



2014 Salary and Benefits Report

University Senate Faculty Compensation and Benefits Committee

Committee Membership, 2013-2014:

Member	College	Source	Term Expires
Mike Hogan, Chair	FAES	Faculty Council	2014
Tom Lemberger, Vice Chair	ASC	Faculty Council	2015
Alicia Bertone	VETMED	Faculty Council	2014
David Blau	ASC	Faculty Council	2016
Claudia Buchmann	SBS	Faculty Council	2016
Michele Carr	DENT	Faculty Council	2015
Roger Crawfis	ENG	Faculty Council	2015
Carla Curtis	SOCWK	Faculty Council	2016
Mike Lisa	ASC	Faculty Council	2016
Berry Lyons	ASC	Faculty Council	2015
Mari Noda	ASC	Faculty Council	2014
Mary Ellen Wewers	COPH	Faculty Council	2014
Thomas Willke	Retiree	Presidential Appt	2015
Andraea Douglass		VP, HR designee	
Susan Williams		Provost designee	
Joanne McGoldrick		Ex Officio – compensation expert	
Laura Gast		Ex Officio - compensation expert	
Meredith Salata		Ex Officio – compensation expert	

Background

According to the University By-Laws (3335-5-4812), it is the responsibility of the Faculty Compensation and Benefits Committee (FCBC) to “study the adequacy and other attributes of the university’s policies and provisions for: (i) salaries, outside professional services and supplemental compensation; and (ii) retirement benefits, hospitalization, medical insurance, and other health benefits, life insurance, other insurance, travel reimbursement, educational benefits, recreational benefits, and other perquisites, benefits, and conditions of faculty employment.”

Each year, the FCBC issues a report to the university community at large, outlining the results of its on-going examination of salaries, benefits, and other conditions of faculty employment at OSU. Historically, this report had been issued at the conclusion of the spring quarter, and included recommendations for compensation which were shared with university administration. These recommendations were based primarily on comparisons of OSU faculty salary data with salary data of established groups of peer institutions, contained in data from the annual AAUP Faculty Compensation Survey coordinated by OSU Human Resources.

Recently, the dataset from the AAUP Faculty Compensation survey has been received at a later date than it had been in the past, while issuance of the Provost’s annual salary guidance document to Vice-Presidents, Deans, Department Chairs, and School Directors has been issued at an earlier date in the year than it had been.

Because of these factors, FCBC now issues its Annual Report at the conclusion of the academic year. This report is focused on the results of the AAUP Faculty Salary Survey as well as other information collected and reviewed by FCBC during the academic year. FCBC also makes separate specific recommendations to the President and the Provost in January each year for the annual merit compensation program.

FCBC believes that this revised schedule will result in more actionable compensation recommendations for use by university administration and a greater awareness by the faculty about the relative status of faculty compensation at OSU.

2013-14 FCBC Initiatives

During the 2013-14 academic year, FCBC met eight times and addressed the following issues:

- Met with Provost Steinmetz to discuss overall university faculty compensation philosophy and strategy
- Endorsed a new COTA bus pass benefit for faculty which was designed in part by FCBC member Mike Lisa
- Met with OSU Director of Benefits Pam Doseck and Associate Vice President for Total Rewards Joanne McGoldrick and provided input on the implementation of proposed medical plan design changes
- Provided input to OSU Human Resources for revisions to the OSU Culture Survey
- Provided input to OSU Human Resources regarding the rigor of the *Your Plan For Health* Impact Evaluation
- Met with Associate Vice President McGoldrick and reviewed security protocols related to faculty data related to *Your Plan For Health* and Personal Health Assessment (PHA)
- Provided representation and input to the OSU Health Plan Oversight Committee
- Explored the potential for using total compensation costs as a metric to compare the competitiveness of faculty salary and benefits
- Met with OSU Government Affairs staff to learn about faculty compensation issues being discussed by the Ohio Legislature
- Reviewed 2013-14 salary data from the AAUP Faculty Compensation Survey

2013-14 Faculty Salary Comparisons

The following section of this report contains a comprehensive review of 2013-14 OSU faculty salaries compared to those of faculty at other institutions within the following groups of established peers:

- American Association of Universities (AAU) – composed of 61 leading research universities in the US (59) and Canada (2)
- Benchmark Institutions – comprised of 10 similarly sized and structured comprehensive universities selected by OAA
- Committee on Institutional Cooperation (CIC) – comprised of Big Ten institutions and the University of Chicago
- US News Top 25 Public Institutions

Data in this section of the report may be used to evaluate the competitiveness of OSU faculty salaries, a critical metric to measure the institution's progression from excellence to eminence. These data include only base salary, and do not include other forms of compensation such as off-duty pay, overloads, consulting, or other forms of supplemental compensation. Due to the challenge of obtaining and comparing benefits data from other institutions, only salary data were reviewed by FCBC. Cost of living and other factors may also affect the overall competitiveness of faculty salaries at OSU, as compared to peer institutions.

While they were not reviewed by FCBC, many OSU units utilize alternative data sets to review and manage faculty salaries in their units. These data sets typically provide insight into where the particular unit's faculty salaries are in relation to market salaries for that discipline, and/or to those of similarly-structured and operated peer units at other universities. Depending upon the OSU unit, these universities may or may not be included in the four groups of OSU established peer institutions listed above. FCBC encourages units to continue reviewing such unit-specific data.

Faculty Compensation Concerns and Recommendations

Based on the examination of the most current faculty salary data at OSU and peer institutions, FCBC has identified three general concerns regarding the trajectory of faculty salaries at OSU in relation to peer institutions. Each of these concerns is listed below, along with recommendations.

- 1. Lack of Clarity Regarding Institutional Goals for Faculty Compensation** – In order to effectively evaluate the adequacy of faculty salaries and benefits, clear and measureable goals must be identified, and progress toward such goals measured each year. Historically, FCBC in consultation with administrators has informally agreed upon a goal of having overall OSU faculty salaries reach the 30th position among the AAU peer group. Progression toward this goal has been erratic and never fully achieved.

If the competitiveness of faculty compensation is a critical metric for measuring the institution's progression from excellence to eminence, the institution must identify clear and measureable goals for faculty compensation.

Recommendation: OSU administrators should actively work with FCBC and other faculty leaders to identify a clear strategy for faculty compensation which is consistent with the overall improvement of the faculty. Clear, timed, and measureable goals should be developed for the strategy, and the strategy should be clearly and widely articulated among the university community.

- 2. Erosion of OSU Faculty Salary Rankings Compared to Peer institutions** – In the last year, OSU faculty salary rankings compared to those at peer institutions have continued to decline for most metrics. In recent year, the reputational ranking of OSU has steadily improved. This erosion has occurred during a time when the financial challenges of peer institutions appear to have been greater than that experienced by OSU. The potential exists for further decline in these rankings as the financial climate at peer institutions seems to have improved.

A particularly disturbing phenomenon occurred over the past year when rankings for assistant professor salaries at OSU declined precipitously among all peer groups. Prior to last year, competitiveness of assistant professor salaries at OSU had been improving. FCBC will review this data point next year to be sure that it does not become a trend, as opposed to a data anomaly for one year.

FCBC is mindful of the extraordinary financial challenges currently facing this institution. Relatively flat tuition, a declining share of revenue from state appropriations, and increasing costs will continue to challenge the university's budget model. However, FCBC believes that increasing the competitiveness of faculty salaries is critical to the continued progression of the institution from excellence to eminence.

Recommendation: OSU administrators should increase base salary for faculty at all ranks immediately and substantively using proceeds from its successful asset monetization strategy. Such an increase should be large enough to cause an increase in OSU's rank among peer groups.

Recommendation: OSU administrators should consider linking progression of overall faculty salaries at OSU with progression of the institutions reputational ranking.

- 3. Escalation of Benefits Costs Will Affect Competitiveness of Faculty Salaries** – Continued escalation of the employee and employer cost for benefits, particularly medical benefits, will challenge the institution to make substantive progress toward improving faculty salaries. FCBC recognizes that this cost escalation is not sustainable over time, and that incremental changes must be made to both the employer and employee share of costs.

Recommendation: Because escalating medical plan costs will inhibit the institution's ability to adequately fund salary increases, OSU administrators should accelerate efforts to identify innovative methods for controlling costs related to the employee medical plans and should increase efforts to more widely communicate the need for medical plan changes to the entire university community.

In summary, FCBC believes that faculty members at OSU are well-compensated and that the institution is guided by administrators who have demonstrated a propensity for creative resource development and asset monetization. FCBC urges administrators to utilize existing and new financial resources from such initiatives to substantively improve the competitiveness of faculty salaries at the institution.

FCBC Goals for 2014-15

FCBC looks forward to continuing to work with Senate and university administration in the 2014-15 academic year to address faculty compensation issues. Some issues which FCBC has identified for consideration during the 2014-15 academic year include the following:

- Continued evaluation of proposed changes in medical plan design and cost
- Exploration of a tiered or differential approach to medical plan cost and subsidy depending on salary level
- Examination of salary increases for promotion in rank
- Examination of salary equity issues among faculty
- Examination of non-base salary patterns for faculty (bonuses, supplemental compensation, off duty pay, administrative attachments)
- Communication and coordination with OSU Staff Compensation and Benefits Committee

On Behalf of the Committee,

A handwritten signature in black ink that reads "Mike Hogan". The signature is written in a cursive, flowing style.

Mike Hogan
Chair of the Faculty Compensation and Benefits Committee
hogan.1@osu.edu

The Ohio State University

2013-14 Faculty Salary Comparisons

Introduction:

Based on results from the annual American Association of University Professors' (AAUP) Faculty Compensation Survey, comparisons within established groups of peers are made to measure the competitiveness of Ohio State's faculty salaries. The attached exhibits provide comparisons (actual salaries and rankings) of Ohio State within four groups: AAU institutions, Benchmark institutions, CIC institutions and the U.S. News Top 25 Public Institutions. Finally, salary comparisons with consideration to cost-of-living information using the Runzheimer Report of Living Cost Standards are presented. Living cost factors have been updated with 2013 values.

Note that the salaries represented in the AAUP survey are base pay (contract) salaries and would not include any reductions due to furloughs. Similarly, compensation for overloads, off duty term and supplemental compensation is excluded.

Ohio State's Story: "Overall rank steady; slight drops at senior ranks and larger drops at assistant"

Ohio State's overall faculty salary ranking stayed the same within the CIC and dropped one position within the AAU and Benchmark institution groups. Last year, Ohio State's salaries for Assistant Professors compared more favorably than salaries of faculty at senior ranks, especially within the AAU. This year, the actual average salary of Assistant Professors decreased by \$270 which resulted in a drop in ranking in each group.

An examination of the 2013-14 Assistant Professor salaries compared to those reported for 2012-13 shows that, while approximately 85% of the group remained the same, 117 out of 155 Assistant Professors hired for 2013-14 were hired below last year's average of \$85,070. Within the college of Arts and Sciences, out of 67 new Assistants, 58 were hired at 9-month equivalency FTE salaries below \$85,070. Within the college of Engineering, half of the 18 new Assistant Professors were hired above last year's average and half were hired below. For those who were in last year's survey data and not in this year's data, 28 of 38 had salaries below last year's average.

The Ohio State University

2013-14 Faculty Salary Comparisons

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- a. Overall Salaries and by Rank (pages 5 - 8)
- b. Public AAU Institutions (page 9)
- c. Ohio State and Private AAU Institutions (page 10)
- d. 15-Year History of Ranking in AAU by Rank (chart – page 11)
- e. History of Ranking in AAU, 1983-84 to Present (chart – page 12)
- f. 15-Year History of Ranking in Public Institutions (chart – page 13)

Key Findings:

- Overall rank dropped one position to 38th
- Professor – down one to 40th; Associate – down one to 39th; Assistant – down 6 to 36th
- No change in rank among Public (15th) group of AAU Institutions; down one to 24th in group of Private AAU Institutions
- An increase of \$2,920 in overall average salary would be needed to return to the 34th position within the AAU, the highest position within the past 15 years (2009-10)

2. Benchmark Institutions:

- a. Ten Year Faculty Salary History (page 15)
- b. Overall Salaries and by Rank (pages 16 - 19)
- c. History of Ranking in Benchmark Institutions (chart – page 20)
- d. Percent Difference from Benchmark Average (chart – page 21)

Key Findings:

- Overall average salary same at 6th
- Professor – same at 6th; Associate – down two to 7th; Assistant – down two to 7th
- Where Ohio State dropped, it did so by slipping behind Illinois (Associate rank) or Penn State (Assistant rank) and behind Washington (both Associate and Assistant ranks)
- Ohio State's average faculty salary is 0.6% below the benchmark average, down from 1.1% above the benchmark average for the prior two years
- Our "one-year change" in average salary ranks near the bottom of the benchmark group at each professorial rank

3. Committee on Institutional Cooperation (CIC):

- a. Ten Year Faculty Salary History (page 23)
- b. History of Ranking in CIC (chart – page 24)
- c. History of Ranking in CIC, 1983-84 to Present (chart – page 25)

Key Findings:

- Overall average salary same position at 6th

The Ohio State University 2013-14 Faculty Salary Comparisons

- Professor – same at 6th; Associate – down one to 6th; Assistant – down one to 6th
- Where Ohio State dropped, it did so by slipping behind Illinois (Associate rank) or Penn State (Assistant rank)
- Our “one-year change” in average salary ranks near the bottom of the CIC at each rank

4. U.S. News Top 25 Public Institutions

- a. Overall Salaries and by Rank (pages 27 - 30)

Key Finding:

- The ranking of Ohio State’s overall faculty salaries fell by one position to 15th accompanied by an increase of two positions in reputational ranking to 16th. Salaries for Assistant Professors rank highest within the group at 14th while Associates are 16th and Professors rank 17th.

5. Living Cost Adjusted Comparisons

- a. AAU Institutions (page 32)
- b. Benchmark Institutions (page 33)
- c. Top 25 Public Institutions (page 34)

Key Findings:

- The Living Cost adjustment improves Ohio State’s overall ranking from 38th to 29th position, down six positions from last year
- On a Living Cost adjusted basis, Ohio State’s ranking within the Benchmark group improves from 6th to 4th
- Within the Top 25 Public Institutions, the Living Cost adjustment improves Ohio State’s position from a salary ranking of 15th up to 10th, down three positions from last year but still above the reputational ranking of 16th

**The Ohio State University
2013-14 Faculty Salary Comparisons**

AAU Institutions

**2013-14 Average Faculty Salaries (In Thousands)
AAU Institutions**

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	2012-13 OVERALL RANKING	
1	COLUMBIA	167.46	215.50	145.30	110.90	1	COLUMBIA
2	STANFORD	167.07	215.20	140.20	117.50	2	STANFORD
3	CAL TECH	159.21	182.10	0.00	116.20	3	HARVARD
4	HARVARD	157.26	207.10	123.80	114.50	4	PRINCETON
5	PRINCETON	155.97	206.20	129.60	101.70	5	U OF CHICAGO
6	U OF CHICAGO	155.08	210.70	118.90	105.60	6	PENNSYLVANIA
7	PENNSYLVANIA	150.25	192.30	119.50	118.00	7	CAL TECH
8	MIT	148.61	185.90	127.20	111.10	8	MIT
9	NEW YORK	147.35	195.70	112.10	110.10	9	NEW YORK
10	DUKE	144.88	186.40	120.80	103.50	10	DUKE
11	YALE	144.77	192.20	118.30	95.90	11	YALE
12	NORTHWESTERN	140.85	182.00	115.10	102.70	12	NORTHWESTERN
13	WASHINGTON UNIVERSITY	138.98	183.60	110.60	98.30	13	WASHINGTON UNIVERSITY
14	RUTGERS	138.30	166.80	123.80	106.80	14	UCLA
15	UCLA	133.71	173.90	111.80	91.50	15	CORNELL-ENDOWED
16	CORNELL-ENDOWED	132.68	165.00	115.30	98.40	16	RICE
17	VANDERBILT	132.01	174.80	107.50	88.90	17	SOUTHERN CALIFORNIA
18	RICE	131.72	171.50	106.40	95.50	18	VANDERBILT
19	CALIFORNIA-BERKELEY	131.27	165.40	110.20	99.20	19	CALIFORNIA-BERKELEY
20	SOUTHERN CALIFORNIA	130.04	164.60	110.00	95.60	20	BOSTON
21	BOSTON	128.29	161.60	110.20	93.20	21	EMORY
22	BROWN	127.74	164.70	107.60	88.90	22	BROWN
23	CARNEGIE-MELLON	124.10	150.70	104.20	104.40	23	CARNEGIE-MELLON
24	EMORY	123.39	158.40	104.80	85.90	24	MICHIGAN
25	MICHIGAN	123.28	156.90	103.90	89.60	25	RUTGERS
26	VIRGINIA	118.57	150.80	99.50	87.00	26	NORTH CAROLINA-CHAPEL HILL
27	GEORGIA INSTITUTE OF TECH	118.27	145.90	99.90	94.30	27	ROCHESTER
28	ROCHESTER	118.26	143.50	101.70	96.00	28	GEORGIA INSTITUTE OF TECH
29	CALIFORNIA-SAN DIEGO	117.18	147.90	96.90	90.30	29	TEXAS
30	ILLINOIS	115.72	145.00	96.20	90.40	30	CALIFORNIA-SAN DIEGO
31	NORTH CAROLINA-CHAPEL HILL	115.17	146.20	97.20	84.20	31	SUNY-STONY BROOK
32	TEXAS	114.84	145.40	94.40	88.50	32	VIRGINIA
33	MARYLAND	114.59	142.00	99.20	86.50	33	ILLINOIS
34	CALIFORNIA-IRVINE	114.51	145.60	95.10	85.60	34	MARYLAND
35	SUNY-STONY BROOK	114.17	143.40	100.20	80.50	35	CALIFORNIA-IRVINE
36	PENN STATE	112.86	140.60	96.90	85.00	36	PENN STATE
37	TULANE	112.76	147.10	92.00	79.80	37	OHIO STATE
38	OHIO STATE	111.25	139.20	94.10	84.80	38	CALIFORNIA-SANTA BARBARA
39	CALIFORNIA-SANTA BARBARA	110.89	145.20	90.00	78.20	39	TULANE
40	PITTSBURGH	109.70	140.20	93.00	77.80	40	BRANDEIS
41	CALIFORNIA-DAVIS	109.38	136.70	92.50	83.70	41	PITTSBURGH
42	MINNESOTA	108.55	136.00	91.90	82.30	42	CALIFORNIA-DAVIS
43	BRANDEIS	107.93	130.80	96.60	82.20	43	SUNY-BUFFALO
44	CASE WESTERN RESERVE	107.77	136.00	91.60	79.30	44	MINNESOTA
45	WASHINGTON	107.59	128.05	96.35	86.22	45	INDIANA
46	INDIANA	106.84	132.60	90.70	83.00	46	CASE WESTERN RESERVE
47	SUNY-BUFFALO	106.41	133.40	91.80	77.90	47	COLORADO
48	COLORADO	106.33	128.80	94.30	82.40	48	MICHIGAN STATE
49	IOWA	106.29	135.30	89.90	76.70	49	IOWA
50	MICHIGAN STATE	106.14	135.10	92.80	72.00	50	PURDUE
51	PURDUE	105.71	130.60	91.40	80.70	51	WASHINGTON
52	WISCONSIN	103.54	123.50	93.30	81.60	52	WISCONSIN
53	TEXAS A&M	103.48	128.20	88.10	80.40	53	TEXAS A&M
54	FLORIDA	101.53	128.30	85.10	76.20	54	IOWA STATE
55	IOWA STATE	100.87	122.30	88.90	78.80	55	FLORIDA
56	ARIZONA	98.28	122.20	85.10	73.40	56	ARIZONA
57	KANSAS	96.87	121.20	82.30	73.30	57	KANSAS
58	OREGON	94.29	114.10	82.50	75.00	58	OREGON
59	MISSOURI	91.92	117.50	78.20	64.70	59	MISSOURI
	JOHNS HOPKINS		No data reported since 2007-08				JOHNS HOPKINS

Source: American Association of University Professors (AAUP) Faculty Compensation Survey 2013-14
Notes: Benchmark institutions are in **bold** type. Canadian institutions McGill and University of Toronto are excluded.
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6	NEW YORK
7	PENNSYLVANIA
8	YALE
9	DUKE
10	CAL TECH
11	MIT
12	NORTHWESTERN
13	WASHINGTON UNIVERSITY
14	VANDERBILT
15	UCLA
16	RICE
17	BROWN
18	SOUTHERN CALIFORNIA
19	EMORY
20	CORNELL-ENDOWED
21	CALIFORNIA-BERKELEY
22	BOSTON
23	RUTGERS
24	MICHIGAN
25	NORTH CAROLINA-CHAPEL HILL
26	CARNEGIE-MELLON
27	TEXAS
28	VIRGINIA
29	GEORGIA INSTITUTE OF TECH
30	CALIFORNIA-SAN DIEGO
31	SUNY-STONY BROOK
32	ILLINOIS
33	CALIFORNIA-SANTA BARBARA
34	CALIFORNIA-IRVINE
35	TULANE
36	PENN STATE
37	ROCHESTER
38	MARYLAND
39	OHIO STATE
40	PITTSBURGH
41	MINNESOTA
42	SUNY-BUFFALO
43	CALIFORNIA-DAVIS
44	CASE WESTERN RESERVE
45	IOWA
46	INDIANA
47	BRANDEIS
48	MICHIGAN STATE
49	COLORADO
50	PURDUE
51	WASHINGTON
52	FLORIDA
53	TEXAS A&M
54	ARIZONA
55	IOWA STATE
56	WISCONSIN
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3	PRINCETON	155.97	206.20	129.60	101.70	3	PRINCETON
4	MIT	148.61	185.90	127.20	111.10	4	MIT
5	HARVARD	157.26	207.10	123.80	114.50	5	CAL TECH
6	RUTGERS	138.30	166.80	123.80	106.80	6	DUKE
7	DUKE	144.88	186.40	120.80	103.50	7	HARVARD
8	PENNSYLVANIA	150.25	192.30	119.50	118.00	8	U OF CHICAGO
9	U OF CHICAGO	155.08	210.70	118.90	105.60	9	PENNSYLVANIA
10	YALE	144.77	192.20	118.30	95.90	10	YALE
11	CORNELL-ENDOWED	132.68	165.00	115.30	98.40	11	NORTHWESTERN
12	NORTHWESTERN	140.85	182.00	115.10	102.70	12	CORNELL-ENDOWED
13	NEW YORK	147.35	195.70	112.10	110.10	13	UCLA
14	UCLA	133.71	173.90	111.80	91.50	14	SOUTHERN CALIFORNIA
15	WASHINGTON UNIVERSITY	138.98	183.60	110.60	98.30	15	NEW YORK
16	BOSTON	128.29	161.60	110.20	93.20	16	CALIFORNIA-BERKELEY
17	CALIFORNIA-BERKELEY	131.27	165.40	110.20	99.20	17	BOSTON
18	SOUTHERN CALIFORNIA	130.04	164.60	110.00	95.60	18	EMORY
19	BROWN	127.74	164.70	107.60	88.90	19	RICE
20	VANDERBILT	132.01	174.80	107.50	88.90	20	WASHINGTON UNIVERSITY
21	RICE	131.72	171.50	106.40	95.50	21	VANDERBILT
22	EMORY	123.39	158.40	104.80	85.90	22	BROWN
23	CARNEGIE-MELLON	124.10	150.70	104.20	104.40	23	CARNEGIE-MELLON
24	MICHIGAN	123.28	156.90	103.90	89.60	24	RUTGERS
25	ROCHESTER	118.26	143.50	101.70	96.00	25	MICHIGAN
26	SUNY-STONY BROOK	114.17	143.40	100.20	80.50	26	ROCHESTER
27	GEORGIA INSTITUTE OF TECH	118.27	145.90	99.90	94.30	27	SUNY-STONY BROOK
28	VIRGINIA	118.57	150.80	99.50	87.00	28	MARYLAND
29	MARYLAND	114.59	142.00	99.20	86.50	29	NORTH CAROLINA-CHAPEL HILL
30	NORTH CAROLINA-CHAPEL HILL	115.17	146.20	97.20	84.20	30	GEORGIA INSTITUTE OF TECH
31	CALIFORNIA-SAN DIEGO	117.18	147.90	96.90	90.30	31	PENN STATE
32	PENN STATE	112.86	140.60	96.90	85.00	32	VIRGINIA
33	BRANDEIS	107.93	130.80	96.60	82.20	33	BRANDEIS
34	WASHINGTON	107.59	128.05	96.35	86.22	34	TEXAS
35	ILLINOIS	115.72	145.00	96.20	90.40	35	CALIFORNIA-SAN DIEGO
36	CALIFORNIA-IRVINE	114.51	145.60	95.10	85.60	36	CALIFORNIA-IRVINE
37	TEXAS	114.84	145.40	94.40	88.50	37	COLORADO
38	COLORADO	106.33	128.80	94.30	82.40	38	OHIO STATE
39	OHIO STATE	111.25	139.20	94.10	84.80	39	SUNY-BUFFALO
40	WISCONSIN	103.54	123.50	93.30	81.60	40	PITTSBURGH
41	PITTSBURGH	109.70	140.20	93.00	77.80	41	CALIFORNIA-DAVIS
42	MICHIGAN STATE	106.14	135.10	92.80	72.00	42	WISCONSIN
43	CALIFORNIA-DAVIS	109.38	136.70	92.50	83.70	43	ILLINOIS
44	TULANE	112.76	147.10	92.00	79.80	44	MICHIGAN STATE
45	MINNESOTA	108.55	136.00	91.90	82.30	45	CASE WESTERN RESERVE
46	SUNY-BUFFALO	106.41	133.40	91.80	77.90	46	PURDUE
47	CASE WESTERN RESERVE	107.77	136.00	91.60	79.30	47	WASHINGTON
48	PURDUE	105.71	130.60	91.40	80.70	48	TULANE
49	INDIANA	106.84	132.60	90.70	83.00	49	INDIANA
50	CALIFORNIA-SANTA BARBARA	110.89	145.20	90.00	78.20	50	MINNESOTA
51	IOWA	106.29	135.30	89.90	76.70	51	IOWA
52	IOWA STATE	100.87	122.30	88.90	78.80	52	CALIFORNIA-SANTA BARBARA
53	TEXAS A&M	103.48	128.20	88.10	80.40	53	IOWA STATE
54	ARIZONA	98.28	122.20	85.10	73.40	54	TEXAS A&M
55	FLORIDA	101.53	128.30	85.10	76.20	55	ARIZONA
56	OREGON	94.29	114.10	82.50	75.00	56	FLORIDA
58	KANSAS	96.87	121.20	82.30	73.30	57	KANSAS
59	MISSOURI	91.92	117.50	78.20	64.70	58	OREGON
	CAL TECH	159.21	182.10		116.20	59	MISSOURI
	JOHNS HOPKINS						JOHNS HOPKINS

Source: American Association of University Professors (AAUP) Faculty Compensation Survey 2013-14
Notes: Benchmark institutions are in **bold** type. Canadian institutions McGill and University of Toronto are excluded.
Overall salaries are a weighted average of rank salaries using Ohio State's rank distribution as weights.
All 12-month salaries have been converted to a 9-month basis.

**2013-14 Average Faculty Salaries (In Thousands)
AAU Institutions**

INSTITUTION	OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1 PENNSYLVANIA	150.25	192.30	119.50	118.00
2 STANFORD	167.07	215.20	140.20	117.50
3 CAL TECH	159.21	182.10		116.20
4 HARVARD	157.26	207.10	123.80	114.50
5 MIT	148.61	185.90	127.20	111.10
6 COLUMBIA	167.46	215.50	145.30	110.90
7 NEW YORK	147.35	195.70	112.10	110.10
8 RUTGERS	138.30	166.80	123.80	106.80
9 U OF CHICAGO	155.08	210.70	118.90	105.60
10 CARNEGIE-MELLON	124.10	150.70	104.20	104.40
11 DUKE	144.88	186.40	120.80	103.50
12 NORTHWESTERN	140.85	182.00	115.10	102.70
13 PRINCETON	155.97	206.20	129.60	101.70
14 CALIFORNIA-BERKELEY	131.27	165.40	110.20	99.20
15 CORNELL-ENDOWED	132.68	165.00	115.30	98.40
16 WASHINGTON UNIVERSITY	138.98	183.60	110.60	98.30
17 ROCHESTER	118.26	143.50	101.70	96.00
18 YALE	144.77	192.20	118.30	95.90
19 SOUTHERN CALIFORNIA	130.04	164.60	110.00	95.60
20 RICE	131.72	171.50	106.40	95.50
21 GEORGIA INSTITUTE OF TECH	118.27	145.90	99.90	94.30
22 BOSTON	128.29	161.60	110.20	93.20
23 UCLA	133.71	173.90	111.80	91.50
24 ILLINOIS	115.72	145.00	96.20	90.40
25 CALIFORNIA-SAN DIEGO	117.18	147.90	96.90	90.30
26 MICHIGAN	123.28	156.90	103.90	89.60
27 VANDERBILT	132.01	174.80	107.50	88.90
28 BROWN	127.74	164.70	107.60	88.90
29 TEXAS	114.84	145.40	94.40	88.50
30 VIRGINIA	118.57	150.80	99.50	87.00
31 MARYLAND	114.59	142.00	99.20	86.50
32 WASHINGTON	107.59	128.05	96.35	86.22
33 EMORY	123.39	158.40	104.80	85.90
34 CALIFORNIA-IRVINE	114.51	145.60	95.10	85.60
35 PENN STATE	112.86	140.60	96.90	85.00
36 OHIO STATE	111.25	139.20	94.10	84.80
37 NORTH CAROLINA-CHAPEL HILL	115.17	146.20	97.20	84.20
38 CALIFORNIA-DAVIS	109.38	136.70	92.50	83.70
39 INDIANA	106.84	132.60	90.70	83.00
40 COLORADO	106.33	128.80	94.30	82.40
41 MINNESOTA	108.55	136.00	91.90	82.30
42 BRANDEIS	107.93	130.80	96.60	82.20
43 WISCONSIN	103.54	123.50	93.30	81.60
44 PURDUE	105.71	130.60	91.40	80.70
45 SUNY-STONY BROOK	114.17	143.40	100.20	80.50
46 TEXAS A&M	103.48	128.20	88.10	80.40
47 TULANE	112.76	147.10	92.00	79.80
48 CASE WESTERN RESERVE	107.77	136.00	91.60	79.30
49 IOWA STATE	100.87	122.30	88.90	78.80
50 CALIFORNIA-SANTA BARBARA	110.89	145.20	90.00	78.20
51 SUNY-BUFFALO	106.41	133.40	91.80	77.90
52 PITTSBURGH	109.70	140.20	93.00	77.80
53 IOWA	106.29	135.30	89.90	76.70
54 FLORIDA	101.53	128.30	85.10	76.20
55 OREGON	94.29	114.10	82.50	75.00
56 ARIZONA	98.28	122.20	85.10	73.40
57 KANSAS	96.87	121.20	82.30	73.30
58 MICHIGAN STATE	106.14	135.10	92.80	72.00
59 MISSOURI	91.92	117.50	78.20	64.70
JOHNS HOPKINS	No data reported since 2007-08			

2012-13 OVERALL RANKING	
1 PENNSYLVANIA	
2 HARVARD	
3 CAL TECH	
4 STANFORD	
5 MIT	
6 COLUMBIA	
7 NEW YORK	
8 CARNEGIE-MELLON	
9 U OF CHICAGO	
10 WASHINGTON UNIVERSITY	
11 NORTHWESTERN	
12 CORNELL-ENDOWED	
13 DUKE	
14 PRINCETON	
15 CALIFORNIA-BERKELEY	
16 ROCHESTER	
17 YALE	
18 SOUTHERN CALIFORNIA	
19 RICE	
20 BOSTON	
21 GEORGIA INSTITUTE OF TECH	
22 UCLA	
23 MICHIGAN	
24 CALIFORNIA-SAN DIEGO	
25 ILLINOIS	
26 BROWN	
27 TEXAS	
28 EMORY	
29 MARYLAND	
30 OHIO STATE	
31 VANDERBILT	
32 NORTH CAROLINA-CHAPEL HILL	
33 WASHINGTON	
34 BRANDEIS	
35 VIRGINIA	
36 PENN STATE	
37 CALIFORNIA-IRVINE	
38 MINNESOTA	
39 RUTGERS	
40 CALIFORNIA-DAVIS	
41 INDIANA	
42 PURDUE	
43 COLORADO	
44 SUNY-STONY BROOK	
45 SUNY-BUFFALO	
46 CASE WESTERN RESERVE	
47 WISCONSIN	
48 CALIFORNIA-SANTA BARBARA	
49 IOWA STATE	
50 OREGON	
51 PITTSBURGH	
52 TEXAS A&M	
53 IOWA	
54 ARIZONA	
55 TULANE	
56 KANSAS	
57 MICHIGAN STATE	
58 FLORIDA	
59 MISSOURI	
JOHNS HOPKINS	

Source: American Association of University Professors (AAUP) Faculty Compensation Survey 2013-14
Notes: Benchmark institutions are in **bold** type. Canadian institutions McGill and University of Toronto are excluded.
Overall salaries are a weighted average of rank salaries using Ohio State's rank distribution as weights.
All 12-month salaries have been converted to a 9-month basis.

2013-14 Average Faculty Salaries (In Thousands)

Public AAU Institutions

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	RUTGERS	138.30	166.80	123.80	106.80
2	UCLA	133.71	173.90	111.80	91.50
3	CALIFORNIA-BERKELEY	131.27	165.40	110.20	99.20
4	MICHIGAN	123.28	156.90	103.90	89.60
5	VIRGINIA	118.57	150.80	99.50	87.00
6	GEORGIA INSTITUTE OF TECH	118.27	145.90	99.90	94.30
7	CALIFORNIA-SAN DIEGO	117.18	147.90	96.90	90.30
8	ILLINOIS	115.72	145.00	96.20	90.40
9	NORTH CAROLINA-CHAPEL HILL	115.17	146.20	97.20	84.20
10	TEXAS	114.84	145.40	94.40	88.50
11	MARYLAND	114.59	142.00	99.20	86.50
12	CALIFORNIA-IRVINE	114.51	145.60	95.10	85.60
13	SUNY-STONY BROOK	114.17	143.40	100.20	80.50
14	PENN STATE	112.86	140.60	96.90	85.00
15	OHIO STATE	111.25	139.20	94.10	84.80
16	CALIFORNIA-SANTA BARBARA	110.89	145.20	90.00	78.20
17	PITTSBURGH	109.70	140.20	93.00	77.80
18	CALIFORNIA-DAVIS	109.38	136.70	92.50	83.70
19	MINNESOTA	108.55	136.00	91.90	82.30
20	WASHINGTON	107.59	128.05	96.35	86.22
21	INDIANA	106.84	132.60	90.70	83.00
22	SUNY-BUFFALO	106.41	133.40	91.80	77.90
23	COLORADO	106.33	128.80	94.30	82.40
24	IOWA	106.29	135.30	89.90	76.70
25	MICHIGAN STATE	106.14	135.10	92.80	72.00
26	PURDUE	105.71	130.60	91.40	80.70
27	WISCONSIN	103.54	123.50	93.30	81.60
28	TEXAS A&M	103.48	128.20	88.10	80.40
29	FLORIDA	101.53	128.30	85.10	76.20
30	IOWA STATE	100.87	122.30	88.90	78.80
31	ARIZONA	98.28	122.20	85.10	73.40
32	KANSAS	96.87	121.20	82.30	73.30
33	OREGON	94.29	114.10	82.50	75.00
34	MISSOURI	91.92	117.50	78.20	64.70

2012-13 OVERALL RANKING	
1	UCLA
2	CALIFORNIA-BERKELEY
3	MICHIGAN
4	RUTGERS
5	NORTH CAROLINA-CHAPEL HILL
6	GEORGIA INSTITUTE OF TECH
7	TEXAS
8	CALIFORNIA-SAN DIEGO
9	SUNY-STONY BROOK
10	VIRGINIA
11	ILLINOIS
12	MARYLAND
13	CALIFORNIA-IRVINE
14	PENN STATE
15	OHIO STATE
16	CALIFORNIA-SANTA BARBARA
17	PITTSBURGH
18	CALIFORNIA-DAVIS
19	SUNY-BUFFALO
20	MINNESOTA
21	INDIANA
22	COLORADO
23	MICHIGAN STATE
24	IOWA
25	PURDUE
26	WASHINGTON
27	WISCONSIN
28	TEXAS A&M
29	IOWA STATE
30	FLORIDA
31	ARIZONA
32	KANSAS
33	OREGON
34	MISSOURI

Source: American Association of University Professors (AAUP) Faculty Compensation Survey 2013-14

Notes: Benchmark institutions are in bold type. Canadian institution University of Toronto is excluded.

Overall salaries are a weighted average of rank salaries using Ohio States rank distribution as weights.

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

2013-14 Average Faculty Salaries (In Thousands)

Ohio State and Private AAU Institutions

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	COLUMBIA	167.46	215.50	145.30	110.90
2	STANFORD	167.07	215.20	140.20	117.50
3	CAL TECH	159.21	182.10		116.20
4	HARVARD	157.26	207.10	123.80	114.50
5	PRINCETON	155.97	206.20	129.60	101.70
6	U OF CHICAGO	155.08	210.70	118.90	105.60
7	PENNSYLVANIA	150.25	192.30	119.50	118.00
8	MIT	148.61	185.90	127.20	111.10
9	NEW YORK	147.35	195.70	112.10	110.10
10	DUKE	144.88	186.40	120.80	103.50
11	YALE	144.77	192.20	118.30	95.90
12	NORTHWESTERN	140.85	182.00	115.10	102.70
13	WASHINGTON UNIVERSITY	138.98	183.60	110.60	98.30
14	CORNELL-ENDOWED	132.68	165.00	115.30	98.40
15	VANDERBILT	132.01	174.80	107.50	88.90
16	RICE	131.72	171.50	106.40	95.50
17	SOUTHERN CALIFORNIA	130.04	164.60	110.00	95.60
18	BOSTON	128.29	161.60	110.20	93.20
19	BROWN	127.74	164.70	107.60	88.90
20	CARNEGIE-MELLON	124.10	150.70	104.20	104.40
21	EMORY	123.39	158.40	104.80	85.90
22	ROCHESTER	118.26	143.50	101.70	96.00
23	TULANE	112.76	147.10	92.00	79.80
24	OHIO STATE	111.25	139.20	94.10	84.80
25	BRANDEIS	107.93	130.80	96.60	82.20
26	CASE WESTERN RESERVE	107.77	136.00	91.60	79.30
	JOHNS HOPKINS		No data reported since 2007-08		

2012-13 OVERALL RANKING	
1	COLUMBIA
2	STANFORD
3	HARVARD
4	PRINCETON
5	U OF CHICAGO
6	PENNSYLVANIA
7	CAL TECH
8	MIT
9	NEW YORK
10	DUKE
11	YALE
12	NORTHWESTERN
13	WASHINGTON UNIVERSITY
14	CORNELL-ENDOWED
15	RICE
16	SOUTHERN CALIFORNIA
17	VANDERBILT
18	BOSTON
19	EMORY
20	BROWN
21	CARNEGIE-MELLON
22	ROCHESTER
23	OHIO STATE
24	TULANE
25	BRANDEIS
26	CASE WESTERN RESERVE
	JOHNS HOPKINS

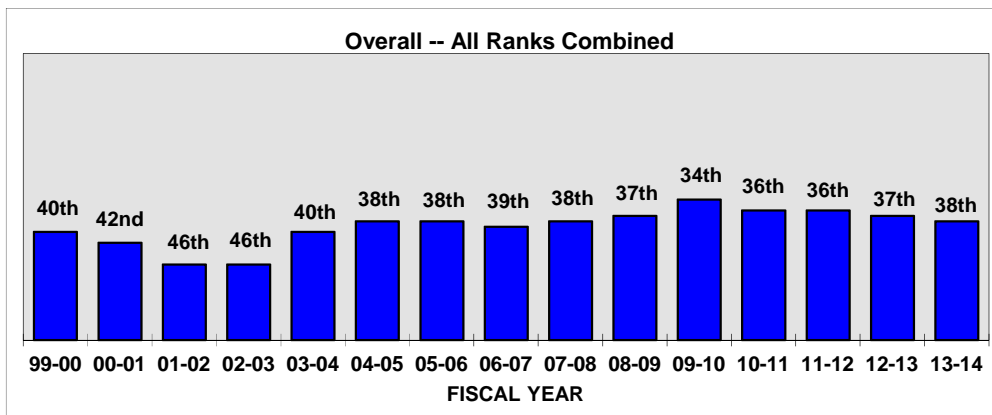
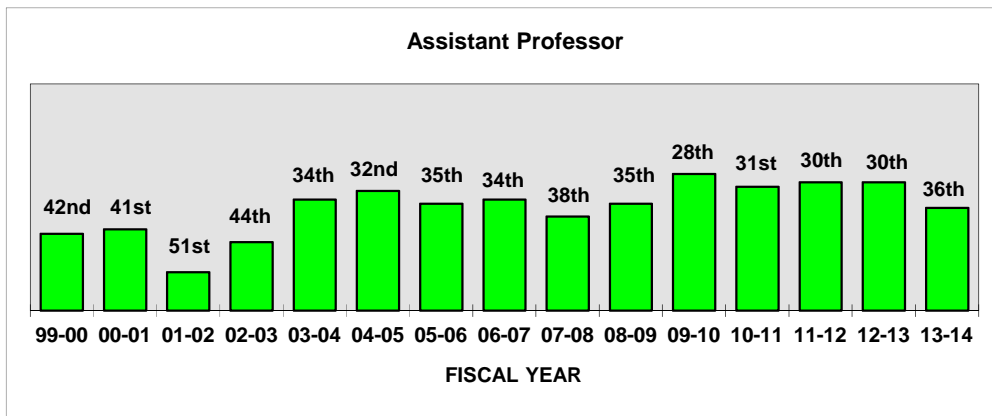
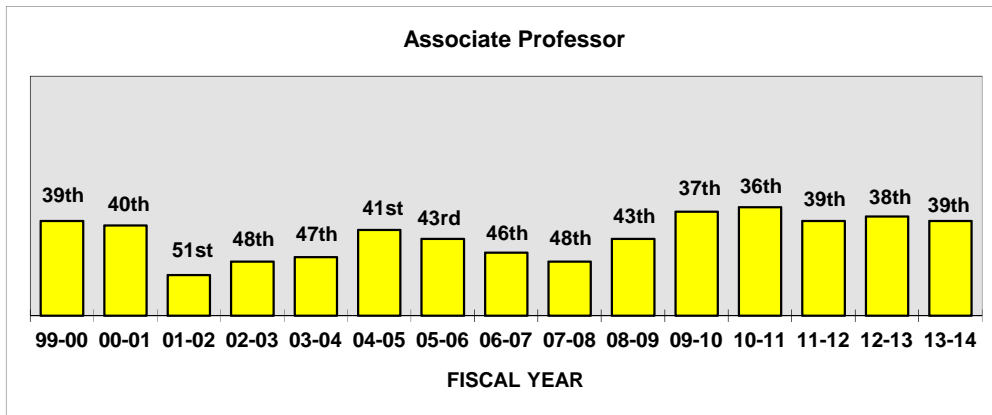
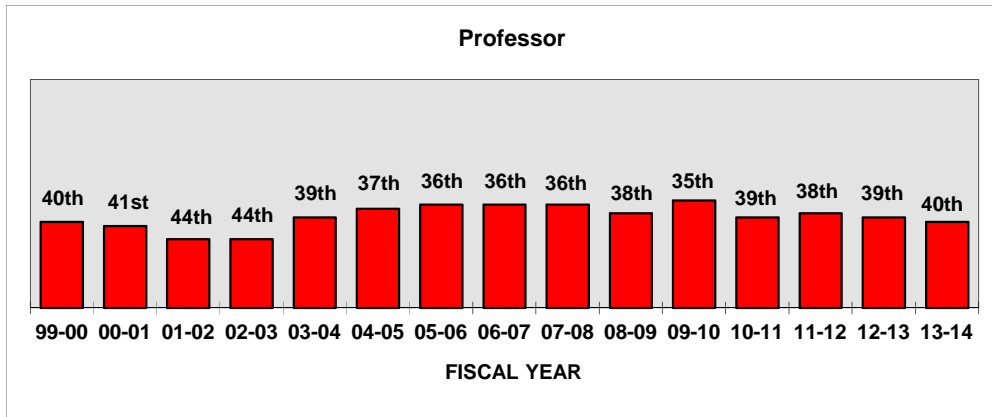
Source: American Association of University Professors (AAUP) Faculty Compensation Survey 2013-14

Notes: Canadian institution McGill is excluded.

Overall salaries are a weighted average of rank salaries using Ohio State's rank distribution as weights.

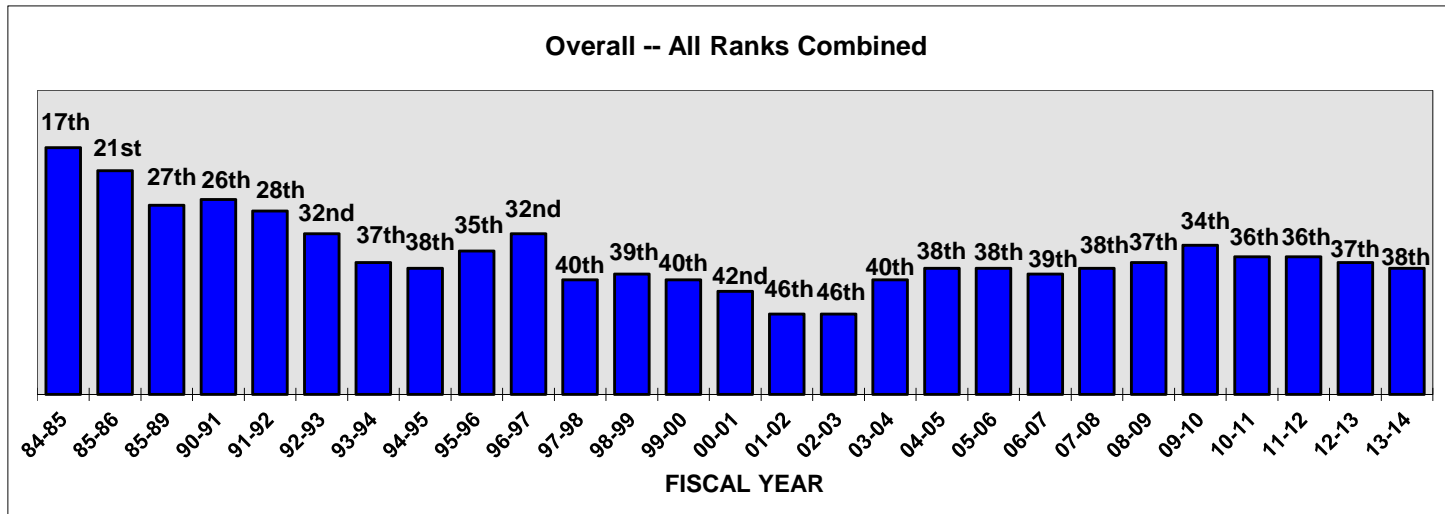
All 12-month salaries have been converted to a 9-month basis.

History of Ranking in AAU: 1999-2000 to 2013-14



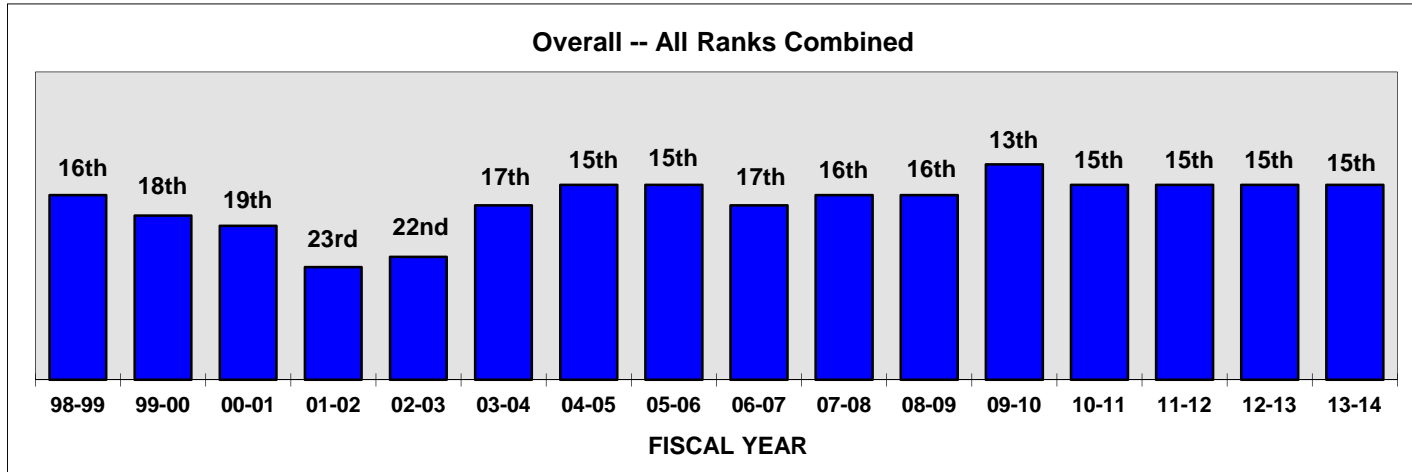
Note: Number of U.S. AAU institutions changed in the following years: 56 to 60 in 1996-97 (addition of Cal-Davis, Cal-Irvine, Cal-Santa Barbara, Emory); 60 to 61 in 2001-02 (addition of Texas A&M, SUNY-Stony Brook; removal of Clark); 61 to 60 in 2002-03 (removal of Catholic University); 60 to 61 in 2010-11 (addition of Georgia Tech); 61 to 59 in 2011-12 (removal of Nebraska, Syracuse) ; 59 to 60 in 2012-13 (addition of Boston)

History of Ranking in AAU: 1984-85 to 2013-14



Note: Number of U.S. AAU institutions changed in the following years: 56 to 60 in 1996-97 (addition of Cal-Davis, Cal-Irvine, Cal-Santa Barbara, Emory); 60 to 61 in 2001-02 (addition of Texas A&M, SUNY-Stony Brook; removal of Clark); 61 to 60 in 2002-03 (removal of Catholic University); 60 to 61 in 2010-11 (addition of Georgia Tech); 61 to 59 in 2011-12 (removal of Nebraska, Syracuse) ; 59 to 60 in 2012-13 (addition of Boston)

History of Ranking in Public AAU Institutions 1998-99 to 2013-14



Note: Number of public U.S. AAU institutions changed in the following years: 30 to 33 in 1996-97 (addition of Cal-Davis, Cal-Irvine, Cal-Santa Barbara); 33 to 35 in 2001-02 (addition of Texas A&M, SUNY-Stony Brook); 35 to 36 in 2010-11 (addition of Georgia Tech); 36 to 34 in 2011-12 (removal of Nebraska, Syracuse);

**The Ohio State University
2013-14 Faculty Salary Comparisons**

Benchmark Institutions

2013-14 Benchmark Comparison Ten Year Faculty Salary History

	PROFESSOR											1 YEAR		5 YEAR		10 YEAR	
	13-14	12-13	11-12	10-11	09-10	08-09	07-08	06-07	05-06	04-05	03-04	%	Rnk	%	Rnk	%	Rnk
UCLA	173.90	167.00	162.59	153.65	148.02	144.50	141.97	133.21	128.37	123.33	122.40	4.13	3	3.77	1	3.57	1
MICHIGAN	156.90	148.66	148.78	146.93	143.97	142.09	137.03	130.44	125.62	120.17	117.80	5.54	1	2.00	5	2.91	7
ILLINOIS	145.00	141.70	137.20	133.51	130.02	129.58	125.68	120.93	116.62	111.82	107.00	2.33	7	2.27	3	3.09	4
MARYLAND	142.00	138.10	136.32	134.36	134.73	133.42	127.50	121.11	115.69	111.04	107.00	2.82	6	1.26	10	2.87	8
PENN STATE	140.60	138.71	132.06	133.49	130.41	131.08	125.40	120.21	116.51	112.58	108.00	1.37	10	1.41	7	2.67	10
OHIO STATE	139.20	136.95	134.23	131.55	129.48	126.45	121.50	117.17	112.65	108.42	103.53	1.64	9	1.94	6	3.00	5
MINNESOTA	136.00	134.29	125.71	123.22	124.82	127.44	121.27	116.60	110.31	105.36	102.00	1.27	11	1.31	9	2.92	6
FLORIDA	128.30	122.50	121.75	122.08	117.05	115.19	109.30	107.67	101.42	95.95	93.50	4.73	2	2.18	4	3.21	3
WASHINGTON	128.05	124.25	122.69	118.29	121.93	121.65	116.38	108.92	102.15	98.10	93.20	3.06	5	1.03	11	3.23	2
WISCONSIN	123.50	118.76	114.69	113.78	111.13	109.51	106.98	103.54	100.53	97.82	96.20	3.99	4	2.43	2	2.53	11
ARIZONA	122.20	119.63	119.89	117.49	117.26	114.48	113.11	107.13	102.27	95.88	92.50	2.14	8	1.31	8	2.82	9
Average excl OSU	139.65	135.36	132.17	129.68	127.93	126.89	122.46	116.98	111.95	107.21	103.96	3.16		1.93		2.99	

	ASSOCIATE PROFESSOR											1 YEAR		5 YEAR		10 YEAR	
	13-14	12-13	11-12	10-11	09-10	08-09	07-08	06-07	05-06	04-05	03-04	%	Rnk	%	Rnk	%	Rnk
UCLA	111.80	109.99	107.36	100.61	95.21	92.10	90.74	84.22	81.97	78.06	77.00	1.64	11	3.95	1	3.80	1
MICHIGAN	103.90	101.07	98.21	96.11	94.34	93.09	89.06	86.55	83.73	81.57	80.90	2.80	6	2.22	5	2.53	10
MARYLAND	99.20	96.82	95.72	94.55	94.41	94.88	89.50	84.23	80.29	76.30	74.90	2.46	8	0.89	11	2.85	6
PENN STATE	96.90	94.32	89.16	89.03	86.72	87.68	84.99	81.35	77.75	75.42	72.40	2.73	7	2.02	7	2.96	4
WASHINGTON	96.35	89.16	88.29	86.81	88.12	87.13	83.44	77.15	72.91	70.21	66.70	8.07	1	2.03	6	3.75	2
ILLINOIS	96.20	91.08	86.55	84.82	83.24	83.51	82.24	79.55	77.57	75.06	72.00	5.62	2	2.87	2	2.94	5
OHIO STATE	94.10	91.99	89.28	87.67	85.76	84.22	80.28	76.94	74.19	72.13	69.08	2.29	10	2.24	4	3.14	3
WISCONSIN	93.30	91.11	87.37	87.28	85.80	84.47	82.48	78.11	76.52	73.44	73.30	2.41	9	2.01	8	2.44	11
MINNESOTA	91.90	88.46	86.01	85.06	85.43	86.22	84.34	80.56	75.63	70.68	69.90	3.88	5	1.28	10	2.77	7
ARIZONA	85.10	81.89	81.85	80.57	79.65	79.51	79.02	74.91	71.44	67.23	64.90	3.93	4	1.37	9	2.75	8
FLORIDA	85.10	81.09	80.10	79.99	75.55	75.41	73.00	73.32	71.71	69.09	65.70	4.95	3	2.45	3	2.62	9
Average excl OSU	95.98	92.50	90.06	88.48	86.85	86.40	83.88	80.00	76.95	73.70	71.77	3.76		2.12		2.95	

	ASSISTANT PROFESSOR											1 YEAR		5 YEAR		10 YEAR	
	13-14	12-13	11-12	10-11	09-10	08-09	07-08	06-07	05-06	04-05	03-04	%	Rnk	%	Rnk	%	Rnk
UCLA	91.50	88.84	87.43	84.03	81.73	79.61	76.77	72.06	67.02	65.48	63.70	2.99	5	2.82	4	3.69	1
ILLINOIS	90.40	87.35	83.61	80.32	76.75	76.27	73.69	71.69	69.63	68.18	64.50	3.49	3	3.46	2	3.43	2
MICHIGAN	89.60	88.76	85.80	84.45	83.07	81.61	79.30	74.95	72.78	67.06	66.70	0.95	8	1.88	10	3.00	8
MARYLAND	86.50	85.21	83.88	82.45	82.58	83.43	78.80	77.39	75.86	75.19	70.00	1.52	7	0.72	11	2.14	11
WASHINGTON	86.22	84.13	79.34	77.41	77.25	78.04	73.90	70.90	67.22	64.67	63.20	2.49	6	2.01	7	3.15	3
PENN STATE	85.00	82.52	76.11	75.90	72.03	72.40	69.53	68.16	66.28	64.04	62.50	3.00	4	3.26	3	3.12	5
OHIO STATE	84.80	85.07	81.46	79.44	77.99	74.99	71.68	69.38	65.78	64.77	62.25	-0.32	10	2.49	5	3.14	4
MINNESOTA	82.30	81.83	79.15	78.53	76.46	74.96	72.33	69.43	65.39	62.53	60.60	0.58	9	1.89	9	3.11	6
WISCONSIN	81.60	77.47	75.86	74.93	73.62	73.05	70.39	66.01	64.30	63.57	63.60	5.33	2	2.24	6	2.52	9
FLORIDA	76.20	70.98	68.94	68.39	63.91	63.62	62.50	61.94	61.56	59.48	56.60	7.35	1	3.67	1	3.02	7
ARIZONA	73.40	74.01	70.77	68.38	67.95	66.64	69.68	66.87	63.54	59.75	57.60	-0.83	11	1.95	8	2.45	10
Average excl OSU	84.27	82.11	79.09	77.48	75.54	74.96	72.69	69.94	67.36	64.99	62.90	2.63		2.37		2.97	

	OVERALL -- ALL RANKS COMBINED											1 YEAR		5 YEAR		10 YEAR	
	13-14	12-13	11-12	10-11	09-10	08-09	07-08	06-07	05-06	04-05	03-04	%	Rnk	%	Rnk	%	Rnk
UCLA	133.71	130.62	127.76	120.79	115.68	112.27	109.85	102.65	98.98	95.22	94.15	2.36	6	3.56	1	3.57	1
MICHIGAN	123.28	119.44	118.13	116.35	113.90	111.99	107.70	102.90	99.64	95.40	94.12	3.22	3	1.94	6	2.74	8
ILLINOIS	115.72	112.62	108.52	105.64	102.62	102.09	99.19	95.67	92.90	89.70	85.80	2.76	5	2.54	2	3.04	3
MARYLAND	114.59	112.55	111.31	109.77	109.69	109.19	103.60	98.64	94.80	91.27	87.98	1.81	7	0.97	11	2.68	9
PENN STATE	112.86	111.38	105.52	106.10	102.86	103.26	99.05	95.15	92.18	89.28	85.96	1.33	9	1.79	7	2.76	7
OHIO STATE	111.25	110.35	107.67	105.54	103.48	100.66	96.25	92.64	89.16	86.46	82.78	0.81	11	2.02	5	3.00	4
MINNESOTA	108.55	107.26	102.26	100.74	100.95	101.76	97.68	93.61	88.55	84.14	82.05	1.20	10	1.30	10	2.84	6
WASHINGTON	107.59	103.57	101.73	98.88	100.72	100.22	95.60	89.48	84.45	81.25	77.61	3.88	2	1.43	8	3.32	2
WISCONSIN	103.54	100.39	97.11	96.49	94.32	92.86	90.39	86.33	84.33	82.03	81.32	3.13	4	2.20	4	2.45	11
FLORIDA	101.53	97.20	96.31	96.33	91.40	90.19	86.40	85.58	82.47	78.82	76.00	4.45	1	2.40	3	2.94	5
ARIZONA	98.28	96.86	96.46	94.47	93.75	91.94	91.72	87.02	83.19	78.19	75.49	1.47	8	1.34	9	2.67	10
Average excl OSU	111.97	109.19	106.51	104.56	102.59	101.58	98.12	93.70	90.15	86.53	84.05	2.54		1.97		2.91	

Source: American Association of University Professors (AAUP) Faculty Compensation Survey 2013-14

Note: Overall salaries are a weighted average of rank salaries using Ohio State's rank distribution for the appropriate year as weights.

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

2013-14 Faculty Salaries (In Thousands) Ohio State Benchmark Institutions

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	UCLA	133.71	173.90	111.80	91.50
2	MICHIGAN	123.28	156.90	103.90	89.60
3	ILLINOIS	115.72	145.00	96.20	90.40
4	MARYLAND	114.59	142.00	99.20	86.50
5	PENN STATE	112.86	140.60	96.90	85.00
6	OHIO STATE	111.25	139.20	94.10	84.80
7	MINNESOTA	108.55	136.00	91.90	82.30
8	WASHINGTON	107.59	128.05	96.35	86.22
9	WISCONSIN	103.54	123.50	93.30	81.60
10	FLORIDA	101.53	128.30	85.10	76.20
11	ARIZONA	98.28	122.20	85.10	73.40
Average Excluding OSU:		111.96	139.65	95.98	84.27

2012-13 OVERALL RANKING	
1	UCLA
2	MICHIGAN
3	ILLINOIS
4	MARYLAND
5	PENN STATE
6	OHIO STATE
7	MINNESOTA
8	WASHINGTON
9	WISCONSIN
10	FLORIDA
11	ARIZONA

Source: American Association of University Professors (AAUP) Faculty Compensation Survey 2013-14

Notes: Overall salaries are a weighted average of rank salaries using Ohio State's rank distribution as weights.

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CIC institutions are in **bold** type.

2013-14 Faculty Salaries (In Thousands) Ohio State Benchmark Institutions

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
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4	MARYLAND	114.59	142.00	99.20	86.50
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6	OHIO STATE	111.25	139.20	94.10	84.80
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Source: American Association of University Professors (AAUP) Faculty Compensation Survey 2013-14

Notes: Overall salaries are a weighted average of rank salaries using Ohio State's rank distribution as weights.

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2013-14 Faculty Salaries (In Thousands) Ohio State Benchmark Institutions

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4	PENN STATE	112.86	140.60	96.90	85.00
5	WASHINGTON	107.59	128.05	96.35	86.22
6	ILLINOIS	115.72	145.00	96.20	90.40
7	OHIO STATE	111.25	139.20	94.10	84.80
8	WISCONSIN	103.54	123.50	93.30	81.60
9	MINNESOTA	108.55	136.00	91.90	82.30
10	ARIZONA	98.28	122.20	85.10	73.40
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2012-13 OVERALL RANKING	
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Source: American Association of University Professors (AAUP) Faculty Compensation Survey 2013-14

Notes: Overall salaries are a weighted average of rank salaries using Ohio State's rank distribution as weights.

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2013-14 Faculty Salaries (In Thousands) Ohio State Benchmark Institutions

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	UCLA	133.71	173.90	111.80	91.50
2	ILLINOIS	115.72	145.00	96.20	90.40
3	MICHIGAN	123.28	156.90	103.90	89.60
4	MARYLAND	114.59	142.00	99.20	86.50
5	WASHINGTON	107.59	128.05	96.35	86.22
6	PENN STATE	112.86	140.60	96.90	85.00
7	OHIO STATE	111.25	139.20	94.10	84.80
8	MINNESOTA	108.55	136.00	91.90	82.30
9	WISCONSIN	103.54	123.50	93.30	81.60
10	FLORIDA	101.53	128.30	85.10	76.20
11	ARIZONA	98.28	122.20	85.10	73.40
Average Excluding OSU:		111.96	139.65	95.98	84.27

2012-13 OVERALL RANKING	
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4	MARYLAND
5	OHIO STATE
6	WASHINGTON
7	PENN STATE
8	MINNESOTA
9	WISCONSIN
10	ARIZONA
11	FLORIDA

Source: American Association of University Professors (AAUP) Faculty Compensation Survey 2013-14

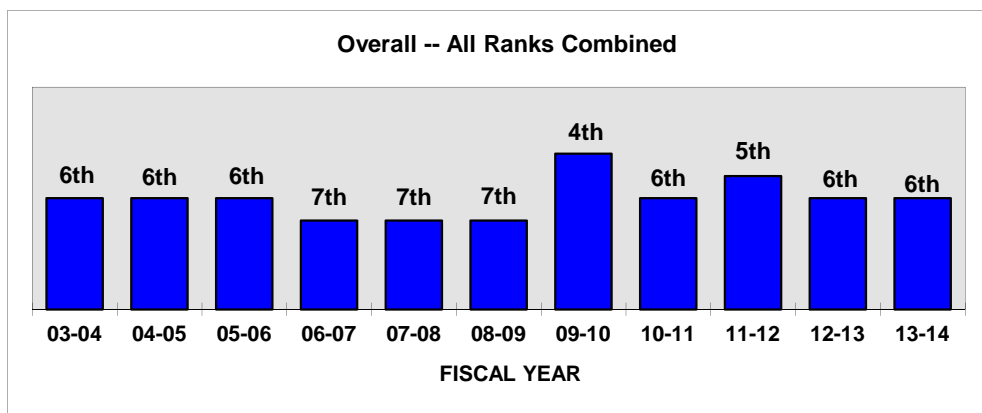
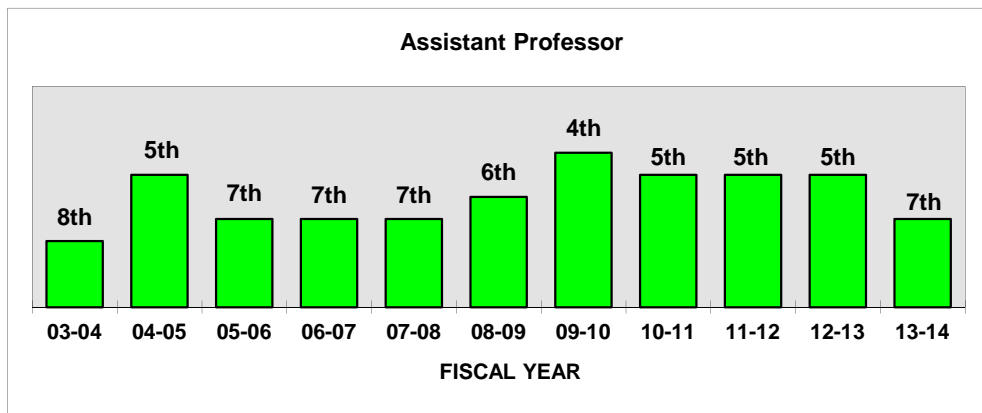
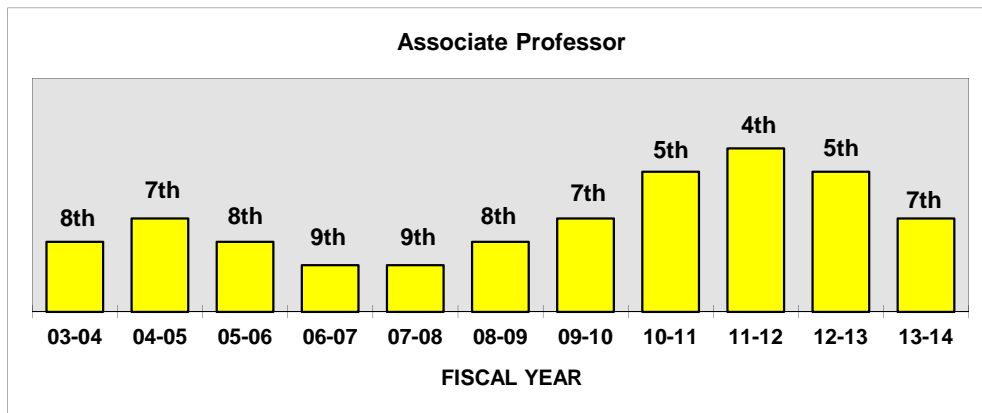
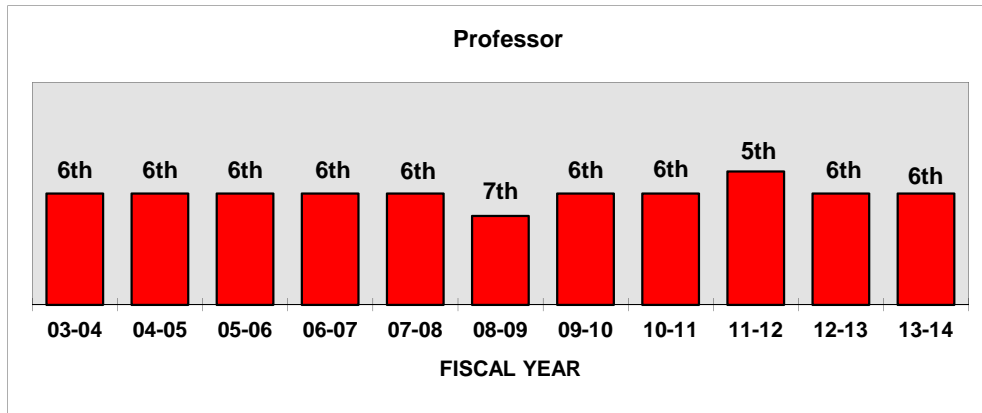
Notes: Overall salaries are a weighted average of rank salaries using Ohio State's rank distribution as weights.

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

CIC institutions are in **bold** type.

The Ohio State University

History of Ranking in Benchmark Institutions: 2003-04 to 2013-14

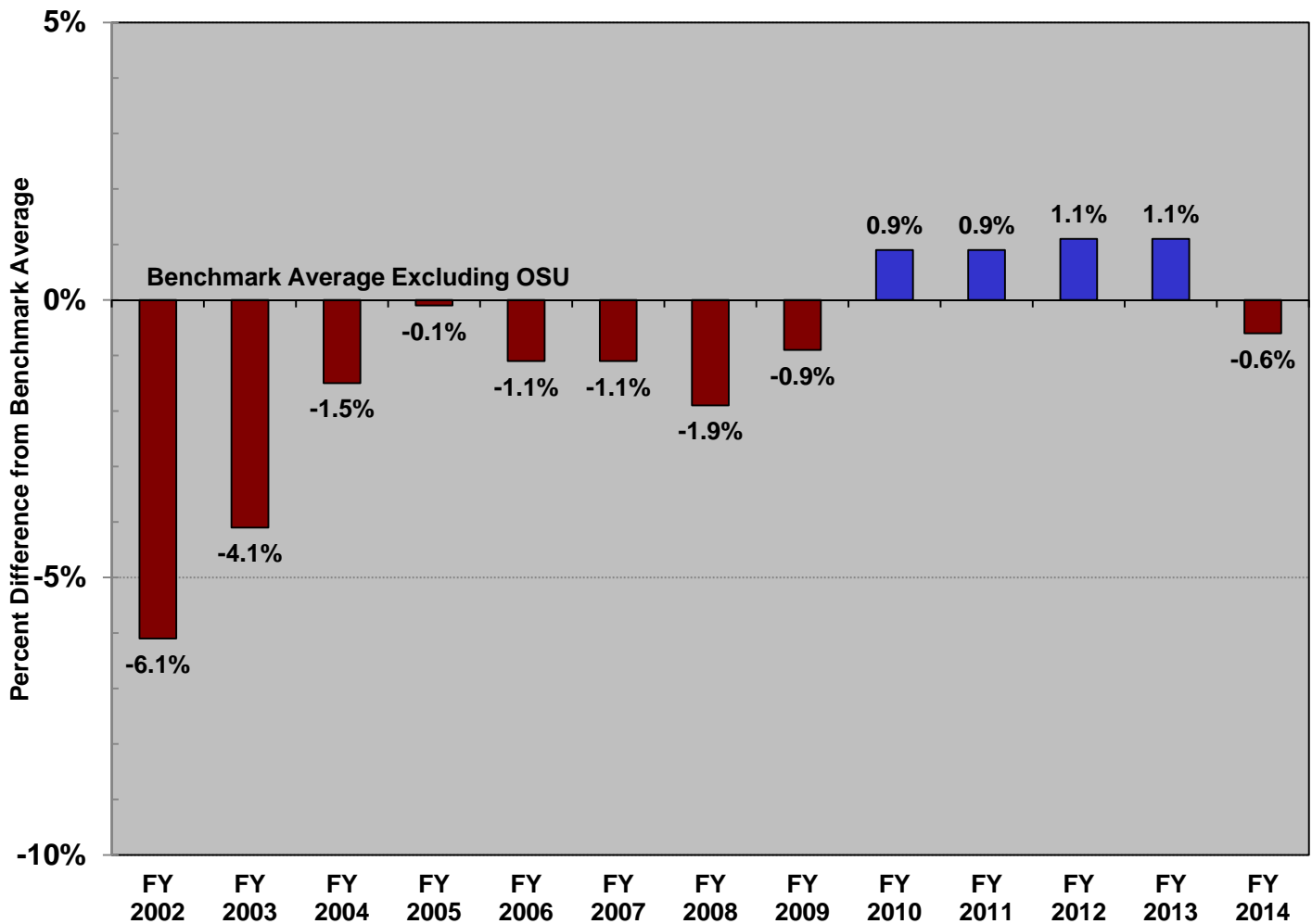


Source: American Association of University Professors (AAUP) Faculty Compensation Survey 2013-14
 Note: Overall salaries are a weighted average of rank salaries using Ohio State's rank distribution for the appropriate year as weights.
 All 12-month salaries have been converted to a 9-month basis.



Regular Faculty Salaries FY 2002 through FY 2014

OSU Faculty Salaries Percent Difference from Benchmark Average

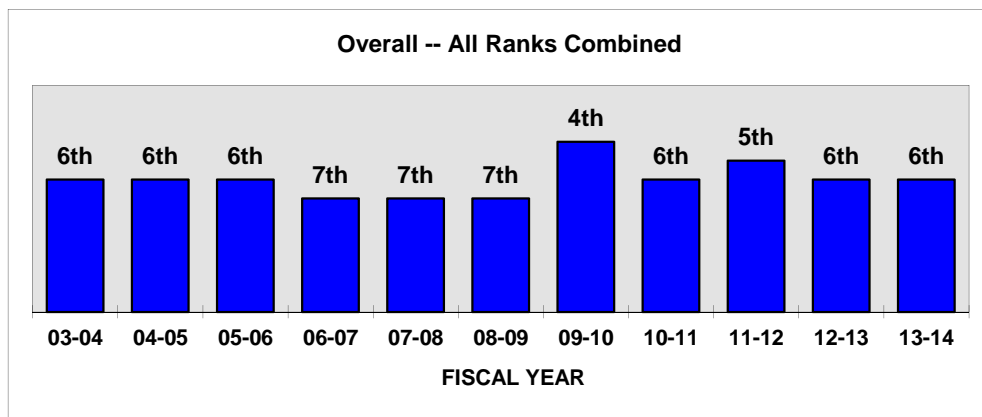
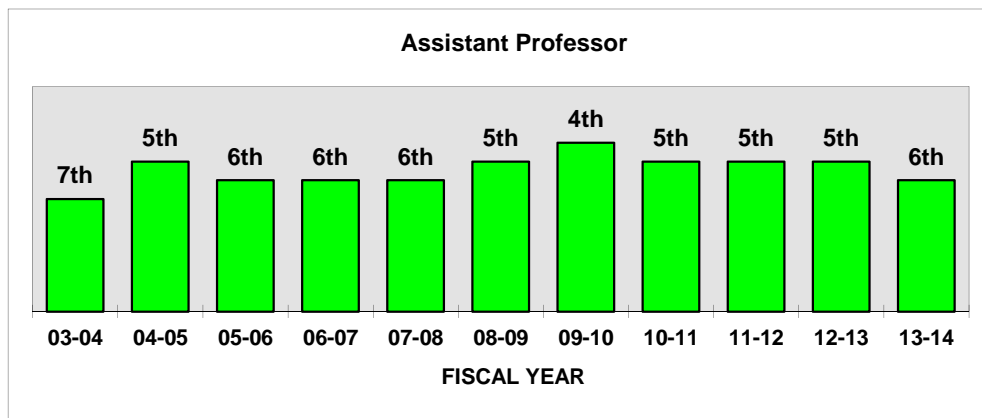
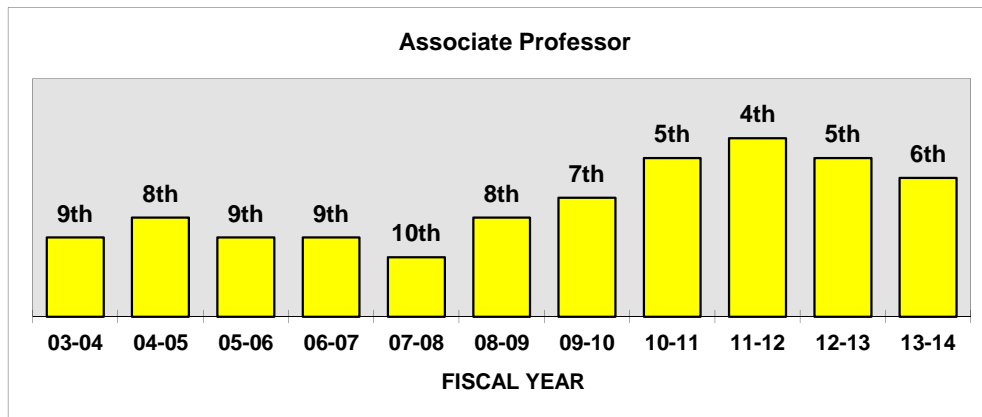
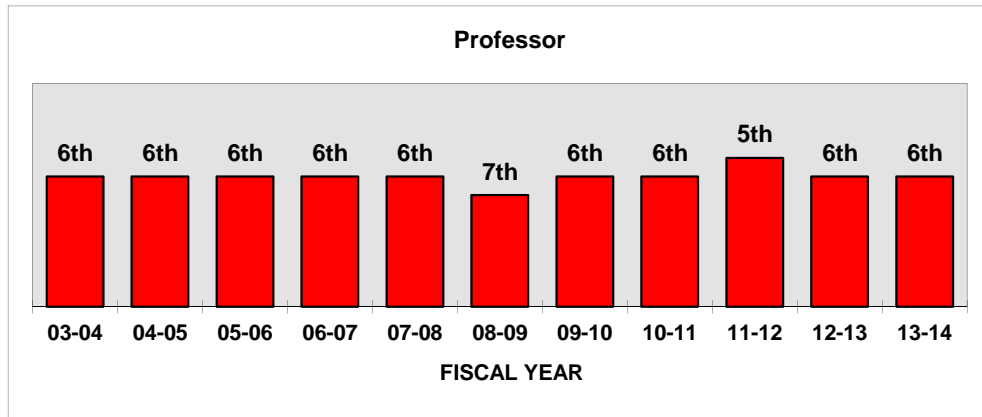


Note: Percentage > 0 indicates average salary above benchmark average.

**The Ohio State University
2013-14 Faculty Salary Comparisons**

CIC Institutions

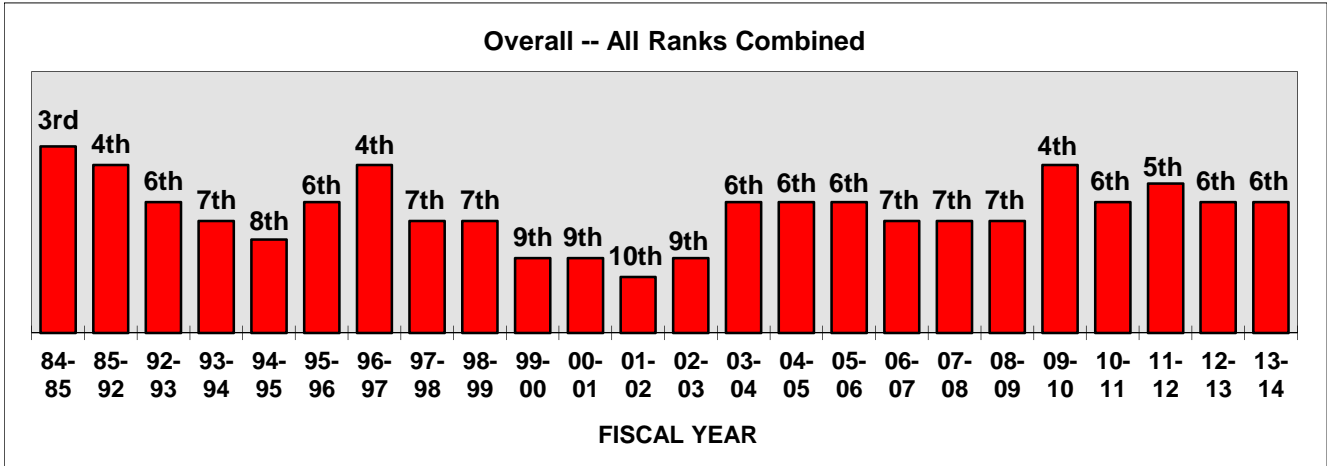
The Ohio State University History of Ranking in CIC: 2003-04 to 2013-14



Source: American Association of University Professors (AAUP) Faculty Compensation Survey 2013-14
 Note: Overall salaries are a weighted average of rank salaries using Ohio State's rank distribution for the appropriate year as weights.
 All 12-month salaries have been converted to a 9-month basis.

The Ohio State University

History of Ranking in CIC: 1984-85 to 2013-14



Source: American Association of University Professors (AAUP) Faculty Compensation Survey 2013-14

Note: Overall salaries are a weighted average of rank salaries using Ohio State's rank distribution for the appropriate year as weights.
All 12-month salaries have been converted to a 9-month basis.

Top 25 Public Institutions

**2013-14 Faculty Salaries (In Thousands)
U.S. News Top 25 Public Institutions**

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	RUTGERS	138.30	166.80	123.80	106.80
2	UCLA	133.71	173.90	111.80	91.50
3	CALIFORNIA-BERKELEY	131.27	165.40	110.20	99.20
4	MICHIGAN	123.28	156.90	103.90	89.60
5	VIRGINIA	118.57	150.80	99.50	87.00
6	GEORGIA INSTITUTE OF TECH	118.27	145.90	99.90	94.30
7	CALIFORNIA-SAN DIEGO	117.18	147.90	96.90	90.30
8	ILLINOIS	115.72	145.00	96.20	90.40
9	NORTH CAROLINA-CHAPEL HILL	115.17	146.20	97.20	84.20
10	TEXAS	114.84	145.40	94.40	88.50
11	MARYLAND	114.59	142.00	99.20	86.50
12	CALIFORNIA-IRVINE	114.51	145.60	95.10	85.60
13	PENN STATE	112.86	140.60	96.90	85.00
14	CONNECTICUT	112.40	144.70	96.50	75.90
15	OHIO STATE	111.25	139.20	94.10	84.80
16	CALIFORNIA-SANTA BARBARA	110.89	145.20	90.00	78.20
17	PITTSBURGH	109.70	140.20	93.00	77.80
18	CALIFORNIA-DAVIS	109.38	136.70	92.50	83.70
19	MINNESOTA	108.55	136.00	91.90	82.30
20	WASHINGTON	107.59	128.05	96.35	86.22
21	PURDUE	105.71	130.60	91.40	80.70
22	WISCONSIN	103.54	123.50	93.30	81.60
23	TEXAS A&M	103.48	128.20	88.10	80.40
24	CLEMSON	102.80	125.60	90.20	79.10
25	VIRGINIA TECH	102.00	127.00	88.60	75.40
26	FLORIDA	101.53	128.30	85.10	76.20
27	WILLIAM & MARY	100.08	122.70	89.60	73.50
28	GEORGIA	92.17	109.40	80.80	77.10
Average Excluding OSU:		112.52	140.69	96.01	84.70

2014 REPUTATIONAL RANKING	
1	CALIFORNIA-BERKELEY
2	UCLA
	VIRGINIA
4	MICHIGAN
5	NORTH CAROLINA-CHAPEL HILL
6	WILLIAM & MARY
7	GEORGIA INSTITUTE OF TECH
8	PENN STATE
9	CALIFORNIA-DAVIS
	CALIFORNIA-SAN DIEGO
11	CALIFORNIA-SANTA BARBARA
	ILLINOIS
	WISCONSIN
14	CALIFORNIA-IRVINE
	FLORIDA
16	OHIO STATE
	TEXAS
	WASHINGTON
19	CONNECTICUT
20	GEORGIA
21	CLEMSON
	MARYLAND
	PITTSBURGH
24	PURDUE
25	RUTGERS
	TEXAS A&M
	MINNESOTA
	VIRGINIA TECH

Sources: American Association of University Professors (AAUP) Faculty Compensation Survey 2013-14
U.S. News 2013 Best Colleges rankings, Top Public Schools, National Universities
Notes: Overall salaries are a weighted average of rank salaries using Ohio State's rank distribution as weights.
All 12-month salaries have been converted to a 9-month basis.
Benchmark institutions are in **bold** type.

**2013-14 Faculty Salaries (In Thousands)
U.S. News Top 25 Public Institutions**

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	UCLA	133.71	173.90	111.80	91.50
2	RUTGERS	138.30	166.80	123.80	106.80
3	CALIFORNIA-BERKELEY	131.27	165.40	110.20	99.20
4	MICHIGAN	123.28	156.90	103.90	89.60
5	VIRGINIA	118.57	150.80	99.50	87.00
6	CALIFORNIA-SAN DIEGO	117.18	147.90	96.90	90.30
7	NORTH CAROLINA-CHAPEL HILL	115.17	146.20	97.20	84.20
8	GEORGIA INSTITUTE OF TECH	118.27	145.90	99.90	94.30
9	CALIFORNIA-IRVINE	114.51	145.60	95.10	85.60
10	TEXAS	114.84	145.40	94.40	88.50
11	CALIFORNIA-SANTA BARBARA	110.89	145.20	90.00	78.20
12	ILLINOIS	115.72	145.00	96.20	90.40
13	CONNECTICUT	112.40	144.70	96.50	75.90
14	MARYLAND	114.59	142.00	99.20	86.50
15	PENN STATE	112.86	140.60	96.90	85.00
16	PITTSBURGH	109.70	140.20	93.00	77.80
17	OHIO STATE	111.25	139.20	94.10	84.80
18	CALIFORNIA-DAVIS	109.38	136.70	92.50	83.70
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2014 REPUTATIONAL RANKING	
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2	UCLA
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4	MICHIGAN
5	NORTH CAROLINA-CHAPEL HILL
6	WILLIAM & MARY
7	GEORGIA INSTITUTE OF TECH
8	PENN STATE
9	CALIFORNIA-DAVIS
	CALIFORNIA-SAN DIEGO
11	CALIFORNIA-SANTA BARBARA
	ILLINOIS
	WISCONSIN
14	CALIFORNIA-IRVINE
	FLORIDA
16	OHIO STATE
	TEXAS
	WASHINGTON
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U.S. News 2013 Best Colleges rankings, Top Public Schools, National Universities
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All 12-month salaries have been converted to a 9-month basis.
Benchmark institutions are in **bold** type.

**2013-14 Faculty Salaries (In Thousands)
U.S. News Top 25 Public Institutions**

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	RUTGERS	138.30	166.80	123.80	106.80
2	UCLA	133.71	173.90	111.80	91.50
3	CALIFORNIA-BERKELEY	131.27	165.40	110.20	99.20
4	MICHIGAN	123.28	156.90	103.90	89.60
5	GEORGIA INSTITUTE OF TECH	118.27	145.90	99.90	94.30
6	VIRGINIA	118.57	150.80	99.50	87.00
7	MARYLAND	114.59	142.00	99.20	86.50
8	NORTH CAROLINA-CHAPEL HILL	115.17	146.20	97.20	84.20
9	CALIFORNIA-SAN DIEGO	117.18	147.90	96.90	90.30
10	PENN STATE	112.86	140.60	96.90	85.00
11	CONNECTICUT	112.40	144.70	96.50	75.90
12	WASHINGTON	107.59	128.05	96.35	86.22
13	ILLINOIS	115.72	145.00	96.20	90.40
14	CALIFORNIA-IRVINE	114.51	145.60	95.10	85.60
15	TEXAS	114.84	145.40	94.40	88.50
16	OHIO STATE	111.25	139.20	94.10	84.80
17	WISCONSIN	103.54	123.50	93.30	81.60
18	PITTSBURGH	109.70	140.20	93.00	77.80
19	CALIFORNIA-DAVIS	109.38	136.70	92.50	83.70
20	MINNESOTA	108.55	136.00	91.90	82.30
21	PURDUE	105.71	130.60	91.40	80.70
22	CLEMSON	102.80	125.60	90.20	79.10
23	CALIFORNIA-SANTA BARBARA	110.89	145.20	90.00	78.20
24	WILLIAM & MARY	100.08	122.70	89.60	73.50
25	VIRGINIA TECH	102.00	127.00	88.60	75.40
26	TEXAS A&M	103.48	128.20	88.10	80.40
27	FLORIDA	101.53	128.30	85.10	76.20
28	GEORGIA	92.17	109.40	80.80	77.10
Average Excluding OSU:		112.52	140.69	96.01	84.70

2014 REPUTATIONAL RANKING	
1	CALIFORNIA-BERKELEY
2	UCLA
	VIRGINIA
4	MICHIGAN
5	NORTH CAROLINA-CHAPEL HILL
6	WILLIAM & MARY
7	GEORGIA INSTITUTE OF TECH
8	PENN STATE
9	CALIFORNIA-DAVIS
	CALIFORNIA-SAN DIEGO
11	CALIFORNIA-SANTA BARBARA
	ILLINOIS
	WISCONSIN
14	CALIFORNIA-IRVINE
	FLORIDA
16	OHIO STATE
	TEXAS
	WASHINGTON
19	CONNECTICUT
20	GEORGIA
21	CLEMSON
	MARYLAND
	PITTSBURGH
24	PURDUE
25	RUTGERS
	TEXAS A&M
	MINNESOTA
	VIRGINIA TECH

Sources: American Association of University Professors (AAUP) Faculty Compensation Survey 2013-14
U.S. News 2013 Best Colleges rankings, Top Public Schools, National Universities
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8	TEXAS	114.84	145.40	94.40	88.50
9	VIRGINIA	118.57	150.80	99.50	87.00
10	MARYLAND	114.59	142.00	99.20	86.50
11	WASHINGTON	107.59	128.05	96.35	86.22
12	CALIFORNIA-IRVINE	114.51	145.60	95.10	85.60
13	PENN STATE	112.86	140.60	96.90	85.00
14	OHIO STATE	111.25	139.20	94.10	84.80
15	CALIFORNIA-DAVIS	109.38	136.70	92.50	83.70
16	MINNESOTA	108.55	136.00	91.90	82.30
17	WISCONSIN	103.54	123.50	93.30	81.60
18	NORTH CAROLINA-CHAPEL HILL	115.17	146.20	97.20	84.20
19	PURDUE	105.71	130.60	91.40	80.70
20	TEXAS A&M	103.48	128.20	88.10	80.40
21	CLEMSON	102.80	125.60	90.20	79.10
22	CALIFORNIA-SANTA BARBARA	110.89	145.20	90.00	78.20
23	PITTSBURGH	109.70	140.20	93.00	77.80
24	GEORGIA	92.17	109.40	80.80	77.10
25	FLORIDA	101.53	128.30	85.10	76.20
26	CONNECTICUT	112.40	144.70	96.50	75.90
27	VIRGINIA TECH	102.00	127.00	88.60	75.40
28	WILLIAM & MARY	100.08	122.70	89.60	73.50
Average Excluding OSU:		112.52	140.69	96.01	84.70

2014 REPUTATIONAL RANKING	
1	CALIFORNIA-BERKELEY
2	UCLA
	VIRGINIA
4	MICHIGAN
5	NORTH CAROLINA-CHAPEL HILL
6	WILLIAM & MARY
7	GEORGIA INSTITUTE OF TECH
8	PENN STATE
9	CALIFORNIA-DAVIS
	CALIFORNIA-SAN DIEGO
11	CALIFORNIA-SANTA BARBARA
	ILLINOIS
	WISCONSIN
14	CALIFORNIA-IRVINE
	FLORIDA
16	OHIO STATE
	TEXAS
	WASHINGTON
19	CONNECTICUT
20	GEORGIA
21	CLEMSON
	MARYLAND
	PITTSBURGH
24	PURDUE
25	RUTGERS
	TEXAS A&M
	MINNESOTA
	VIRGINIA TECH

Sources: American Association of University Professors (AAUP) Faculty Compensation Survey 2013-14
U.S. News 2013 Best Colleges rankings, Top Public Schools, National Universities
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Living Cost Adjustments

The Ohio State University
2013-14 Average Faculty Salaries (In Thousands)
AAU Institutions
Living Cost Adjusted

AAU Institution	Living Cost Index	Adjusted by Index		Unadjusted		2012-13 Adjusted	
		Overall	Rank	Overall	Rank	AAU Institution	Rank
DUKE	98	\$147.84	1	\$144.88	10	DUKE	1
VANDERBILT	96	\$137.51	2	\$132.01	17	VANDERBILT	2
WASHINGTON UNIVERSITY	104	\$133.64	3	\$138.98	13	WASHINGTON UNIVERSITY	3
PENNSYLVANIA	113	\$132.97	4	\$150.25	7	U OF CHICAGO	4
U OF CHICAGO	117	\$132.55	5	\$155.08	6	RICE	5
PRINCETON	118	\$132.18	6	\$155.97	5	PENNSYLVANIA	6
COLUMBIA	128	\$130.83	7	\$167.46	1	PRINCETON	7
RICE	103	\$127.89	8	\$131.72	18	EMORY	8
CORNELL-ENDOWED	104	\$127.58	9	\$132.68	16	CORNELL-ENDOWED	9
YALE	115	\$125.89	10	\$144.77	11	YALE	10
EMORY	99	\$124.64	11	\$123.39	24	COLUMBIA	11
CAL TECH	131	\$121.53	12	\$159.21	3	NORTH CAROLINA-CHAPEL HILL	12
MICHIGAN	102	\$120.87	13	\$123.28	25	MICHIGAN	13
GEORGIA INSTITUTE OF TECH	99	\$119.47	14	\$118.27	27	BROWN	14
BROWN	107	\$119.38	15	\$127.74	22	PURDUE	15
HARVARD	132	\$119.14	16	\$157.26	4	HARVARD	16
NORTH CAROLINA-CHAPEL HILL	98	\$117.52	17	\$115.17	31	GEORGIA INSTITUTE OF TECH	17
ILLINOIS	100	\$115.72	18	\$115.72	30	INDIANA	18
VIRGINIA	104	\$114.01	19	\$118.57	26	ILLINOIS	19
CARNEGIE-MELLON	109	\$113.86	20	\$124.10	23	CARNEGIE-MELLON	20
ROCHESTER	104	\$113.71	21	\$118.26	28	ROCHESTER	21
PURDUE	93	\$113.67	22	\$105.71	51	TEXAS A&M	22
PENN STATE	100	\$112.86	23	\$112.86	36	OHIO STATE	23
MIT	132	\$112.58	24	\$148.61	8	PENN STATE	24
INDIANA	95	\$112.47	25	\$106.84	46	MICHIGAN STATE	25
NORTHWESTERN	126	\$111.79	26	\$140.85	12	VIRGINIA	26
TULANE	101	\$111.64	27	\$112.76	37	TEXAS	27
TEXAS	103	\$111.50	28	\$114.84	32	MIT	28
OHIO STATE	100	\$111.25	29	\$111.25	38	NORTHWESTERN	29
NEW YORK	134	\$109.96	30	\$147.35	9	CAL TECH	30
MICHIGAN STATE	98	\$108.30	31	\$106.14	50	IOWA	31
MINNESOTA	101	\$107.48	32	\$108.55	42	TULANE	32
STANFORD	156	\$107.10	33	\$167.07	2	MINNESOTA	33
CASE WESTERN RESERVE	101	\$106.70	34	\$107.77	44	SUNY-BUFFALO	34
TEXAS A&M	97	\$106.68	35	\$103.48	53	CASE WESTERN RESERVE	35
IOWA	101	\$105.24	36	\$106.29	49	STANFORD	36
SUNY-BUFFALO	102	\$104.52	37	\$106.41	47	WISCONSIN	37
RUTGERS	134	\$103.21	38	\$138.30	14	MISSOURI	38
FLORIDA	99	\$102.55	39	\$101.53	54	PITTSBURGH	39
CALIFORNIA-SAN DIEGO	115	\$101.90	40	\$117.18	29	IOWA STATE	40
IOWA STATE	99	\$101.89	41	\$100.87	55	FLORIDA	41
WISCONSIN	102	\$101.51	42	\$103.54	52	COLORADO	42
COLORADO	105	\$101.27	43	\$106.33	48	KANSAS	43
PITTSBURGH	109	\$100.64	44	\$109.70	40	CALIFORNIA-DAVIS	44
KANSAS	98	\$98.84	45	\$96.87	57	CALIFORNIA-SAN DIEGO	45
MISSOURI	93	\$98.83	46	\$91.92	59	MARYLAND	46
MARYLAND	117	\$97.94	47	\$114.59	33	BOSTON	47
SOUTHERN CALIFORNIA	133	\$97.78	48	\$130.04	20	ARIZONA	48
BOSTON	132	\$97.19	49	\$128.29	21	SOUTHERN CALIFORNIA	49
CALIFORNIA-DAVIS	114	\$95.94	50	\$109.38	41	WASHINGTON	50
WASHINGTON	113	\$95.21	51	\$107.59	45	UCLA	51
CALIFORNIA-BERKELEY	139	\$94.44	52	\$131.27	19	OREGON	52
UCLA	128	\$93.57	53	\$133.71	15	CALIFORNIA-BERKELEY	53
ARIZONA	107	\$91.85	54	\$98.28	56	RUTGERS	54
OREGON	103	\$91.54	55	\$94.29	58	CALIFORNIA-IRVINE	55
CALIFORNIA-IRVINE	131	\$87.41	56	\$114.51	34	BRANDEIS	56
BRANDEIS	132	\$81.77	57	\$107.93	43	SUNY-STONY BROOK	57
SUNY-STONY BROOK	140	\$81.55	58	\$114.17	35	CALIFORNIA-SANTA BARBARA	58
CALIFORNIA-SANTA BARBARA	168	\$66.01	59	\$110.89	39	NEW YORK	59
JOHNS HOPKINS *	110		NA		NA	JOHNS HOPKINS *	NA

Sources: American Association of University Professors (AAUP) Faculty Compensation Survey 2013-14
2013 Runzheimer Report of Living Cost Standards

Notes: Benchmark institutions are in **bold** type. Canadian institutions McGill and University of Toronto are excluded.
Number of U.S. AAU Institutions changed from 59 to 60 in 2012-13 (added Boston)

Overall salaries are a weighted average of rank salaries using Ohio State's rank distribution as weights.

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

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

* Data for Johns Hopkins unavailable.

**The Ohio State University
2013-14 Average Faculty Salaries (In Thousands)
AAU Institutions
Living Cost Adjusted**

Benchmark Institutions

Institution	Living Cost Index	Adjusted by Index		Unadjusted	
		Overall	Rank	Overall	Rank
MICHIGAN	102	\$120.87	1	\$123.28	2
ILLINOIS	100	\$115.72	2	\$115.72	3
PENN STATE	100	\$112.86	3	\$112.86	5
OHIO STATE	100	\$111.25	4	\$111.25	6
MINNESOTA	101	\$107.48	5	\$108.55	7
FLORIDA	99	\$102.55	6	\$101.53	10
WISCONSIN	102	\$101.51	7	\$103.54	9
MARYLAND	117	\$97.94	8	\$114.59	4
WASHINGTON	113	\$95.21	9	\$107.59	8
UCLA	128	\$93.57	10	\$133.71	1
ARIZONA	107	\$91.85	11	\$98.28	11
Previous OHIO STATE Ranking (2012-13)		\$110.35	3	\$110.35	6

Sources: American Association of University Professors (AAUP) Faculty Compensation Survey 2013-14
2013 Runzheimer Report of Living Cost Standards

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**The Ohio State University
2013-14 Average Faculty Salaries (In Thousands)
Top 25 Public Institutions
Living Cost Adjusted**

Institution	Living Cost Index	Adjusted by Index		Unadjusted		2013-14 Reputational Rankings	
		Overall	Rank	Overall	Rank		
MICHIGAN	102	\$120.87	1	\$123.28	4	1	CALIFORNIA-BERKELEY
GEORGIA INSTITUTE OF TECH	99	\$119.47	2	\$118.27	6	2	UCLA
NORTH CAROLINA-CHAPEL HILL	98	\$117.52	3	\$115.17	9		VIRGINIA
ILLINOIS	100	\$115.72	4	\$115.72	8	4	MICHIGAN
VIRGINIA	104	\$114.01	5	\$118.57	5	5	NORTH CAROLINA-CHAPEL HILL
PURDUE	93	\$113.67	6	\$105.71	21	6	WILLIAM & MARY
PENN STATE	100	\$112.86	7	\$112.86	13	7	GEORGIA INSTITUTE OF TECH
CONNECTICUT *	100	\$112.40	8	\$112.40	14	8	PENN STATE
TEXAS	103	\$111.50	9	\$114.84	10	9	CALIFORNIA - DAVIS
OHIO STATE	100	\$111.25	10	\$111.25	15		CALIFORNIA - SAN DIEGO
MINNESOTA	101	\$107.48	11	\$108.55	19	11	CALIFORNIA - SANTA BARBARA
TEXAS A&M	97	\$106.68	12	\$103.48	23		ILLINOIS
RUTGERS	134	\$103.21	13	\$138.30	1		WISCONSIN
CLEMSON *	100	\$102.80	14	\$102.80	24	14	CALIFORNIA - IRVINE
FLORIDA	99	\$102.55	15	\$101.53	26		FLORIDA
VIRGINIA TECH *	100	\$102.00	16	\$102.00	25	16	OHIO STATE
CALIFORNIA-SAN DIEGO	115	\$101.90	17	\$117.18	7		TEXAS
WISCONSIN	102	\$101.51	18	\$103.54	22		WASHINGTON
PITTSBURGH	109	\$100.64	19	\$109.70	17	19	CONNECTICUT
WILLIAM & MARY *	100	\$100.08	20	\$100.08	27	20	GEORGIA
MARYLAND	117	\$97.94	21	\$114.59	11	21	CLEMSON
CALIFORNIA-DAVIS	114	\$95.94	22	\$109.38	18		MARYLAND
WASHINGTON	113	\$95.21	23	\$107.59	20		PITTSBURGH
CALIFORNIA-BERKELEY	139	\$94.44	24	\$131.27	3	24	PURDUE
UCLA	128	\$93.57	25	\$133.71	2	25	RUTGERS
GEORGIA *	100	\$92.17	26	\$92.17	28		TEXAS A&M
CALIFORNIA-IRVINE	131	\$87.41	27	\$114.51	12		MINNESOTA
CALIFORNIA-SANTA BARBARA	168	\$66.01	28	\$110.89	16		VIRGINIA TECH

Sources: American Association of University Professors (AAUP) Faculty Compensation Survey 2013-14
U.S. News 2013 Best Colleges rankings, Top Public Schools, National Universities
2010 Runzheimer Report of Living Cost Standards

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* Living Cost adjustment factor unavailable, factor of 100 used.