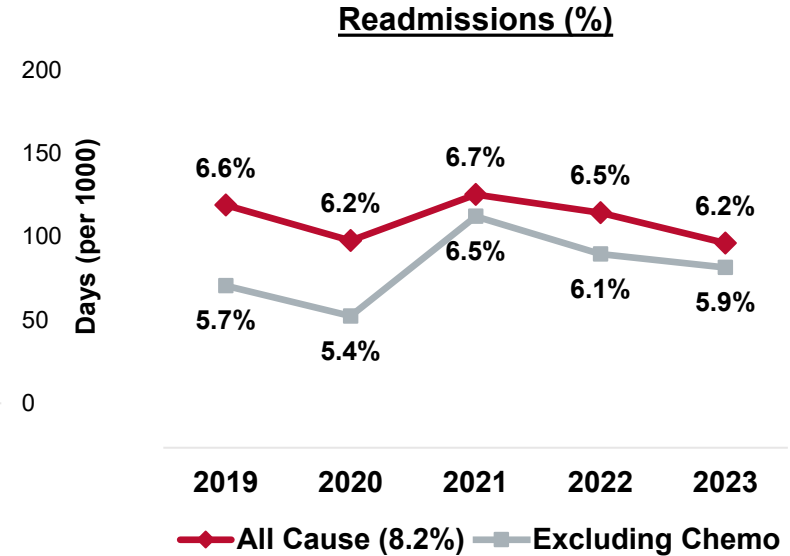


Five-Year Utilization: IP

Admits and Days trending down as more services move to outpatient, Readmissions also down



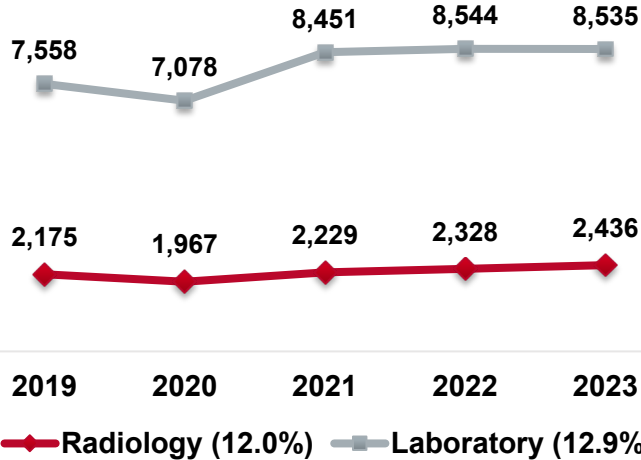
Benchmarks in parenthesis in legend



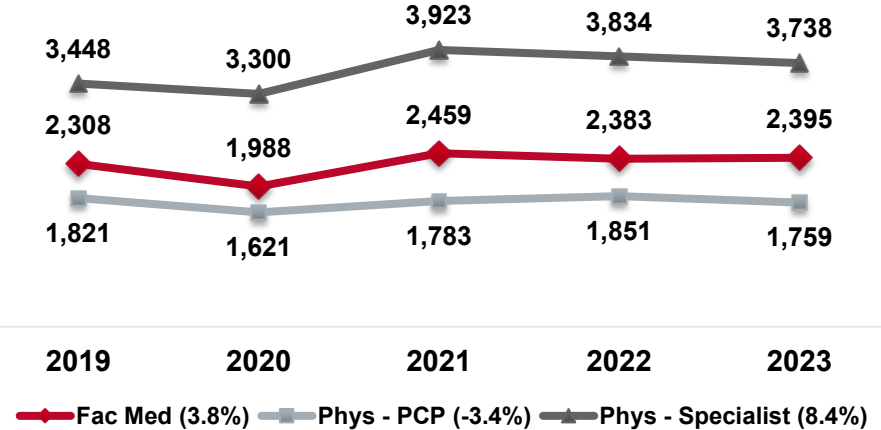
Five-Year Utilization: OP

Trend is consistent in 2021-2023

Outpatient Services (per 1000)



Outpatient Visits (per 1000)



Five-year trends in parenthesis in legend

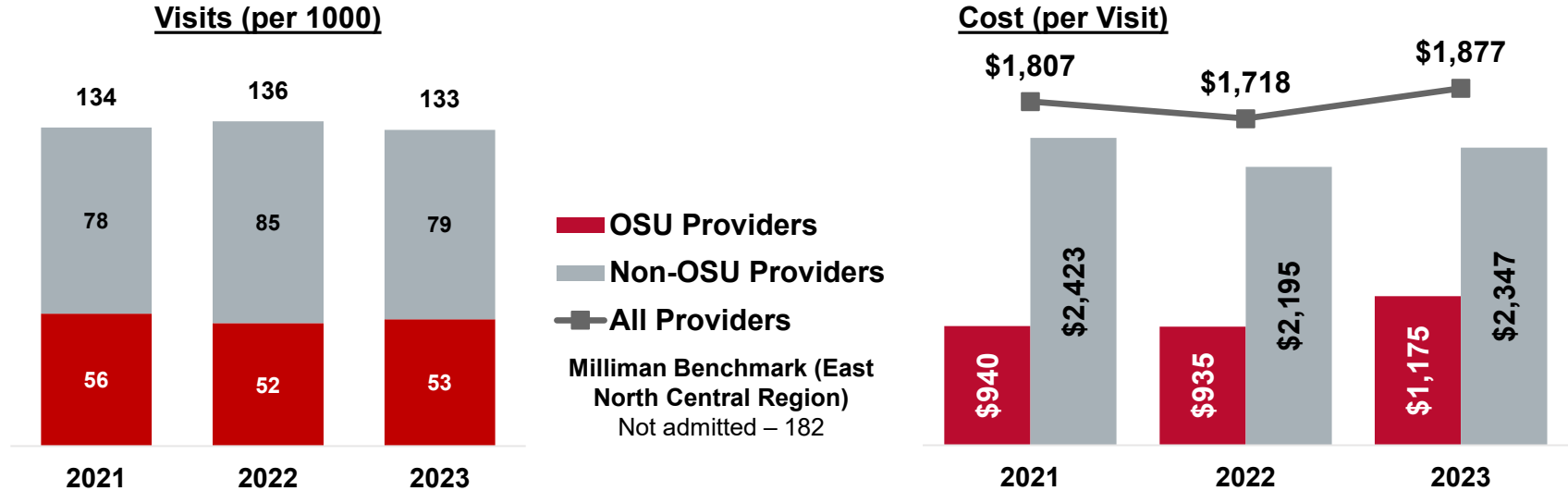
- Movement of surgery to outpatient setting.
- High-tech Radiology services (MRI/CT) continue to increase year over year. We meet regularly with OSUWMC to look at CT and MRI usage.



THE OHIO STATE UNIVERSITY
HEALTH PLAN

Outpatient ER

ER visits continue to trend down, in part due to more options for care (advanced urgent care, urgent care, walk-in care)



- ❖ Continue to educate members about availability of acute care alternatives/options
- ❖ Continued collaboration with our provider partners on acute care ER alternatives



2024 Trend Summary

Health Benefit Spend/Per Member Per Year (PMPY) – Jan-Jul Incurred			
	2023	2024	% Change
Net Pay Medical	\$190,824,502	\$217,097,653	13.8%
Net Pay Rx	\$76,680,362	\$98,566,548	28.5%
Net Pay Medical and Rx	\$267,504,863	\$315,664,201	18.0%
Net Pay PMPY Medical	\$4,701	\$5,195	10.5%
Net Pay PMPY Rx	\$1,889	\$2,358	24.8%
Net Pay PMPY Medical and Rx Adjusted	\$6,745	\$7,695	14.1%
Out of Pocket Total <i>(Member Responsibility)</i>	\$1,047	\$1,156	10.4%
Allowed PMPY – Total Plan and Member Obligation	\$7,891	\$8,965	13.6%
Net Pay Per Employee Per Year (PEPY) Medical & Rx	\$14,461	\$16,348	13.0%
Members Avg	69,582	71,644	3.0%

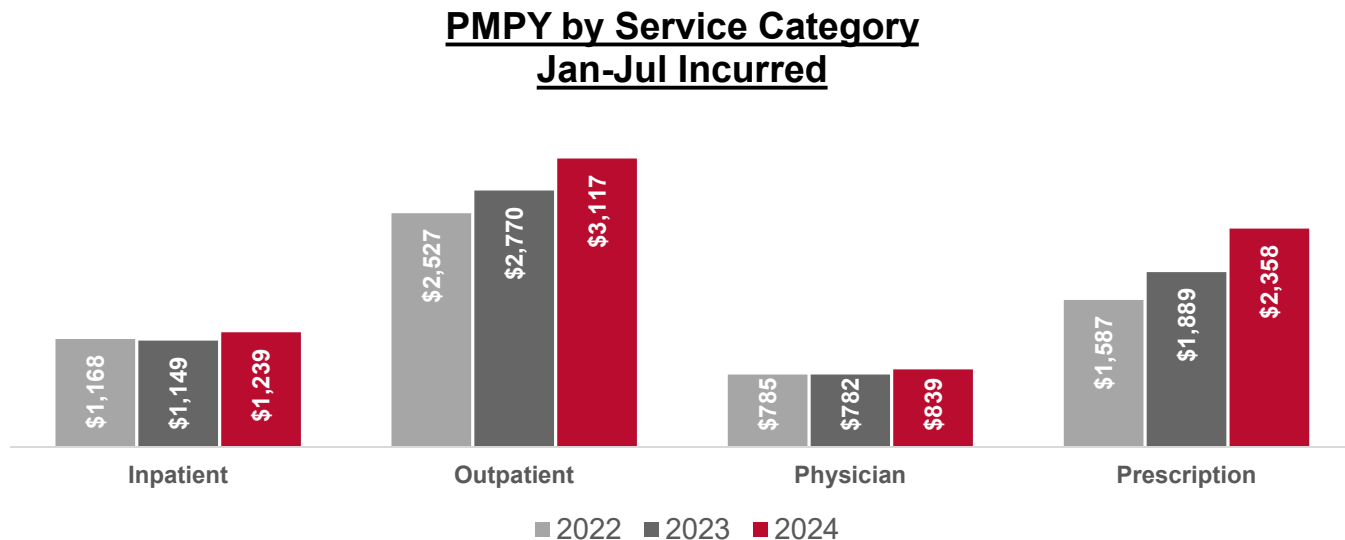
- The 10.5% Medical Net Pay PMPY trend is primarily attributed to cost increases for outpatient services, high-cost cancer and prematurity cases, and increases in provider rates.
- Pharmacy trend of 24.8% is due to increases in both cost and utilization of specialty and non-specialty drugs. PMPY trend for specialty drugs is 10.5% and non-specialty drugs 40.0%.
- The primary driver of non-specialty drug trend is the utilization of GLP-1's for weight management with a plan cost of \$16.1 million compared to \$5.5 million in the same seven-month period of 2023.

Measure	Definition
Adjusted PMPY	Per member per year costs (PMPY) are based on the sum of all medical/pharmacy costs, including 90 day runout and IBNR (incurred but not reported) factors as well as any value-based payments, capitated payments and other adjustments divided by the number of members with medical coverage. It is the sum of Net Pay PMPY for medical claims and Net Pay PMPY for pharmacy claims. Does not include pharmacy rebates.
Incurred Data	Incurred data is based on the service date of the claim and typically includes 3 months of claims lag.
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Allowed	Total amount allowed by Health Plan for medical and PBM (RX) dollars. Includes payments and cost sharing by member as well as any third party payers.



Spend by Service Category

Significant increases in outpatient and prescription drug



- PMPY & Net Pay increased for OP services due to case mix with increase in cancer care, preventive care, and behavioral health services. Specialty drugs recorded in the medical benefit, specifically cancer therapies, are driving the increase in PMPY for OP services.



GLP-1 Weight Management Medications

The run-rate based on 4Q2024 is \$43.6M.

	2022			2023			2024		
DRUG NAME	PLAN COST	RX COUNT	RX USERS ²	PLAN COST	RX COUNT	RX USERS ²	PLAN COST	RX COUNT	RX USERS ²
WEGOVY	\$190,815	169	40	\$11,452,769	9,520	1,687	\$22,066,103	18,589	2,873
ZEPBOUND ¹				\$117,094	124	115	\$11,138,469	11,612	2,327
SAXENDA	\$93,277	90	35	\$52,738	79	37	\$8,201	11	6
TOTAL	\$284,092	259		\$11,622,601	9,723		\$33,212,772	30,212	

¹ Zepbound: FDA Approval November 2023

² Users are counted under multiple drugs based on their utilization:

- 4,483 unique users for 2024
- 1,764 unique users for 2023



Current Initiatives/Activities

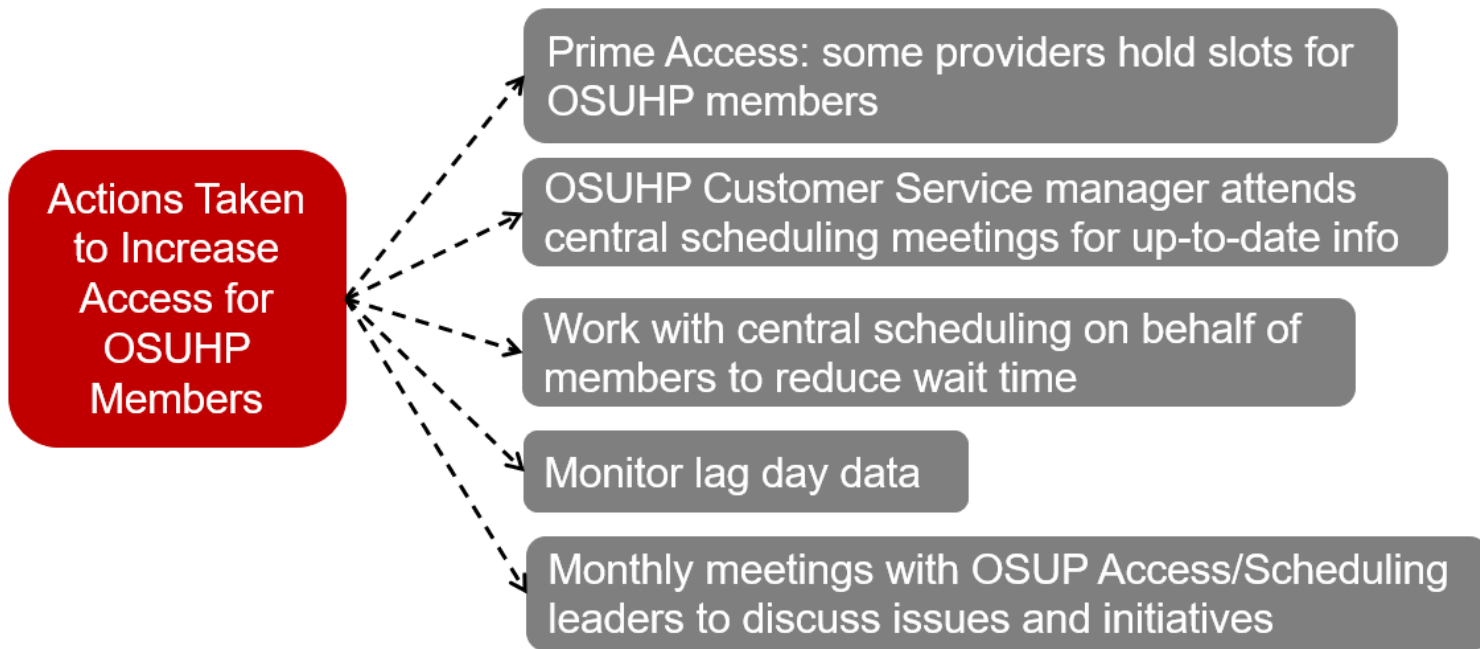
OSUHP is focused on a number of initiatives to improve the member experience and maintain competitive cost, quality, and access to care

- ❖ Program development and implementation to **manage the cost of GLP-1 Weight Management drugs**, driving optimal clinical outcomes
- ❖ In collaboration with the Office of Human Resources and OSU Wexner Medical Center, assess **Pharmacy Benefit Manager (PBM) Model**
- ❖ **Negotiating** final year of **PBM contract** term as well as renewal term of PBM contract to achieve improved pricing
- ❖ Evaluating additional **biosimilar drug cost saving** opportunities
- ❖ **Health Equity** - Community Health Worker engaging with members; connecting our most vulnerable members to OSUHP programs and community resources to support their wellbeing
- ❖ **2025 Performance Metrics** with OSUWMC/OSUP – partnering to reduce utilization
- ❖ **Value-based care initiative** with OSUWMC/OSU, including **provider access** - One of OSU Wexner Medical Center's strategic initiatives is to "Enhance value for Ohio State Employees"



Provider Access

Timely access is a key component of a network. OSUHP works closely with OSU Physicians to monitor and ensure access. Excellence in access is a strategic initiative of OSUP, with a focus on OSU Health Plan members.



Community Primary Care

Confirmed Locations

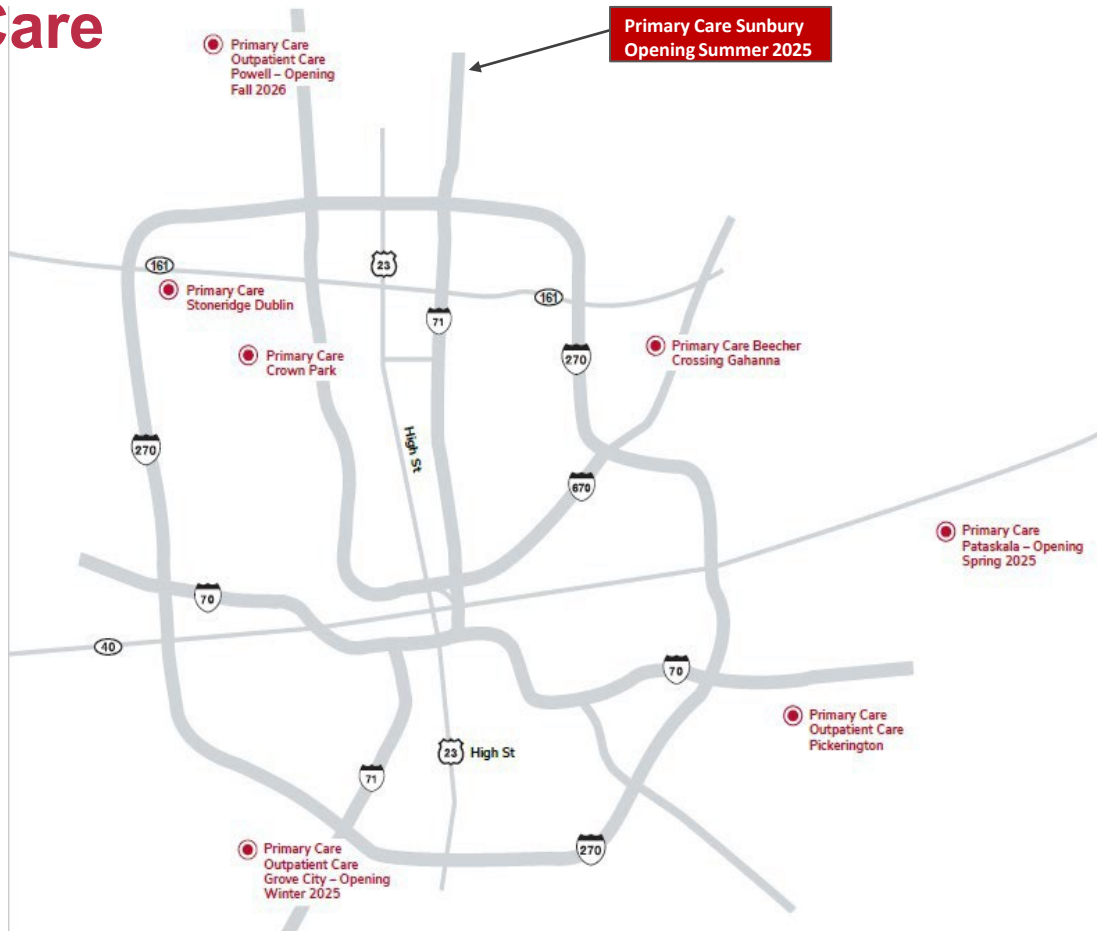
FY25 Openings:

1. Grove City February 24, 2025
2. Pataskala- May/ June 2025

FY26 Openings:

1. Sunbury- Q1 2026

Clinic Location	Opening Date	Provider Complement
Pickerington	3/4/2024	2 Physicians; 5 APP
Stoneridge	4/1/2024	2 Physicians; 5 APP
Gahanna	8/19/2024	2 Physicians; 3 APP
Grove City	2/24/2025	2 Physicians; 3 APP
Pataskala	May-June 2024	2 Physicians; 3 APP
Sunbury	Tent. July 205	2 Physicians; 5 APP
Outpatient Care Powell	Tent. August 2026	3 Physicians; 8-9 APP



OSUHP Program Satisfaction Survey Results FY24

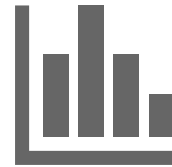
OSUHP Programs: Care Coordination, Buckeye Baby, Health Coaching, Biometric Health Screening, Customer Service, Educational Programs and Medication Review



Surveys sent
18,176



Total Responses
2,667



Satisfaction
Results 96.9%

- *"I appreciated how the support representative followed up with a phone call to explain next steps."*
- *"The information provided to me was very useful. This included the form that I needed to submit."*
- *"It was nice to get a personal email confirmation for my Prime Care Connect application. I really appreciate it!"*

*Satisfaction results derived from the combined responses of "strongly agree" and "agree" to the following question: 'Overall, I am satisfied with the service provided' regarding the OSUHP programs.



THE OHIO STATE UNIVERSITY
HEALTH PLAN



Questions?

ANNEX 9



THE OHIO STATE UNIVERSITY

HUMAN RESOURCES

Faculty Compensation & Benefits Committee

February 19, 2025



Focus on Education

Consistent feedback is that the retirement plans are complicated, and employees are confused about choices:

- Website enhancements: Retirement Benefits for New Full-Time Faculty - Human Resources at Ohio State

Retirement Benefits

New Hires/Newly Eligible ▾

Full-Time Faculty

Full-Time Staff

Part-Time Faculty

Part-Time Staff

Active Employees >

Preparing to Retire >

Re-employment after Retirement

Student Employee Retirement

Social Security Impacts

Mitigating Rate

Financial Planners - Your Options

Forms, Resources and Videos

Retirement Benefits for New Full-Time Faculty

As a new full-time faculty (75% FTE or greater) or existing faculty who moved to a full-time role, you have the opportunity to select between State Teachers Retirement System of Ohio (STRS Ohio) and the Alternative Retirement Plan (ARP) for your mandatory retirement contributions. Earnings from your Ohio State employment are not covered under Social Security. Instead, you contribute to a mandatory retirement plan. Your retirement contributions will be sent to the STRS defined benefit plan until an election is made.

Step 1: Learn About Your Plan Options

As an eligible faculty member, you may elect one of the three STRS plan options or the university-sponsored ARP.



Ohio State Retirement Overview for Faculty

Copy link

Understanding your retirement plan choices → for Faculty



Focus on Education

Retirement Benefits

New Hires/Newly Eligible >

Active Employees ▾

Plan Providers

Ohio Public Employees Retirement
System (OPERS)

State Teachers Retirement System of
Ohio (STRS)

Alternative Retirement Plan
(ARP) >

Supplemental Retirement Plans >

Executive Retirement Plans >

Preparing to Retire >

Re-employment after Retirement

Active Employees

The Ohio State University supports the efforts of faculty and staff to plan a fulfilling, financially secure retirement. As part of its total rewards package, the university offers an array of retirement options to help you meet your financial goals. Retirement program eligibility is based on your appointment type (faculty, staff or student) and your full-time equivalency (FTE).

Mandatory Retirement Plan Options

Both you and the university contribute to your retirement account. Your contributions are made on a pre-tax basis; federal and state taxes are deferred until benefits are paid. Employees of Ohio public colleges and universities do not participate in the federal Social Security system, other than contributions to Medicare.

Ohio Public Employees Retirement System (OPERS) >

The OPERS plans are available to university staff.

State Teachers Retirement System (STRS) >

STRS is available to university faculty.

Alternative Retirement Plan (ARP) >

The ARP is available to eligible full-time faculty and staff.

Additional Retirement Saving Options



Educational Resources

Retirement Benefits

New Hires/Newly Eligible



Active Employees



Preparing to Retire



Re-employment after Retirement

Student Employee Retirement

Social Security Impacts

Mitigating Rate

Financial Planners - Your Options

Forms, Resources and Videos

Retirement Home

Retirement Forms, Resources and Videos

Explore the collection of retirement forms, resources and videos, as well as a glossary of retirement terms below.

> Forms

> Plan Documents

▼ Videos and Slide Presentations

All video links will direct you to YouTube.

Faculty Retirement

- [Understanding Faculty Retirement Plan Choices video](#) (12:53)
- [Details of Faculty Retirement Plan Choices video](#) (19:13) | [Presentation Slides](#)

Staff Retirement

- [Understanding Staff Retirement Plan Choices video](#) (10:22)
- [Details of Staff Retirement Plan Choices video](#) (17:32) | [Presentation Slides](#)

General Retirement

- [Details of Supplemental Retirement Account Choices video](#) (12:10) | [Presentation Slides](#)
- [Understanding Investment Options video](#) (5:40)
- [Understanding Fees video](#) (7:33)



Focus on Education

- Retirement Education Week – September 2024
 - Offered educational webinars for one week
 - 16 Webinars
 - 8 Vendor Presentations
 - 1,600 in attendance
- Will continue to offer ongoing education webinars/videos
- Next focused Education Week anticipated February 2026

- Retirement Consults for those one year out from retirement
 - 265 consults since focused offering in April of 2024.



Focus on Employee Experience and Compliance

- Enrollment and distribution process for the RCP/415(m) was cumbersome and created room for error due to manual process.
 - Elections and distribution changes were moved to on-line directly through Netbenefits
 - This allows employees to submit/change the elections online and allows Fidelity to monitor timing of distributions.
- Continued effort to improve compliance with legacy providers.
 - Letter to the IRS to clarify plan requirements and seek change.
 - Funds moved from the legacy vendor to an active provider where feasible.
 - Notice being sent approximately mid-March to 280 active and terminated employees of termination/close of account and available options (transfer, distribute, roll over etc.)
 - If no response received by the end of April, funds will be moved to default vendor.



Focus on Investment Cost Reduction

- Money Market Fund Change
 - Moved from the Vanguard Federal Money Market Fund (VMFXX) to the Vanguard Cash Reserves Federal Money Market Fund (VMRXX). Reduction from .11% to .10%.
- Vanguard share classes for February 2025:
 - Vanguard Total Bond Market Index Fund - Inst. (VBTIX) = from 0.035% to 0.025%
 - Vanguard Total International Stock Index Fund - Inst. (VTSNX) = from 0.09% to 0.06%
- *Anticipated* share class reduction in 2025:
 - When Vanguard Extended Market Index Fund exceeds \$100M in assets, the Plans will be eligible to transition to the Institutional-plus share class (VEMPX) which will reduce fees from 0.05% to 0.04%
- Investment costs add up, compounding with the investment returns. When paying higher fees, you spend more in fees and lose the growth the money might have made in growth.



Focus on Additional Savings Opportunities

SECURE 2.0 Update

Section 109 – Increase Catch-Up Contribution Limit for participants ages 60 – 63

- A “catch-up” contribution is an elective deferral made by eligible participants aged 50 or older which allows them to contribute in excess of plan-imposed salary deferral limits.
- Secure 2.0 is raising the catch-up contribution limit for participants who have attained ages 60, 61, 62, and 63 to help make a comfortable retirement more attainable.
- Effective January 1, 2025, participants ages 60 – 63 may contribute the greater of:
 - \$10,000 (indexed for inflation) or 150% of the regular catch-up contribution limit.

Employees	403(b)	457(b)	 SRA limits for all employees with normal catch-up
Maximum Contribution	\$23,000	\$23,000	
50 years or older Catch-Up	\$7,500	\$7,500	
Total limit	\$30,500	\$30,500	
Age 60, 61, 62 & 63	403(b)	457(b)	 Available only to participants ages 60, 61, 62, and 63
Maximum Contribution	\$23,000	\$23,000	
Age 60-63 Catch-Up	\$11,250	\$11,250	
Total limit	\$33,250	\$33,250	



SECURE 2.0 Update

Section #603 – Roth Catch-Up Contribution Requirement is **not** Applicable

- On August 25, 2023, the Internal Revenue Service (IRS) issued Notice 2023-62, which provided a two-year transition period for the implementation of the new Roth “catch-up” contribution requirement of the SECURE 2.0 Act.
 - If a participant has wages, as defined in Code Section 3121(a), for the preceding calendar year from the employer sponsoring the plan that exceed \$145,000 (indexed after 2024), then the participant must designate age 50 and/or age 60 catch-up contributions as Roth.
- Although the IRS has not yet provided the “official final” rule, outside counsel and the vendors have determined it is reasonable to rely on the prior IRS guidance indicating Roth catch-up contribution requirement of the SECURE 2.0 Act does **not** apply to any Social Security replacement plan participant, regardless of income.

ANNEX 10

Bylaws

Faculty Compensation and Benefits Committee

Article I. Authorization.

Section 1. University Rule.

The Faculty Compensation and Benefits Committee (hereafter FCBC) is a standing committee of the University Senate and operates pursuant to Rules 3335-5-46 and 3335-5-48.12 of the Administrative Code.

Section 2. Subordination.

All activities of FCBC are subject to the University Rules. These Bylaws are likewise subject to, and must be consistent with, the University Rules. Where these Bylaws may differ from the University Rules or such policies, the University Rules or policies will govern.

In questions of procedure and organization which are not specifically covered by these Bylaws or by the Rules, then the current edition of Robert's Rules of Order, will govern.

Article II. Charge.

Section 1. General Charge.

The Faculty Compensation and Benefits Committee will 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.

Section 2. Subcommittees

The FCBC shall designate two standing subcommittees to concentrate, respectively, on:

- (a) Faculty salaries and related matters;
- (b) Faculty benefits.

Article III. Membership.

Section 1. Membership.

According to University Rule 3335-5-48.12, the Faculty Compensation and Benefits Committee consists of fifteen members.

- (1) Twelve faculty, at least two of whom are members of the senate. Efforts should be made to have faculty from different Colleges and Campuses represented in the Committee.
- (2) Two administrators.

- (a) The executive vice president and provost, or designee.
- (b) The senior vice president for talent, culture and human resources, or designee.
- (3) An emeritus member from the regular tenure-track faculty appointed annually by the president in consultation with the Ohio State University retirees association.
- (4) Additional non-voting members and consultants from the university, serving at the discretion of the voting members of the committee.

Section 2. Term of Appointment.

With respect to the faculty members of the committee, service on the committee shall be for terms not to exceed three years. Members of the committee are eligible for reappointment at the end of their regular term. Members serving as Chair during the third year of their term may serve an additional year (fourth year) as Past-Chair.

Section 3. Calendar year.

Each term begins on August 15 of the appointment year.

Section 4. Responsibilities.

Members are expected to attend meetings, to contribute collegially to discussions, to send and receive e-mails from the membership and officers, and to study relevant issues or cases which are placed before the committee.

Members will serve on one of the two designated sub-committees.

Article IV. Officers.

Section 1. Officers.

The officers of FCBC consist of a Vice-Chair, a Chair, and a Past-Chair.

Section 2. Eligibility.

Only members of the FCBC are eligible to be officers, and the Chair must be a member of the University faculty in the second or third year of a three-year term.

Section 3. Election.

Each officer of FCBC is elected by a recorded and written majority vote of the membership.

Section 4. Term and Schedule.

A Vice-Chair is elected every spring at the end of the semester to serve as Vice-Chair during the following year. The Vice-Chair succeeds the Chair at the end of the academic year, and the Chair succeeds the Past-Chair.

Section 5. Temporary absence

When the Chair is temporarily absent, the Vice-Chair serves as Chair. If both the Chair and Vice-Chair are absent, the Chair and Vice-Chair will coordinate to appoint a member to serve as Chair.

Section 6. Duties of Officers.

1. Chair.

The Chair calls and presides over all meetings of the FCBC and is responsible for the general direction of the FCBC and for setting the agenda of each meeting. The Chair will distribute an

agenda prior to each scheduled meeting via e-mail.

The Chair is responsible for complying all reporting requirements, including the initial drafting of the annual report. At the conclusion of each Academic Year, the Chair ensures that the annual report and an accurate copy of these Bylaws are submitted to the Secretary of the University Senate.

2. Vice-Chair.

The Vice-Chair will take accurate minutes and attendance records of each meeting of the FCBC, and will file a draft of the minutes with the Chair promptly after the conclusion of each meeting of the FCBC.

The Vice-Chair will be responsible for depositing committee records on the internal shared folder that maintains an historical record of committee activities.

Article V. Meetings.

Section 1. Scheduling.

Notice of a meeting must be made via e-mail to all FCBC members as early as possible but at least a week in advance of any regular meeting. All meeting announcements must contain a time and place. All reasonable attempts will be made to schedule meetings of the FCBC at a time convenient for the membership.

The Chair will circulate an agenda for each regular meeting as early as possible and at least 72 hours before such meeting. The agenda will include, among others, the topics to be discussed and the issues to be voted on in the meeting. FCBC will not vote in a meeting on issues that were not included in such agenda.

Section 2. Public.

At regular meetings of the FCBC, all members of the University are welcome to attend. The Chair may request non-members to be present at a regular meeting of the FCBC.

Section 3. Quorum.

A majority of the voting membership constitutes a quorum. When a quorum is present, the action of the majority of those present shall constitute the action of the entire FCBC, except as provided in these Bylaws.

Section 5. Electronic voting.

Business of the FCBC may be conducted electronically. Any member may make a proposal by sending e-mail to all other members of the FCBC containing the text of the proposal and a deadline (at least a week in the future) when votes will be counted. The proposal, if approved by a majority of the members, will take effect immediately at the scheduled deadline, as if a special meeting had been called.

All votes must be made in public by e-mailing the membership of FCBC. A record of all such proposals and the results of such votes will be recorded in the meeting's minutes of the next regular meeting of the FCBC.

Article VI. Super Majority Votes.

Establishment and amendment of these bylaws will require a super majority vote of at least eight members of FCBC

These bylaws were approved by unanimous vote (9/9) on February 19, 2025.