

Faculty Compensation and Benefits Committee Annual Report

2020-2021

Member	College	Source	Term Expire
Dana Renga, Chair	Arts & Sciences	Faculty Council	2021
Joseph Goodman	Business	Faculty Council	2023
Deborah Grzybowski	Engineering	Faculty Council	2023
Carolyn Presley	Medicine	Faculty Council	2023
Elizabeth Hewitt	Arts & Sciences	Faculty Council	2023
Victoria Lally	Nursing	Faculty Council	2023
Chris Zirkle	EHE	Faculty Council	2022
Mike Hogan	FAES	Faculty Council	2022
John Opfer	Arts & Sciences	Faculty Council	2022
Smita Mathur	Arts & Sciences	Faculty Council	2021
Corinne Reczek	Arts & Sciences	Faculty Council	2021
Julia White	Medicine	Faculty Council	2021
Harold Moellering	OSURA	Retiree, Presidential	2021

Faculty Compensation and Benefits Committee Annual Report

Introduction

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

Each year, FCBC issues a report to the university community at large, outlining the results of its ongoing examination of salaries, benefits, and other conditions of faculty employment at OSU. This report includes recommendations for compensation which are shared with university administration. This year's recommendations are based largely on data reported in the 2020 BTAA/AAU Faculty Compensation Survey (Appendix B), data compiled and presented in past years of FCBC work (especially 2018-2020), as well as ongoing collaborative efforts between FCBC, Health Plan Oversight Committee, and OSU Office of Human Resources. The 2020 BTAA/AAU Faculty Compensation Survey was not received until June 15 and thus could not be discussed in depth within the committee, although it is included with this report.

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

2020-2021 FCBC Activities

During the 2020-2021 academic year, FCBC met seven times for formal business, plus one time with the President and Provost (January 20, 2021) and had one joint meeting with Senate Fiscal (December 8, 2020) where we had a presentation and conversation about the Mercer Report. We addressed the following items.

- Worked with OSU-HR and asked that OSU allow retirement distributions from eligible accounts under the CARES act. OSU did allow Covid Related Distributions with ongoing providers under the 403(b) and 457(b) plans.
- Heard a presentation on and discussed the retirement redesign with Julie Hovance and Dan Pawlisch in two separate meetings; wrote a series of Recommendations concerning the 2021 Retirement Enhancements that was presented to Julie and Dan which regard: Transparency of Fees and Expenses; Fiduciary Responsibility; 403b Insurance Wrapper Fee (Additional Asset-based Fee); Account Transfer Fees; Annuity Fees.
- Discussed the STRS lawsuit settlement.

- Discussed with OSU-HR the detrimental changes for staff in the Tuition Assistance Benefit. HR acted quickly and announced: "no further consideration is being given to reducing the number of credit hours covered by the faculty and staff tuition benefit."
- Discussed furlough policy with Susan Basso.
- Provided representation to Health Plan Oversight Committee (HPOC).
- Discussed the FSA benefit for 2020, and a recommendation to OSU-HR to extend through December 31, 2021. OSU-HR had already acted upon this in response to the COVID-related Taxpayer Certainty and Disaster Tax Relief Act of 2020 to extend the permissible period for incurring claims for plan years ending in 2020 through December 31, 2021.
- Discussed Mercer Report and wrote a letter to the President and Provost in advance of our annual meeting with recommendations based upon the report and FCBC previous recommendations.
- Met with the President and Provost to discuss the Mercer report and the creation of a compensation philosophy with clear goals and measurable outcomes that would eliminate the race and gender pay gap and compression and would reward excellence.
- Formalized an initial draft of a total compensation philosophy for faculty (tenure-track, Clinical/Teaching/Practice, Research, and Full Time Associated Faculty) that enables the university to attract, retain, and reward highly qualified and talented faculty. In Autumn 2021 the Compensation philosophy will be ready to be shared with (in this order): 1) other senate committees for feedback: Diversity and Fiscal; 2) the president and provost; 3) college deans.
- Received update from Kelly Hamilton and John Kasey with the OSU Health Plan at February meeting and had a discussion about the OSU Faculty and Staff Health Plan's network initiative that was implemented in 2020 and its initial scorecard results.
- Discussed with OSU-HR an exception to the deadline for electing tuition benefits for Spring 2021 due to the process changes with the arrival of Workday and the stresses of the pandemic. OSU-HR initiated a plan amendment to a one semester only exception to the plan's enrollment deadline.
- Received data from Helen Malone regarding milestone increases at BTAA's.
- Met with the President in Faculty Cabinet in May 2021 to present on the broad topic of Diversity and Equity among Faculty and Staff with the FCBC topic of "Faculty Salary Inequities: Gender and Race Pay Gap & Compression"

Salary Topics

In FCBC's last two annual reports we recommended as a priority addressing the gender pay gap and routinely pointed out there exist serious issues with compression that also need to be addressed in the near future. To some degree, these recommendations influenced the university to hire Mercer to conduct a faculty salary analysis to produce a competitive analysis of OSU salaries to the broad higher education market by rank and discipline. The Mercer Report was made available to FCBC in December, and we note that many of the findings in the Mercer Report align with previous FCBC recommendations and the Chen and Crown Report, in particular:

- A gender bias, particularly for associate professors and full professors, depresses the salaries of women at OSU.

- Years in rank are associated with lower annual gains than annual gains in starting salary, leading to a modest proportion of associate and a larger proportion of full professor salaries being non-competitive (i.e., less than 85% of the market rate).
- Compression results from inadequate and infrequent salary adjustments.

Although it arrived too late to discuss in the committee, the BTAA/AAU salary comparison report reveals that in the Big Ten unadjusted comparison group Ohio State slid overall from 6th to 7th and in Professors from 8th to 9th (Assistants and Associates remained stable), while we remained 6th for Big Ten adjusted). Ohio State also dropped in the AAU comparison group from 43 to 44 (unadjusted all), from 18 to 19 (unadjusted publics) and from 32 to 34 (adjusted all). Finally, we fell with respect to our benchmarks from 6 to 7 (unadjusted). These trends are troubling as they speak to long terms trends in downward declines in competitiveness and they need to be remedied immediately.

For example, meeting a goal of 30th ranking in AAU unadjusted dollars would require an increase in average salary across ranks of \$13,900 (from \$125,500 to \$139,400). This is a substantial increase in average salary and would require a significant commitment from University leadership and likely a shift in budget priorities.

We recommend that the university establish new salary goals for faculty and prioritize budget support to achieve these goals. Our conversation with the president and provost involved creating a compensation philosophy that would provide guidelines on how to achieve these goals.

Healthcare Benefits Topics

In 2019 FCBC recommended the University not move forward with a tiered network with the OSU Health Plan (OSUHP) after a third-party analysis; however, the University did move forward with this change. Because of this, FCBC remained vigilant in holding OSUHP accountable for the changes. OSUHP has created a scorecard with several new metrics related to the plan and they presented their findings to FCBC and acknowledged that some issues have arisen with aspects of the new plan, in particular with regards to wait time for appointments with OB-GYN and Primary Care. However, access to Dermatology has improved since pre-COVID. OSUHP is understandably reluctant to make decisions on the basis of this limited data that has been strongly affected by the pandemic, which has dramatically altered patient care access. It remains important to have FCBC members invested in learning about and providing feedback to OSUHP via Health Plan Oversight Committee representation, seeking to strengthen the role of HPOC as appropriate. It will be especially important to monitor the growth in primary care providers needed to sustain a tiered network, as well as providers in specialties that were especially hard-hit by the network changes, including OB/GYN. Further, concerns were raised about access and quality for mental health providers and FCBC began a conversation with Kelly Hamilton with regards to this issue. Given the increased need for mental health providers it is imperative that FCBC continue to monitor the growth and quality of mental health providers and remain in regular communication with Kelly Hamilton on this topic.

Non-Healthcare Benefits Topics

FCBC has been pleased by the collaborative relationship with OSU-HR in addressing several of the issues raised in the "2020-2021 Activities" section and thanks OSU-HR for their responsiveness and efficiency.

In the response FCBC received from the survey given to past and current committee members, questions arose about other topics that fall under our purview including recreation/gym benefits, faculty satisfaction with the current health incentive program (Virgin Plus), parking (e.g., fees, space allocation, electric charging and location and fees), alternative transportation access (e.g., public transportation, bike lanes, e-scooters, showers for bike commuters, etc.).

Update on 2019-2020 Concerns and Recommendations

1. We recommend the Office of Academic Affairs, in conjunction with FCBC, develop a formal process to address the gender pay gap using an approach that can be implemented even during times of financial strain. This process should include transparent accountability such that faculty from across the university can be assured that their college is addressing gender pay gaps as robustly as other colleges on campus.

Update: While the gender pay gap has not yet been addressed, FCBC is working closely with the President and Provost's office on the creation of a total compensation philosophy that will place a priority on addressing the gap, along with other salary issues. We are working with Ken Orr and Leanne Stanley to follow-up on the Mercer report to obtain a more fine-grained regression analysis.

2. We recommend that FCBC work with OAA, using data from both the 2020 AAU comparison report and any data from the forthcoming Mercer analysis, to establish new salary goals for faculty and work to allocate adequate budget support to achieve these goals. This will be even more important over the next few years as the University works through the financial implications of the COVID-19 pandemic.

Update: FCBC is working with OAA on the implementation of the Total Compensation Philosophy to establish new salary goals for faculty.

3. We recommend that OAA, the Office of Compliance, and Governmental Affairs work collaboratively with FCBC on policy revisions that affect overall faculty compensation.

Update: New policy revisions have not been enacted, although FCBC did focus principally on the Total Compensation Philosophy that, when enacted, will require policy revisions regarding compensation so that OAA can meet the goals set forth in the philosophy.

4. We recommend continued sharing of the newly created scorecard by the OSU Health Plan and continued close accountability for monitoring effects of the tiered network on plan members' costs and access to care through both FCBC directly, and through representation on

HPOC. FCBC should strive to find an engaged member to fill the HPOC representative role and work thoughtfully to determine appropriate metrics that will provide a suitable level of accountability. Additionally, FCBC should follow-up on the request made to Dr. Paz about exploring the possibility of another member for the OSU Health Plan governing board that provides a plan member's perspective.

Update: The scorecard developed for the network initiative was shared and we appointed a new FCBC member to HPOC. The HPOC has met three times to date in 2021 to:

- Hear updates on the network initiative and 2020 plan performance, including impact of COVID and strategies/changes implemented in response to the pandemic.
- Help develop of strategy to obtain member feedback on the network initiative.
- Provide feedback on health care and wellness recommendations for 2022.

HPOC will continue to meet during 2021 as 2022 recommendations are finalized and implemented.

Upon recommendation by Kay Wolf, OSU-HR engaged Brian Turner from EHE to gauge interest in participating on the OSUHP Board. Brian Turner was willing to participate and the OSUHP board of directors recently approved changes to its Code of Regulations to add a member and fill the position with a faculty member.

Recommendations

1. Finalize and implement the Total Compensation Philosophy (TCP) which would allow OSU to address the Gender and Race Pay Gaps and Compression and adjust the Annual Merit Compensation Process (AMCP) to be merit and market based.

The 2019 and 2020 FCBC annual reports, the Chen Crown Report, the Mercer Report, and recent data from The Office of Research confirm salary inequities in terms of gender and race pay gaps and years in rank/compression. AMCP is not sufficient to address these inequities and might be rethought to be market based.

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

The Mercer report highlights where we can succeed and where we fall short. Among assistant professors, OSU does very well -- 92% of professors at the assistant rank are paid competitive salaries (i.e., at least 85% of the mean salary of benchmark departments). Additionally, the effect of gender *at the assistant level* does not depress women's salaries. As a result of offering competitive salaries (i.e., at least 85% of the market mean) to nearly everyone (92%), prospective assistant professors choose Ohio State over its competitors. In contrast, 35% of full professors and 16% of associate professors are paid less than 85% of the mean salary in benchmark departments (i.e., our likely competitors). OSU is even less

competitive for female full professors: 40% of women at the full professor rank are paid less than 85% of the market rate. Thus, as a faculty member progresses at Ohio State, their salary is increasingly likely to diverge from the market average.

The 2019 and 2020 FCBC annual reports provided guidance on the cost of “fixing” the gender pay gap, noting that a total of \$3.5 million would need to be allocated to exclusively eliminate the gender pay gap within three years in addition to AMCP. The 2019 FCBC annual report recommended eliminating compression at the cost of \$13.5 million (salary and benefits).

With financial issues stemming from the global pandemic, attentiveness to gender and race pay equity and compression will be even more important to formally address since there was no AMCP last year.

Conversations with the President and Provost at the January 2021 FCBC meeting and in the May Faculty Cabinet Meeting revolved around a Total Compensation Philosophy that is market and merit based and which would provide guidance on eliminating the gender and race pay gap and compression and adjust the Annual Merit Compensation Process (AMCP) to be merit and market based. The first version of the TCP is complete and by late July will be ready to be shared to the President and Provost for feedback and then more widely to the council of deans.

Therefore, we recommend: 1) That FCBC work in tandem with OAA to finalize the TCP; 2) Using data from the Mercer analysis and forthcoming Ohio State data on internal inequities provided by Ken Orr and Leanne Stanley, we recommend that OAA, in conjunction with FCBC, develop a formal process to address the gender and race gaps, compression; and 3) We recommend that OAA adjust AMCP to be market and merit based, and that OAA allocate adequate budget support to achieve these goals. This process should include transparent accountability across the university.

2. Evaluate milestone raises and ask colleges to give full milestone raises for FY20 promotions.

In typical years faculty who receive promotion to associate professor or professor should receive a minimum 8.5% salary increase (6% from OAA, plus a minimum of 2.5% from the college, with the remainder from the unit.) Data collected by Helen Malone reveals discrepancies with the college contribution which range from roughly 2% to 4% (FY18-20; Appendix A). Further, due to the financial strains of COVID-19 most faculty who were promoted in SU20 received between a 6-8.5% salary increase, with several colleges contributing less than they traditionally would have in the last three AMCP cycles. For the four years preceding the pandemic, AMCP has been quite meager at 2.00% with a .5% dean’s discretionary fund, with no AMCP in SU20. In that milestone raises represent a unique opportunity for a marked salary increase, decreased milestone raises for 2020 will further exacerbate compression. **Therefore, we recommend that 1) milestone raises be evaluated throughout the university with the aim of a 10% minimum milestone raise;**

and that 2) OAA recommend that in the SU21 AMCP cycle, colleges give all faculty promoted in SU20 a pay increase to arrive at the traditional milestone increase (on top of any AMCP for SU21).

3. Continued strong oversight of tiered network effects on plan members via Health Plan Oversight Committee and accountability to FCBC

Health Plan Oversight Committee is a group tasked with an advisory role to the health plan. FCBC has a representative on the committee, and a few others on the committee provide feedback from a perspective external to the medical center and health plan, including a USAC representative and at least two other faculty members. Meetings include data-dense presentations that require quick analysis in order to provide feedback, which can be difficult for those not familiar with health plan/insurance claims data. At the same time, continued accountability for tiered network changes (current and future) is needed to ensure that the needs of plan members are reflected and considered. Access to primary care, OB/GYN, and other specialist providers will need continued vigilance on the part of FCBC on the whole, but especially for its representative to HPOC. Tiered networks have been shown to be successful when there is robust access to primary care. When asked about this, Dr. Paz agreed and mentioned working more closely with Central Ohio Primary Care as one approach in addition to building more ambulatory sites for care. In addition, although behavioral health is not a part of the tiered network, it nonetheless requires renewed attention. This is particularly the case for in-network, non-OSU therapists and counselors who make up the majority of counseling care but whose care quality is not well-studied or regulated. We recognize this is a start but strive to ensure that high quality care with adequate provider choice and timely access is not lost in the goal of curtailing health care costs.

Considering this, we recommend continued sharing of the newly created scorecard by the OSU Health Plan and continued close accountability for monitoring effects of the tiered network on plan members' costs and access to care, as well as non-tiered aspects of the network such as behavioral health, through both FCBC directly, and through representation on HPOC. FCBC should strive to find an engaged member to fill the HPOC representative role and work thoughtfully to determine appropriate metrics that will provide a suitable level of accountability. Additionally, FCBC should follow-up on the request made to Dr. Paz about exploring the possibility of another member for the OSU Health Plan governing board that provides a plan member's perspective.

4. Robust ancillary benefits package

Responses to the survey sent to past and current FCBC committee members underlined a desire to revisit Ohio State's ancillary benefits package (benefits on top of retirements, hospitalization and medical insurance and other health benefits, educational benefits, life

insurance, and other insurance). In particular, responses to the survey and discussion in the committee favored expanding benefits relating to recreation/gym benefits, parking, and alternative transportation access.

Considering this, we recommend a review of current ancillary benefits during the next year, which includes: 1) Measuring access and satisfaction with current benefits. Do faculty and staff perceive benefits as accessible and beneficial? 2) Benchmarking top academic institutions and regional employers in terms of both core benefits and ancillary benefits. Are we keeping pace with the norm? Are we keeping up with leaders? Are we innovating? 3) Assessing health outcomes of health and wellness benefits, including the efficacy to Your Plan for Health (YP4H). Metrics to consider are (a) increase in health engagement, (b) education in health care costs to Ohio State or faculty or staff, and (c) satisfaction with the program. 4) Taking a more wholistic look at benefits. Could traditionally “non-health” benefits be offered that may have a positive effect on health and wellness? Are there better ways that we can spend on benefits health and wellness? Are there other employee benefits that would also have a positive effect on health? (e.g., recreation/gyms, biking incentives, parental leave, homeownership assistance for nearby neighborhoods, childcare options).

On behalf of the Committee Members,

Dana Renga
2020-2021 Chair, Faculty Compensation and Benefits Committee

Appendix A: Milestone Raises FY18-20

VP/College	FY1718		FY1819		FY1920	
	Merit Incr %	HC	Merit Incr %	HC	Merit Incr %	HC
Arts and Sciences	4.4%	51	4.4%	41	4.0%	59
Coll of Education & Human Ecol	2.0%	2	2.5%	14	2.5%	8
Coll of Food, Agr, Envir Science	2.2%	15	2.9%	23	3.6%	19
College of Dentistry	2.2%	4	2.6%	2	2.6%	4
College of Engineering	2.9%	27	3.6%	22	3.0%	25
College of Law	2.3%	1	3.1%	7	3.5%	2
College of Medicine	2.9%	84	2.7%	94	1.9%	102
College of Nursing	2.0%	2	2.6%	4	2.7%	2
College of Optometry	4.9%	2	3.7%	2	2.5%	2
College of Pharmacy	1.7%	3	4.0%	2	4.0%	5
College of Public Health	2.6%	4	2.8%	5	3.0%	3
College of Social Work	2.5%	1	3.0%	2		
College of Veterinary Med	4.2%	6	4.0%	10	4.0%	12
Fisher College of Business	2.2%	5	2.7%	5	2.6%	3
Health Sciences FGP	2.0%	2	2.5%	2	2.5%	1
John Glenn College Public Affa	2.0%	2	2.5%	3	6.8%	2
Lima Campus	3.0%	2			3.0%	2
Mansfield Campus	2.5%	1	3.2%	2	2.6%	1
Marion Campus	3.7%	1	2.5%	1	3.3%	3
Newark Campus	2.4%	8	2.8%	1	2.9%	2
Ofc of Health Sciences	3.4%	7	2.6%	4	3.3%	4
Office of Academic Affairs	2.3%	4	2.5%	1	2.5%	2
OSU Medical Center	2.2%	2	2.0%	2	2.3%	7

Appendix B: 2020-2021 Faculty Salary Comparisons Report

The Ohio State University

2020-21 Faculty Salary Comparisons

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THE OHIO STATE UNIVERSITY
HUMAN RESOURCES



The Ohio State University
2020-21 Faculty Salary Comparisons

Big Ten Institutions

Big Ten Institutions Overall (Unadjusted)

2020-2021 Salaries and Rank					Last Year Rank
Institution	Overall	Professor	Associate Professor	Assistant Professor	2019-2020
Northwestern	(1) 168.5	(1) 217.1	(1) 138.9	(1) 120.4	1 Northwestern
Michigan	(2) 139.4	(2) 177.1	(2) 118.0	(6) 99.9	2 Michigan
Maryland	(3) 136.5	(4) 170.7	(4) 116.4	(4) 101.8	3 Maryland
Rutgers	(4) 134.9	(3) 175.2	(5) 113.8	(11) 90.5	4 Rutgers
Wisconsin	(5) 132.6	(5) 161.0	(3) 117.8	(5) 101.3	5 Illinois
Illinois	(6) 129.1	(6) 159.0	(6) 108.9	(3) 101.9	6 Ohio State
Ohio State	(7) 125.5	(9) 154.9	(8) 106.9	(7) 97.1	7 Wisconsin
Penn State	(8) 123.1	(7) 158.9	(10) 103.7	(13) 84.7	8 Michigan State
Purdue	(9) 122.0	(11) 148.3	(7) 107.6	(8) 93.8	9 Penn State
Michigan State	(10) 120.9	(8) 155.2	(12) 102.7	(14) 83.7	10 Purdue
Minnesota	(11) 120.4	(12) 147.9	(9) 103.8	(10) 93.0	11 Minnesota
Indiana	(12) 119.6	(13) 141.3	(11) 102.9	(2) 102.2	12 Indiana
Iowa	(13) 119.6	(10) 150.9	(13) 96.5	(9) 93.2	13 Iowa
Nebraska	(14) 109.2	(14) 130.8	(14) 94.9	(12) 89.1	14 Nebraska

Ohio State - Big Ten Institutions - Unadjusted

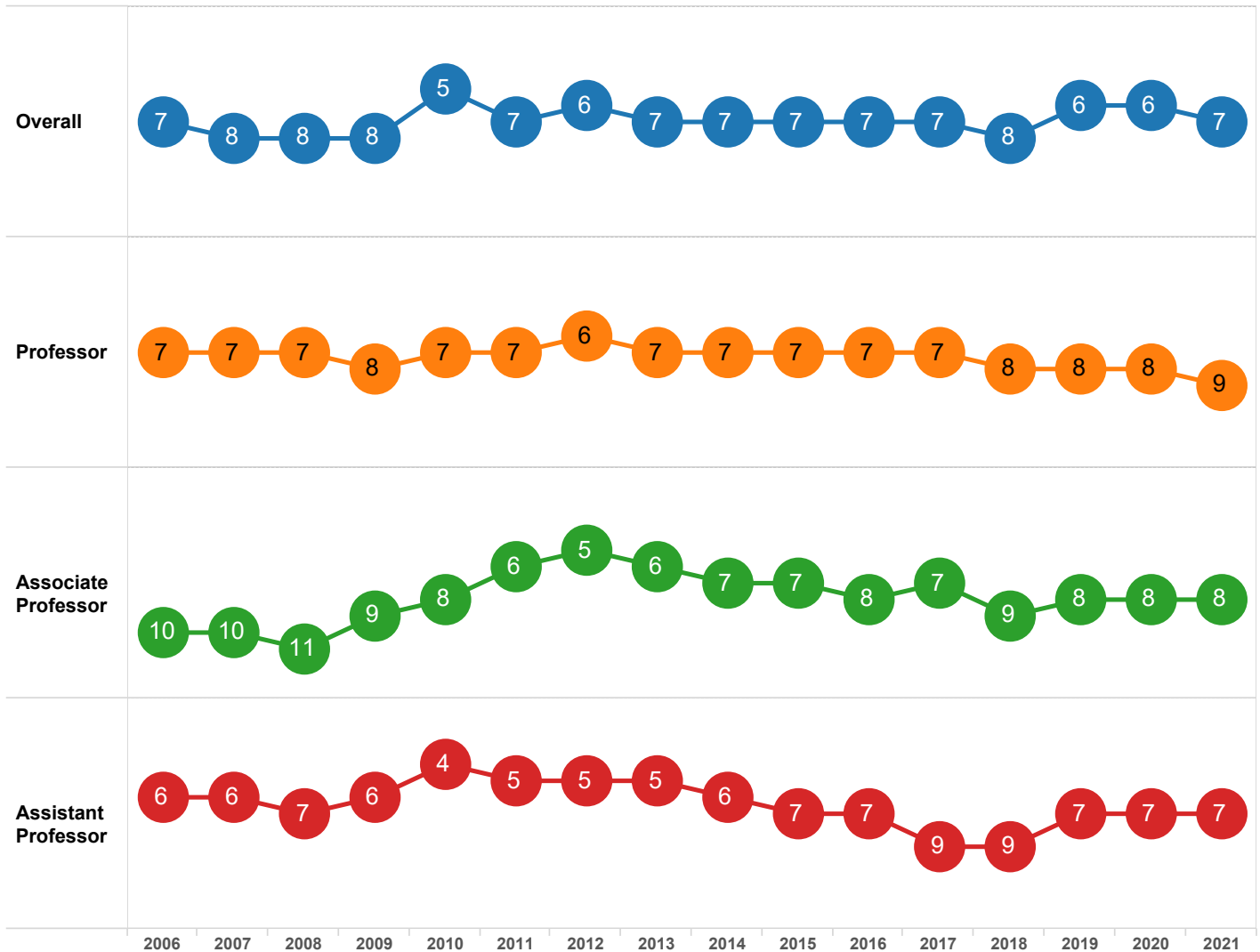
Salary history

Academic Year	Overall	Professor	Associate Professor	Assistant Professor
2020-2021	125.5	154.9	106.9	97.1
2019-2020	124.8	154.7	106.1	96.2
2018-2019	121.5	152.2	103.5	92.3
2017-2018	118.9	150.0	101.3	89.5
2016-2017	118.0	149.5	99.8	87.3
2015-2016	115.7	145.5	98.0	86.0
2014-2015	113.6	142.2	96.1	85.2
2013-2014	111.3	139.2	94.2	84.8
2012-2013	110.4	137.0	92.0	85.1
2011-2012	107.7	134.2	89.3	81.5
2010-2011	105.5	131.6	87.7	79.4
2009-2010	103.5	129.5	85.8	78.0
2008-2009	100.7	126.5	84.2	75.0
2007-2008	95.9	121.6	80.5	70.9
2006-2007	92.6	117.2	76.9	69.4
2005-2006	89.2	112.7	74.2	65.8

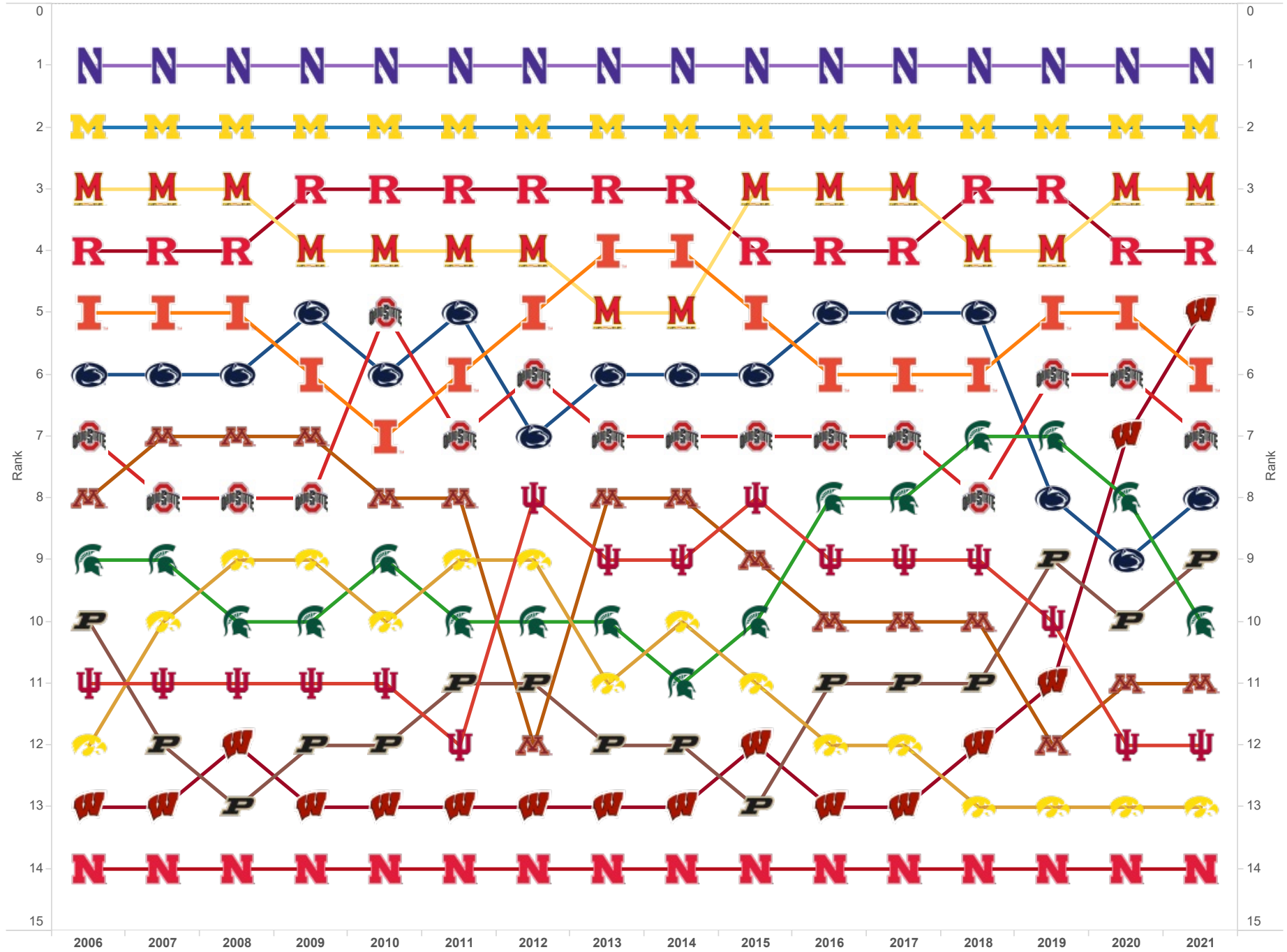
Rank history (change relative to prior year)

Academic Year	Overall	Professor	Associate Professor	Assistant Professor
2020-2021	7 ↓	9 ↓	8	7
2019-2020	6	8	8	7
2018-2019	6 ↑	8	8 ↑	7 ↑
2017-2018	8 ↓	8 ↓	9 ↓	9
2016-2017	7	7	7 ↑	9 ↓
2015-2016	7	7	8 ↓	7
2014-2015	7	7	7	7 ↓
2013-2014	7	7	7 ↓	6 ↓
2012-2013	7 ↓	7 ↓	6 ↓	5
2011-2012	6 ↑	6 ↑	5 ↑	5
2010-2011	7 ↓	7	6 ↑	5 ↓
2009-2010	5 ↑	7 ↑	8 ↑	4 ↑
2008-2009	8	8 ↓	9 ↑	6 ↑
2007-2008	8	7	11 ↓	7 ↓
2006-2007	8 ↓	7	10	6
2005-2006	7	7	10	6

Ohio State - Big Ten Institutions Rank - Unadjusted



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



The Ohio State University
2020-21 Faculty Salary Comparisons

AAU Institutions

AAU Institutions Overall (Unadjusted)

2020-2021 Salaries and Rank					Last Year Rank
Institution	Overall	Professor	Associate Professor	Assistant Professor	2019-2020
Columbia	(1) 218.8	(1) 280.8	(1) 184.7	(1) 152.7	1 Columbia
Stanford	(2) 200.3	(2) 260.1	(2) 167.9	(6) 136.0	2 Stanford
Harvard	(3) 194.6	(4) 254.9	(4) 153.6	(3) 139.7	3 Harvard
Princeton	(4) 191.1	(3) 257.6	(5) 151.4	(8) 124.2	4 MIT
MIT	(5) 189.1	(6) 239.5	(3) 159.5	(4) 137.8	5 Princeton
Chicago, Univ of	(6) 186.7	(5) 251.1	(12) 141.2	(7) 130.4	6 Chicago, Univ of
Penn	(7) 184.6	(7) 236.8	(7) 146.7	(2) 140.3	7 Penn
Yale	(8) 177.8	(8) 234.3	(8) 145.0	(12) 119.8	8 Yale
UCLA	(9) 177.7	(9) 234.2	(6) 149.3	(18) 114.4	9 Caltech
Duke	(10) 172.3	(10) 220.6	(10) 143.5	(9) 123.4	10 Duke
Caltech	(11) 170.6	(14) 214.2	(14) 136.6	(5) 136.5	11 UCLA
Northwestern	(12) 168.5	(11) 217.1	(13) 138.9	(10) 120.4	12 Northwestern
UC Berkeley	(13) 167.8	(13) 214.3	(9) 144.0	(16) 116.3	13 UC Berkeley
Johns Hopkins	(14) 163.0	(18) 202.9	(11) 142.9	(14) 118.4	14 NYU
Wash. Univ - St Louis	(15) 162.6	(15) 212.5	(18) 131.3	(17) 114.5	15 Wash. Univ - St Louis
NYU	(16) 159.0	(12) 214.3	(24) 125.2	(30) 104.4	16 Johns Hopkins
UC San Diego	(17) 158.6	(19) 202.7	(16) 132.5	(19) 113.8	17 Rice
Rice	(18) 157.5	(20) 201.6	(20) 127.4	(15) 117.8	18 Vanderbilt
Vanderbilt	(19) 157.5	(16) 208.1	(23) 125.4	(25) 109.0	19 Boston University
Boston University	(20) 156.6	(21) 197.9	(15) 136.2	(24) 109.7	20 Cornell University
UC Santa Barbara	(21) 154.9	(17) 203.8	(28) 122.1	(22) 109.9	21 UC Santa Barbara
Cornell University	(22) 152.7	(27) 186.2	(17) 131.4	(11) 120.4	22 UC San Diego
UC Irvine	(23) 151.9	(22) 192.1	(19) 129.2	(23) 109.8	23 Brown
Brown	(24) 148.7	(23) 192.0	(21) 125.7	(36) 101.7	24 Emory
Texas	(25) 148.4	(24) 188.6	(27) 122.1	(20) 110.6	25 UC Irvine
UC Davis	(26) 147.1	(29) 183.4	(22) 125.5	(21) 110.4	26 UC Davis
Emory	(27) 146.6	(28) 185.9	(25) 122.3	(27) 108.2	27 Southern Cal
Virginia	(28) 144.9	(25) 187.7	(26) 122.2	(42) 98.3	28 Texas
Southern Cal	(29) 144.7	(26) 187.6	(34) 117.0	(31) 104.0	29 Virginia
Michigan	(30) 139.4	(30) 177.1	(30) 118.0	(39) 99.9	30 Rochester
Carnegie-Mellon	(31) 138.6	(32) 171.2	(33) 117.4	(28) 107.8	31 Michigan
Rochester	(32) 137.9	(34) 169.9	(29) 118.3	(29) 106.4	32 Carnegie-Mellon
Maryland	(33) 136.5	(33) 170.7	(35) 116.4	(35) 101.8	33 Maryland
Georgia Tech	(34) 136.5	(37) 165.9	(31) 117.8	(26) 108.3	34 Georgia Tech
Rutgers	(35) 134.9	(31) 175.2	(36) 113.8	(51) 90.5	35 Rutgers
North Carolina	(36) 132.8	(35) 168.1	(42) 107.0	(32) 103.2	36 Washington
Wisconsin	(37) 132.6	(39) 161.0	(32) 117.8	(37) 101.3	37 Brandeis
SUNY-Stony Brook	(38) 131.6	(36) 166.7	(38) 112.3	(46) 94.3	38 SUNY-Stony Brook
Tulane	(39) 130.1	(43) 157.9	(55) 99.6	(13) 118.8	39 Tulane
Illinois	(40) 129.1	(40) 159.0	(40) 108.9	(34) 101.9	40 Illinois
Brandeis	(41) 129.0	(42) 158.4	(37) 113.2	(43) 97.2	41 Pittsburgh
Washington	(42) 127.6	(47) 153.8	(39) 112.2	(38) 101.0	42 Colorado
Pittsburgh	(43) 125.7	(38) 161.8	(46) 104.4	(53) 89.0	43 Ohio State
Ohio State	(44) 125.5	(45) 154.9	(43) 106.9	(44) 97.1	44 Wisconsin
Texas A&M	(45) 124.3	(48) 153.2	(45) 105.8	(45) 96.8	45 Michigan State
Florida	(46) 123.5	(46) 154.7	(44) 106.5	(52) 90.1	46 Florida
Penn State	(47) 123.1	(41) 158.9	(50) 103.7	(54) 84.7	46 Texas A&M
Case Western	(48) 122.4	(51) 148.1	(48) 104.1	(40) 99.9	48 Penn State
Purdue	(49) 122.0	(50) 148.3	(41) 107.6	(47) 93.8	49 Case Western
Michigan State	(50) 120.9	(44) 155.2	(52) 102.7	(56) 83.7	50 Purdue
Minnesota	(51) 120.4	(52) 147.9	(49) 103.8	(49) 93.0	51 Minnesota
Indiana	(52) 119.6	(55) 141.3	(51) 102.9	(33) 102.2	52 Indiana
Iowa	(53) 119.6	(49) 150.9	(56) 96.5	(48) 93.2	53 Iowa
Oregon	(54) 118.2	(54) 143.1	(47) 104.3	(50) 92.1	53 North Carolina
Colorado	(55) 118.0	(56) 141.1	(54) 100.0	(41) 99.7	55 SUNY-Buffalo
SUNY-Buffalo	(56) 114.5	(53) 144.1	(53) 100.1	(59) 80.8	56 Oregon
Iowa State	(57) 107.3	(59) 130.4	(57) 94.5	(57) 82.6	57 Arizona
Missouri	(58) 106.3	(57) 131.5	(59) 88.4	(55) 84.2	58 Iowa State
Arizona	(59) 104.0	(58) 130.6	(58) 89.1	(60) 76.1	59 Kansas
Kansas	(60) 101.1	(60) 122.9	(60) 85.4	(58) 82.3	60 Missouri

AAU Institutions Professor (Unadjusted)

2020-2021 Salaries and Rank					Last Year Rank
Institution	Overall	Professor	Associate Professor	Assistant Professor	2019-2020
Columbia	(1) 218.8	(1) 280.8	(1) 184.7	(1) 152.7	1 Columbia
Stanford	(2) 200.3	(2) 260.1	(2) 167.9	(6) 136.0	2 Stanford
Princeton	(4) 191.1	(3) 257.6	(5) 151.4	(8) 124.2	3 Princeton
Harvard	(3) 194.6	(4) 254.9	(4) 153.6	(3) 139.7	4 Harvard
Chicago, Univ of	(6) 186.7	(5) 251.1	(12) 141.2	(7) 130.4	5 Chicago, Univ of
MIT	(5) 189.1	(6) 239.5	(3) 159.5	(4) 137.8	6 Yale
Penn	(7) 184.6	(7) 236.8	(7) 146.7	(2) 140.3	7 MIT
Yale	(8) 177.8	(8) 234.3	(8) 145.0	(12) 119.8	8 Penn
UCLA	(9) 177.7	(9) 234.2	(6) 149.3	(18) 114.4	9 UCLA
Duke	(10) 172.3	(10) 220.6	(10) 143.5	(9) 123.4	10 Duke
Northwestern	(12) 168.5	(11) 217.1	(13) 138.9	(10) 120.4	11 NYU
NYU	(16) 159.0	(12) 214.3	(24) 125.2	(30) 104.4	12 Northwestern
UC Berkeley	(13) 167.8	(13) 214.3	(9) 144.0	(16) 116.3	13 Caltech
Caltech	(11) 170.6	(14) 214.2	(14) 136.6	(5) 136.5	14 UC Berkeley
Wash. Univ - St Louis	(15) 162.6	(15) 212.5	(18) 131.3	(17) 114.5	15 Wash. Univ - St Louis
Vanderbilt	(19) 157.5	(16) 208.1	(23) 125.4	(25) 109.0	16 Vanderbilt
UC Santa Barbara	(21) 154.9	(17) 203.8	(28) 122.1	(22) 109.9	17 Rice
Johns Hopkins	(14) 163.0	(18) 202.9	(11) 142.9	(14) 118.4	18 Johns Hopkins
UC San Diego	(17) 158.6	(19) 202.7	(16) 132.5	(19) 113.8	19 UC Santa Barbara
Rice	(18) 157.5	(20) 201.6	(20) 127.4	(15) 117.8	20 Boston University
Boston University	(20) 156.6	(21) 197.9	(15) 136.2	(24) 109.7	21 Brown
UC Irvine	(23) 151.9	(22) 192.1	(19) 129.2	(23) 109.8	22 UC San Diego
Brown	(24) 148.7	(23) 192.0	(21) 125.7	(36) 101.7	23 Southern Cal
Texas	(25) 148.4	(24) 188.6	(27) 122.1	(20) 110.6	24 UC Irvine
Virginia	(28) 144.9	(25) 187.7	(26) 122.2	(42) 98.3	25 Cornell University
Southern Cal	(29) 144.7	(26) 187.6	(34) 117.0	(31) 104.0	26 Emory
Cornell University	(22) 152.7	(27) 186.2	(17) 131.4	(11) 120.4	27 Virginia
Emory	(27) 146.6	(28) 185.9	(25) 122.3	(27) 108.2	28 Texas
UC Davis	(26) 147.1	(29) 183.4	(22) 125.5	(21) 110.4	29 UC Davis
Michigan	(30) 139.4	(30) 177.1	(30) 118.0	(39) 99.9	30 Michigan
Rutgers	(35) 134.9	(31) 175.2	(36) 113.8	(51) 90.5	31 Rutgers
Carnegie-Mellon	(31) 138.6	(32) 171.2	(33) 117.4	(28) 107.8	32 Rochester
Maryland	(33) 136.5	(33) 170.7	(35) 116.4	(35) 101.8	33 Carnegie-Mellon
Rochester	(32) 137.9	(34) 169.9	(29) 118.3	(29) 106.4	34 Maryland
North Carolina	(36) 132.8	(35) 168.1	(42) 107.0	(32) 103.2	35 Georgia Tech
SUNY-Stony Brook	(38) 131.6	(36) 166.7	(38) 112.3	(46) 94.3	36 SUNY-Stony Brook
Georgia Tech	(34) 136.5	(37) 165.9	(31) 117.8	(26) 108.3	37 Pittsburgh
Pittsburgh	(43) 125.7	(38) 161.8	(46) 104.4	(53) 89.0	38 Brandeis
Wisconsin	(37) 132.6	(39) 161.0	(32) 117.8	(37) 101.3	39 Michigan State
Illinois	(40) 129.1	(40) 159.0	(40) 108.9	(34) 101.9	40 Penn State
Penn State	(47) 123.1	(41) 158.9	(50) 103.7	(54) 84.7	41 Illinois
Brandeis	(41) 129.0	(42) 158.4	(37) 113.2	(43) 97.2	42 Tulane
Tulane	(39) 130.1	(43) 157.9	(55) 99.6	(13) 118.8	43 Washington
Michigan State	(50) 120.9	(44) 155.2	(52) 102.7	(56) 83.7	44 Florida
Ohio State	(44) 125.5	(45) 154.9	(43) 106.9	(44) 97.1	45 Ohio State
Florida	(46) 123.5	(46) 154.7	(44) 106.5	(52) 90.1	46 Texas A&M
Washington	(42) 127.6	(47) 153.8	(39) 112.2	(38) 101.0	47 Case Western
Texas A&M	(45) 124.3	(48) 153.2	(45) 105.8	(45) 96.8	48 Colorado
Iowa	(53) 119.6	(49) 150.9	(56) 96.5	(48) 93.2	49 Purdue
Purdue	(49) 122.0	(50) 148.3	(41) 107.6	(47) 93.8	50 Wisconsin
Case Western	(48) 122.4	(51) 148.1	(48) 104.1	(40) 99.9	51 Minnesota
Minnesota	(51) 120.4	(52) 147.9	(49) 103.8	(49) 93.0	52 Iowa
SUNY-Buffalo	(56) 114.5	(53) 144.1	(53) 100.1	(59) 80.8	52 North Carolina
Oregon	(54) 118.2	(54) 143.1	(47) 104.3	(50) 92.1	54 SUNY-Buffalo
Indiana	(52) 119.6	(55) 141.3	(51) 102.9	(33) 102.2	55 Indiana
Colorado	(55) 118.0	(56) 141.1	(54) 100.0	(41) 99.7	56 Oregon
Missouri	(58) 106.3	(57) 131.5	(59) 88.4	(55) 84.2	57 Arizona
Arizona	(59) 104.0	(58) 130.6	(58) 89.1	(60) 76.1	58 Iowa State
Iowa State	(57) 107.3	(59) 130.4	(57) 94.5	(57) 82.6	59 Kansas
Kansas	(60) 101.1	(60) 122.9	(60) 85.4	(58) 82.3	60 Missouri

AAU Institutions Associate Professor (Unadjusted)

2020-2021 Salaries and Rank					Last Year Rank
Institution	Overall	Professor	Associate Professor	Assistant Professor	2019-2020
Columbia	(1) 218.8	(1) 280.8	(1) 184.7	(1) 152.7	1 Columbia
Stanford	(2) 200.3	(2) 260.1	(2) 167.9	(6) 136.0	2 Stanford
MIT	(5) 189.1	(6) 239.5	(3) 159.5	(4) 137.8	3 MIT
Harvard	(3) 194.6	(4) 254.9	(4) 153.6	(3) 139.7	4 Princeton
Princeton	(4) 191.1	(3) 257.6	(5) 151.4	(8) 124.2	5 Harvard
UCLA	(9) 177.7	(9) 234.2	(6) 149.3	(18) 114.4	6 UCLA
Penn	(7) 184.6	(7) 236.8	(7) 146.7	(2) 140.3	7 Caltech
Yale	(8) 177.8	(8) 234.3	(8) 145.0	(12) 119.8	8 Yale
UC Berkeley	(13) 167.8	(13) 214.3	(9) 144.0	(16) 116.3	9 Penn
Duke	(10) 172.3	(10) 220.6	(10) 143.5	(9) 123.4	10 Duke
Johns Hopkins	(14) 163.0	(18) 202.9	(11) 142.9	(14) 118.4	11 UC Berkeley
Chicago, Univ of	(6) 186.7	(5) 251.1	(12) 141.2	(7) 130.4	12 Johns Hopkins
Northwestern	(12) 168.5	(11) 217.1	(13) 138.9	(10) 120.4	13 Northwestern
Caltech	(11) 170.6	(14) 214.2	(14) 136.6	(5) 136.5	14 Chicago, Univ of
Boston University	(20) 156.6	(21) 197.9	(15) 136.2	(24) 109.7	15 Boston University
UC San Diego	(17) 158.6	(19) 202.7	(16) 132.5	(19) 113.8	16 Cornell University
Cornell University	(22) 152.7	(27) 186.2	(17) 131.4	(11) 120.4	17 NYU
Wash. Univ - St Louis	(15) 162.6	(15) 212.5	(18) 131.3	(17) 114.5	18 UC San Diego
UC Irvine	(23) 151.9	(22) 192.1	(19) 129.2	(23) 109.8	19 Rice
Rice	(18) 157.5	(20) 201.6	(20) 127.4	(15) 117.8	20 Wash. Univ - St Louis
Brown	(24) 148.7	(23) 192.0	(21) 125.7	(36) 101.7	21 Brown
UC Davis	(26) 147.1	(29) 183.4	(22) 125.5	(21) 110.4	22 UC Irvine
Vanderbilt	(19) 157.5	(16) 208.1	(23) 125.4	(25) 109.0	23 UC Davis
NYU	(16) 159.0	(12) 214.3	(24) 125.2	(30) 104.4	24 Virginia
Emory	(27) 146.6	(28) 185.9	(25) 122.3	(27) 108.2	25 Emory
Virginia	(28) 144.9	(25) 187.7	(26) 122.2	(42) 98.3	26 Vanderbilt
Texas	(25) 148.4	(24) 188.6	(27) 122.1	(20) 110.6	27 UC Santa Barbara
UC Santa Barbara	(21) 154.9	(17) 203.8	(28) 122.1	(22) 109.9	28 Texas
Rochester	(32) 137.9	(34) 169.9	(29) 118.3	(29) 106.4	29 Washington
Michigan	(30) 139.4	(30) 177.1	(30) 118.0	(39) 99.9	30 Michigan
Georgia Tech	(34) 136.5	(37) 165.9	(31) 117.8	(26) 108.3	31 Carnegie-Mellon
Wisconsin	(37) 132.6	(39) 161.0	(32) 117.8	(37) 101.3	32 Rochester
Carnegie-Mellon	(31) 138.6	(32) 171.2	(33) 117.4	(28) 107.8	33 Southern Cal
Southern Cal	(29) 144.7	(26) 187.6	(34) 117.0	(31) 104.0	34 Georgia Tech
Maryland	(33) 136.5	(33) 170.7	(35) 116.4	(35) 101.8	35 Maryland
Rutgers	(35) 134.9	(31) 175.2	(36) 113.8	(51) 90.5	36 Brandeis
Brandeis	(41) 129.0	(42) 158.4	(37) 113.2	(43) 97.2	37 Rutgers
SUNY-Stony Brook	(38) 131.6	(36) 166.7	(38) 112.3	(46) 94.3	38 Wisconsin
Washington	(42) 127.6	(47) 153.8	(39) 112.2	(38) 101.0	39 SUNY-Stony Brook
Illinois	(40) 129.1	(40) 159.0	(40) 108.9	(34) 101.9	40 Illinois
Purdue	(49) 122.0	(50) 148.3	(41) 107.6	(47) 93.8	41 Purdue
North Carolina	(36) 132.8	(35) 168.1	(42) 107.0	(32) 103.2	42 Colorado
Ohio State	(44) 125.5	(45) 154.9	(43) 106.9	(44) 97.1	43 Florida
Florida	(46) 123.5	(46) 154.7	(44) 106.5	(52) 90.1	44 Ohio State
Texas A&M	(45) 124.3	(48) 153.2	(45) 105.8	(45) 96.8	45 Texas A&M
Pittsburgh	(43) 125.7	(38) 161.8	(46) 104.4	(53) 89.0	46 Michigan State
Oregon	(54) 118.2	(54) 143.1	(47) 104.3	(50) 92.1	46 Penn State
Case Western	(48) 122.4	(51) 148.1	(48) 104.1	(40) 99.9	48 Minnesota
Minnesota	(51) 120.4	(52) 147.9	(49) 103.8	(49) 93.0	48 Pittsburgh
Penn State	(47) 123.1	(41) 158.9	(50) 103.7	(54) 84.7	50 Case Western
Indiana	(52) 119.6	(55) 141.3	(51) 102.9	(33) 102.2	51 Indiana
Michigan State	(50) 120.9	(44) 155.2	(52) 102.7	(56) 83.7	52 SUNY-Buffalo
SUNY-Buffalo	(56) 114.5	(53) 144.1	(53) 100.1	(59) 80.8	53 Tulane
Colorado	(55) 118.0	(56) 141.1	(54) 100.0	(41) 99.7	54 Arizona
Tulane	(39) 130.1	(43) 157.9	(55) 99.6	(13) 118.8	55 Iowa
Iowa	(53) 119.6	(49) 150.9	(56) 96.5	(48) 93.2	55 North Carolina
Iowa State	(57) 107.3	(59) 130.4	(57) 94.5	(57) 82.6	57 Iowa State
Arizona	(59) 104.0	(58) 130.6	(58) 89.1	(60) 76.1	58 Oregon
Missouri	(58) 106.3	(57) 131.5	(59) 88.4	(55) 84.2	59 Kansas
Kansas	(60) 101.1	(60) 122.9	(60) 85.4	(58) 82.3	60 Missouri

AAU Institutions Assistant Professor (Unadjusted)

2020-2021 Salaries and Rank					Last Year Rank
Institution	Overall	Professor	Associate Professor	Assistant Professor	2019-2020
Columbia	(1) 218.8	(1) 280.8	(1) 184.7	(1) 152.7	1 MIT
Penn	(7) 184.6	(7) 236.8	(7) 146.7	(2) 140.3	2 Stanford
Harvard	(3) 194.6	(4) 254.9	(4) 153.6	(3) 139.7	3 Harvard
MIT	(5) 189.1	(6) 239.5	(3) 159.5	(4) 137.8	4 Caltech
Caltech	(11) 170.6	(14) 214.2	(14) 136.6	(5) 136.5	5 Penn
Stanford	(2) 200.3	(2) 260.1	(2) 167.9	(6) 136.0	6 Columbia
Chicago, Univ of	(6) 186.7	(5) 251.1	(12) 141.2	(7) 130.4	7 Chicago, Univ of
Princeton	(4) 191.1	(3) 257.6	(5) 151.4	(8) 124.2	8 Duke
Duke	(10) 172.3	(10) 220.6	(10) 143.5	(9) 123.4	9 Princeton
Northwestern	(12) 168.5	(11) 217.1	(13) 138.9	(10) 120.4	10 Cornell University
Cornell University	(22) 152.7	(27) 186.2	(17) 131.4	(11) 120.4	11 Yale
Yale	(8) 177.8	(8) 234.3	(8) 145.0	(12) 119.8	12 Northwestern
Tulane	(39) 130.1	(43) 157.9	(55) 99.6	(13) 118.8	13 UC Berkeley
Johns Hopkins	(14) 163.0	(18) 202.9	(11) 142.9	(14) 118.4	14 Tulane
Rice	(18) 157.5	(20) 201.6	(20) 127.4	(15) 117.8	15 Rice
UC Berkeley	(13) 167.8	(13) 214.3	(9) 144.0	(16) 116.3	16 Wash. Univ - St Lc
Wash. Univ - St Louis	(15) 162.6	(15) 212.5	(18) 131.3	(17) 114.5	17 Johns Hopkins
UCLA	(9) 177.7	(9) 234.2	(6) 149.3	(18) 114.4	18 NYU
UC San Diego	(17) 158.6	(19) 202.7	(16) 132.5	(19) 113.8	19 UC San Diego
Texas	(25) 148.4	(24) 188.6	(27) 122.1	(20) 110.6	20 Emory
UC Davis	(26) 147.1	(29) 183.4	(22) 125.5	(21) 110.4	21 UCLA
UC Santa Barbara	(21) 154.9	(17) 203.8	(28) 122.1	(22) 109.9	22 Boston University
UC Irvine	(23) 151.9	(22) 192.1	(19) 129.2	(23) 109.8	23 Rochester
Boston University	(20) 156.6	(21) 197.9	(15) 136.2	(24) 109.7	24 Texas
Vanderbilt	(19) 157.5	(16) 208.1	(23) 125.4	(25) 109.0	25 Vanderbilt
Georgia Tech	(34) 136.5	(37) 165.9	(31) 117.8	(26) 108.3	26 UC Santa Barbara
Emory	(27) 146.6	(28) 185.9	(25) 122.3	(27) 108.2	27 UC Davis
Carnegie-Mellon	(31) 138.6	(32) 171.2	(33) 117.4	(28) 107.8	28 Carnegie-Mellon
Rochester	(32) 137.9	(34) 169.9	(29) 118.3	(29) 106.4	29 Washington
NYU	(16) 159.0	(12) 214.3	(24) 125.2	(30) 104.4	30 UC Irvine
Southern Cal	(29) 144.7	(26) 187.6	(34) 117.0	(31) 104.0	31 Georgia Tech
North Carolina	(36) 132.8	(35) 168.1	(42) 107.0	(32) 103.2	32 Indiana
Indiana	(52) 119.6	(55) 141.3	(51) 102.9	(33) 102.2	33 Southern Cal
Illinois	(40) 129.1	(40) 159.0	(40) 108.9	(34) 101.9	34 Maryland
Maryland	(33) 136.5	(33) 170.7	(35) 116.4	(35) 101.8	35 Brown
Brown	(24) 148.7	(23) 192.0	(21) 125.7	(36) 101.7	36 Colorado
Wisconsin	(37) 132.6	(39) 161.0	(32) 117.8	(37) 101.3	37 Illinois
Washington	(42) 127.6	(47) 153.8	(39) 112.2	(38) 101.0	38 Michigan
Michigan	(30) 139.4	(30) 177.1	(30) 118.0	(39) 99.9	39 Case Western
Case Western	(48) 122.4	(51) 148.1	(48) 104.1	(40) 99.9	40 Virginia
Colorado	(55) 118.0	(56) 141.1	(54) 100.0	(41) 99.7	41 Wisconsin
Virginia	(28) 144.9	(25) 187.7	(26) 122.2	(42) 98.3	42 Ohio State
Brandeis	(41) 129.0	(42) 158.4	(37) 113.2	(43) 97.2	43 Texas A&M
Ohio State	(44) 125.5	(45) 154.9	(43) 106.9	(44) 97.1	44 Brandeis
Texas A&M	(45) 124.3	(48) 153.2	(45) 105.8	(45) 96.8	45 Minnesota
SUNY-Stony Brook	(38) 131.6	(36) 166.7	(38) 112.3	(46) 94.3	46 SUNY-Stony Broo
Purdue	(49) 122.0	(50) 148.3	(41) 107.6	(47) 93.8	47 Purdue
Iowa	(53) 119.6	(49) 150.9	(56) 96.5	(48) 93.2	48 Oregon
Minnesota	(51) 120.4	(52) 147.9	(49) 103.8	(49) 93.0	49 Rutgers
Oregon	(54) 118.2	(54) 143.1	(47) 104.3	(50) 92.1	50 Pittsburgh
Rutgers	(35) 134.9	(31) 175.2	(36) 113.8	(51) 90.5	51 Florida
Florida	(46) 123.5	(46) 154.7	(44) 106.5	(52) 90.1	52 Iowa
Pittsburgh	(43) 125.7	(38) 161.8	(46) 104.4	(53) 89.0	52 North Carolina
Penn State	(47) 123.1	(41) 158.9	(50) 103.7	(54) 84.7	54 Michigan State
Missouri	(58) 106.3	(57) 131.5	(59) 88.4	(55) 84.2	55 Iowa State
Michigan State	(50) 120.9	(44) 155.2	(52) 102.7	(56) 83.7	56 Penn State
Iowa State	(57) 107.3	(59) 130.4	(57) 94.5	(57) 82.6	57 SUNY-Buffalo
Kansas	(60) 101.1	(60) 122.9	(60) 85.4	(58) 82.3	58 Kansas
SUNY-Buffalo	(56) 114.5	(53) 144.1	(53) 100.1	(59) 80.8	59 Arizona
Arizona	(59) 104.0	(58) 130.6	(58) 89.1	(60) 76.1	60 Missouri

Ohio State - AAU Institutions - Unadjusted

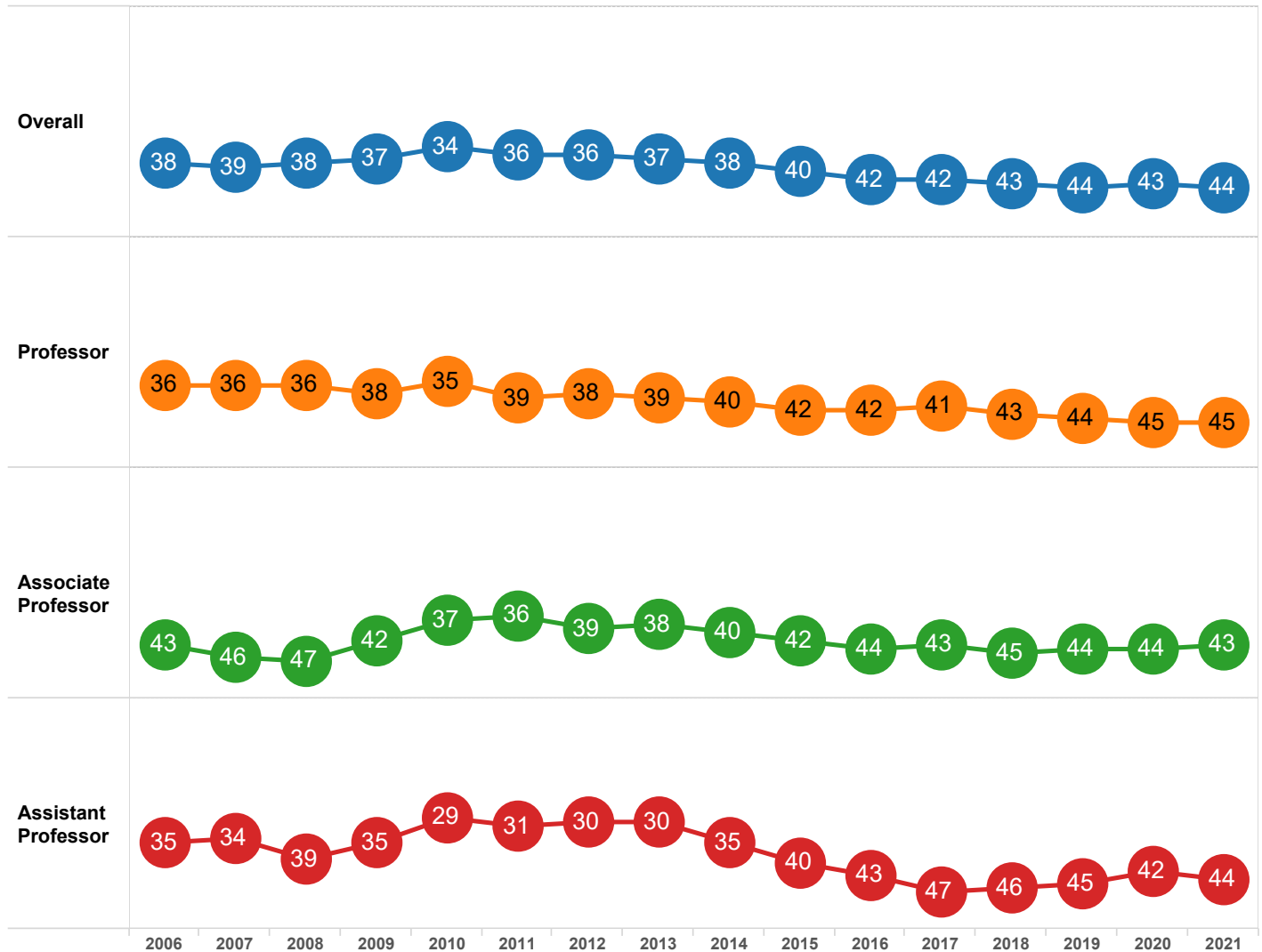
Salary history

Academic Year	Overall	Professor	Associate Professor	Assistant Professor
2020-2021	125.5	154.9	106.9	97.1
2019-2020	124.8	154.7	106.1	96.2
2018-2019	121.5	152.2	103.5	92.3
2017-2018	118.9	150.0	101.3	89.5
2016-2017	118.0	149.5	99.8	87.3
2015-2016	115.7	145.5	98.0	86.0
2014-2015	113.6	142.2	96.1	85.2
2013-2014	111.3	139.2	94.2	84.8
2012-2013	110.4	137.0	92.0	85.1
2011-2012	107.7	134.2	89.3	81.5
2010-2011	105.5	131.6	87.7	79.4
2009-2010	103.5	129.5	85.8	78.0
2008-2009	100.7	126.5	84.2	75.0
2007-2008	95.9	121.6	80.5	70.9
2006-2007	92.6	117.2	76.9	69.4
2005-2006	89.2	112.7	74.2	65.8

Rank history (change relative to prior year)

Academic Year	Overall	Professor	Associate Professor	Assistant Professor
2020-2021	44 ↓	45	43 ↑	44 ↓
2019-2020	43 ↑	45 ↓	44	42 ↑
2018-2019	44 ↓	44 ↓	44 ↑	45 ↑
2017-2018	43 ↓	43 ↓	45 ↓	46 ↑
2016-2017	42	41 ↑	43 ↑	47 ↓
2015-2016	42 ↓	42	44 ↓	43 ↓
2014-2015	40 ↓	42 ↓	42 ↓	40 ↓
2013-2014	38 ↓	40 ↓	40 ↓	35 ↓
2012-2013	37 ↓	39 ↓	38 ↑	30
2011-2012	36	38 ↑	39 ↓	30 ↑
2010-2011	36 ↓	39 ↓	36 ↑	31 ↓
2009-2010	34 ↑	35 ↑	37 ↑	29 ↑
2008-2009	37 ↑	38 ↓	42 ↑	35 ↑
2007-2008	38 ↑	36	47 ↓	39 ↓
2006-2007	39 ↓	36	46 ↓	34 ↑
2005-2006	38	36	43	35

Ohio State - AAU Institutions Rank - Unadjusted



AAU Public Institutions Overall (Unadjusted)

2020-2021 Salaries and Rank								Last Year Rank
Institution	Overall	Professor	Associate Professor	Assistant Professor	2019-2020			
UCLA	(1) 177.7	(1) 234.2	(1) 149.3	(2) 114.4	1 UCLA			
UC Berkeley	(2) 167.8	(2) 214.3	(2) 144.0	(1) 116.3	2 UC Berkeley			
UC San Diego	(3) 158.6	(4) 202.7	(3) 132.5	(3) 113.8	3 UC Santa Barbara			
UC Santa Barbara	(4) 154.9	(3) 203.8	(8) 122.1	(6) 109.9	4 UC San Diego			
UC Irvine	(5) 151.9	(5) 192.1	(4) 129.2	(7) 109.8	5 UC Irvine			
Texas	(6) 148.4	(6) 188.6	(7) 122.1	(4) 110.6	6 UC Davis			
UC Davis	(7) 147.1	(8) 183.4	(5) 125.5	(5) 110.4	7 Texas			
Virginia	(8) 144.9	(7) 187.7	(6) 122.2	(17) 98.3	8 Virginia			
Michigan	(9) 139.4	(9) 177.1	(9) 118.0	(15) 99.9	9 Michigan			
Maryland	(10) 136.5	(11) 170.7	(12) 116.4	(12) 101.8	10 Maryland			
Georgia Tech	(11) 136.5	(14) 165.9	(10) 117.8	(8) 108.3	11 Georgia Tech			
Rutgers	(12) 134.9	(10) 175.2	(13) 113.8	(25) 90.5	12 Rutgers			
North Carolina	(13) 132.8	(12) 168.1	(18) 107.0	(9) 103.2	13 Washington			
Wisconsin	(14) 132.6	(16) 161.0	(11) 117.8	(13) 101.3	14 SUNY-Stony Brook			
SUNY-Stony Brook	(15) 131.6	(13) 166.7	(14) 112.3	(20) 94.3	15 Illinois			
Illinois	(16) 129.1	(17) 159.0	(16) 108.9	(11) 101.9	16 Pittsburgh			
Washington	(17) 127.6	(22) 153.8	(15) 112.2	(14) 101.0	17 Colorado			
Pittsburgh	(18) 125.7	(15) 161.8	(22) 104.4	(27) 89.0	18 Ohio State			
Ohio State	(19) 125.5	(20) 154.9	(19) 106.9	(18) 97.1	19 Wisconsin			
Texas A&M	(20) 124.3	(23) 153.2	(21) 105.8	(19) 96.8	20 Michigan State			
Florida	(21) 123.5	(21) 154.7	(20) 106.5	(26) 90.1	21 Florida			
Penn State	(22) 123.1	(18) 158.9	(25) 103.7	(28) 84.7	21 Texas A&M			
Purdue	(23) 122.0	(25) 148.3	(17) 107.6	(21) 93.8	23 Penn State			
Michigan State	(24) 120.9	(19) 155.2	(27) 102.7	(30) 83.7	24 Purdue			
Minnesota	(25) 120.4	(26) 147.9	(24) 103.8	(23) 93.0	25 Minnesota			
Indiana	(26) 119.6	(29) 141.3	(26) 102.9	(10) 102.2	26 Indiana			
Iowa	(27) 119.6	(24) 150.9	(30) 96.5	(22) 93.2	27 Iowa			
Oregon	(28) 118.2	(28) 143.1	(23) 104.3	(24) 92.1	27 North Carolina			
Colorado	(29) 118.0	(30) 141.1	(29) 100.0	(16) 99.7	29 SUNY-Buffalo			
SUNY-Buffalo	(30) 114.5	(27) 144.1	(28) 100.1	(33) 80.8	30 Oregon			
Iowa State	(31) 107.3	(33) 130.4	(31) 94.5	(31) 82.6	31 Arizona			
Missouri	(32) 106.3	(31) 131.5	(33) 88.4	(29) 84.2	32 Iowa State			
Arizona	(33) 104.0	(32) 130.6	(32) 89.1	(34) 76.1	33 Kansas			
Kansas	(34) 101.1	(34) 122.9	(34) 85.4	(32) 82.3	34 Missouri			

The Ohio State University
2020-21 Faculty Salary Comparisons

Living Cost Adjustments

2020-2021 AAU Institutions - Overall - Living Cost Adjusted vs Unadjusted

Institution	Living Cost Index	Salary Adjusted by Index	Rank (Adjusted)	Salary Unadjusted	Rank (Unadjusted)
Duke	99	174.0	1	172.3	10
Columbia	129	169.6	2	218.8	1
Penn	112	164.9	3	184.6	7
Princeton	116	164.8	4	191.1	4
Yale	112	158.8	5	177.8	8
Wash. Univ - St Louis	104	156.4	6	162.6	15
Vanderbilt	101	155.9	7	157.5	19
Rice	105	150.0	8	157.5	18
Johns Hopkins	109	149.6	9	163.0	14
Harvard	132	147.4	10	194.6	3
Emory	101	145.2	11	146.6	27
MIT	132	143.3	12	189.1	5
Cornell University	107	142.7	13	152.7	22
Texas	104	142.7	13	148.4	25
Virginia	103	140.7	15	144.9	28
Chicago, Univ of	134	139.3	16	186.7	6
Northwestern	121	139.3	17	168.5	12
Brown	107	139.0	18	148.7	24
Georgia Tech	101	135.2	19	136.5	34
North Carolina	99	134.2	20	132.8	36
Michigan	104	134.0	21	139.4	30
UCLA	136	130.7	22	177.7	9
Rochester	106	130.1	23	137.9	32
Purdue	94	129.7	24	122.0	49
Caltech	132	129.3	25	170.6	11
Illinois	100	129.1	26	129.1	40
UC Davis	114	129.0	27	147.1	26
Wisconsin	103	128.7	28	132.6	37
Tulane	102	127.6	29	130.1	39
Texas A&M	98	126.9	30	124.3	45
UC San Diego	125	126.8	31	158.6	17
Florida	98	126.0	32	123.5	46
Carnegie-Mellon	110	126.0	33	138.6	31
Ohio State	100	125.5	34	125.5	44
Indiana	96	124.6	35	119.6	52
Stanford	162	123.6	36	200.3	2
Case Western	101	121.1	37	122.4	48
Michigan State	100	120.9	38	120.9	50
Penn State	102	120.7	39	123.1	47
UC Berkeley	140	119.9	40	167.8	13
Maryland	114	119.8	41	136.5	33
Iowa	100	119.6	42	119.6	53
Minnesota	101	119.2	43	120.4	51
Boston University	132	118.6	44	156.6	20
UC Irvine	130	116.8	45	151.9	23
Pittsburgh	110	114.3	46	125.7	43
Oregon	104	113.7	47	118.2	54
Rutgers	121	111.5	48	134.9	35
Missouri	96	110.7	49	106.3	58
Southern Cal	132	109.6	50	144.7	29
Washington	117	109.1	51	127.6	42
SUNY-Buffalo	105	109.1	52	114.5	56
Colorado	109	108.3	53	118.0	55
Iowa State	101	106.2	54	107.3	57
SUNY-Stony Brook	124	106.1	55	131.6	38
Arizona	101	103.0	56	104.0	59
Kansas	100	101.1	57	101.1	60
Brandeis	132	97.7	58	129.0	41
UC Santa Barbara	159	97.4	59	154.9	21
NYU	222	71.6	60	159.0	16

AAU Institutions Overall (Living Cost Adjusted)

2020-2021 Salaries and Rank					Last Year Rank
Institution	Overall	Professor	Associate Professor	Assistant Professor	2019-2020
Duke	(1) 174.0	(1) 222.9	(1) 144.9	(2) 124.6	1 Duke
Columbia	(2) 169.6	(3) 217.7	(2) 143.2	(3) 118.4	2 Princeton
Penn	(3) 164.9	(4) 211.4	(4) 130.9	(1) 125.3	3 Penn
Princeton	(4) 164.8	(2) 222.1	(5) 130.5	(12) 107.1	4 Yale
Yale	(5) 158.8	(5) 209.2	(6) 129.5	(13) 107.0	5 Columbia
Wash. Univ - St Louis	(6) 156.4	(7) 204.3	(7) 126.2	(7) 110.1	6 Wash. Univ - St Lou
Vanderbilt	(7) 155.9	(6) 206.0	(8) 124.1	(9) 107.9	7 Vanderbilt
Rice	(8) 150.0	(9) 192.0	(10) 121.3	(6) 112.2	8 Rice
Johns Hopkins	(9) 149.6	(11) 186.2	(3) 131.1	(8) 108.6	9 Emory
Harvard	(10) 147.4	(8) 193.1	(17) 116.3	(16) 105.8	10 Johns Hopkins
Emory	(11) 145.2	(12) 184.1	(11) 121.1	(11) 107.1	11 Harvard
MIT	(12) 143.3	(14) 181.5	(12) 120.8	(17) 104.4	12 MIT
Cornell University	(13) 142.7	(18) 174.0	(9) 122.8	(5) 112.5	13 Cornell University
Texas	(13) 142.7	(15) 181.4	(15) 117.4	(15) 106.4	14 Virginia
Virginia	(15) 140.7	(13) 182.2	(13) 118.6	(32) 95.5	15 Brown
Chicago, Univ of	(16) 139.3	(10) 187.4	(33) 105.4	(28) 97.3	15 Texas
Northwestern	(17) 139.3	(17) 179.4	(18) 114.8	(23) 99.5	17 Northwestern
Brown	(18) 139.0	(16) 179.5	(14) 117.4	(33) 95.1	18 Chicago, Univ of
Georgia Tech	(19) 135.2	(22) 164.2	(16) 116.7	(10) 107.2	19 Michigan
North Carolina	(20) 134.2	(21) 169.8	(27) 108.1	(18) 104.3	20 Georgia Tech
Michigan	(21) 134.0	(20) 170.3	(21) 113.5	(31) 96.1	21 Rochester
UCLA	(22) 130.7	(19) 172.2	(24) 109.8	(44) 84.1	22 Caltech
Rochester	(23) 130.1	(27) 160.3	(22) 111.6	(21) 100.4	23 Purdue
Purdue	(24) 129.7	(30) 157.8	(19) 114.4	(22) 99.7	24 Illinois
Caltech	(25) 129.3	(23) 162.2	(35) 103.5	(19) 103.4	25 UC Davis
Illinois	(26) 129.1	(28) 159.0	(25) 108.9	(20) 101.9	26 Tulane
UC Davis	(27) 129.0	(25) 160.9	(23) 110.1	(30) 96.8	27 UCLA
Wisconsin	(28) 128.7	(32) 156.3	(20) 114.3	(26) 98.3	28 Carnegie-Mellon
Tulane	(29) 127.6	(37) 154.8	(45) 97.6	(4) 116.5	29 Florida
Texas A&M	(30) 126.9	(31) 156.3	(28) 108.0	(25) 98.7	29 Texas A&M
UC San Diego	(31) 126.8	(24) 162.1	(32) 106.0	(38) 91.1	31 Indiana
Florida	(32) 126.0	(29) 157.9	(26) 108.7	(36) 91.9	32 Ohio State
Carnegie-Mellon	(33) 126.0	(34) 155.6	(31) 106.7	(27) 98.0	33 Stanford
Ohio State	(34) 125.5	(36) 154.9	(30) 106.9	(29) 97.1	34 Michigan State
Indiana	(35) 124.6	(43) 147.2	(29) 107.2	(14) 106.5	35 UC San Diego
Stanford	(36) 123.6	(26) 160.6	(34) 103.6	(45) 84.0	36 Case Western
Case Western	(37) 121.1	(45) 146.6	(37) 103.1	(24) 98.9	37 Penn State
Michigan State	(38) 120.9	(35) 155.2	(40) 102.7	(46) 83.7	38 Wisconsin
Penn State	(39) 120.7	(33) 155.8	(42) 101.7	(49) 83.0	39 Minnesota
UC Berkeley	(40) 119.9	(38) 153.1	(38) 102.9	(48) 83.1	40 UC Berkeley
Maryland	(41) 119.8	(41) 149.7	(41) 102.1	(39) 89.3	41 Maryland
Iowa	(42) 119.6	(39) 150.9	(46) 96.5	(34) 93.2	42 Boston University
Minnesota	(43) 119.2	(46) 146.5	(39) 102.7	(35) 92.1	43 North Carolina
Boston University	(44) 118.6	(40) 149.9	(36) 103.2	(47) 83.1	44 Iowa
UC Irvine	(45) 116.8	(42) 147.7	(44) 99.4	(43) 84.5	45 Pittsburgh
Pittsburgh	(46) 114.3	(44) 147.1	(49) 95.0	(52) 81.0	46 Colorado
Oregon	(47) 113.7	(49) 137.6	(43) 100.3	(40) 88.5	47 UC Irvine
Rutgers	(48) 111.5	(47) 144.8	(50) 94.1	(57) 74.8	48 Washington
Missouri	(49) 110.7	(51) 137.0	(52) 92.1	(41) 87.7	49 Rutgers
Southern Cal	(50) 109.6	(48) 142.1	(55) 88.7	(53) 78.8	50 Arizona
Washington	(51) 109.1	(53) 131.5	(47) 95.9	(42) 86.3	51 Southern Cal
SUNY-Buffalo	(52) 109.1	(50) 137.3	(48) 95.3	(54) 76.9	52 SUNY-Buffalo
Colorado	(53) 108.3	(54) 129.5	(53) 91.8	(37) 91.5	53 Oregon
Iowa State	(54) 106.2	(56) 129.2	(51) 93.5	(51) 81.8	54 Missouri
SUNY-Stony Brook	(55) 106.1	(52) 134.5	(54) 90.5	(55) 76.0	55 Iowa State
Arizona	(56) 103.0	(55) 129.3	(56) 88.2	(56) 75.4	56 SUNY-Stony Broo
Kansas	(57) 101.1	(58) 122.9	(58) 85.4	(50) 82.3	57 Kansas
Brandeis	(58) 97.7	(59) 120.0	(57) 85.8	(58) 73.7	58 Brandeis
UC Santa Barbara	(59) 97.4	(57) 128.2	(59) 76.8	(59) 69.1	59 UC Santa Barbara
NYU	(60) 71.6	(60) 96.5	(60) 56.4	(60) 47.0	60 NYU

Ohio State - AAU Institutions - Living Cost Adjusted

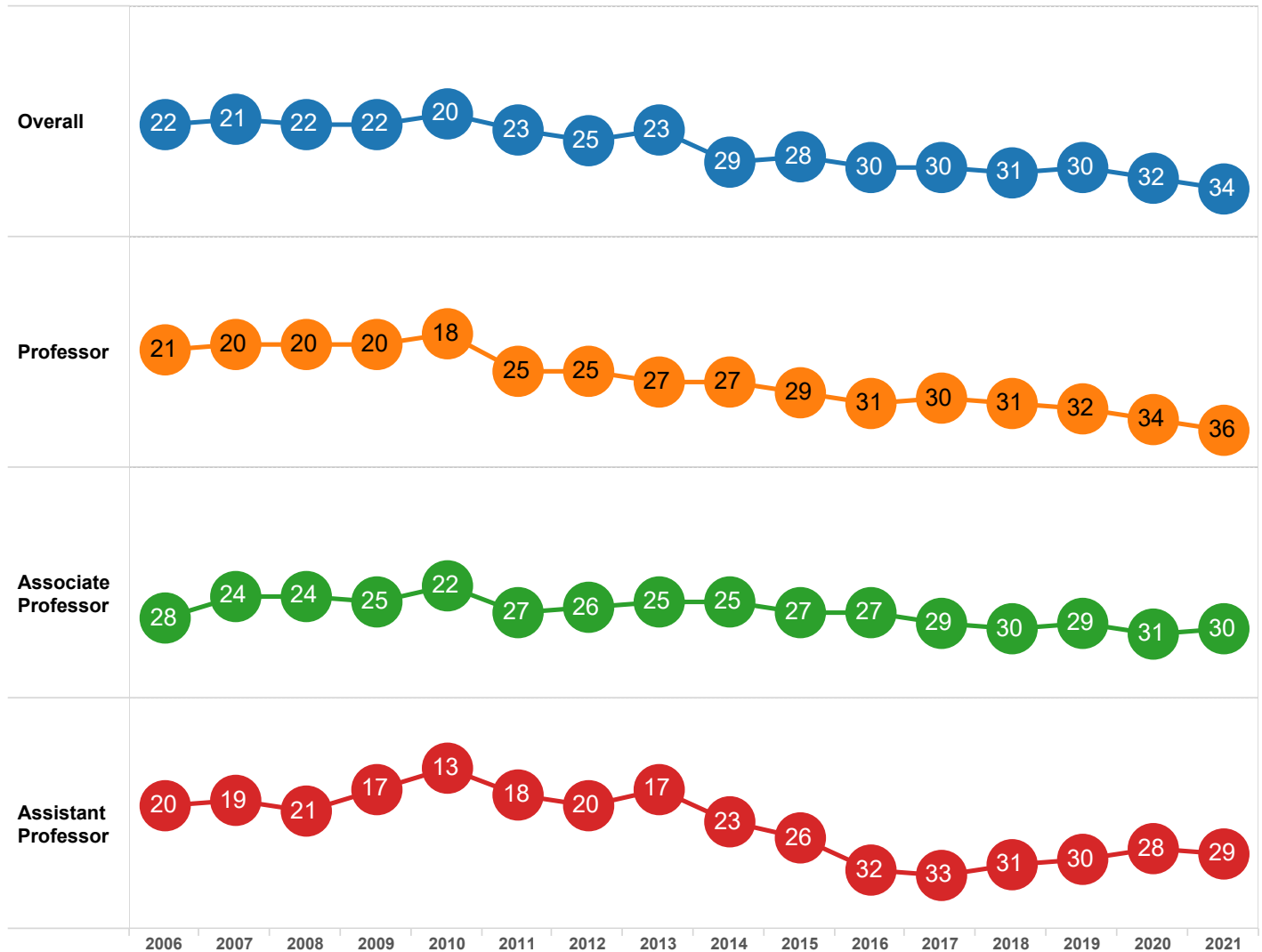
Salary history

Academic Year	Overall	Professor	Associate Professor	Assistant Professor
2020-2021	125.5	154.9	106.9	97.1
2019-2020	124.8	154.7	106.1	96.2
2018-2019	121.5	152.2	103.5	92.3
2017-2018	118.9	150.0	101.3	89.5
2016-2017	118.0	149.5	99.8	87.3
2015-2016	115.7	145.5	98.0	86.0
2014-2015	113.6	142.2	96.1	85.2
2013-2014	111.3	139.2	94.2	84.8
2012-2013	110.4	137.0	92.0	85.1
2011-2012	107.7	134.2	89.3	81.5
2010-2011	105.5	131.6	87.7	79.4
2009-2010	103.5	129.5	85.8	78.0
2008-2009	100.7	126.5	84.2	75.0
2007-2008	95.9	121.6	80.5	70.9
2006-2007	92.6	117.2	76.9	69.4
2005-2006	89.2	112.7	74.2	65.8

Rank history (change relative to prior year)

Academic Year	Overall	Professor	Associate Professor	Assistant Professor
2020-2021	34 ↓	36 ↓	30 ↑	29 ↓
2019-2020	32 ↓	34 ↓	31 ↓	28 ↑
2018-2019	30 ↑	32 ↓	29 ↑	30 ↑
2017-2018	31 ↓	31 ↓	30 ↓	31 ↑
2016-2017	30	30 ↑	29 ↓	33 ↓
2015-2016	30 ↓	31 ↓	27	32 ↓
2014-2015	28 ↑	29 ↓	27 ↓	26 ↓
2013-2014	29 ↓	27	25	23 ↓
2012-2013	23 ↑	27 ↓	25 ↑	17 ↑
2011-2012	25 ↓	25	26 ↑	20 ↓
2010-2011	23 ↓	25 ↓	27 ↓	18 ↓
2009-2010	20 ↑	18 ↑	22 ↑	13 ↑
2008-2009	22	20	25 ↓	17 ↑
2007-2008	22 ↓	20	24	21 ↓
2006-2007	21 ↑	20 ↑	24 ↑	19 ↑
2005-2006	22	21	28	20

Ohio State - AAU Institutions Rank - Living Cost Adjusted



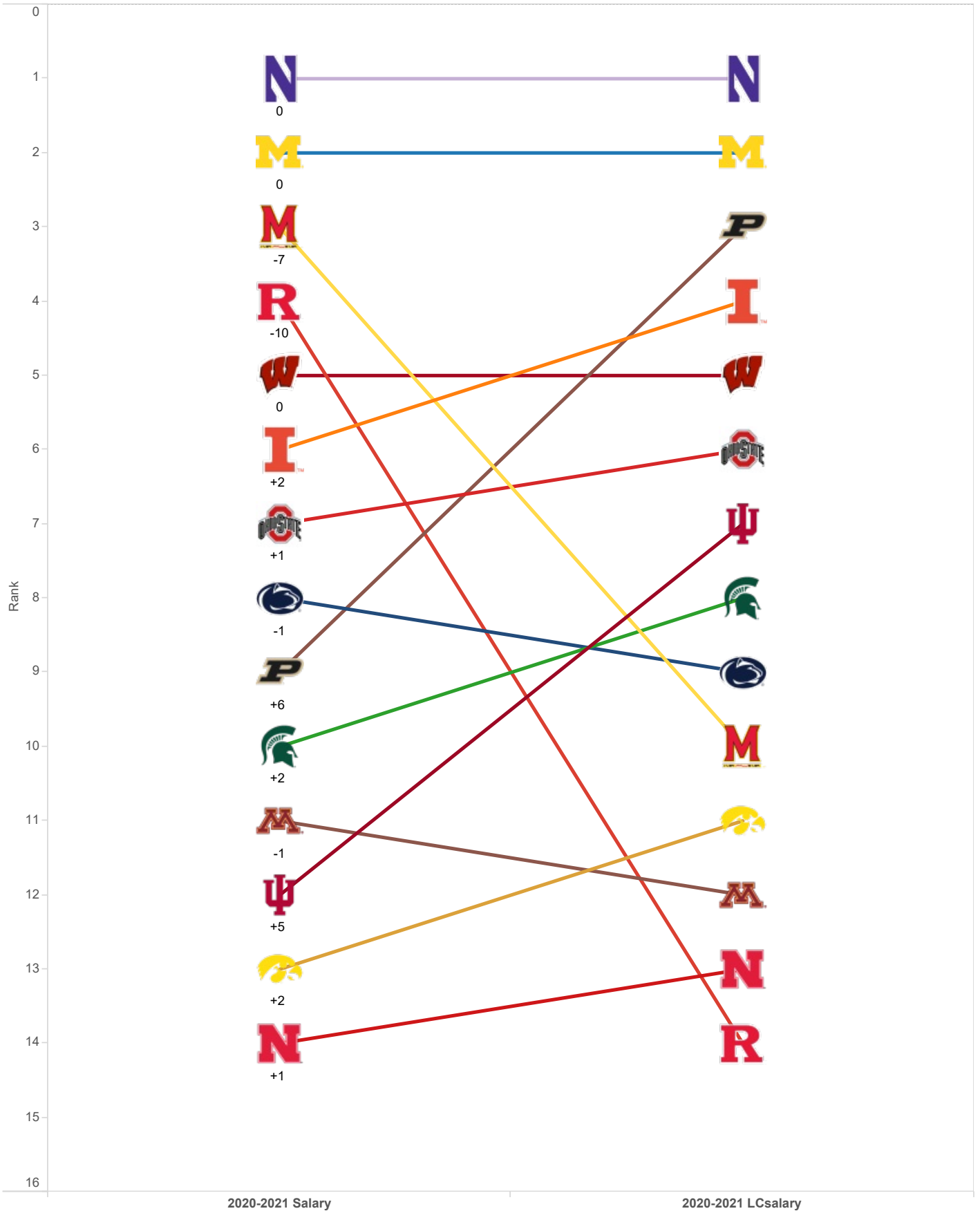
2020-2021 Big Ten Institutions - Overall - Living Cost Adjusted vs Unadjusted

Institution	Living Cost Index	Salary Adjusted by Index	Rank (Adjusted)	Salary Unadjusted	Rank (Unadjusted)
Northwestern	121	139.3	1	168.5	1
Michigan	104	134.0	2	139.4	2
Purdue	94	129.7	3	122.0	9
Illinois	100	129.1	4	129.1	6
Wisconsin	103	128.7	5	132.6	5
Ohio State	100	125.5	6	125.5	7
Indiana	96	124.6	7	119.6	12
Michigan State	100	120.9	8	120.9	10
Penn State	102	120.7	9	123.1	8
Maryland	114	119.8	10	136.5	3
Iowa	100	119.6	11	119.6	13
Minnesota	101	119.2	12	120.4	11
Nebraska	97	112.6	13	109.2	14
Rutgers	121	111.5	14	134.9	4

Big Ten Institutions Overall (Living Cost Adjusted)

2020-2021 Salaries and Rank					Last Year Rank	
Institution	Overall	Professor	Associate Professor	Assistant Professor	2019-2020	
Northwestern	(1) 139.3	(1) 179.4	(1) 114.8	(4) 99.5	1 Northwestern	
Michigan	(2) 134.0	(2) 170.3	(4) 113.5	(7) 96.1	2 Michigan	
Purdue	(3) 129.7	(4) 157.8	(2) 114.4	(3) 99.7	3 Purdue	
Illinois	(4) 129.1	(3) 159.0	(5) 108.9	(2) 101.9	4 Illinois	
Wisconsin	(5) 128.7	(5) 156.3	(3) 114.3	(5) 98.3	5 Indiana	
Ohio State	(6) 125.5	(8) 154.9	(7) 106.9	(6) 97.1	6 Ohio State	
Indiana	(7) 124.6	(11) 147.2	(6) 107.2	(1) 106.5	7 Michigan State	
Michigan State	(8) 120.9	(7) 155.2	(9) 102.7	(12) 83.7	8 Penn State	
Penn State	(9) 120.7	(6) 155.8	(11) 101.7	(13) 83.0	9 Wisconsin	
Maryland	(10) 119.8	(10) 149.7	(10) 102.1	(11) 89.3	10 Minnesota	
Iowa	(11) 119.6	(9) 150.9	(13) 96.5	(8) 93.2	11 Maryland	
Minnesota	(12) 119.2	(12) 146.5	(8) 102.7	(9) 92.1	12 Nebraska	
Nebraska	(13) 112.6	(14) 134.9	(12) 97.8	(10) 91.9	13 Iowa	
Rutgers	(14) 111.5	(13) 144.8	(14) 94.1	(14) 74.8	14 Rutgers	

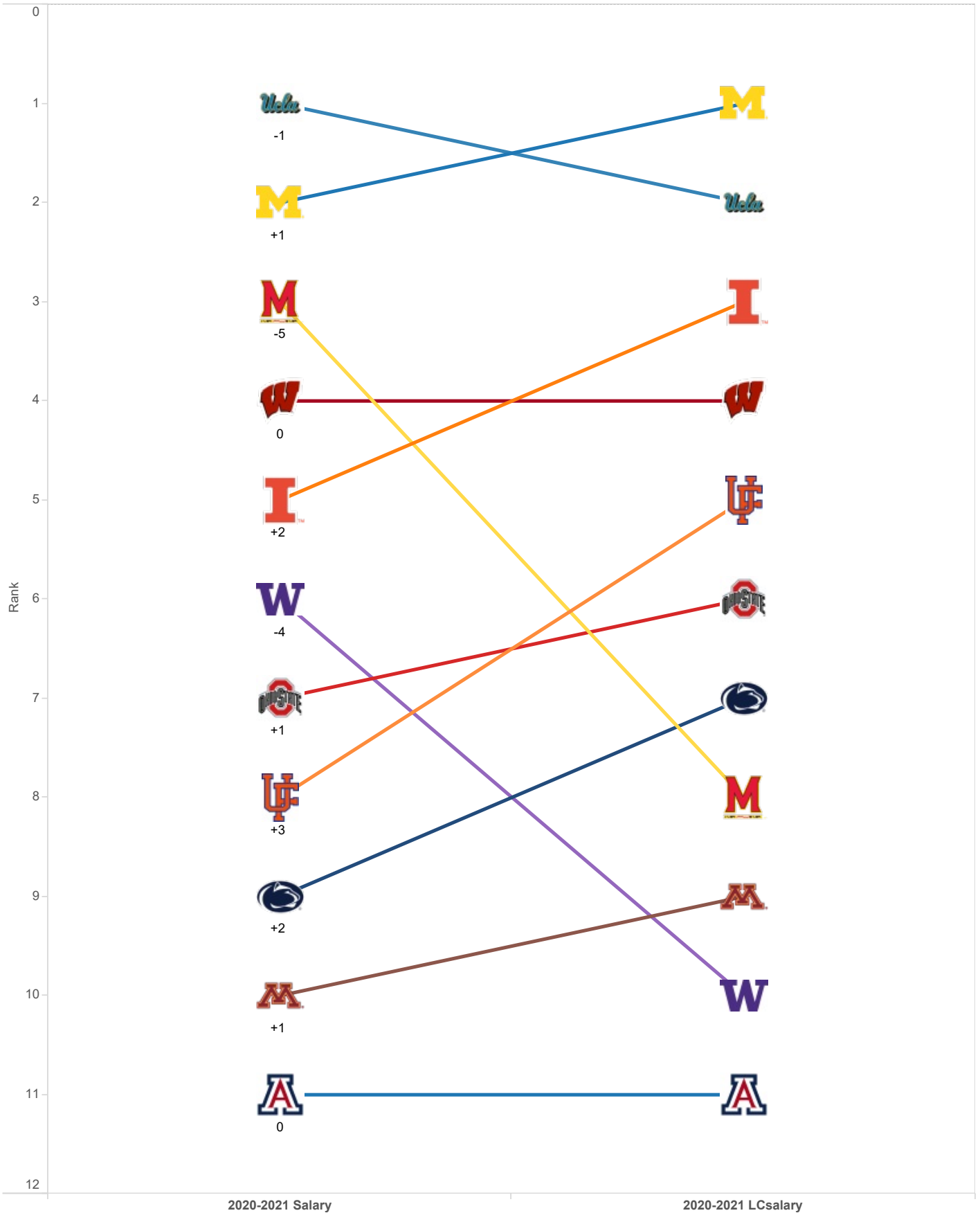
2020-2021 Big Ten Institutions Overall Change in Rank - After Adjust for Living Cost



2020-2021 Benchmark Institutions - Overall - Living Cost Adjusted vs Unadjusted

Institution	Living Cost Index	Salary Adjusted by Index	Rank (Adjusted)	Salary Unadjusted	Rank (Unadjusted)
Michigan	104	134.0	1	139.4	2
UCLA	136	130.7	2	177.7	1
Illinois	100	129.1	3	129.1	5
Wisconsin	103	128.7	4	132.6	4
Florida	98	126.0	5	123.5	8
Ohio State	100	125.5	6	125.5	7
Penn State	102	120.7	7	123.1	9
Maryland	114	119.8	8	136.5	3
Minnesota	101	119.2	9	120.4	10
Washington	117	109.1	10	127.6	6
Arizona	101	103.0	11	104.0	11

2020-2021 Benchmark Institutions Overall Change in Rank - After Adjust for Living Cost



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

2020-2021 Salaries

2020-2021 Ranks

Institution (US News Ranking)	Overall	Professor	Associate Professor	Assistant Professor	Overall	Professor	Associate Professor	Assistant Professor
Texas (#13)	142.7	181.4	117.4	106.4	1	2	2	2
Virginia (#4)	140.7	182.2	118.6	95.5	2	1	1	10
Georgia Tech (#8)	135.2	164.2	116.7	107.2	3	6	3	1
North Carolina (#5)	134.2	169.8	108.1	104.3	4	5	12	3
Michigan (#3)	134.0	170.3	113.5	96.1	5	4	6	9
UCLA (#1)	130.7	172.2	109.8	84.1	6	3	9	20
Purdue (#17)	129.7	157.8	114.4	99.7	7	12	4	5
U Conn (#23)	129.4	163.4	110.8	93.2	8	7	7	12
Illinois (#15)	129.1	159.0	108.9	101.9	9	10	10	4
UC Davis (#11)	129.0	160.9	110.1	96.8	10	9	8	8
Wisconsin (#13)	128.7	156.3	114.3	98.3	11	13	5	6
UC San Diego (#8)	126.8	162.1	106.0	91.1	12	8	14	15
Florida (#6)	126.0	157.9	108.7	91.9	13	11	11	14
Ohio State (#17)	125.5	154.9	106.9	97.1	14	15	13	7
Penn State (#23)	120.7	155.8	101.7	83.0	15	14	19	22
UC Berkeley (#2)	119.9	153.1	102.9	83.1	16	16	16	21
Maryland (#19)	119.8	149.7	102.1	89.3	17	17	18	16
UC Irvine (#8)	116.8	147.7	99.4	84.5	18	18	21	19
Florida State (#19)	116.3	139.5	103.0	92.2	19	21	15	13
Georgia (#15)	114.5	135.6	100.8	94.7	20	23	20	11
Pittsburgh (#19)	114.3	147.1	95.0	81.0	21	19	23	23
William & Mary (#11)	114.1	137.2	102.2	88.4	22	22	17	17
Rutgers (#23)	111.5	144.8	94.1	74.8	23	20	24	24
Washington (#19)	109.1	131.5	95.9	86.3	24	24	22	18
UC Santa Barbara (#6)	97.4	128.2	76.8	69.1	25	25	25	25

The Ohio State University
2020-21 Faculty Salary Comparisons

Benchmark Institutions

Benchmark Institutions Overall (Unadjusted)

2020-2021 Salaries and Rank					Last Year Rank
Institution	Overall	Professor	Associate Professor	Assistant Professor	2019-2020
UCLA	(1) 177.7	(1) 234.2	(1) 149.3	(1) 114.4	1 UCLA
Michigan	(2) 139.4	(2) 177.1	(2) 118.0	(6) 99.9	2 Michigan
Maryland	(3) 136.5	(3) 170.7	(4) 116.4	(3) 101.8	3 Maryland
Wisconsin	(4) 132.6	(4) 161.0	(3) 117.8	(4) 101.3	4 Washington
Illinois	(5) 129.1	(5) 159.0	(6) 108.9	(2) 101.9	5 Illinois
Washington	(6) 127.6	(9) 153.8	(5) 112.2	(5) 101.0	6 Ohio State
Ohio State	(7) 125.5	(7) 154.9	(7) 106.9	(7) 97.1	7 Wisconsin
Florida	(8) 123.5	(8) 154.7	(8) 106.5	(9) 90.1	8 Florida
Penn State	(9) 123.1	(6) 158.9	(10) 103.7	(10) 84.7	9 Penn State
Minnesota	(10) 120.4	(10) 147.9	(9) 103.8	(8) 93.0	10 Minnesota
Arizona	(11) 104.0	(11) 130.6	(11) 89.1	(11) 76.1	11 Arizona

Ohio State - Benchmark Institutions - Unadjusted

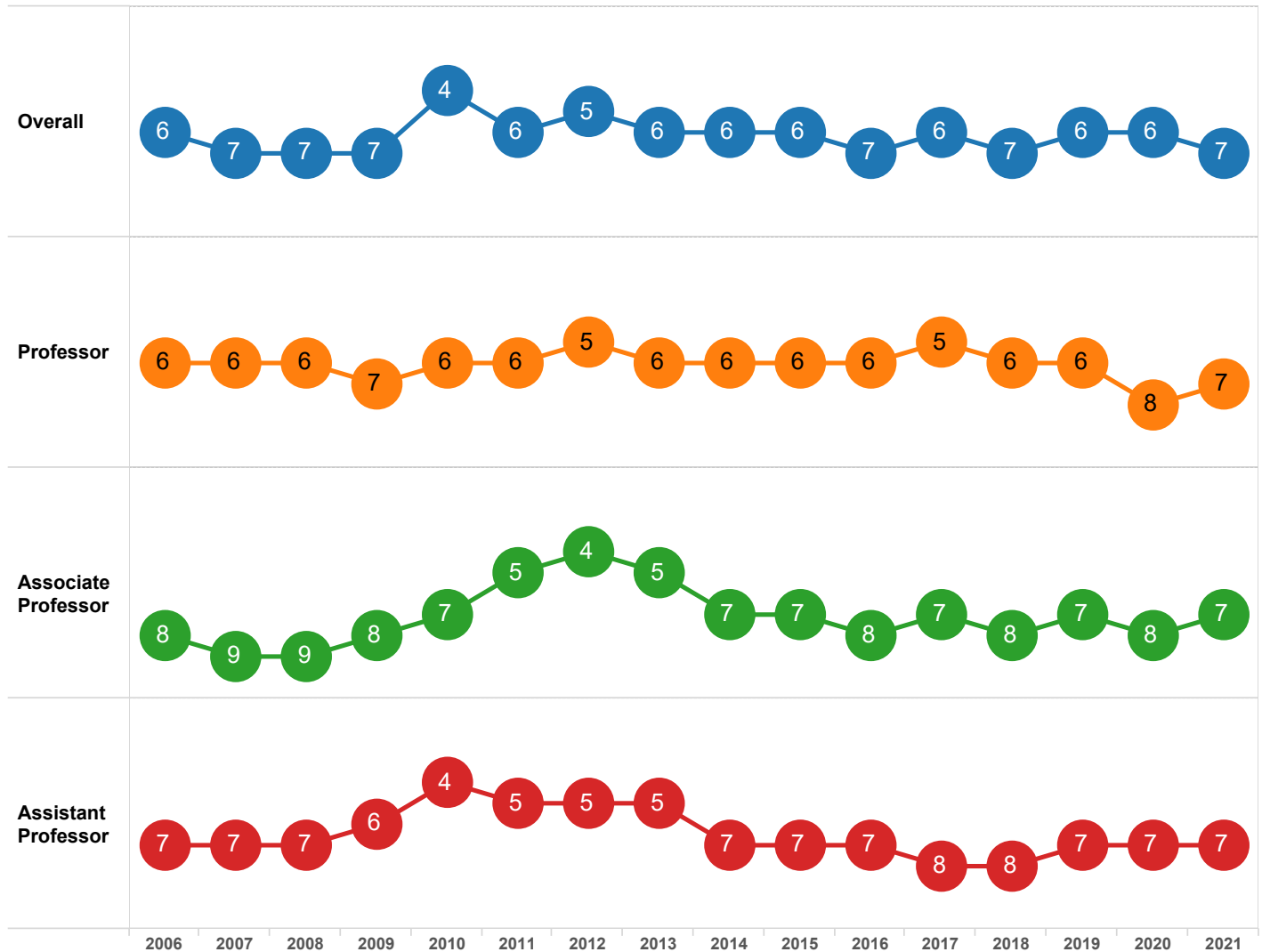
Salary history

Academic Year	Overall	Professor	Associate Professor	Assistant Professor
2020-2021	125.5	154.9	106.9	97.1
2019-2020	124.8	154.7	106.1	96.2
2018-2019	121.5	152.2	103.5	92.3
2017-2018	118.9	150.0	101.3	89.5
2016-2017	118.0	149.5	99.8	87.3
2015-2016	115.7	145.5	98.0	86.0
2014-2015	113.6	142.2	96.1	85.2
2013-2014	111.3	139.2	94.2	84.8
2012-2013	110.4	137.0	92.0	85.1
2011-2012	107.7	134.2	89.3	81.5
2010-2011	105.5	131.6	87.7	79.4
2009-2010	103.5	129.5	85.8	78.0
2008-2009	100.7	126.5	84.2	75.0
2007-2008	95.9	121.6	80.5	70.9
2006-2007	92.6	117.2	76.9	69.4
2005-2006	89.2	112.7	74.2	65.8

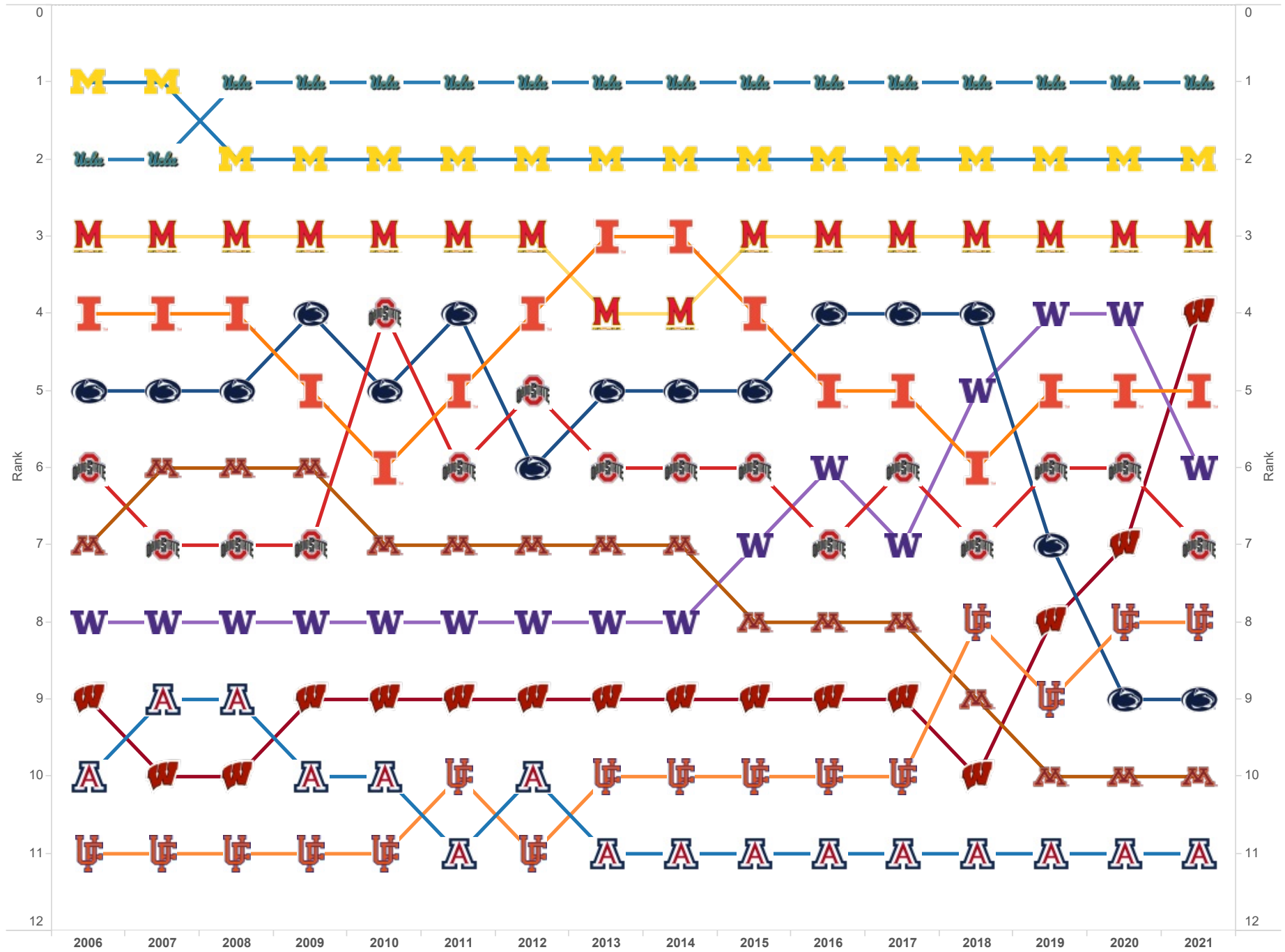
Rank history (change relative to prior year)

Academic Year	Overall	Professor	Associate Professor	Assistant Professor
2020-2021	7 ↓	7 ↑	7 ↑	7
2019-2020	6	8 ↓	8 ↓	7
2018-2019	6 ↑	6	7 ↑	7 ↑
2017-2018	7 ↓	6 ↓	8 ↓	8
2016-2017	6 ↑	5 ↑	7 ↑	8 ↓
2015-2016	7 ↓	6	8 ↓	7
2014-2015	6	6	7	7
2013-2014	6	6	7 ↓	7 ↓
2012-2013	6 ↓	6 ↓	5 ↓	5
2011-2012	5 ↑	5 ↑	4 ↑	5
2010-2011	6 ↓	6	5 ↑	5 ↓
2009-2010	4 ↑	6 ↑	7 ↑	4 ↑
2008-2009	7	7 ↓	8 ↑	6 ↑
2007-2008	7	6	9	7
2006-2007	7 ↓	6	9 ↓	7
2005-2006	6	6	8	7

Ohio State - Benchmark Institutions Rank - Unadjusted



Benchmark Institutions - Overall (Unadjusted) - Change in Rank



The Ohio State University
2020-21 Faculty Salary Comparisons

Top 25 Public Institutions

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

2020-2021 Salaries

2020-2021 Ranks

Institution (US News Ranking)	Overall	Professor	Associate Professor	Assistant Professor	Overall	Professor	Associate Professor	Assistant Professor
UCLA (#1)	177.7	234.2	149.3	114.4	1	1	1	2
UC Berkeley (#2)	167.8	214.3	144.0	116.3	2	2	2	1
UC San Diego (#8)	158.6	202.7	132.5	113.8	3	4	3	3
UC Santa Barbara (#6)	154.9	203.8	122.1	109.9	4	3	8	6
UC Irvine (#8)	151.9	192.1	129.2	109.8	5	5	4	7
Texas (#13)	148.4	188.6	122.1	110.6	6	6	7	4
UC Davis (#11)	147.1	183.4	125.5	110.4	7	8	5	5
Virginia (#4)	144.9	187.7	122.2	98.3	8	7	6	15
Michigan (#3)	139.4	177.1	118.0	99.9	9	9	9	14
Maryland (#19)	136.5	170.7	116.4	101.8	10	11	12	11
Georgia Tech (#8)	136.5	165.9	117.8	108.3	11	13	10	8
Rutgers (#23)	134.9	175.2	113.8	90.5	12	10	13	21
North Carolina (#5)	132.8	168.1	107.0	103.2	13	12	18	9
Wisconsin (#13)	132.6	161.0	117.8	101.3	14	16	11	12
U Conn (#23)	129.4	163.4	110.8	93.2	15	14	15	19
Illinois (#15)	129.1	159.0	108.9	101.9	16	17	16	10
Washington (#19)	127.6	153.8	112.2	101.0	17	21	14	13
Pittsburgh (#19)	125.7	161.8	104.4	89.0	18	15	21	23
Ohio State (#17)	125.5	154.9	106.9	97.1	19	19	19	16
Florida (#6)	123.5	154.7	106.5	90.1	20	20	20	22
Penn State (#23)	123.1	158.9	103.7	84.7	21	18	22	25
Purdue (#17)	122.0	148.3	107.6	93.8	22	22	17	18
Florida State (#19)	116.3	139.5	103.0	92.2	23	23	23	20
Georgia (#15)	114.5	135.6	100.8	94.7	24	25	25	17
William & Mary (#11)	114.1	137.2	102.2	88.4	25	24	24	24