

Faculty Compensation and Benefits Committee Annual Report

2025-2026

MEMBER	SOURCE	TERM EXPIRES
Marco Coutinho da Silva	Faculty Council, Co-Chair	2026
Beth Hewitt	Faculty Council	2026
Stephanie Seveau	Faculty Council, Co-Chair	2027
Carrie Freed	Faculty Council, Vice-Chair	2027
Aina Appova	Faculty Council	2027
Whitney Mantonya	Faculty Council	2027
Krista Kecskemety	Faculty Council	2028
Alex Wang	Faculty Council	2028
Joshua Sadvari	Faculty Council	2028
Blaine Saito	Faculty Council	2028
Pedro Pereira	Faculty Council	2028
John Opfer	Faculty Council	2028
Joe Alutto	Retiree, Presidential Appointment	2028
Patrick Louchouart	Provost/designee	2028
Katie Hall	VP OHR/designee	2028

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 OSU Office of Academic Affairs (OAA) on OSU faculty salary and market analyses, as well as ongoing collaborative efforts between FCBC, OSU Office of Human Resources (HR), Health Plan (HP), and Health Plan Oversight Committee (HPOC). FCBC wishes to thank the following individuals for their assistance throughout the year with data collection and reports: Patrick Louchouart (Senior Vice Provost for Leadership and External Engagement, OAA) and Mary-Butler Ravneberg (Director of Faculty Analytics, HR) for providing data and updates on OSU faculty compensation; Katie Hall (Senior Vice President for Talent, Culture and Human Resources), Pam Doseck (Associate Vice President of Total Rewards), Julie Hovance (Director of Retirement and Benefit Administration), Dave Magee (Director of Health & Welfare Benefits and Absence Management), and Melissa Walters (Manager, Wellness) for providing data on the OSU Total Rewards Survey, Total Rewards Statement, Your Plan for Health, Retirement and the Retirement Oversight Committee; Kelly Hamilton (CEO, OSU Health Plan) for providing data and metrics from the OSU Health Plan; Finally, FCBC wishes to thank the OSU President Ravi Bellamkonda and Interim Executive Vice President and Provost Trevor Brown for sharing their strategic visions and action plans to support OSU faculty compensation and benefits.

2025-2026 FCBC Activities

During the 2025-2026 academic year, FCBC met seven times for formal business. FCBC members formed two subcommittees: Salary subcommittee (John Opfer (Chair), Marco Coutinho da Silva, Alex Wang, Aina Appova, Pedro Pereira, Krista Kecskemety, Joe Alutto) and Benefits subcommittee (Blaine Saito (Chair), Beth Hewitt, Carrie Freed, Stephanie Seveau, Whitney Mantonya, Joshua Sadvari). The following items were addressed:

- **Faculty Compensation.** Presentations by Patrick Louchouart and Mary-Butler Ravneberg on the methodology and tools used by OAA to calculate the average compensation of tenure-track faculty from selected benchmark institutions, by Classification of Instruction Programs code and rank; comparison of OSU tenure-track faculty (Columbus campus) salary to benchmark institutions since 2023; calculation of the cost to close the salary gap to 85% and 100% of the market per college; the faculty compensation philosophy and guidelines from leadership provided to Deans and Chairs for 2026 market-based salary adjustments.
- **Health Plan Oversight Committee (HPOC).** Beth Hewitt (representing FCBC at HPOC) provided a summary of 2025 HPOC meetings.
- **Health plan.** Presentation by Kelly Hamilton on the medical and prescription costs, key cost mitigation strategies, and information and actions on patient access to providers.
- **Retirement.** Updates on retirement plans and retirement oversight committee by Julie Hovance.
- **Your Plan for Health.** Discussed the new portal for YP4H that was launched in January 2026.
- **Total Rewards Survey Results and Total Rewards Statement.** The HR team presented their last survey on OSU benefits and the launch of the Total Reward Statement on workday.
- **OSU Parking.** Conversation about maintenance of parking and the need for diversified parking options for faculty that do not need to be on campus full time or to encourage ride sharing.
- **FCBC meeting with President Bellamkonda and Provost Brown.** FCBC met with President R. Bellamkonda and Interim Executive Vice President and Provost T. Brown on April 8th to receive feedback on the key priorities discussed by FCBC this year.
- **FCBC Presentation at Faculty Council.** Presentation of FCBC activities to Faculty Council.

Compensation

Introduction.

Ohio State University's strategic vision, "Education for Citizenship 2035," outlines a decade-long plan to advance academic excellence, research, innovation, healthcare, and community impact. Faculty members¹ play a key role in achieving the highest quality of students' education and fostering transformative research, innovation and knowledge to advance our society, serve our community, and drive economic prosperity and vitality. To support its stated mission, The Ohio State University shall maintain a total compensation program that enables it to attract, retain, and reward highly qualified and talented faculty. A key principle for success is to provide compensation that is competitive within the appropriate external labor markets. Therefore, OSU conducts annual market-based salary analyses of its faculty to help ensure the recruitment and retention of top talent.

¹ Faculty members: tenure-track faculty, clinical/research/teaching faculty, research faculty, and full-time associated faculty.

Tools for Benchmark Analysis of 2024-2025 tenure-track faculty salaries.

Since 2022, the Office of Academic Affairs (OAA) has been analyzing the salaries of tenure-track faculty from benchmark institutions² selected by OAA and FCBC to most likely compete with OSU for faculty talent. Benchmarking data classified by CIP (Classification of Instruction Programs) code and by rank are obtained from the Association of American Universities Data Exchange (AAUDE). Salaries are then adjusted using a cost-of-living (COL) index (MARPP index) based on the location of each benchmark institution and inflated by 4% for every year they are behind current salaries. Several colleges used salary data from their professional societies³. Corresponding data are shown in [annex 1](#).

²AAUDE 2024-2025 Benchmark Institutions:

Georgia Institute of Technology
Michigan State University
Pennsylvania State University
Purdue University
University of California, Berkeley
University of California, Davis
University of California, Irvine
University of California, San Diego
University of California, Santa Barbara
University of California, Los Angeles
University of Florida
University of Illinois at Urbana-Champaign
University of Iowa
University of Maryland
University of Michigan
University of Minnesota
University of Nebraska
University of North Carolina at Chapel Hill
University of Texas
University of Virginia
University of Washington

University of Wisconsin

For the academic year 2024-2025, the four following AAUDE universities did not provide their reports on time and were not included.

(Indiana University)

(Northwestern University)

(Rutgers University)

(University of Chicago)

³Data from Professional Societies for seven colleges:

College of Nursing: American Association of Colleges of Nursing (AACN)-Data from 2023-2024

College of Pharmacy: American Association of Colleges of Pharmacy (AACP)-Data from 2024-2025

Fisher College of Business: Association to Advance Collegiate Schools of Business (AACSB)- Data from 2024-2025

College of Medicine: Association of American Medical Colleges (AAMC)- Data from 2024-2025

College of Veterinary Medicine: Association of American of Veterinary Medical Colleges (AAVMC)- Data from 2024-2025

College of Optometry: Association of Schools and Colleges of Optometry (ASCO)- Data from 2024-2025

College of Dentistry: Dentistry Big ten Faculty Compensation Survey-Data from Autumn 2024

Comparison of OSU tenure-track faculty salaries to benchmark institutions.

OAA prepared a dashboard that includes the average of base salaries of OSU tenure-track faculty from the Columbus campus, by unit and rank, to compare to their corresponding average market (by unit and rank), both 85 and 100 percentiles (see [annex 1](#)). Thus, for example, the salary of an OSU Associate Professor of Mathematics would be compared to the average salary of all other Associate Professors of Mathematics in the benchmark institutions.

- **Summary of OSU salary comparison to the benchmark since 2023 by college and rank**

Overall, in 2025, 25% and 70% of OSU tenure-track faculty from the Columbus campus were paid below 85% and 100% of the benchmark market averages, respectively (Table 1). In other words, 2.5/10 faculty were paid below 85% of the market average and 7/10 faculty were paid below market average. When looking at the data by college, there are large disparities, with some colleges having 0% of faculty paid below 85% of the market and 13% faculty paid below 100% of the market average; whereas other colleges have as high as 35% faculty paid below 85% of the market, and 83% faculty paid below 100% of the market average.

Overall, the gap between OSU salaries and the benchmark institutions has remained constant over the past three years. Again, there are large disparities between colleges, with some colleges successfully reducing the salary gap from year-to-year, while others are facing increasing gaps.

Table1:

College	Year	Total Headcount	Number Faculty below 85%	Percent Faculty below 85%	COL Adjusted Gap to 85% with Applied FTE	COL Adjusted Gap to 85% with Applied FTE/faculty	COL Adjusted Gap to 100% with Applied FTE	# Faculty below 100%	Percent Faculty below 100%
Arts and Sciences	2023	856	235	27%	\$3,579,060	\$15,230	\$12,596,452	610	71%
	2024	893	263	29%	\$3,665,530	\$13,937	\$13,925,078	659	74%
	2025	905	317	35%	\$4,494,851	\$14,179	\$16,321,568	705	78%
Dentistry	2023	37	14	38%	\$589,623	\$42,116	\$1,066,670	17	46%
	2024	39	8	21%	\$254,713	\$31,839	\$600,061	13	33%
	2025	35	0	0%	\$0	\$0	\$77,567	9	26%
Education and Human Ecology	2023	130	38	29%	\$434,872	\$11,444	\$1,748,711	88	68%
	2024	126	26	21%	\$260,086	\$10,003	\$1,664,257	93	74%
	2025	121	34	28%	\$400,709	\$11,786	\$1,996,341	101	83%
Engineering	2023	323	82	25%	\$994,645	\$12,130	\$4,540,004	236	73%
	2024	331	60	18%	\$370,341	\$6,172	\$3,901,303	244	74%
	2025	321	74	23%	\$611,633	\$8,265	\$4,811,598	252	79%
Food, Agricultural, and Environmental Sciences	2023	216	57	26%	\$792,431	\$13,902	\$3,010,663	152	70%
	2024	214	43	20%	\$574,660	\$13,364	\$2,609,038	145	68%
	2025	212	48	23%	\$641,216	\$13,359	\$2,897,188	154	73%
John Glenn Public Affairs	2023	25	11	44%	\$27,328	\$2,484	\$364,964	22	88%
	2024	22	1	5%	\$1,843	\$1,843	\$94,835	14	64%
	2025	23	1	4%	\$3,671	\$3,671	\$146,995	17	74%
Law****	2023	35	10	29%	\$165,565	\$16,557	\$654,078	26	74%
	2024	35	13	37%	\$205,458	\$15,804	\$835,471	28	80%
	2025	33	7	21%	\$104,032	\$14,862	\$581,730	22	67%
Nursing**	2023	38	0	0%	\$0	\$0	\$47,888	9	24%
	2024	37	1	3%	\$1,911	\$1,911	\$113,982	11	30%
	2025	38	0	0%	\$0	\$0	\$22,328	5	13%
Pharmacy**	2023	32	4	13%	\$43,507	\$10,877	\$262,479	17	53%
	2024	33	2	6%	\$24,732	\$12,366	\$194,224	19	58%
	2025	32	11	34%	\$108,610	\$9,874	\$623,979	22	69%
Public Health****	2023	54	5	9%	\$27,245	\$5,449	\$446,906	44	81%
	2024	56	6	11%	\$31,188	\$5,198	\$496,838	44	79%
	2025	58	13	22%	\$76,683	\$5,899	\$915,016	48	83%
Social Work	2023	36	6	17%	\$98,143	\$16,357	\$459,010	23	64%
	2024	34	1	3%	\$2,153	\$2,153	\$86,267	12	35%
	2025	37	2	5%	\$6,274	\$3,137	\$145,251	19	51%
Medicine*	2025	178	33	19%	\$465,999	\$14,121	\$2,276,448	103	58%
Optometry*	2025	22	1	5%	\$1,636	\$1,636	\$127,763	12	55%
Business*	2025	102	6	6%	\$84,261	\$14,044	\$767,470	31	30%
Grand Total***	2023	1,755	460	26%	\$6,752,417	\$14,679	\$25,197,827	1,234	70%
	2024	1,791	423	24%	\$5,392,616	\$12,749	\$24,521,323	1,274	71%
	2025	2,083	546	26%	\$6,999,576	\$12,820	\$31,711,242	1,495	72%

Years 2023 and 2024 are comparing OSU Salaries from AU 2023 and AU 2024 to benchmarks from those same years.

2025 is comparing OSU salaries from AU 2025 to benchmarks from AU 2024 that have been inflated by 4% because AU 2025 benchmarks are not yet available.

The "Gap" columns are totaling the amount it would take to bring anyone under the relevant benchmark to the benchmark. Faculty who are above the benchmark are not contributing to this number.

The **COL (cost-of-living)** adjusted salaries are calculated using the Bureau of Economic Analysis (BEA) Real Personal Income and Regional Price Parities by Metropolitan Statistical Area (MARPP) index

*Business, Medicine, and Optometry only have 2025 numbers because they are not using AAUDE data and have not been in the tool for the last two years.

**Nursing and Pharmacy previously used AAUDE data in 2023 and 2024 but switched to external sources for 2025.

***Veterinary Medicine is excluded from the totals because we do not have any benchmark data for them for the last three years. We are waiting on 2025.

****Law adjusted its benchmark population in 2025 to schools that against which OSU competes. Public Health made an adjustment in 2025 to using only the 9-month benchmarks and convert them to 12-month rather than use the 12-month benchmarks from AAUDE.

Importantly, **89% of the faculty paid below 85% of market are full professors**. Indeed, Assistant Professors are most often recruited at market level, but over the years, salary compression at OSU drives faculty salaries away from their respective market.

- **Cost to decrease the salary Gaps.**

The costs for closing the faculty salary gap to 85% and 100% of their market averages are close to \$7M and \$32M, respectively. To show the significance of these amounts in relation to OSU total budget: for fiscal year 2026, the annual revenue of OSU is \$11.5B with a total spending of \$10.9B ([University Operating Budget | Business and Finance](#)).

- **Directives received by Chairs and Deans from all Colleges for academic years 2026-2027**

Overall, it is expected that faculty base salary be determined according to their corresponding market and considering their productivity, responsibilities, and specialized knowledge. With the goal of having an estimate of the overall performances of each faculty relative to their peers within each unit, OAA newly included to the dashboard the scholarly research index (SRI)⁴ calculated by Academic Analytics. However, OAA recognizes that such a tool may have limitations and the SRI is not available for all faculty. Therefore, the adequacy of using the SRI score will be the judgment call of units that can best evaluate faculty performances in their specific areas. Units are not held to use the SRI score, but they are required to develop a transparent set of criteria that identifies the performances of their faculty. For principle of equity and transparency, each faculty member should be able to understand how their scores were calculated and how they compare to other faculty members in their units.

Over the past two years, only Deans had access to the OSU faculty salary dashboard prepared by OAA. This year, both Deans and Chairs from all Colleges have full access to the dashboard as guidance to evaluate faculty salaries for the coming academic year. In addition to the Annual Merit Compensation Program (AMCP), units can adjust faculty salary based on their corresponding market and internal equity using "equity" adjustments. Central university is providing a one-time financial incentive corresponding to 1/3 of salary equity adjustments. In the coming year, FCBC will analyze if this financial incentive has been useful to colleges.

A minimal goal is to provide salaries of at minimum 85% of the market as long as faculty are meeting expectations. An aspirational goal is to provide salaries at 100% of the market average for the same group of faculty. A second aspirational goal is to ensure that high-performer faculty are paid at or above the market average.

⁴Scholarly Research Index (SRI)

The Scholarly Research Index (SRI) calculated by Academic Analytics is a methodology to provide comparative context for faculty or unit research activity compared to taxonomy peers. This comparison is based on the metrics Academic Analytics collects and maintains for the peer analysis/benchmarking tools.

Non-tenure-track faculty and faculty from other campuses. To support its stated mission, The Ohio State University shall maintain a total compensation program that enables it to attract, retain, and reward highly qualified and talented faculty. For some faculty demographics, analysis of salaries is very challenging due to the absence of reliable benchmarks. This includes regional campuses and nontenure-track faculty members. FCBC and the university have been discussing this problem for many years.

Benefits

Retirement.

FCBC acknowledges the efforts developed by HR over recent years to provide clear information on the different retirement plans available to employees including tutorials and webinars. For a better retirement experience, information is also provided to help employees prepare for retirement. For more information, see [annex 2](#) and ([Retirement Information for Active Employees - Human Resources at Ohio State](#)).

Noticeable and new in 2025 is the “after-tax” option on 403b plan, increasing the potential maximum annual savings.

Potential Maximum Annual 403(b) Savings with After-Tax Option:

	Age 49 or Younger	Age 50 – 59 or Age 64 and Older	Age 60 to 63
Contributions to pretax and/or Roth	\$24,500	\$24,500	\$24,500
Age-Applicable Catch up	n/a	\$8,000	\$11,250
After-tax	\$47,500	\$47,500	\$47,500
Total	\$72,000	\$80,000	\$83,250

OSU Health Plan

- **Medical and Pharmacy cost increases in 2024 compared to 2023:**

- Total out of pocket (paid by Members): +9.8%
- Net Pay Medical (paid by HP): +11.3% primarily due to outpatient service costs, hospital and physician rate increases and high-cost cancer cases
- Net Pay for Pharmacy (paid by HP): +29.1% primarily due to non-specialty drugs including GLP-1s for weight management.
- Net Pay per Member per Year (Medical plus Pharmacy) including value-based payments and rebates: +13.6%; without GLP-1s for weight management the increase was 9.1%.

- **Medical and Pharmacy cost increases in the first six months of 2025 compared to the first six months of 2024:**

- Total out of pocket (paid by Members): +6.3%
- Net Pay Medical (paid by HP): +12.4% primarily due to outpatient service costs as well as hospital and physician rate increases.

-Net Pay for Pharmacy (paid by HP): +23.8% primarily due to non-specialty drugs including GLP-1s for weight management.
-Net Pay per Member per Year (Medical plus Pharmacy) including value-based payments and rebates: +11.2%

- **Cost mitigation actions:**

-Limit GLP-1 coverage to Type 2 Diabetes effective 1/1/26
-Bring prior authorization of GLP-1 medications for Type 2 Diabetes in-house effective 12/1/25
-Negotiated Pharmacy Benefit Management (PBM) contract renewal to achieve improved pricing.
-Developed a new pricing methodology for OSU Outpatient Pharmacy to optimally manage pharmacy costs.
-Reduced rate increase with OSUWMC/OSUP for 2026 and are exploring options for further improvement.

- **Access to medical care**

In 2025, 85% of established patients were seen by an OSU PCP within 2 days for acute visits. New PCP patient lag days are down slightly from 39 to 35 days. OSUP Community Outreach has been opening primary care clinics around central Ohio to improve access. OB/GYN lag days are 91, Otolaryngology 52, and Psychiatry 18 days. Endoscopy procedure lag days have decreased to 63 days. Provider recruitment and optimizing Advance Practice Professionals are actions underway to enhance access.

- **OSUHP Plan program satisfaction survey**

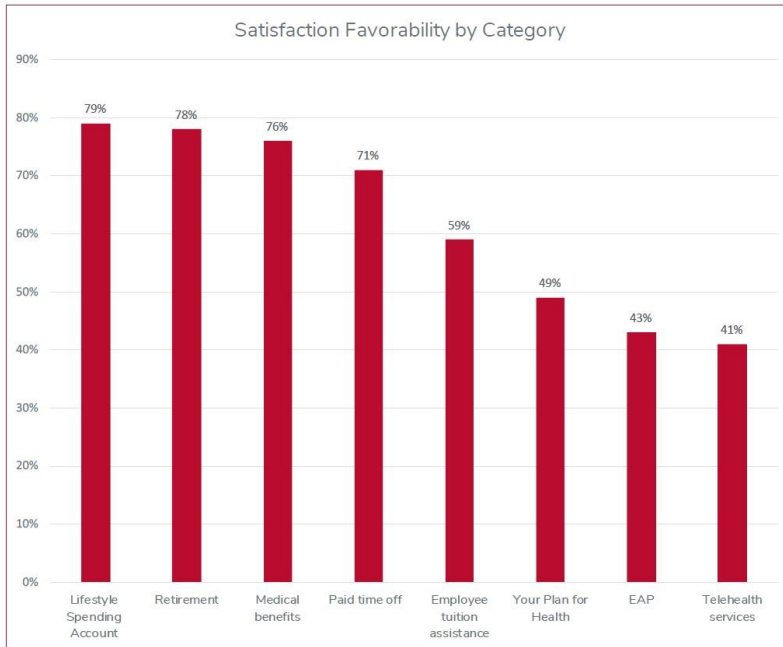
Satisfaction results were 97.8% (combining the answers strongly agree and agree to the question: "Overall, I am satisfied with the service provided regarding the OSUHP programs") with a 14% participation.

Total Rewards Survey Results.

The HR team performed a survey in January 2025, for which high-level results are presented in [annex 3](#). The participation was 24% (8,577 of the 36, 000 employees surveyed). Of those, 16% were faculty members (907).

Faculty and staff place the highest relative value on annual salary (57%), retirement (16%), Flexible work (11%), Medical and Prescription drugs (9%), and paid-time-off (4%).

- Employees indicate strong preferences for core total rewards offerings.
- Employees are satisfied with benefits they find important.
- Wellbeing is closely tied to time off.
- Most employees view benefits as meeting their needs but not competitive; newer staff generally view benefits as more competitive than longer-serving faculty and staff.



Total Rewards Statement was included in Workday “Benefits and Pay Hub” in March 2026 to provide clearer information about the dollar values of pay and benefits received by all employees. A Pilot was tested with a panel of faculty and staff employees to ensure clarity.

Your Plan for Health. A new portal was implemented, using Medikeeper as the vendor, which will decrease annual wellness costs by approximately \$700,000 per year over the term of the contract. Although the functionality offered through the new platform is more foundational than what was available with the prior vendor, there will be greater flexibility to configure incentives and rewards, as has been requested by faculty and staff. In response to concerns raised by employees, HR acknowledged that the launch has not been as smooth as desired and responded to requests by including more information to navigate the new portal including a webinar ([Your Plan for Health - Human Resources at Ohio State](#)).

Parking at OSU. FCBC understands that there are limitations on what we can change regarding parking because it is subject to contract with CampusParc. However, CampusParc should be responsible for providing proper maintenance, which is not always satisfactory. Gates are often non-operational for a long period, structural damages, non-functioning elevators, damaged stairways, and signage informing public regarding parking limitations are not always placed at strategic locations, resulting in unnecessary long wait times at peak hours. After snow, many areas were left unattended, leaving large portions of upper parking unavailable. There are concerns also about the number of spaces, especially as campus activities expand. Finally, there is also interest in discussing more flexible permits for employees who do not come to central campus every day of the week and are paying high daily costs for parking.

Recommendations:

Market-based faculty compensation: To support its strategic vision, The Ohio State University shall maintain a total compensation program that enables it to attract, retain, and reward highly qualified and talented faculty. OSU faculty salaries are low compared to reference markets: 25% and 70% of tenure-track faculty are paid below 85% and 100% of market average, respectively. Of note, benchmark salaries were adjusted for cost-of-living.

- The base salary of faculty “meeting expectations” in the annual evaluation letter should be at minimum 85% of their market average. High performers should be paid at least 110% of market average. Ideally, the median OSU tenure-track faculty member should be paid his or her market average.
- An adapted financial model should be developed to help each college achieve the goals stated above. Deficiencies in the current model should not be paid by faculty. Also, a structured “learning from peers” effort among Deans, highlighting strategies used by colleges that have successfully generated sustainable revenue to support faculty recruitment and retention, would provide guidance and support for more challenged colleges.

Health Plan Management, Decision-making, and Communication. FCBC understands some constraints with the annual calendar of HP data analysis and the need to have plans finalized for Open Enrollment. As currently constituted, so much of the decision happens over the summer when FCBC does not meet. Consequently, FCBC rarely has any opportunity to provide input.

- As part of shared governance, better anticipation into the health plan would be welcome. Major changes should have FCBC involved.
- Need to monitor the overall health and cost benefits of using GLP-1, beyond the pharmacy cost of the drug, to explore future options for coverage.

Parking. OSU leadership should engage with Campus Park to improve parking maintenance and create more flexible parking permits for employees who do not come to campus every day of the week.

Annex 1

College/Division	Cost Center Name	CIP / Benchmark Source	Academic Rank	Appointment Length	Faculty Head-count	Avg. Time In Rank	Avg. Full Time Base Pay Position	Avg. COL Adjusted 85% of Benchmark with 4% Inflation	COL Adjusted Gap to 85% with Applied FTE	Avg. COL Adjusted 100% of Benchmark with 4% Inflation	COL Adjusted Gap to 100% with Applied FTE
Arts and Sciences Administration	Buck Artificial Intelligence (AI) Center	1101 - Computer and Information Sciences, General - AAUDE Benchmark	Professor	9-10 month	1	2	\$177,000	\$176,209	\$0	\$207,305	\$6,061
	Community Engagement	2401 - Liberal Arts and Sciences, General Studies and Humanities - AAUDE Benchmark	Professor	11-12 month	1	9	\$183,710	\$189,585	\$5,874	\$223,041	\$39,330
	Facilities	5007 - Fine and Studio Arts - AAUDE Benchmark	Professor	11-12 month	1	20	\$235,360	\$142,206	\$0	\$167,302	\$0
	Faculty Affairs	4511 - Sociology - AAUDE Benchmark	Professor	11-12 month	1	10	\$216,299	\$207,384	\$0	\$243,981	\$27,683
	Office of Industry Partnerships and Research Collaborations (OIPRC)	4006 - Geological and Earth Sciences/Geosciences - AAUDE Benchmark	Professor	9-10 month	1	5	\$200,000	\$155,216	\$0	\$182,607	\$0
	Office of the Deans	2401 - Liberal Arts and Sciences, General Studies and Humanities - AAUDE Benchmark	Professor	9-10 month	2	5	\$220,150	\$137,841	\$2,131	\$162,166	\$20,374
	Research Administration	4005 - Chemistry - AAUDE Benchmark	Professor	9-10 month	1	12	\$213,836	\$167,950	\$0	\$197,588	\$0
	Undergraduate Studies	4511 - Sociology - AAUDE Benchmark	Professor	11-12 month	1	10	\$177,983	\$207,384	\$29,402	\$243,981	\$65,999
Arts and Sciences Arts and Humanities	Advanced Computing Center for Art and Design	5001 - Visual and Performing Arts, General - AAUDE Benchmark	Assistant Professor	9-10 month	1	6	\$84,329	\$75,148	\$0	\$88,410	\$2,041
			Associate Professor	9-10 month	3	4	\$109,995	\$87,720	\$0	\$103,201	\$3,056
			Professor	9-10 month	2	5	\$137,275	\$131,219	\$8,547	\$154,375	\$20,125
	African American and African Studies	0502 - Ethnic, Cultural Minority, Gender, and Group Studies - AAUDE Benchmark	Assistant Professor	9-10 month	12	2	\$80,421	\$85,725	\$55,330	\$100,853	\$209,876
			Associate Professor	9-10 month	6	13	\$125,952	\$109,214	\$6,711	\$128,487	\$46,631
			Professor	9-10 month	1	19	\$132,163	\$159,925	\$27,762	\$188,147	\$55,985
	Art	5007 - Fine and Studio Arts - AAUDE Benchmark	Assistant Professor	9-10 month	2	2	\$79,018	\$75,148	\$0	\$88,410	\$13,578
			Associate Professor	9-10 month	7	12	\$99,144	\$89,521	\$0	\$105,319	\$44,226

		Professor	9-10 month	5	5	\$123,477	\$126,437	\$30,038	\$148,749	\$112,652
Arts Administration Education and Policy	1313 - Teacher Education and Professional Development, Specific Subject Areas - AAUDE	Assistant Professor	9-10 month	2	3	\$82,329	\$84,443	\$4,443	\$99,344	\$34,030
		Associate Professor	9-10 month	5	5	\$100,361	\$94,046	\$722	\$110,642	\$60,763
		Professor	9-10 month	1	4	\$115,699	\$119,899	\$4,200	\$141,058	\$25,359
Center for Ethnic Studies	0501 - Area Studies - AAUDE Benchmark	Assistant Professor	9-10 month	4	2	\$79,539	\$77,930	\$670	\$91,682	\$24,286
Center for Humanities	2401 - Liberal Arts and Sciences, General Studies and Humanities - AAUDE Benchmark	Professor	9-10 month	1	2	\$119,911	\$137,841	\$8,965	\$162,166	\$21,128
Center for Languages Literature and Cultures	1601 - Linguistic, Comparative, and Related Language Studies and	Associate Professor	9-10 month	1	1	\$101,430	\$93,509	\$0	\$110,011	\$4,291
		Professor	9-10 month	1	11	\$130,024	\$136,318	\$3,147	\$160,375	\$15,175
Center for Study of Teaching and Writing	2401 - Liberal Arts and Sciences, General Studies and Humanities - AAUDE Benchmark	Professor	9-10 month	1	5	\$126,912	\$137,841	\$5,465	\$162,166	\$17,627
Classics	1612 - Classics and Classical Languages, Literatures, and Linguistics - AAUDE Benchmark	Assistant Professor	9-10 month	4	2	\$82,844	\$80,939	\$939	\$95,222	\$49,511
		Associate Professor	9-10 month	3	5	\$91,246	\$94,363	\$9,351	\$111,015	\$59,307
		Professor	9-10 month	7	20	\$144,381	\$139,517	\$32,071	\$164,138	\$161,251
Comparative Studies	2401 - Liberal Arts and Sciences, General Studies and Humanities - AAUDE Benchmark	Assistant Professor	9-10 month	4	2	\$80,987	\$72,634	\$0	\$85,452	\$16,260
		Associate Professor	9-10 month	7	8	\$102,555	\$100,835	\$7,645	\$118,630	\$83,732
		Professor	9-10 month	5	12	\$142,849	\$137,841	\$36,489	\$162,166	\$111,033
Dance	5003 - Dance - AAUDE Benchmark	Assistant Professor	9-10 month	5	2	\$82,013	\$73,844	\$0	\$86,875	\$24,312
		Associate Professor	9-10 month	7	4	\$95,423	\$86,047	\$0	\$101,232	\$43,834
		Professor	9-10 month	3	10	\$137,945	\$116,669	\$3,892	\$137,258	\$34,775
Design	5004 - Design and Applied Arts - AAUDE Benchmark	Assistant Professor	9-10 month	3	4	\$88,278	\$77,002	\$0	\$90,590	\$7,363
		Associate Professor	9-10 month	10	8	\$109,211	\$92,827	\$0	\$109,209	\$27,479
		Professor	9-10 month	3	10	\$185,809	\$138,839	\$0	\$163,341	\$0
East Asian Languages and Literatures	1603 - East Asian Languages, Literatures, and Linguistics - AAUDE Benchmark	Assistant Professor	9-10 month	3	1	\$76,075	\$81,206	\$15,392	\$95,536	\$58,383
		Associate Professor	9-10 month	7	17	\$97,488	\$95,997	\$18,173	\$112,938	\$108,153
			11-12 month	1	14	\$145,991	\$101,369	\$0	\$119,258	\$0
		Professor	9-10 month	4	8	\$127,147	\$147,148	\$80,003	\$173,115	\$183,872
English	2301 - English Language and Literature, General - AAUDE Benchmark	Assistant Professor	9-10 month	4	1	\$79,047	\$79,544	\$3,361	\$93,581	\$32,676
		Associate Professor	9-10 month	23	12	\$100,942	\$99,619	\$25,609	\$117,199	\$355,407
		Professor	9-10 month	27	12	\$148,364	\$141,033	\$197,126	\$165,921	\$579,589

French and Italian	1609 - Romance Languages, Literatures, and Linguistics - AAUDE Benchmark	Assistant Professor	9-10 month	3	2	\$77,387	\$75,908	\$1,923	\$89,303	\$35,750
		Associate Professor	9-10 month	4	13	\$101,558	\$91,085	\$344	\$107,159	\$22,100
		Professor	9-10 month	3	8	\$121,673	\$133,148	\$33,176	\$156,645	\$91,918
Germanic Languages and Literatures	1605 - Germanic Languages, Literatures, and Linguistics - AAUDE Benchmark	Assistant Professor	9-10 month	3	2	\$82,885	\$76,965	\$0	\$90,547	\$21,348
		Associate Professor	9-10 month	5	13	\$106,053	\$88,075	\$0	\$103,618	\$9,934
		Professor	9-10 month	3	10	\$126,888	\$127,043	\$18,992	\$149,463	\$67,723
History	5401 - History - AAUDE Benchmark	Assistant Professor	9-10 month	5	2	\$81,206	\$80,713	\$6,681	\$94,956	\$68,754
		Associate Professor	9-10 month	17	11	\$106,250	\$102,245	\$53,924	\$120,288	\$266,822
		Professor	9-10 month	28	11	\$144,529	\$152,495	\$352,410	\$179,406	\$1,003,964
History of Art	5007 - Fine and Studio Arts - AAUDE Benchmark	Assistant Professor	9-10 month	4	1	\$78,116	\$75,148	\$0	\$88,410	\$35,881
		Associate Professor	9-10 month	5	6	\$102,766	\$89,521	\$0	\$105,319	\$12,988
		Professor	9-10 month	4	13	\$127,797	\$126,437	\$14,309	\$148,749	\$62,133
Linguistics	1601 - Linguistic, Comparative, and Related Language Studies and Services - AAUDE	Assistant Professor	9-10 month	3	2	\$91,768	\$79,598	\$0	\$93,645	\$5,630
		Associate Professor	9-10 month	4	7	\$100,010	\$93,509	\$0	\$110,011	\$40,003
		Professor	9-10 month	6	8	\$129,875	\$136,318	\$52,526	\$160,375	\$182,995
Music	5009 - Music - AAUDE Benchmark	Assistant Professor	9-10 month	8	2	\$80,617	\$72,725	\$0	\$85,559	\$41,700
		Associate Professor	9-10 month	7	17	\$97,038	\$88,939	\$11,013	\$104,634	\$62,712
			11-12 month	1	4	\$118,910	\$99,040	\$0	\$116,518	\$0
		Professor	9-10 month	18	10	\$125,527	\$123,853	\$86,397	\$145,709	\$395,778
Near Eastern and South Asian Languages and Cultures	1611 - Middle/Near Eastern and Semitic Languages, Literatures, and Linguistics - AAUDE Benchmark	Assistant Professor	9-10 month	1	2	\$82,676	\$84,841	\$2,165	\$99,813	\$17,136
		Associate Professor	9-10 month	6	13	\$100,847	\$103,155	\$25,707	\$121,359	\$123,072
		Professor	9-10 month	2	5	\$133,446	\$145,041	\$23,188	\$170,636	\$74,379
Philosophy	3801 - Philosophy - AAUDE Benchmark	Assistant Professor	9-10 month	2	3	\$84,462	\$81,272	\$0	\$95,614	\$22,303
		Associate Professor	9-10 month	3	12	\$119,567	\$101,609	\$0	\$119,539	\$7,098
		Professor	9-10 month	10	15	\$164,906	\$162,289	\$61,713	\$190,929	\$266,698
Slavic and East European Languages and Cultures	1604 - Slavic, Baltic and Albanian Languages, Literatures, and Linguistics - AAUDE Benchmark	Assistant Professor	9-10 month	2	1	\$81,175	\$79,070	\$719	\$93,023	\$16,929
		Associate Professor	9-10 month	5	8	\$99,077	\$99,061	\$14,058	\$116,543	\$78,263
		Professor	9-10 month	4	8	\$126,644	\$132,759	\$36,995	\$156,187	\$113,005
Spanish and Portuguese	1609 - Romance Languages, Literatures, and Linguistics - AAUDE Benchmark	Assistant Professor	9-10 month	5	4	\$82,354	\$75,908	\$0	\$89,303	\$29,996
		Associate Professor	9-10 month	8	14	\$102,099	\$91,085	\$0	\$107,159	\$42,315
		Professor	9-10 month	8	8	\$123,828	\$133,148	\$67,039	\$156,645	\$222,569
Theatre, Film, and Media Arts	5005 - Drama/Theatre Arts and Stagecraft - AAUDE Benchmark	Assistant Professor	9-10 month	6	2	\$79,882	\$73,770	\$0	\$86,788	\$35,624
		Associate Professor	9-10 month	5	7	\$98,251	\$90,569	\$0	\$106,552	\$32,008

			Professor	9-10 month	9	8	\$124,058	\$131,989	\$106,242	\$155,281	\$235,946
	Womens Gender and Sexuality Studies	0502 - Ethnic, Cultural Minority, Gender, and Group Studies - AAUDE Benchmark	Assistant Professor	9-10 month	5	2	\$79,971	\$85,725	\$24,636	\$100,853	\$85,147
			Associate Professor	9-10 month	5	6	\$100,656	\$109,214	\$26,465	\$128,487	\$93,283
Professor			9-10 month	8	7	\$147,350	\$159,925	\$89,812	\$188,147	\$266,054	
Arts and Sciences Natural and Mathematical Sciences	Astronomy	4002 - Astronomy and Astrophysics - AAUDE Benchmark	Associate Professor	9-10 month	3	11	\$107,627	\$109,493	\$13,108	\$128,815	\$63,565
			Professor	9-10 month	17	15	\$170,143	\$148,860	\$46,875	\$175,130	\$224,740
	Center for Life Science Education	2601 - Biology, General - AAUDE Benchmark	Associate Professor	9-10 month	1	1	\$134,550	\$101,868	\$0	\$119,845	\$0
	Chemistry and Biochemistry Administration	4005 - Chemistry - AAUDE Benchmark	Assistant Professor	9-10 month	11	2	\$112,514	\$92,572	\$0	\$108,908	\$0
			Associate Professor	9-10 month	9	7	\$122,677	\$108,117	\$20,812	\$127,197	\$66,457
			Professor	9-10 month	31	12	\$186,238	\$167,950	\$80,458	\$197,588	\$591,810
	Earth Sciences	4006 - Geological and Earth Sciences/Geosciences - AAUDE Benchmark	Assistant Professor	9-10 month	6	3	\$106,862	\$90,104	\$0	\$106,004	\$6,871
			Associate Professor	9-10 month	2	12	\$117,203	\$104,175	\$0	\$122,559	\$10,713
			Professor	9-10 month	20	13	\$175,817	\$155,216	\$128,626	\$182,607	\$390,457
	Evolution Ecology and Organismal Biology	2607 - Zoology/Animal Biology - AAUDE Benchmark	Assistant Professor	9-10 month	6	2	\$92,606	\$88,669	\$0	\$104,316	\$70,263
			Associate Professor	9-10 month	7	2	\$114,940	\$105,103	\$0	\$123,651	\$60,977
			Professor	9-10 month	9	9	\$170,384	\$143,181	\$11,330	\$168,448	\$59,957
	Mathematics	2701 - Mathematics - AAUDE Benchmark	Assistant Professor	9-10 month	16	2	\$109,181	\$97,818	\$0	\$115,080	\$102,385
			Associate Professor	9-10 month	14	7	\$119,964	\$108,499	\$12,059	\$127,646	\$126,895
			Professor	9-10 month	34	10	\$150,983	\$157,877	\$432,648	\$185,738	\$1,197,381
	Microbiology Administration	2605 - Microbiological Sciences and Immunology - AAUDE Benchmark	Assistant Professor	9-10 month	7	2	\$105,319	\$93,028	\$0	\$109,445	\$31,296
			Associate Professor	9-10 month	2	7	\$117,328	\$115,306	\$6,209	\$135,654	\$33,624
			Professor	9-10 month	10	8	\$188,069	\$171,585	\$108,831	\$201,864	\$287,262
				11-12 month	3	11	\$208,324	\$209,714	\$9,729	\$246,723	\$31,194
	Molecular Genetics Administration	2608 - Genetics - AAUDE Benchmark	Assistant Professor	9-10 month	4	3	\$107,628	\$93,322	\$0	\$109,791	\$9,613
Associate Professor			9-10 month	4	10	\$129,891	\$101,722	\$0	\$119,673	\$0	
			11-12 month	1	3	\$182,275	\$124,327	\$0	\$146,267	\$0	
		Professor	9-10 month	17	11	\$161,444	\$137,874	\$12,723	\$162,204	\$152,045	
Physics Administration	4008 - Physics - AAUDE Benchmark	Assistant Professor	9-10 month	7	1	\$106,226	\$95,753	\$0	\$112,650	\$44,970	
		Associate Professor	9-10 month	9	10	\$122,198	\$108,932	\$14,072	\$128,156	\$86,149	
		Professor	9-10 month	33	15	\$175,408	\$158,956	\$114,426	\$187,007	\$553,333	
Statistics	2705 - Statistics - AAUDE Benchmark	Assistant Professor	9-10 month	9	2	\$133,965	\$107,135	\$0	\$126,041	\$0	
		Associate Professor	9-10 month	7	5	\$140,332	\$122,117	\$0	\$143,667	\$24,398	

Arts and Sciences Social and Behavioral Sciences			Professor	9-10 month	9	10	\$181,081	\$173,722	\$25,372	\$204,379	\$185,743
	Anthropology	4502 - Anthropology - AAUDE Benchmark	Assistant Professor	9-10 month	4	3	\$92,145	\$84,523	\$0	\$99,439	\$29,172
			Associate Professor	9-10 month	3	4	\$114,034	\$98,205	\$0	\$115,535	\$19,593
			Professor	9-10 month	12	13	\$143,962	\$145,128	\$162,368	\$170,738	\$413,341
	Center for Cognitive and Behavioral Brain Imaging	3025 - Cognitive Science - AAUDE Benchmark	Professor	9-10 month	1	5	\$217,720	\$161,052	\$0	\$189,473	\$0
	Center for Cognitive and Brain Sciences	3025 - Cognitive Science - AAUDE Benchmark	Professor	9-10 month	1	3	\$132,908	\$161,052	\$14,072	\$189,473	\$28,282
	Center for Human Resource Research	4501 - Social Sciences, General - AAUDE Benchmark	Professor	9-10 month	1	6	\$182,500	\$153,603	\$0	\$180,710	\$0
				11-12 month	1	22	\$200,966	\$159,121	\$0	\$187,201	\$0
	Center for Urban and Regional Analysis	0403 - City/Urban, Community and Regional Planning - AAUDE Benchmark	Professor	9-10 month	1	12	\$215,918	\$146,407	\$0	\$172,244	\$0
	Criminal Justice Research Center	4301 - Criminal Justice and Corrections - AAUDE Benchmark	Professor	9-10 month	1	14	\$137,275	\$160,771	\$11,748	\$189,142	\$25,933
	Economics	4506 - Economics - AAUDE Benchmark	Assistant Professor	9-10 month	8	3	\$170,427	\$143,572	\$0	\$168,908	\$20,262
			Associate Professor	9-10 month	5	9	\$192,876	\$185,275	\$65,530	\$217,971	\$112,939
			Professor	9-10 month	15	10	\$256,699	\$262,608	\$324,856	\$308,951	\$823,351
	Geography	4507 - Geography and Cartography - AAUDE Benchmark	Assistant Professor	9-10 month	4	2	\$98,026	\$86,057	\$0	\$101,244	\$12,873
			Associate Professor	9-10 month	5	4	\$103,763	\$99,730	\$4,276	\$117,329	\$67,829
			Professor	9-10 month	10	9	\$161,912	\$156,545	\$129,050	\$184,171	\$314,524
	Institute for Democratic Engagement and Accountability	4510 - Political Science and Government - AAUDE Benchmark	Professor	9-10 month	1	7	\$259,009	\$174,329	\$0	\$205,093	\$0
	Institute for Population Research	4505 - Demography and Population Studies - AAUDE Benchmark	Professor	9-10 month	1	7	\$180,000	\$195,232	\$7,616	\$229,685	\$24,842
	International Studies	4509 - International Relations and National Security Studies - AAUDE Benchmark	Professor	9-10 month	1	11	\$178,876	\$188,832	\$4,978	\$222,155	\$21,640
	Political Science	4510 - Political Science and Government - AAUDE Benchmark	Assistant Professor	9-10 month	8	2	\$110,457	\$96,151	\$0	\$113,119	\$32,588
			Associate Professor	9-10 month	11	2	\$126,962	\$119,815	\$4,938	\$140,959	\$173,006
			Professor	9-10 month	17	9	\$189,957	\$174,329	\$132,284	\$205,093	\$447,782

	Psychology	4201 - Psychology, General - AAUDE Benchmark	Assistant Professor	9-10 month	10	2	\$99,916	\$90,929	\$0	\$106,975	\$70,590
			Associate Professor	9-10 month	10	7	\$120,316	\$107,217	\$5,131	\$126,138	\$70,732
			Professor	9-10 month	28	12	\$193,880	\$163,392	\$324,915	\$192,225	\$767,752
	School of Communication	0901 - Communication and Media Studies - AAUDE Benchmark	Assistant Professor	9-10 month	8	3	\$100,801	\$83,179	\$0	\$97,857	\$2,857
			Associate Professor	9-10 month	12	8	\$115,137	\$102,832	\$3,174	\$120,979	\$77,817
			Professor	9-10 month	14	7	\$189,605	\$147,204	\$48,777	\$173,181	\$167,841
	Sociology	4511 - Sociology - AAUDE Benchmark	Assistant Professor	9-10 month	7	2	\$101,697	\$92,448	\$0	\$108,763	\$49,462
			Associate Professor	9-10 month	1	5	\$111,475	\$110,435	\$0	\$129,924	\$18,450
			Professor	9-10 month	21	8	\$160,114	\$171,741	\$418,968	\$202,048	\$894,389
	Speech Hearing Science	5102 - Communication Disorders Sciences and Services - AAUDE Benchmark	Assistant Professor	9-10 month	5	3	\$101,086	\$82,842	\$0	\$97,461	\$0
			Associate Professor	9-10 month	4	8	\$112,229	\$100,057	\$0	\$117,714	\$21,943
			Professor	9-10 month	4	6	\$164,107	\$153,555	\$34,577	\$180,653	\$115,871
				11-12 month	1	30	\$250,141	\$204,302	\$0	\$240,355	\$0
	The Mershon Center	4509 - International Relations and National Security Studies - AAUDE Benchmark	Professor	9-10 month	5	11	\$187,652	\$188,832	\$26,421	\$222,155	\$86,634
Business*	Accounting and Management Information Systems	AACSB Benchmark	Assistant Professor	9-10 month	7	5	\$263,909	\$198,344	\$0	\$233,346	\$0
			Associate Professor	9-10 month	5	3	\$289,212	\$232,957	\$0	\$274,067	\$22,905
			Professor	9-10 month	9	14	\$351,534	\$272,488	\$0	\$320,574	\$100,273
	College Administration	AACSB Benchmark	Professor	9-10 month	1	7	\$255,273	\$208,801	\$0	\$245,648	\$0
	Finance	AACSB Benchmark	Assistant Professor	9-10 month	11	4	\$281,551	\$206,713	\$0	\$243,192	\$0
			Associate Professor	9-10 month	3	17	\$254,071	\$236,205	\$0	\$277,888	\$0
			Professor	9-10 month	11	16	\$436,074	\$284,118	\$0	\$334,256	\$2,111
	Management and Human Resources	AACSB Benchmark	Assistant Professor	9-10 month	7	5	\$190,727	\$161,624	\$0	\$190,146	\$54,645
			Associate Professor	9-10 month	1	2	\$227,887	\$179,540	\$0	\$211,224	\$0
			Professor	9-10 month	12	8	\$320,972	\$263,867	\$53,470	\$310,431	\$270,900
	Marketing and Logistics	AACSB Benchmark	Assistant Professor	9-10 month	8	5	\$184,292	\$170,711	\$30,719	\$200,837	\$134,217
			Associate Professor	9-10 month	4	4	\$233,088	\$193,508	\$0	\$227,656	\$8,736
			Professor	9-10 month	8	9	\$293,320	\$233,818	\$0	\$275,080	\$71,595
	Office of Leadership	AACSB Benchmark	Professor	9-10 month	1	8	\$305,542	\$248,934	\$0	\$292,864	\$0
	Operations and Business Analytics	AACSB Benchmark	Assistant Professor	9-10 month	7	5	\$201,926	\$168,061	\$0	\$197,719	\$37,147
			Associate Professor	9-10 month	1	4	\$224,515	\$207,033	\$0	\$243,568	\$19,053

			Professor	9-10 month	6	17	\$279,538	\$229,221	\$72	\$269,672	\$45,887
Dentistry*	Academic Affairs	5104 - Dentistry - AAUDE Benchmark	Associate Professor	11-12 month	1	10	\$186,750	\$152,125	\$0	\$178,971	\$0
	Biosciences	5106 - Dental Support Services and Allied Professions - AAUDE Benchmark	Assistant Professor	11-12 month	4	4	\$125,574	\$103,428	\$0	\$121,680	\$4,735
			Associate Professor	11-12 month	1	5	\$145,215	\$120,224	\$0	\$141,440	\$0
			Professor	11-12 month	2	17	\$185,066	\$164,424	\$0	\$193,440	\$16,748
	Clinic Administration	5104 - Dentistry - AAUDE Benchmark	Professor	11-12 month	1	5	\$275,495	\$235,643	\$0	\$277,227	\$1,733
	College Administration	5104 - Dentistry - AAUDE Benchmark	Professor	11-12 month	1	2	\$305,565	\$235,643	\$0	\$277,227	\$0
	Dental Hygiene	5106 - Dental Support Services and Allied Professions - AAUDE Benchmark	Associate Professor	11-12 month	1	2	\$139,725	\$89,284	\$0	\$105,040	\$0
	Dental Public Health	5104 - Dentistry - AAUDE Benchmark	Associate Professor	11-12 month	2	2	\$193,113	\$129,064	\$0	\$151,840	\$0
	Endodontics	5105 - Advanced/Graduate Dentistry and Oral Sciences - AAUDE Benchmark	Associate Professor	11-12 month	1	6	\$175,820	\$145,860	\$0	\$171,600	\$0
			Professor	11-12 month	2	10	\$241,880	\$168,844	\$0	\$198,640	\$0
	Graduate Prosthodontics	5104 - Dentistry - AAUDE Benchmark	Assistant Professor	11-12 month	1	0	\$130,000	\$114,920	\$0	\$135,200	\$5,200
	Graduate Studies	5104 - Dentistry - AAUDE Benchmark	Associate Professor	11-12 month	1	12	\$233,601	\$152,125	\$0	\$178,971	\$0
	Oral and Maxillofacial Pathology	5104 - Dentistry - AAUDE Benchmark	Assistant Professor	11-12 month	1	2	\$150,841	\$113,420	\$0	\$133,435	\$0
			Professor	11-12 month	1	23	\$210,273	\$154,700	\$0	\$182,000	\$0
	Oral and Maxillofacial Surgery and Anesthesiology	5105 - Advanced/Graduate Dentistry and Oral Sciences - AAUDE Benchmark	Associate Professor	11-12 month	1	7	\$231,258	\$177,684	\$0	\$209,040	\$0
	Orthodontics	5105 - Advanced/Graduate Dentistry and Oral Sciences - AAUDE Benchmark	Professor	11-12 month	3	6	\$201,296	\$150,280	\$0	\$176,800	\$0
	Periodontology	5105 - Advanced/Graduate Dentistry and Oral Sciences - AAUDE Benchmark	Professor	11-12 month	2	6	\$228,381	\$169,728	\$0	\$199,680	\$0

	Pre-Doctoral Restorative and Prosthetic	5104 - Dentistry - AAUDE Benchmark	Assistant Professor	11-12 month	4	3	\$136,493	\$112,931	\$0	\$132,860	\$4,925
			Associate Professor	11-12 month	2	9	\$142,922	\$123,760	\$0	\$145,600	\$6,999
			Professor	11-12 month	2	5	\$218,525	\$165,308	\$0	\$194,480	\$0
	Research Administration	5104 - Dentistry - AAUDE Benchmark	Professor	11-12 month	1	0	\$240,000	\$235,643	\$0	\$277,227	\$37,227
Education and Human Ecology	Center for Digital Learning and Innovation	1301 - Education, General - AAUDE Benchmark	Professor	11-12 month	1	3	\$217,349	\$144,979	\$0	\$170,564	\$0
	Center on Education and Training for Employment	1301 - Education, General - AAUDE Benchmark	Professor	9-10 month	1	5	\$176,503	\$152,581	\$0	\$179,507	\$2,253
	Crane Center for Early Childhood	1301 - Education, General - AAUDE Benchmark	Professor	9-10 month	1	18	\$287,839	\$152,581	\$0	\$179,507	\$0
	Educational Studies Administration	1301 - Education, General - AAUDE Benchmark	Assistant Professor	9-10 month	7	3	\$95,971	\$82,499	\$0	\$97,057	\$12,304
			Associate Professor	9-10 month	17	12	\$108,526	\$103,005	\$19,128	\$121,182	\$213,395
			Professor	9-10 month	21	10	\$170,484	\$152,581	\$142,589	\$179,507	\$471,199
	Engagement, Discovery, and Global Education	1301 - Education, General - AAUDE Benchmark	Professor	9-10 month	1	5	\$195,406	\$152,581	\$0	\$179,507	\$0
				11-12 month	1	6	\$237,727	\$144,979	\$0	\$170,564	\$0
	Faculty Affairs	1901 - Family and Consumer Sciences/Human Sciences, General - AAUDE Benchmark	Associate Professor	11-12 month	1	18	\$187,985	\$113,803	\$0	\$133,886	\$0
	Human Sciences Administration	1901 - Family and Consumer Sciences/Human Sciences, General - AAUDE Benchmark	Assistant Professor	9-10 month	4	3	\$97,164	\$88,261	\$0	\$103,836	\$26,686
				11-12 month	1	1	\$111,564	\$78,900	\$0	\$92,823	\$0
			Associate Professor	9-10 month	15	6	\$111,715	\$105,329	\$4,805	\$123,917	\$183,028
				11-12 month	3	6	\$126,606	\$113,803	\$0	\$133,886	\$21,842
			Professor	9-10 month	18	12	\$158,236	\$145,841	\$46,185	\$171,578	\$327,035
				11-12 month	4	10	\$218,958	\$162,760	\$0	\$191,483	\$8,314
	Office of the Dean	1301 - Education, General - AAUDE Benchmark	Professor	11-12 month	1	6	\$193,161	\$144,979	\$0	\$170,564	\$0
	Research Administration	1301 - Education, General - AAUDE Benchmark	Professor	9-10 month	1	16	\$256,698	\$152,581	\$0	\$179,507	\$0
	Teaching and Learning Administration	1301 - Education, General - AAUDE Benchmark	Assistant Professor	9-10 month	2	5	\$94,563	\$82,499	\$0	\$97,057	\$4,989

	Administration	AAUDE Benchmark	Associate Professor	9-10 month	6	5	\$106,250	\$103,005	\$6,824	\$121,182	\$89,595
			Professor	9-10 month	19	9	\$145,861	\$152,581	\$181,178	\$179,507	\$628,200
				11-12 month	1	4	\$175,406	\$144,979	\$0	\$170,564	\$0
	Walter E. Dennis Learning Center	1301 - Education, General - AAUDE Benchmark	Associate Professor	9-10 month	1	1	\$106,180	\$103,005	\$0	\$121,182	\$7,501
Engineering	Biomedical Engineering	1405 - Biomedical/Medical Engineering - AAUDE Benchmark	Assistant Professor	9-10 month	5	2	\$112,043	\$103,461	\$0	\$121,719	\$45,505
				11-12 month	1	2	\$122,004	\$126,453	\$667	\$148,768	\$4,015
			Associate Professor	9-10 month	7	5	\$145,989	\$118,340	\$0	\$139,223	\$3,943
			Professor	9-10 month	11	6	\$180,231	\$172,466	\$46,495	\$202,901	\$265,530
				11-12 month	1	4	\$221,708	\$210,792	\$0	\$247,990	\$5,257
	Chemical and Biomolecular Engineering	1407 - Chemical Engineering - AAUDE Benchmark	Assistant Professor	9-10 month	3	3	\$114,121	\$103,395	\$0	\$121,641	\$22,560
			Associate Professor	9-10 month	4	7	\$137,699	\$120,051	\$0	\$141,237	\$26,370
			Professor	9-10 month	18	15	\$219,146	\$183,349	\$40,937	\$215,705	\$355,270
	Civil Environmental and Geodetic Engineering	1408 - Civil Engineering - AAUDE Benchmark	Assistant Professor	9-10 month	7	4	\$105,311	\$100,449	\$1,324	\$118,176	\$69,429
			Associate Professor	9-10 month	10	4	\$128,935	\$116,236	\$0	\$136,748	\$79,268
			Professor	9-10 month	11	8	\$164,585	\$159,364	\$38,462	\$187,487	\$250,384
	College Administration	1401 - Engineering, General - AAUDE Benchmark	Professor	9-10 month	1	10	\$189,245	\$162,239	\$0	\$190,869	\$812
				11-12 month	2	8	\$251,261	\$226,406	\$0	\$266,360	\$30,199
	Computer Science and Engineering	1101 - Computer and Information Sciences, General - AAUDE Benchmark	Assistant Professor	9-10 month	10	4	\$131,786	\$116,309	\$0	\$136,835	\$50,488
			Associate Professor	9-10 month	16	8	\$148,817	\$131,739	\$0	\$154,987	\$99,376
				11-12 month	1	3	\$208,563	\$161,015	\$0	\$189,429	\$0
			Professor	9-10 month	21	9	\$207,112	\$176,209	\$23,717	\$207,305	\$330,425
				11-12 month	1	3	\$271,091	\$215,367	\$0	\$253,373	\$0
	Electrical and Computer Engineering	1410 - Electrical, Electronics and Communications Engineering - AAUDE	Assistant Professor	9-10 month	6	4	\$119,401	\$110,953	\$0	\$130,533	\$38,376
			Associate Professor	9-10 month	9	11	\$132,338	\$121,955	\$2,137	\$143,477	\$100,248
			Professor	9-10 month	33	11	\$197,227	\$176,380	\$73,926	\$207,506	\$669,474
	Engineering Education	1401 - Engineering, General - AAUDE Benchmark	Assistant Professor	9-10 month	2	1	\$110,760	\$99,917	\$0	\$117,549	\$13,579
			Associate Professor	9-10 month	5	3	\$133,911	\$112,465	\$0	\$132,311	\$8,467
			Professor	9-10 month	3	4	\$165,491	\$162,239	\$14,239	\$190,869	\$76,134
	Integrated Systems Engineering	1435 - Industrial Engineering - AAUDE Benchmark	Assistant Professor	9-10 month	5	5	\$120,610	\$103,582	\$0	\$121,861	\$8,427
			Associate Professor	9-10 month	3	2	\$127,888	\$115,760	\$0	\$136,188	\$24,899
			Professor	9-10 month	13	11	\$190,578	\$169,033	\$34,543	\$198,863	\$269,524

	Knowlton School of Architecture Administration	0402 - Architecture - AAUDE Benchmark	Assistant Professor	9-10 month	9	3	\$92,544	\$80,157	\$525	\$94,302	\$35,905
			Associate Professor	9-10 month	20	5	\$109,450	\$97,169	\$0	\$114,317	\$126,635
			Professor	9-10 month	10	8	\$156,023	\$131,338	\$4,382	\$154,515	\$85,317
	Materials Science and Engineering	1418 - Materials Engineering - AAUDE Benchmark	Assistant Professor	9-10 month	7	4	\$113,309	\$104,850	\$0	\$123,353	\$68,237
			Associate Professor	9-10 month	8	11	\$123,618	\$123,824	\$32,552	\$145,675	\$176,452
			Professor	9-10 month	20	14	\$210,897	\$191,215	\$180,347	\$224,959	\$571,199
	Mechanical and Aerospace Engineering	1419 - Mechanical Engineering - AAUDE Benchmark	Assistant Professor	9-10 month	8	4	\$115,875	\$102,034	\$0	\$120,040	\$36,507
			Associate Professor	9-10 month	12	6	\$131,796	\$117,683	\$1,264	\$138,450	\$124,512
			Professor	9-10 month	35	10	\$184,131	\$169,197	\$116,118	\$199,056	\$732,359
	Undergraduate Studies	1407 - Chemical Engineering - AAUDE Benchmark	Professor	9-10 month	1	20	\$208,465	\$183,349	\$0	\$215,705	\$6,516
Food, Agricultural, and Environmental Sciences	Agricultural, Environmental and Development Economics	0101 - Agricultural Business and Management - AAUDE Benchmark	Assistant Professor	9-10 month	6	3	\$128,661	\$109,763	\$0	\$129,133	\$8,573
			Associate Professor	9-10 month	5	3	\$146,856	\$133,180	\$0	\$156,683	\$44,647
			Professor	9-10 month	10	11	\$190,004	\$169,619	\$2,173	\$199,551	\$114,430
				11-12 month	1	2	\$255,852	\$205,954	\$0	\$242,299	\$0
	Agriculture Communication Education and Leadership	1313 - Teacher Education and Professional Development, Specific Subject Areas - AAUDE Benchmark	Assistant Professor	9-10 month	2	4	\$94,003	\$84,443	\$0	\$99,344	\$10,682
			Associate Professor	9-10 month	5	3	\$118,031	\$94,046	\$0	\$110,642	\$1,493
				11-12 month	1	27	\$159,191	\$111,796	\$0	\$131,525	\$0
			Professor	9-10 month	1	16	\$147,521	\$119,899	\$0	\$141,058	\$0
				11-12 month	2	7	\$177,112	\$172,568	\$32,626	\$203,021	\$63,079
	Animal Sciences	0109 - Animal Sciences - AAUDE Benchmark	Assistant Professor	9-10 month	10	2	\$97,583	\$87,604	\$0	\$103,064	\$56,341
			Associate Professor	9-10 month	6	3	\$118,125	\$107,081	\$0	\$125,978	\$47,116
			Professor	9-10 month	3	8	\$152,849	\$141,631	\$2,369	\$166,625	\$48,727
				11-12 month	5	18	\$190,487	\$158,877	\$31,570	\$186,914	\$84,928
	Center for Food Animal Health	0108 - Agricultural Public Services - AAUDE Benchmark	Assistant Professor	9-10 month	1	2	\$122,122	\$82,464	\$0	\$97,016	\$0
			Associate Professor	9-10 month	2	3	\$132,971	\$87,803	\$0	\$103,297	\$0
			Professor	9-10 month	2	6	\$157,237	\$116,202	\$0	\$136,709	\$0
				11-12 month	1	36	\$347,707	\$114,634	\$0	\$134,863	\$0
	Center for Lake Erie Area Research	2613 - Ecology, Evolution, Systematics, and Population Biology - AAUDE Benchmark	Associate Professor	11-12 month	1	10	\$97,967	\$127,282	\$29,315	\$149,744	\$51,777

Dean-VP Operating	0101 - Agricultural Business and Management - AAUDE Benchmark	Professor	11-12 month	2	9	\$259,906	\$205,954	\$0	\$242,299	\$0
Entomology	2607 - Zoology/Animal Biology - AAUDE Benchmark	Assistant Professor	9-10 month	5	3	\$94,742	\$88,669	\$0	\$104,316	\$47,872
		Associate Professor	9-10 month	2	2	\$108,818	\$105,103	\$0	\$123,651	\$29,666
			11-12 month	1	16	\$117,603	\$108,221	\$0	\$127,319	\$2,429
		Professor	9-10 month	4	4	\$141,082	\$143,181	\$28,969	\$168,448	\$109,464
			11-12 month	2	17	\$174,738	\$169,778	\$27,026	\$199,739	\$56,987
Food Science and Technology	0110 - Food Science and Technology - AAUDE Benchmark	Associate Professor	9-10 month	2	5	\$105,117	\$108,506	\$6,778	\$127,654	\$45,074
			11-12 month	1	29	\$99,459	\$116,400	\$16,941	\$136,941	\$37,482
		Professor	9-10 month	8	12	\$194,626	\$145,672	\$27,328	\$171,379	\$78,742
			11-12 month	6	13	\$200,327	\$175,000	\$42,345	\$205,882	\$157,674
Food, Agricultural and Biological Engineering	1403 - Agricultural Engineering - AAUDE Benchmark	Assistant Professor	9-10 month	2	3	\$119,460	\$96,955	\$0	\$114,065	\$0
		Associate Professor	9-10 month	4	1	\$139,238	\$109,805	\$0	\$129,182	\$976
			11-12 month	1	22	\$140,081	\$160,381	\$20,300	\$188,683	\$48,602
		Professor	9-10 month	11	9	\$166,175	\$148,077	\$12,476	\$174,209	\$142,438
			11-12 month	2	25	\$245,869	\$205,673	\$0	\$241,969	\$678
Horticulture and Crop Science	0111 - Plant Sciences - AAUDE Benchmark	Assistant Professor	9-10 month	13	3	\$100,484	\$88,310	\$0	\$103,894	\$60,625
			11-12 month	1	1	\$101,489	\$92,700	\$0	\$109,058	\$7,570
		Associate Professor	9-10 month	7	11	\$111,028	\$104,210	\$1,602	\$122,600	\$68,671
			9-10 month	8	8	\$140,102	\$137,283	\$27,344	\$161,509	\$155,103
			11-12 month	7	13	\$154,709	\$160,116	\$91,384	\$188,371	\$260,918
International Programs	0108 - Agricultural Public Services - AAUDE Benchmark	Associate Professor	11-12 month	1	16	\$115,248	\$93,072	\$0	\$109,496	\$0
Plant Pathology	2603 - Botany/Plant Biology - AAUDE Benchmark	Assistant Professor	9-10 month	4	2	\$94,977	\$89,629	\$0	\$105,446	\$41,876
		Associate Professor	9-10 month	5	5	\$113,721	\$103,140	\$0	\$121,341	\$38,967
		Professor	9-10 month	5	8	\$136,350	\$153,526	\$87,752	\$180,619	\$221,344
			11-12 month	1	9	\$192,891	\$186,648	\$0	\$219,586	\$26,695
Research and Graduate Education Administration	0301 - Natural Resources Conservation and Research - AAUDE Benchmark	Professor	11-12 month	1	8	\$259,382	\$171,750	\$0	\$202,059	\$0

	School of Environment and Natural Resources	0301 - Natural Resources Conservation and Research - AAUDE Benchmark	Assistant Professor	9-10 month	5	4	\$93,311	\$91,921	\$3,276	\$108,143	\$74,156
			Associate Professor	9-10 month	17	6	\$118,313	\$109,337	\$347	\$128,631	\$174,992
				11-12 month	1	24	\$136,749	\$113,644	\$0	\$133,699	\$0
			Professor	9-10 month	16	10	\$171,445	\$161,154	\$120,148	\$189,593	\$409,418
				11-12 month	1	19	\$268,299	\$171,750	\$0	\$202,059	\$0
	South Centers Piketon	0108 - Agricultural Public Services - AAUDE Benchmark	Associate Professor	11-12 month	1	2	\$105,100	\$93,072	\$0	\$109,496	\$4,397
			Professor	11-12 month	1	7	\$131,364	\$114,634	\$0	\$134,863	\$3,499
	Wooster Campus Administration	0101 - Agricultural Business and Management - AAUDE Benchmark	Professor	9-10 month	1	7	\$140,470	\$169,619	\$29,148	\$199,551	\$59,081
John Glenn Public Affairs	Academic	4404 - Public Administration - AAUDE Benchmark	Assistant Professor	9-10 month	8	2	\$99,598	\$88,332	\$0	\$103,920	\$34,580
			Associate Professor	9-10 month	7	9	\$120,380	\$110,831	\$0	\$130,390	\$71,294
			Professor	9-10 month	6	6	\$172,679	\$150,998	\$3,671	\$177,644	\$41,121
				11-12 month	2	11	\$233,395	\$162,871	\$0	\$191,613	\$0
Law	Academic Operations	2201 - Law - AAUDE Benchmark	Assistant Professor	9-10 month	1	4	\$150,813	\$142,101	\$0	\$167,178	\$16,365
				11-12 month	1	0	\$150,000	\$173,679	\$23,679	\$204,329	\$54,329
			Associate Professor	9-10 month	1	1	\$161,735	\$159,048	\$0	\$187,115	\$25,380
			Professor	9-10 month	3	4	\$264,801	\$207,043	\$0	\$243,579	\$0
	Data and Governance	2201 - Law - AAUDE Benchmark	Professor	9-10 month	1	3	\$229,669	\$207,043	\$0	\$243,579	\$7,094
	Law Reserve	2201 - Law - AAUDE Benchmark	Assistant Professor	9-10 month	3	1	\$151,576	\$142,101	\$0	\$167,178	\$46,806
			Associate Professor	9-10 month	3	3	\$164,898	\$159,048	\$0	\$187,115	\$66,651
				11-12 month	1	27	\$263,642	\$194,391	\$0	\$228,696	\$0
			Professor	9-10 month	18	17	\$224,281	\$207,043	\$80,353	\$243,579	\$365,106
				11-12 month	1	15	\$301,070	\$253,052	\$0	\$297,708	\$0
Medicine*	Biological Chemistry and Pharmacology (BCP)	AAMC Benchmark	Assistant Professor	11-12 month	8	4	\$119,138	\$108,737	\$0	\$127,925	\$59,950
			Associate Professor	11-12 month	6	13	\$139,813	\$129,360	\$11,414	\$152,188	\$95,761
			Professor	9-10 month	1	12	\$231,555	\$175,950	\$0	\$207,000	\$0
				11-12 month	8	13	\$225,452	\$192,729	\$42,229	\$226,740	\$163,488
	Biomedical Education and Anatomy-Administration	AAMC Benchmark	Associate Professor	11-12 month	1	14	\$160,420	\$125,799	\$0	\$147,998	\$0
			Professor	11-12 month	1	0	\$215,174	\$203,058	\$0	\$238,892	\$5,930
	Biomedical Informatics (BMI)	AAMC Benchmark	Assistant Professor	11-12 month	5	5	\$145,208	\$128,180	\$0	\$150,800	\$41,120
			Associate Professor	11-12 month	4	4	\$194,544	\$166,131	\$0	\$195,448	\$23,893

		Professor	11-12 month	8	7	\$283,955	\$229,992	\$0	\$270,579	\$52,259
BMEA Division of Bioethics	AAMC Benchmark	Assistant Professor	11-12 month	4	3	\$115,064	\$87,594	\$0	\$103,051	\$0
		Associate Professor	11-12 month	1	13	\$520,853	\$125,799	\$0	\$147,998	\$0
BMEA-Division of Anatomy	AAMC Benchmark	Professor	11-12 month	2	6	\$209,957	\$149,525	\$0	\$175,911	\$0
Cancer Biology and Genetics (CBG)	AAMC Benchmark	Assistant Professor	11-12 month	3	5	\$142,330	\$119,083	\$0	\$140,098	\$30,192
		Associate Professor	11-12 month	3	5	\$182,823	\$150,078	\$0	\$176,563	\$4,039
		Professor	9-10 month	2	18	\$143,417	\$192,841	\$87,791	\$226,872	\$134,199
			11-12 month	5	9	\$374,745	\$210,392	\$0	\$247,520	\$30,330
College Administration	AAMC Benchmark	Professor	11-12 month	1	11	\$366,878	\$262,796	\$0	\$309,171	\$0
Education Vice Dean	AAMC Benchmark	Professor	11-12 month	1	0	\$764,826	\$246,582	\$0	\$290,097	\$0
Health and Rehabilitation Sciences	AAMC Benchmark	Assistant Professor	11-12 month	5	3	\$110,031	\$101,243	\$2,005	\$119,110	\$50,037
		Associate Professor	11-12 month	6	3	\$136,213	\$129,639	\$8,474	\$152,517	\$97,105
		Professor	11-12 month	12	5	\$173,424	\$177,633	\$88,680	\$208,980	\$379,695
Health and Rehabilitation Sciences - Health Sciences	AAMC Benchmark	Associate Professor	11-12 month	1	3	\$134,283	\$133,626	\$0	\$157,207	\$22,924
Health and Rehabilitation Sciences Occupational Therapy	AAMC Benchmark	Assistant Professor	11-12 month	2	2	\$111,402	\$109,704	\$2,033	\$129,064	\$35,324
		Associate Professor	11-12 month	1	2	\$125,418	\$133,626	\$8,208	\$157,207	\$31,789
Health and Rehabilitation Sciences Physical Therapy	AAMC Benchmark	Professor	11-12 month	1	6	\$171,117	\$175,155	\$4,038	\$206,065	\$34,948
Health and Rehabilitation Sciences Radiologic Therapy and Science	AAMC Benchmark	Assistant Professor	11-12 month	1	2	\$106,864	\$109,704	\$2,841	\$129,064	\$22,200
Microbial Infection and Immunity (MII)	AAMC Benchmark	Assistant Professor	11-12 month	12	5	\$129,059	\$110,636	\$9,063	\$130,161	\$46,908
		Associate Professor	11-12 month	4	6	\$144,357	\$146,359	\$19,921	\$172,187	\$95,007
		Professor	11-12 month	9	5	\$227,674	\$189,135	\$49,707	\$222,512	\$189,006
Molecular Medicine and Therapeutics (MMT)	AAMC Benchmark	Assistant Professor	11-12 month	5	1	\$127,680	\$119,204	\$0	\$140,240	\$66,734
		Associate Professor	11-12 month	1	2	\$171,396	\$133,988	\$0	\$157,633	\$0
		Professor	11-12 month	2	20	\$313,490	\$197,047	\$0	\$231,820	\$8,003
Neuroscience	AAMC Benchmark	Assistant Professor	11-12 month	10	5	\$127,631	\$106,787	\$0	\$125,631	\$14,223
		Associate Professor	11-12 month	8	6	\$152,977	\$126,149	\$2,680	\$148,411	\$32,572
		Professor	11-12 month	11	14	\$227,346	\$202,729	\$123,617	\$238,505	\$348,636

	Physiology and Cell Biology (PCB)	AAMC Benchmark	Assistant Professor	11-12 month	6	4	\$124,020	\$108,161	\$0	\$127,249	\$30,224
			Associate Professor	11-12 month	6	5	\$153,430	\$121,001	\$0	\$142,354	\$22,557
			Professor	11-12 month	12	7	\$230,629	\$178,578	\$3,298	\$210,092	\$107,397
Nursing*	Academic Affairs Administration	AACN Benchmark	Associate Professor	11-12 month	1	2	\$188,760	\$120,815	\$0	\$142,136	\$0
	Center for Healthy Aging, Self-Management and Complex Care	AACN Benchmark	Assistant Professor	9-10 month	4	3	\$102,226	\$80,594	\$0	\$94,816	\$0
				11-12 month	3	4	\$131,668	\$100,114	\$0	\$117,782	\$0
			Associate Professor	11-12 month	5	4	\$151,649	\$120,815	\$0	\$142,136	\$1,781
			Professor	11-12 month	3	2	\$203,078	\$163,384	\$0	\$192,216	\$16,290
	College Administration	AACN Benchmark	Assistant Professor	9-10 month	2	3	\$100,742	\$80,594	\$0	\$94,816	\$0
			Associate Professor	11-12 month	1	1	\$140,014	\$120,815	\$0	\$142,136	\$2,121
			Professor	11-12 month	4	9	\$233,799	\$163,384	\$0	\$192,216	\$0
	Community Outreach and Engagement	AACN Benchmark	Associate Professor	11-12 month	1	8	\$161,411	\$120,815	\$0	\$142,136	\$0
	Faculty Affairs	AACN Benchmark	Associate Professor	11-12 month	1	2	\$162,445	\$120,815	\$0	\$142,136	\$0
	Pitzer Center	AACN Benchmark	Assistant Professor	9-10 month	2	2	\$101,622	\$80,594	\$0	\$94,816	\$0
				11-12 month	1	4	\$130,454	\$100,114	\$0	\$117,782	\$0
			Associate Professor	9-10 month	2	6	\$130,661	\$90,611	\$0	\$106,601	\$0
				11-12 month	4	3	\$151,649	\$120,815	\$0	\$142,136	\$2,136
			Professor	11-12 month	4	6	\$227,813	\$163,384	\$0	\$192,216	\$0
Optometry*	Academics	ASCO Benchmark	Assistant Professor	11-12 month	5	3	\$126,420	\$108,738	\$0	\$127,927	\$14,467
			Associate Professor	11-12 month	4	9	\$147,062	\$129,061	\$0	\$151,837	\$19,101
			Professor	11-12 month	13	8	\$187,492	\$156,083	\$1,636	\$183,628	\$94,195
Pharmacy*	Medicinal Chemistry	AACP Benchmark	Associate Professor	9-10 month	4	12	\$123,955	\$118,504	\$6,836	\$139,416	\$53,948
				11-12 month	1	3	\$159,672	\$146,878	\$0	\$172,798	\$13,126
			Professor	9-10 month	1	22	\$296,450	\$224,576	\$0	\$264,207	\$0
				11-12 month	4	7	\$232,000	\$219,855	\$52,135	\$258,653	\$149,255
	Office of the Dean	AACP Benchmark	Assistant Professor	11-12 month	2	1	\$121,540	\$122,695	\$6,202	\$144,347	\$45,615
	Pharmaceutics and Pharmacology	AACP Benchmark	Assistant Professor	11-12 month	2	3	\$126,968	\$125,202	\$0	\$147,296	\$40,656
			Associate Professor	9-10 month	1	15	\$113,910	\$116,879	\$2,969	\$137,504	\$23,595
				11-12 month	5	2	\$151,135	\$146,880	\$1,911	\$172,800	\$108,325
			Professor	9-10 month	2	11	\$170,727	\$188,909	\$36,364	\$222,246	\$103,038
				11-12 month	6	8	\$288,564	\$223,511	\$2,193	\$262,954	\$73,001

	Practice and Science	AACP Benchmark	Associate Professor	11-12 month	1	3	\$153,624	\$146,878	\$0	\$172,798	\$13,422
			Professor	9-10 month	1	12	\$316,554	\$199,424	\$0	\$234,616	\$0
Public Health	Center for Health Outcomes, Policy and Evaluation Studies	5122 - Public Health - AAUDE Benchmark	Professor	9-10 month	1	7	\$190,021	\$170,083	\$0	\$200,097	\$10,076
	College Administration	5122 - Public Health - AAUDE Benchmark	Assistant Professor	9-10 month	1	1	\$97,850	\$94,086	\$0	\$110,689	\$12,839
			Professor	11-12 month	1	5	\$225,809	\$207,879	\$0	\$244,563	\$11,252
	Division of Biostatistics	5122 - Public Health - AAUDE Benchmark	Assistant Professor	9-10 month	4	3	\$98,069	\$94,086	\$0	\$110,689	\$50,480
			Associate Professor	9-10 month	2	6	\$118,632	\$115,536	\$3,642	\$135,925	\$34,586
			Professor	9-10 month	3	7	\$171,771	\$170,083	\$15,098	\$200,097	\$84,978
				11-12 month	3	4	\$215,593	\$207,879	\$16,118	\$244,563	\$86,911
	Division of Epidemiology	5122 - Public Health - AAUDE Benchmark	Assistant Professor	9-10 month	3	3	\$99,487	\$94,086	\$0	\$110,689	\$33,607
				11-12 month	1	7	\$126,714	\$114,994	\$0	\$135,287	\$8,573
			Associate Professor	11-12 month	1	5	\$142,468	\$141,211	\$0	\$166,130	\$23,662
			Professor	9-10 month	1	7	\$171,581	\$170,083	\$0	\$200,097	\$28,516
				11-12 month	3	17	\$234,779	\$207,879	\$3,038	\$244,563	\$40,176
		Preventive Medicine/Epidemiology - AAVMC Benchmark 2021-2022	Professor	11-12 month	1	9	\$198,536	\$207,879	\$1,868	\$244,563	\$9,205
	Environmental Health Science	5122 - Public Health - AAUDE Benchmark	Assistant Professor	9-10 month	3	4	\$99,638	\$94,086	\$0	\$110,689	\$33,153
			Associate Professor	9-10 month	5	2	\$117,527	\$115,536	\$12,900	\$135,925	\$88,881
				11-12 month	1	4	\$158,142	\$141,211	\$0	\$166,130	\$7,988
			Professor	9-10 month	1	5	\$183,960	\$170,083	\$0	\$200,097	\$16,137
				11-12 month	1	8	\$247,572	\$207,879	\$0	\$244,563	\$0
	Health Behavior and Health Promotion	5122 - Public Health - AAUDE Benchmark	Assistant Professor	9-10 month	3	2	\$102,131	\$94,086	\$0	\$110,689	\$27,806
				11-12 month	1	3	\$122,592	\$114,994	\$0	\$135,287	\$12,695
			Associate Professor	9-10 month	3	2	\$109,280	\$115,536	\$18,767	\$135,925	\$79,933
			Professor	9-10 month	2	8	\$174,535	\$170,083	\$0	\$200,097	\$51,125
				11-12 month	1	5	\$223,819	\$207,879	\$0	\$244,563	\$20,744
	Health Services Management and Policy	5122 - Public Health - AAUDE Benchmark	Assistant Professor	9-10 month	1	2	\$98,365	\$94,086	\$0	\$110,689	\$12,324
			Associate Professor	9-10 month	6	3	\$118,322	\$115,536	\$4,884	\$135,925	\$102,736
				11-12 month	1	3	\$153,624	\$141,211	\$0	\$166,130	\$3,752
			Professor	9-10 month	2	5	\$190,111	\$170,083	\$368	\$200,097	\$22,879

				11-12 month	1	4	\$281,351	\$207,879	\$0	\$244,563	\$0
Social Work	Faculty Affairs	4407 - Social Work - AAUDE Benchmark	Assistant Professor	9-10 month	9	3	\$109,249	\$89,941	\$0	\$105,813	\$2,313
			Associate Professor	9-10 month	17	9	\$129,971	\$107,892	\$4,616	\$126,932	\$58,767
			Professor	9-10 month	5	10	\$177,324	\$163,657	\$1,658	\$192,538	\$76,068
				11-12 month	3	6	\$234,340	\$192,538	\$0	\$226,515	\$5,663
	Research Administration	4407 - Social Work - AAUDE Benchmark	Assistant Professor	9-10 month	3	1	\$105,000	\$89,941	\$0	\$105,813	\$2,439
Veterinary Medicine*	College Administration	Small Animal Surgery - AAVMC Benchmark 2023-2024	Professor	11-12 month	1	10	\$345,784		\$0		\$0
	Ohio Department of Education State Funding	0180 - Veterinary Medicine - AAUDE Benchmark	Assistant Professor	11-12 month	1	2	\$128,156		\$0		\$0
		Anesthesia and Analgesia - AAVMC Benchmark 2023-2024	Assistant Professor	11-12 month	1	3	\$163,123		\$0		\$0
	Research Administration	0180 - Veterinary Medicine - AAUDE Benchmark	Professor	11-12 month	1	2	\$278,100		\$0		\$0
	Veterinary Biosciences	0180 - Veterinary Medicine - AAUDE Benchmark	Assistant Professor	9-10 month	5	2	\$120,948		\$0		\$0
			Professor	9-10 month	3	16	\$192,087		\$0		\$0
				11-12 month	2	20	\$289,132		\$0		\$0
		Anatomic Pathology - AAVMC Benchmark 2023-2024	Associate Professor	11-12 month	1	29	\$172,162		\$0		\$0
			Professor	11-12 month	2	22	\$212,329		\$0		\$0
		Clinical Pathology - AAVMC Benchmark 2023-2024	Professor	11-12 month	1	15	\$203,527		\$0		\$0
		Immunology - AAVMC Benchmark 2021-2022	Associate Professor	11-12 month	1	1	\$134,026		\$0		\$0
		Virology - AAVMC Benchmark 2021-2022	Assistant Professor	9-10 month	2	5	\$122,211		\$0		\$0
			Associate Professor	9-10 month	1	3	\$127,822		\$0		\$0
			Professor	9-10 month	2	9	\$219,736		\$0		\$0
				11-12 month	1	12	\$232,710		\$0		\$0
	Veterinary Clinical Sciences	0180 - Veterinary Medicine - AAUDE Benchmark	Associate Professor	11-12 month	1	5	\$209,685		\$0		\$0
			Professor	11-12 month	1	3	\$256,300		\$0		\$0
		Anesthesia and Analgesia - AAVMC Benchmark 2023	Assistant Professor	11-12 month	1	1	\$159,135		\$0		\$0

		AAVMC Benchmark 2023-2024	Associate Professor	11-12 month	1	7	\$178,230		\$0		\$0
			Professor	11-12 month	1	1	\$174,062		\$0		\$0
		Cardiology - AAVMC Benchmark 2023-2024	Professor	11-12 month	1	11	\$214,654		\$0		\$0
		Internal Medicine - AAVMC Benchmark 2020-2021	Associate Professor	11-12 month	2	3	\$197,869		\$0		\$0
			Professor	11-12 month	1	3	\$195,907		\$0		\$0
		Large Animal Internal Medicine - AAVMC Benchmark 2023-2024	Associate Professor	11-12 month	1	5	\$177,729		\$0		\$0
			Professor	11-12 month	2	13	\$183,625		\$0		\$0
		Neurology - AAVMC Benchmark 2023-2024	Professor	11-12 month	1	10	\$212,414		\$0		\$0
		Oncology - AAVMC Benchmark 2023-2024	Associate Professor	11-12 month	1	3	\$185,657		\$0		\$0
			Professor	11-12 month	2	5	\$211,955		\$0		\$0
		Small Animal Surgery - AAVMC Benchmark 2023-2024	Assistant Professor	11-12 month	1	2	\$177,347		\$0		\$0
			Associate Professor	11-12 month	1	23	\$196,945		\$0		\$0
	Veterinary Preventive Medicine	0180 - Veterinary Medicine - AAUDE Benchmark	Assistant Professor	11-12 month	1	3	\$146,536		\$0		\$0
			Associate Professor	9-10 month	1	1	\$129,805		\$0		\$0
				11-12 month	2	2	\$153,092		\$0		\$0
		Epidemiology - AAVMC Benchmark 2021-2022	Professor	11-12 month	1	3	\$181,294		\$0		\$0
		Food Animal - AAVMC Benchmark 2023-2024	Professor	11-12 month	1	8	\$185,528		\$0		\$0
		Parasitology - AAVMC Benchmark 2021-2022	Professor	11-12 month	1	2	\$163,171		\$0		\$0
		Preventive Medicine/Epidemiology - AAVMC Benchmark 2021-2022	Associate Professor	11-12 month	1	3	\$163,212		\$0		\$0
			Professor	9-10 month	1	5	\$150,281		\$0		\$0
				11-12 month	5	9	\$207,980		\$0		\$0
Grand Total					2,136	8	\$156,470	\$138,305	\$6,999,576	\$162,711	\$31,711,242

Annex 2



THE OHIO STATE UNIVERSITY

HUMAN RESOURCES

Faculty Compensation & Benefits Committee

February 11, 2026



THE OHIO STATE UNIVERSITY
HUMAN RESOURCES

Virtual Retirement Fair – Feb. 9-13, 2026

Save Smart

Gain insights, plan ahead



Focus on Education

- Retirement Virtual Fair February 9-13th
- Third time offered; last two years had 1,600 to 3,500 in attendance

Monday, Feb. 9

Bridging the Gap

10 – 11 a.m.

Presented by OPERS

Assess your financial wellness, review spending and identify strategies to close any income gap between your anticipated needs and what you will have, ensuring a more secure future.

Register in BuckeyeLearn >

Inflation Impacts

Noon – 1 p.m.

Presented by Corebridge Financial

Review the forces that drive inflation, analyze historical data and get strategies to address inflation when investing for retirement.

Register in BuckeyeLearn >

Let's Get Down to Benefits!

2 – 3 p.m.

Presented by STRS

Explore your STRS retirement options, eligibility and healthcare coverage in this comprehensive overview. Learn how to calculate your replacement ratio and identify key ways to bridge the gap in your retirement income.

Register in BuckeyeLearn >

Tuesday, Feb. 10

Basics of Investing Through University-Sponsored Retirement Plans

10 – 11 a.m.

Presented by Aon Investments

Learn how to use the options within the university-sponsored retirement plans by exploring the three-tier investment structure, ranging from professionally managed Target Date funds to self-directed brokerage accounts. This educational session provides the information you need to allow

Health Care in Retirement

Noon – 1 p.m.

Presented by Voya Financial

Plan for one of retirement's most significant costs. Review projected expenses, explore coverage options (including Medicare) and learn how to factor these costs into your overall financial plan.

Register in BuckeyeLearn >

Social Security Part 1: Retirement 101

2 – 3:30 p.m.

Presented by the Social Security Administration (SSA)

If applicable based on your work history, learn the essentials of Social Security, including how to use mySocialSecurity, the impact of early vs. late retirement and available spouse/survivor benefits. Includes an update on the Windfall Elimination Provision (WEP) and Government Pension Offset



Focus on Education

Wednesday, Feb. 11

A Deeper Understanding of Investing Through University-Sponsored Retirement Plans

10 – 11 a.m.

Presented by Aon Investments

Take a deeper dive into the investments available through your university-sponsored retirement plan to help meet your long-term financial goals. This session is for those who want to build on the 'Basics of Investing through the University-Sponsored Retirement Plans' presentation or take the next step in planning their financial future.

[Register in BuckeyeLearn >](#)

Cybersecurity

Noon – 1 p.m.

Presented by TIAA

Gain knowledge on current threats, tips for securing your retirement accounts and data and crucial steps to take if you become a victim of fraud or identity theft. Cyber fraud and identity theft are on the rise, making it more critical than ever to safeguard your personal and financial information.

[Register in BuckeyeLearn >](#)

Social Security Part 2: Medicare A/B Enrollment

2 – 3:30 p.m.

Presented by the Social Security Administration (SSA)

Understand when and how to sign up for Medicare Part A and B to avoid lifelong penalties. Review enrollment periods and available programs for higher- or lower-income beneficiaries.

[Register in BuckeyeLearn >](#)

Thursday, Feb. 12

Moving Your Money: Transfers, Rollovers and Distributions

10 – 11 a.m.

Presented by Human Resources

Understand your distribution options, the differences between transfers and rollovers and eligibility requirements for moving your account balance. Also includes an overview of Legacy Accounts.

Understanding Pretax, Roth and After-Tax

Noon – 1 p.m.

Presented by Fidelity Investments

Learn the differences between Pretax and Roth contributions for the 403(b) and 457(b) Supplemental Retirement Accounts (SRA). Includes information on Roth in-plan conversions and the new 403(b) After-tax option.

Understanding Supplemental Retirement Accounts (SRAs) and the New After-Tax Option

2 – 3 p.m.

Presented by Human Resources

An overview of the 403(b) and 457(b) SRAs, including Pretax vs. Roth options and a detailed look at the new 403(b) After-tax option, which allows you to



THE OHIO STATE UNIVERSITY
HUMAN RESOURCES

Focus on Education

Friday, Feb. 13

Preparing to Retire for Staff

10 – 11 a.m.

Presented by Human Resources

If you are within five years of retirement and enrolled in OPERS or ARP, this session provides a step-by-step roadmap for a smooth transition. Topics include eligibility, a practical timeline, final paycheck details and post-retirement benefits review.

Register in BuckeyeLearn >

Preparing to Retire for Faculty

Noon – 1 p.m.

Presented by Human Resources

If you are within five years of retirement and enrolled in STRS or ARP, this session provides a step-by-step roadmap for a smooth transition. Topics include eligibility, a practical timeline, final paycheck details and post-retirement benefits review.

Register in BuckeyeLearn >

Budgeting for Life Situations

2 – 3 p.m.

Presented by Huntington Bank

Master the essentials of money management with this budgeting session and create a personalized plan to reach your goals. Use the Financial Wellness Budget Worksheet to track expenses with ease and build long-term resilience for life's surprises.

Register in BuckeyeLearn >

- Employees and their families may attend
- Register through Buckeye Link
- hr.osu.edu/benefits/retirement/virtual-retirement-fair/



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Focus on Education

- Retirement Brochure sent to employees in August
 - Explaining how plans work together
 - Comparing features
 - Encouraging voluntary savings
 - Announcing new savings opportunities

NEW!

- 403(b) and 457(b) increased savings for ages 60-63
- 403(b) After-tax and Roth Conversion option- implemented September 2025





Focus on Optimizing Saving Opportunities

After-tax:

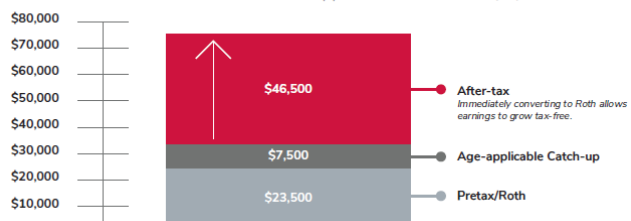
- The 403(b) currently allows for pretax and Roth contributions. A third “source” allows after-tax (not Roth) contributions to the 403(b)
- All three sources are held separately within the same 403(b) plan
- Allows additional saving for retirement
- If the contributions are left in the after-tax source, earnings are taxable

After-tax Roth Conversion:

- Allows after-tax contributions to be converted to a Roth where earnings on contributions grow tax-free

403(b) Potential Savings (2025)

EXAMPLE: PARTICIPANT AGE 55 WITH A TOTAL 403(b) CONTRIBUTION LIMIT OF \$77,500





Focus on Optimizing Saving Opportunities

Potential Maximum Annual 403(b) Savings with After-Tax Option

	Age 49 or Younger	Age 50 – 59 or Age 64 and Older	Age 60 to 63
Contributions to pretax and/or Roth	\$24,500	\$24,500	\$24,500
Age-Applicable Catch up	n/a	\$8,000	\$11,250
After-tax	\$47,500	\$47,500	\$47,500
Total	\$72,000	\$80,000	\$83,250

- Approximately 130 enrolled from September to December 2025 with \$2.8 million in contributions.



Focus on Compliance

- Continued effort to improve compliance with legacy providers.
 - Letter sent previously to the IRS to clarify plan requirements and seek change.
 - Funds moved from the legacy vendor to an active provider where feasible.
 - 280 active and terminated participants were moved in March of 2025 to default vendor for increased services and compliance.
 - HR Staff has begun evaluating further opportunities to consolidate vendor assets held under group arrangements (excluding legacy assets with Ongoing Providers) to the Plans' Default Provider.



Focus on Compliance

- HR Staff is engaging a mock audit of the 403(b) and 457(b) to best position the plans and ensure compliance.
 - Areas for improvement are being identified and prioritized
- The ARP Volume Submitter plan document has been submitted to the IRS for approval. The university prepares and submits a plan document on behalf of the two- and four-year public universities every six years.
 - The IRS is currently reviewing. Once approved, each employer will adopt their own ARP plan document based off the Volume Submitter plan.
- The university will submit the 403(b) plan document for IRS approval in 2026.
- The Investment Policy Statement was reviewed and updated by the Retirement Oversight Committee and approved by the SVP of Human Resources, Talent and Culture, Katie Hall, in October.



Focus on Regulation Change

- Under previous law, if you were eligible for a Social Security *benefit from other employment* in addition to your OPERS, STRS or ARP benefit, your Social Security benefit may have been reduced due to the Windfall Elimination Provision and Government Pension Offset.
- On January 5, 2025, the Social Security Fairness Act was passed into law.
- This new legislation repeals the Windfall Elimination Provision and Government Pension Offset.
- As a result, contributions to OPERS, STRS and the ARP are no longer considered when the Social Security benefit is calculated (if eligible).



Focus on Investment Cost Reduction

The university has consistently implemented share class reductions, when available:

- The Committee recommended, and the SVP of Human Resources, Talent and Culture approved, moving the following investments to a lower-cost share class December 4, 2025.
- Vanguard Extended Market Index Fund: From “Institutional” (VIEIX @ 0.05%) to “Institutional Plus” (VEMPX @ 0.04%).
- Vanguard Total International Stock Index Fund: From “Institutional” (VTSNX @ 0.06%) to “Institutional Plus” (VTPSX @ 0.05%).



Focus on Employees

- In 2024 HR began focusing efforts on an improved retirement experience.
 - Retirement consults for within one year of retirement
 - 457 individual consults in 2025
 - Four preparing to retire webinars with 600 in attendance

2025 Faculty Retirements				
Year	STRS retirements (non university)	University faculty retirees	ARP faculty retirements	Total university faculty retirees
2025	78	89	43	121

Annex 3

Total Rewards Survey Results

January 2025 Survey Overview

Survey Purpose and Use

Purpose

Ohio State conducted the Total Rewards Survey to gather insights from faculty and staff about their satisfaction with Ohio State's pay and benefits and the relative value they place on different offerings.

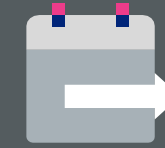
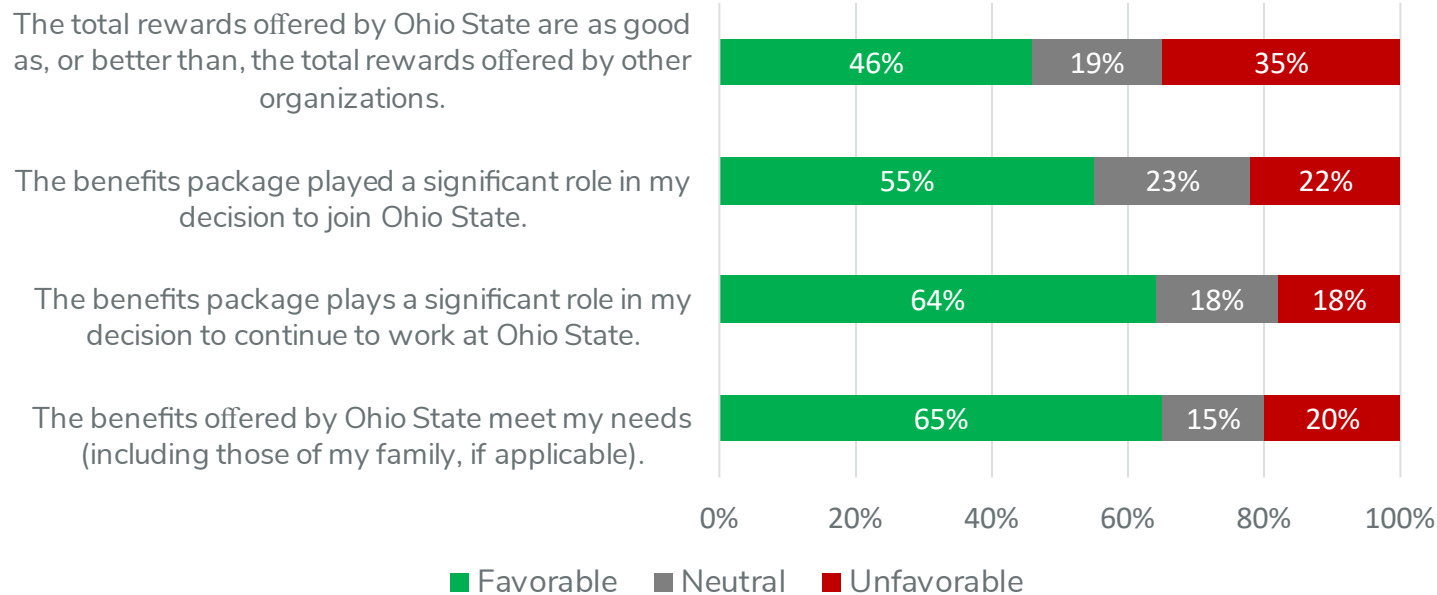
Use

This feedback is one part of the holistic process used to plan future investments in benefits and compensation. These considerations help inform our total rewards strategy as it evolves over time, balancing talent needs and experience with fiscal responsibility.

Summary

- Employees indicate strong preferences for core total rewards offerings.
- Employees are satisfied with benefits they find important.
- Wellbeing is closely tied to time off.
- Most employees view benefits as meeting their needs but not competitive; newer staff generally view benefits as more competitive than longer-serving faculty and staff.

Overall Views About Ohio State's Total Rewards



Jan 13-24
Survey Period



~36,000
Employees invited



8,577
Engaged, for a
24% response rate

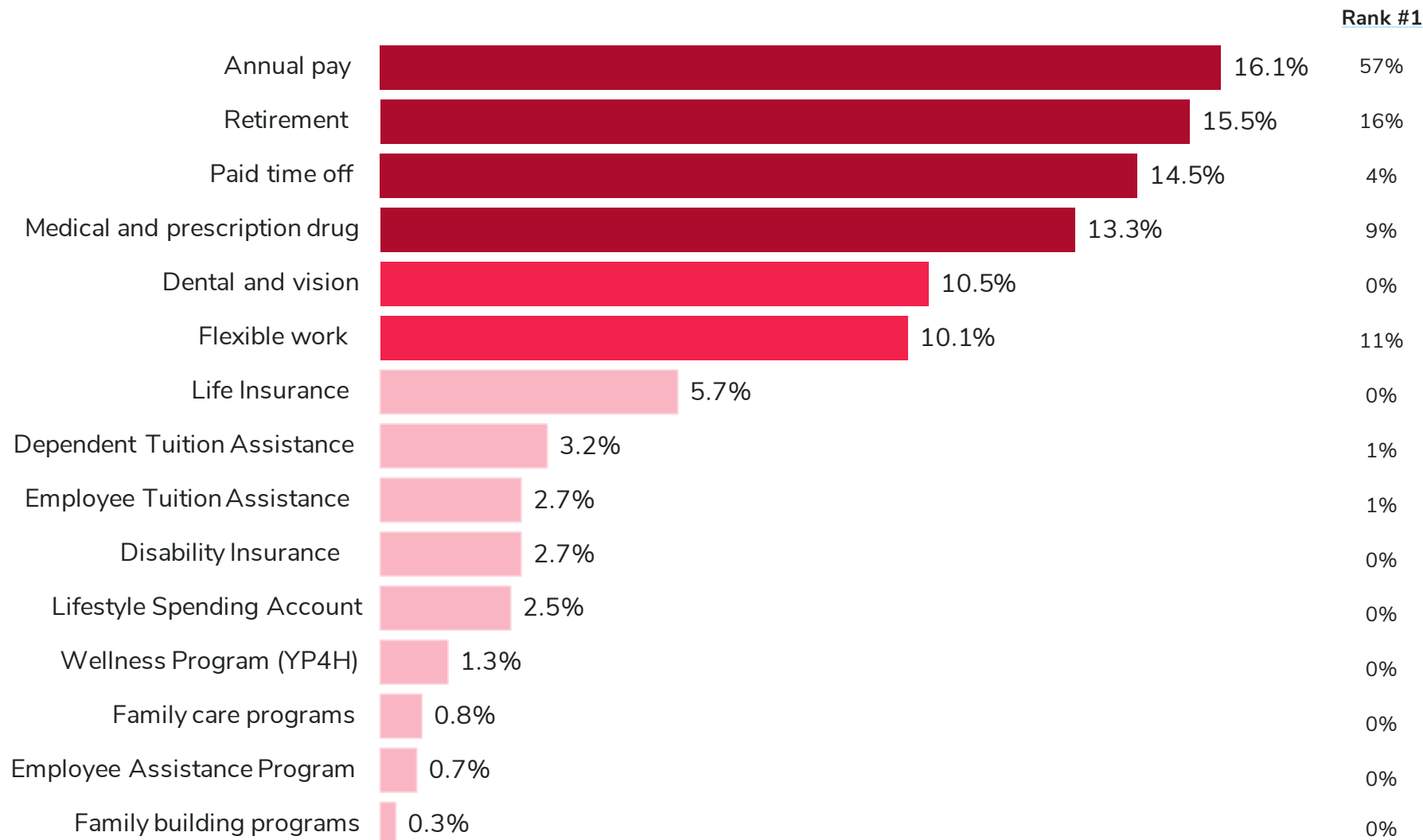
Academic Campuses	Medical Center	Faculty	Staff
4,264 (29%)	4,313 (20%)	907 (16%)	7,670 (25%)

Total Rewards Preference

Faculty and staff place the highest relative value on annual salary, retirement and paid-time-off.

Health care benefits and flexible work arrangements round out the top categories.

More than half of faculty and staff rated pay as more important than any other category.

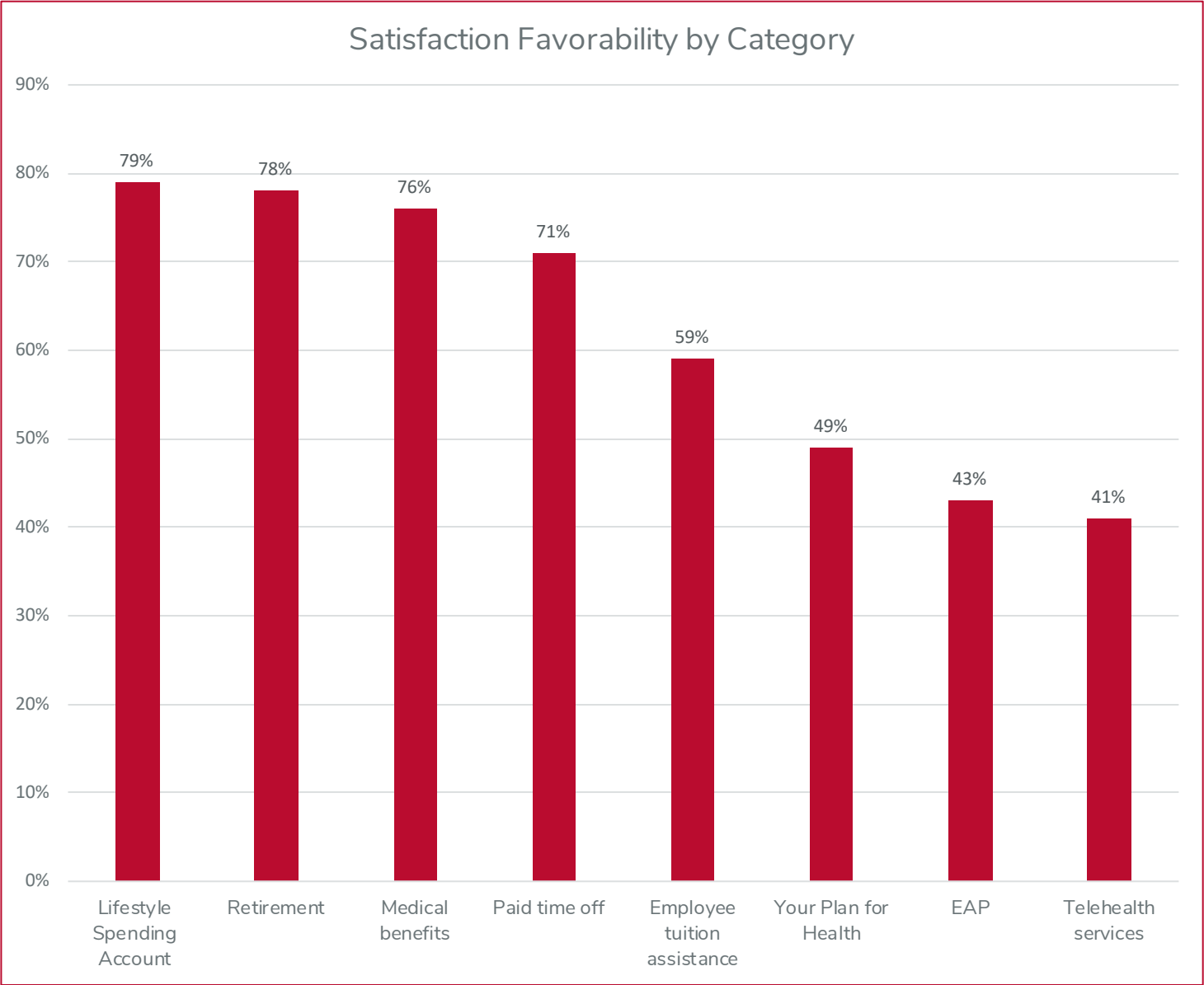


How to read this chart:

- The percentage after each bar reflects the likelihood an item was selected as "best" among a set of items within the questionnaire.
- Items near the bottom, while still important elements of a total rewards package, scored lower relative to other elements in the test-set.
- The "Rank #1" column shows the percentage that one element received a #1 rank.

Satisfaction

Responses show strong alignment between highly preferred benefits from the previous slide and employee satisfaction.



Importance vs Satisfaction

About this chart: This chart displays two things: how important employees think each benefit category is and how satisfied they are with it. The horizontal axis represents importance, and the vertical axis represents satisfaction. The chart shows that, overall, employees are satisfied with the benefits they care most about (upper right).

