

2015 Salary and Benefits Report

Faculty Compensation and Benefits Committee of University Senate

Committee Membership, 2014-2015:

Member	College	Source	Term Expires
Mike Hogan, Chair	CFAES	Faculty Council	2015
David Blau, Vice Chair	ASC	Faculty Council	2016
Claudia Buchmann	ASC	Faculty Council	2016
Michelle Carr	Dentistry	Faculty Council	2015
Roger Crawfis	ENG	Faculty Council	2015
Carla Curtis	Social Work	Faculty Council	2016
Andraea Douglass		Human Resources	indefinite
Ivan Mueller	Retiree	Presidential Appt.	2015
Tom Lemberger	ASC	Faculty Council	2018
Mike Lisa	ASC	Faculty Council	2016
Berry Lyons	ASC	Faculty Council	2015
Eric Seiber	Public Health	Faculty Council	2017
Sarah Schoppe-Sullivan	EHE	Faculty Council	2017
Richard Swenson	ASC	Faculty Council	2017
Kay Wolf		Academic Affairs	indefinite

Ex-Officio Members:

Meredith Salata	Compensation expert
Joanne McGoldrick	Compensation expert
Laura Gast	Compensation expert

Committee Membership, 2015-2016:

Member	College	Source	Term Expires
David Blau, Chair	ASC	Faculty Council	2016
Tom Lemberger, vice-chair	ASC	Faculty Council	2018
Claudia Buchmann	ASC	Faculty Council	2016
Michelle Carr	Dentistry	Faculty Council	2018
Carla Curtis	Social Work	Faculty Council	2016
Andraea Douglass		Human Resources	indefinite
Raimund Goerler	Retiree	Presidential Appt.	2018
Jill Heathcock	Medicine	Faculty Council	2018
Robert Holub	ASC	Faculty Council	2018
Mike Lisa	ASC	Faculty Council	2016
Dave Marrison	CFAES	Faculty Council	2018
Eric Seiber	Public Health	Faculty Council	2017
Sarah Schoppe-Sullivan	EHE	Faculty Council	2017
Richard Swenson	ASC	Faculty Council	2017
Kay Wolf		Academic Affairs	indefinite

Ex-Officio Members:

Meredith Salata	Compensation expert
Joanne McGoldrick	Compensation expert
Laura Gast	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 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. These recommendations are based primarily on comparisons of OSU faculty salary data with salary data of established groups of peer institutions derived from the annual AAUP Faculty Compensation Survey.

2014-15 FCBC Initiatives

During the 2014-15 academic year, FCBC met eight times and reviewed the following issues:

- Reviewed reports on health plan costs across 21 universities from a survey conducted by the University of Pittsburgh
- Received a briefing from VP and CFO Geoff Chatas on the financial status of OSU
- Met with President Drake and Provost Steinmetz to discuss faculty compensation and benefits issues
- Received briefings from HR on proposed changes to the medical plan, including tiered premiums and cost mitigation proposals
- Received a briefing from HR on plans for a review of OSU’s top executive compensation
- Received a briefing from Office of Governmental Affairs on legislative issues relevant to OSU
- Reviewed HR data on the growth of employment of OSU upper level administration and faculty
- Received a briefing from OGA on legislative activity concerning the STRS mitigating rate
- Reviewed 2014-15 salary data from the AAUP Faculty Compensation Survey

Faculty Compensation Concerns and Recommendations

In its 2013-14 report, the FCBC expressed several concerns about the trajectory of faculty salaries at OSU relative to peer institutions, and made a recommendation related to each concern. Two of the key concerns and recommendations were:

(1) Lack of specific institution goals for faculty compensation. 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 institutional 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. 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 academic stature of OSU.

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.”

The FCBC believes that these concerns have not been addressed and the recommendations have not been followed. Rather than repeat the general recommendations, the committee decided to make a more specific recommendation this year:

The AMCP salary continuing rate increase for 2016-17 should be sufficient to return OSU to the 15th position among public AAU institutions (its average rank during the past 10 years) from its current rank of 17th. It is estimated that a 3.5% increase would be sufficient for this purpose, assuming the average AAU public institution increase will be 2.0%.

The committee believes that the continued erosion of OSU’s position in faculty salary rankings will begin to seriously sap morale among the faculty. We believe that OSU generally does a good job in its efforts to retain faculty members who receive attractive outside offers from peer institutions. However, OSU should continue in its endeavor to provide competitive compensation to all faculty for their efforts to help move OSU from excellence to eminence.

FCBC Goals for 2015-16

FCBC looks forward to continuing to work with Senate and university administration to address faculty compensation issues. Some issues which FCBC has identified for consideration include the following:

- STRS mitigating rate
- Growth in executive compensation in the context of declining competitiveness of faculty compensation
- Growth in the number of administrators in the context of slow or zero growth in faculty positions

2014-15 Faculty Salary Comparisons

The following section of this report contains a comprehensive review of 2014-15 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 – composed of 10 similarly sized and structured comprehensive universities selected by OAA
- Committee on Institutional Cooperation (CIC) – composed 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 measure of 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. Benefits data from other institutions were reviewed, but are not included in the report because of questions about their comparability across institutions.

Many university units utilize alternative data sets to review and manage faculty salaries in their units. These data sets typically provide insight into a unit's salaries in comparison 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, but does not review or report such data itself.

On Behalf of the 2014-15 and 2015-16 Committee Members,



David Blau
Chair of the Faculty Compensation and Benefits Committee, 2015-16
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The Ohio State University

2014-15 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.

Committee on Institutional Cooperation (CIC) key findings:

- Rutgers and Maryland joined the CIC, and this is the first year they are included in this peer group
- The addition of Rutgers and Maryland, which both have a higher cost of living than Ohio State, caused Ohio State's rank to move down two from 6th of 13 to 8th of 15 for overall average salary, Professor, Associate, and Assistant ranks

Cost of Living Adjusted key findings:

- The Living Cost adjustment improves Ohio State's overall average salary ranking within the AAU Institutions group from 40th to 28th position, an increase of one position from last year
- On a Living Cost adjusted basis, Ohio State's ranking within the Benchmark group improves from 6th to 4th
- Within the CIC group, Ohio State's ranking remains at 8th with the Living Cost adjustment
- Within the Top 25 Public Institutions, the Living Cost adjustment improves Ohio State's position from a salary ranking of 16th up to 10th, which is the same as last year

Association of American Universities (AAU) key findings:

- Overall rank dropped two positions to 40th
- This is the first year Johns Hopkins has reported data since 2007-08 and their higher salaries caused Ohio State's rank to move down one position
- Professor – down two to 42nd; Associate – down three to 42nd; Assistant – down four to 40th
- Down two among Public (17th) group of AAU Institutions
- An increase of \$4,360 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)
- An increase of \$2,000 in average salary for the Assistant rank would raise Ohio State's Assistant rank to the 34th position within the AAU (from 40th)

Assistant rank projections

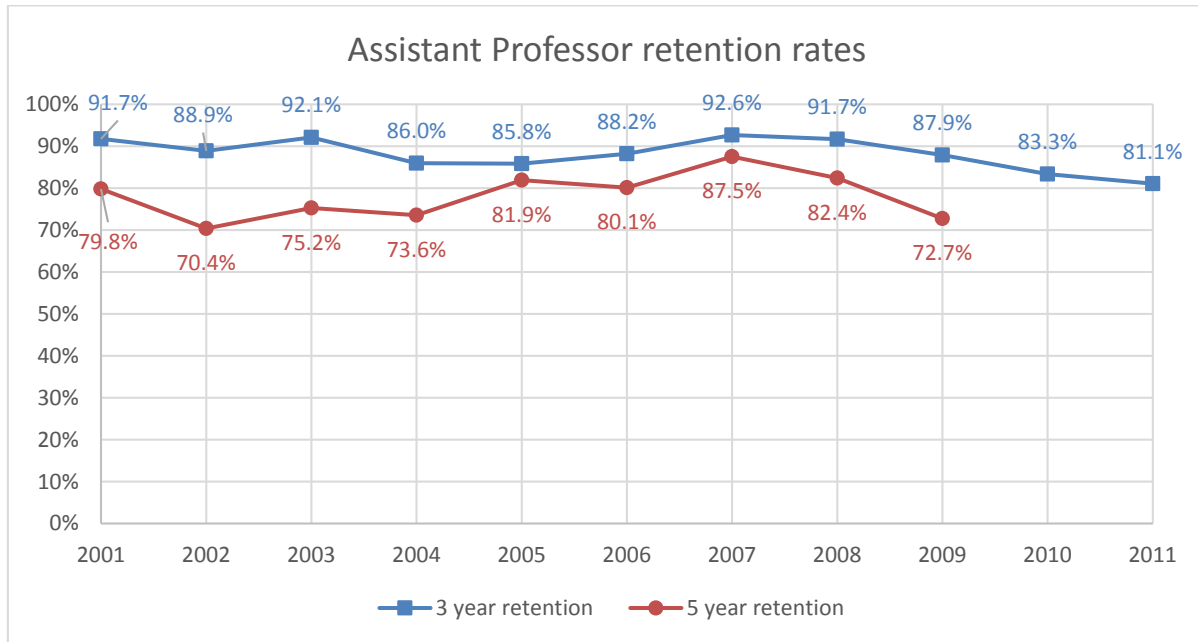
- The additional salary cost to increase the average salary for the Assistant rank by \$2,000 would be \$1.012 million
- The total projected cost based on the current faculty benefit composite rate would be \$1.313 million without taking into account future salary package increases or change in the number of positions
- Note that this additional increase would not change Ohio State's overall rank of 40th within the AAU Institutions

* Full-time faculty members for the entire institution, excluding clinical or basic science faculty located in schools of medicine. 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 pay and supplemental compensation is excluded. Final data is unavailable and estimated for Emory (prior year data), Texas A&M (preliminary data), and North Carolina-Chapel Hill (preliminary data).

The Ohio State University 2014-15 Faculty Salary Comparisons

Assistant rank retention concerns

The chart below groups the hires of Assistant Professors into a cohort based on their hire year. The retention rate is cumulative and based on whether someone has voluntarily left the University from the Assistant rank by the 3 year or 5 year points in time. Note that recent years are not yet reported because most voluntary turnover starts to occur after a few years in the position. By the end of the fifth year, most voluntary turnover at the Assistant rank will have occurred.



The 3 and 5 year retention rates have been trending downward recently. In addition, the 3 year retention rates for the 2010 and 2011 cohort groups are at the lowest rates in the past 10 years. The recent downward trend is concerning because Ohio State has fallen to 40th in the AAU for Assistant Professors. However, there might be an opportunity to counteract this trend. Raising the average salary for the Assistant rank by \$2,000 would raise Ohio State's Assistant rank to the 34th position within the AAU. This may help in retaining Assistant Professors because the salaries at Ohio State will be more competitive with other institutions. It is also important to note that there may be other factors unrelated to salary that impact retention.

Full Professor retirements

There are currently 25.8% at the Full Professor rank eligible to retire with an additional 8.2% that will be eligible within two years and an additional 14.0% in two to five years. In total, 48.1% of Full Professors are eligible to retire within 5 years with an unreduced benefit. Losing tenured Professors to retirement combined with the inability to retain Assistant Professors could result in negative consequences for the University such as the need to hire tenured Professors with a higher starting salary than Assistant Professors or the need to hire more Associated Faculty due to a shortage of Regular Faculty.

The Ohio State University 2014-15 Faculty Salary Comparisons

Additional analysis on changes within the AAU Institutions' ranks

University of Maryland

Maryland's overall rank improved the most by nine positions (from 33rd to 24th). A likely contributing factor is the salary package increases totaling 8% that went into effect between the 2013 and 2014 survey dates:

- January 1, 2014: 3% Cost of Living Adjustment
- April 1, 2014 (delayed from 2013): 2.5% average merit increase
- July 1, 2014: 2.5% average merit increase

Rutgers University

Rutgers' overall rank dropped the most by 17 positions (from 14th to 31st). This drop in position is likely due to the final year of a salary freeze settlement with their faculty union. The last across-the-board increase was 1.5% on October 1, 2012. The last merit increase was July 1, 2013 (2.15% to Enhanced Salary Pool).

University of California-Santa Barbara and University of California-Davis

California-Santa Barbara and California-Davis were the two institutions that moved ahead of Ohio State based on overall rank since last year. One contributing factor may have been that the University of California System implemented a systemwide 3% general salary increase effective July 1, 2014. In addition, both institutions have been steadily closing the gap or surpassing Ohio State in each rank over the past three years.

Percentage difference of salary relative to Ohio State

California-Santa Barbara	Professor	Associate	Assistant
2014	7.5%	-2.6%	-4.7%
2013	4.3%	-4.4%	-7.8%
2012	2.6%	-5.6%	-9.2%

California-Davis	Professor	Associate	Assistant
2014	1.3%	2.3%	1.9%
2013	-1.8%	-1.7%	-1.3%
2012	-2.9%	-0.6%	-4.1%

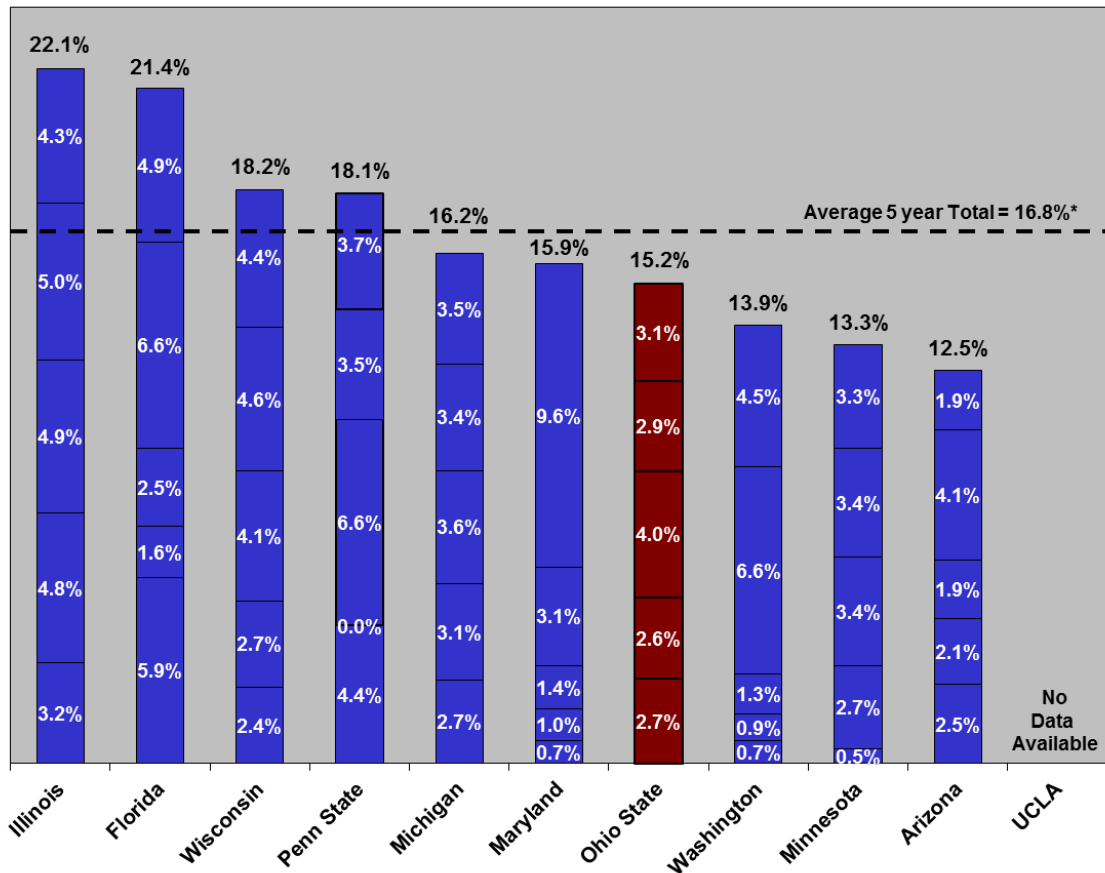
Continuing Faculty five year history of percentage of salary increases

This year Ohio State dropped from 4th to 7th within the Benchmark Institutions peer group for Continuing Faculty salary increases over the past five years. Looking ahead to next year, there is a strong possibility that Ohio State will drop two additional positions because the FY 2011 increases at Washington and Minnesota were much smaller than Ohio State, and those numbers will no longer contribute to the cumulative five year history.

The Ohio State University 2014-15 Faculty Salary Comparisons

Regular Faculty Salaries: FY 2011 through FY 2015

Benchmark Universities Continuing Faculty Salary Increases Five Year History



Note: * Benchmark Average excludes OSU and UCLA
 Source: American Association of University Professors (AAUP) Faculty Compensation Survey

The Ohio State University

2014-15 Faculty Salary Comparisons

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**The Ohio State University
2014-15 Faculty Salary Comparisons**

CIC Institutions

2014-15 CIC Ten Year Faculty Salary History

	PROFESSOR											1 YEAR		5 YEAR		10 YEAR	
	14-15	13-14	12-13	11-12	10-11	09-10	08-09	07-08	06-07	05-06	04-05	%	Rnk	%	Rnk	%	Rnk
U OF CHICAGO	217.30	210.70	203.64	197.79	190.43	184.07	179.52	170.81	162.52	155.08	148.43	3.13	5	3.37	1	3.89	1
NORTHWESTERN	187.40	182.00	176.68	172.11	169.47	166.31	161.76	153.62	147.22	140.80	136.33	2.97	6	2.42	6	3.23	3
MICHIGAN	160.90	156.90	148.66	148.78	146.93	143.97	142.09	137.03	130.44	125.62	120.17	2.55	8	2.25	9	2.96	6
RUTGERS	154.50	155.29	150.99	144.98	141.36	140.06	137.55	130.07	123.81	116.76	112.87	-0.51	14	1.98	11	3.19	5
MARYLAND	154.20	142.00	138.10	136.32	134.36	134.73	133.41	127.49	121.10	115.69	111.04	8.59	1	2.74	4	3.34	2
ILLINOIS	149.10	145.00	141.70	137.20	133.51	130.02	129.58	125.68	120.93	116.62	111.82	2.83	7	2.78	3	2.92	7
PENN STATE	147.00	140.60	138.71	132.06	133.49	130.41	131.08	125.40	120.21	116.51	112.58	4.55	2	2.42	5	2.70	12
OHIO STATE	142.20	139.20	136.95	134.23	131.55	129.48	126.45	121.50	117.17	112.65	108.42	2.16	9	1.89	13	2.75	10
MICHIGAN STATE	139.50	135.10	131.20	128.56	125.22	125.03	121.89	116.02	110.23	105.89	101.85	3.26	4	2.22	10	3.20	4
IOWA	136.70	135.30	132.17	130.02	126.25	124.08	124.58	118.08	109.84	105.34	102.81	1.03	12	1.96	12	2.89	8
MINNESOTA	135.30	136.00	134.29	125.71	123.22	124.82	127.44	121.27	116.60	110.31	105.36	-0.51	15	1.63	14	2.53	15
INDIANA	135.00	132.60	131.96	128.39	120.90	120.66	118.41	114.01	109.05	104.92	101.77	1.81	10	2.27	8	2.87	9
PURDUE	130.30	130.60	127.72	125.09	122.08	115.81	114.97	111.30	107.56	104.32	100.66	-0.23	13	2.39	7	2.61	13
WISCONSIN	128.10	123.50	118.76	114.69	113.78	111.13	109.51	106.98	103.54	100.53	97.82	3.72	3	2.88	2	2.73	11
NEBRASKA	120.80	119.00	116.01	114.79	112.33	112.03	110.12	105.20	101.12	97.50	93.93	1.51	11	1.52	15	2.55	14
Average excl OSU	149.72	146.04	142.19	138.32	135.24	133.08	131.57	125.93	120.30	115.42	111.25	2.52		2.38		3.01	

	ASSOCIATE PROFESSOR											1 YEAR		5 YEAR		10 YEAR	
	14-15	13-14	12-13	11-12	10-11	09-10	08-09	07-08	06-07	05-06	04-05	%	Rnk	%	Rnk	%	Rnk
U OF CHICAGO	124.30	118.90	117.61	114.12	108.93	106.56	106.80	103.34	97.80	93.61	92.29	4.54	3	3.13	2	3.02	2
NORTHWESTERN	120.60	115.10	112.46	110.22	108.34	106.94	105.32	100.54	97.48	93.73	90.67	4.78	2	2.43	7	2.89	4
MARYLAND	107.60	99.22	96.82	95.72	94.55	94.41	94.88	89.55	84.23	80.29	76.30	8.45	1	2.65	5	3.50	1
MICHIGAN	106.80	103.90	101.07	98.21	96.11	94.34	93.09	89.06	86.55	83.73	81.57	2.79	5	2.51	6	2.73	11
RUTGERS	102.30	103.71	101.17	98.40	95.92	94.92	94.89	89.43	85.03	80.70	77.74	-1.36	15	1.51	14	2.78	8
ILLINOIS	99.30	96.20	91.08	86.55	84.82	83.24	83.51	82.24	79.55	77.57	75.06	3.22	4	3.59	1	2.84	7
PENN STATE	99.20	96.90	94.32	89.16	89.03	86.72	87.68	84.99	81.35	77.75	75.42	2.37	7	2.72	4	2.78	9
OHIO STATE	96.10	94.10	91.99	89.28	87.67	85.76	84.22	80.28	76.94	74.19	72.13	2.13	8	2.30	9	2.91	3
WISCONSIN	95.80	93.30	91.11	87.37	87.28	85.80	84.47	82.48	78.11	76.52	73.44	2.68	6	2.23	10	2.69	13
MICHIGAN STATE	93.70	92.80	90.91	89.24	87.01	87.30	85.90	82.78	79.16	76.45	73.72	0.97	14	1.42	15	2.43	14
MINNESOTA	93.60	91.90	88.46	86.01	85.06	85.43	86.22	84.34	80.56	75.63	70.68	1.85	12	1.84	12	2.85	6
PURDUE	92.50	91.40	89.30	87.11	84.83	80.23	80.19	77.19	74.82	72.92	70.58	1.20	13	2.89	3	2.74	10
INDIANA	92.40	90.70	88.59	87.05	82.24	82.04	81.65	77.76	75.06	72.85	70.69	1.87	11	2.41	8	2.71	12
IOWA	91.70	89.90	87.40	86.37	84.10	82.54	83.09	81.01	75.35	70.88	69.07	2.00	9	2.13	11	2.87	5
NEBRASKA	83.60	82.00	78.94	77.64	76.73	77.24	76.70	74.40	71.66	69.85	68.12	1.95	10	1.59	13	2.07	15
Average excl OSU	100.24	97.57	94.95	92.37	90.35	89.12	88.88	85.65	81.91	78.75	76.10	2.74		2.38		2.79	

	ASSISTANT PROFESSOR											1 YEAR		5 YEAR		10 YEAR	
	14-15	13-14	12-13	11-12	10-11	09-10	08-09	07-08	06-07	05-06	04-05	%	Rnk	%	Rnk	%	Rnk
U OF CHICAGO	112.30	105.60	102.68	102.57	100.55	100.07	97.70	90.68	85.34	77.75	73.43	6.34	2	2.33	6	4.34	1
NORTHWESTERN	106.90	102.70	98.40	98.93	96.84	95.31	93.48	87.88	83.50	81.21	79.26	4.09	4	2.32	8	3.04	7
MARYLAND	92.60	86.47	85.21	83.88	82.45	82.57	83.43	78.77	77.39	75.86	75.19	7.09	1	2.32	9	2.11	15
ILLINOIS	91.90	90.40	87.35	83.61	80.32	76.75	76.27	73.69	71.69	69.63	68.18	1.66	12	3.67	3	3.03	8
MICHIGAN	91.40	89.60	88.76	85.80	84.45	83.07	81.61	79.30	74.95	72.78	67.06	2.01	11	1.93	12	3.15	4
INDIANA	87.70	83.00	80.44	77.38	72.82	72.38	71.07	68.37	66.01	62.63	61.27	5.66	3	3.91	1	3.65	2
PENN STATE	87.20	85.00	82.52	76.11	75.90	72.03	72.40	69.53	68.16	66.28	64.04	2.59	10	3.90	2	3.13	5
OHIO STATE	85.20	84.80	85.07	81.46	79.44	77.99	74.99	71.68	69.38	65.78	64.77	0.47	14	1.78	13	2.78	10
MINNESOTA	84.90	82.30	81.83	79.15	78.53	76.46	74.96	72.33	69.43	65.39	62.53	3.16	6	2.12	10	3.11	6
WISCONSIN	84.90	81.60	77.47	75.86	74.93	73.62	73.05	70.39	66.01	64.30	63.57	4.04	5	2.89	5	2.94	9
PURDUE	81.50	80.70	80.41	79.07	77.39	72.65	72.30	69.23	66.80	65.26	62.95	0.99	13	2.32	7	2.62	11
RUTGERS	80.70	82.41	81.68	78.64	78.25	76.86	75.97	72.50	68.74	65.29	62.79	-2.07	15	0.98	15	2.54	12
NEBRASKA	80.10	77.70	74.58	71.62	68.89	68.88	66.32	65.10	62.88	59.98	57.57	3.09	7	3.06	4	3.36	3
IOWA	78.90	76.70	74.56	74.08	72.49	71.42	72.59	69.58	65.80	63.93	61.66	2.87	9	2.01	11	2.50	13
MICHIGAN STATE	74.20	72.00	71.03	69.49	69.10	68.60	66.87	64.15	61.83	60.21	59.70	3.06	8	1.58	14	2.20	14
Average excl OSU	88.23	85.44	83.35	81.16	79.49	77.90	77.00	73.68	70.61	67.89	65.66	3.26		2.52		3.00	

Source: American Association of University Professors (AAUP) Faculty Compensation Survey 2014-15

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.

Rutgers and Maryland joined the CIC and were included in this report beginning 2014-15, but a complete 10-year history of salary data has been included.

Percentage of change in the charts may differ from the amount of salary package increases because of changes in composition and salaries across the population.

2014-15 CIC Ten Year Faculty Salary History

	OVERALL -- ALL RANKS COMBINED											1 YEAR		5 YEAR		10 YEAR	
	14-15	13-14	12-13	11-12	10-11	09-10	08-09	07-08	06-07	05-06	04-05	%	Rnk	%	Rnk	%	Rnk
U OF CHICAGO	161.87	155.08	152.37	148.99	143.60	139.63	136.66	129.80	122.98	117.01	112.87	4.38	2	3.00	2	3.67	1
NORTHWESTERN	146.43	140.85	137.79	135.43	133.22	130.76	127.41	120.75	115.81	111.56	108.24	3.96	3	2.29	8	3.07	3
MICHIGAN	126.74	123.28	119.44	118.13	116.35	113.90	111.99	107.70	102.90	99.64	95.40	2.81	8	2.16	9	2.88	7
MARYLAND	124.38	114.59	112.55	111.31	109.77	109.69	109.19	103.32	98.64	94.80	91.27	8.55	1	2.55	5	3.14	2
RUTGERS	120.01	120.90	118.98	114.97	112.46	110.93	109.31	102.92	98.07	93.08	89.96	-0.73	15	1.59	15	2.92	4
ILLINOIS	119.20	115.72	112.62	108.52	105.64	102.62	102.09	99.19	95.67	92.90	89.70	3.00	6	3.04	1	2.88	6
PENN STATE	117.19	112.86	111.38	105.52	106.10	102.86	103.26	99.05	95.15	92.18	89.28	3.83	4	2.64	3	2.76	11
OHIO STATE	113.60	111.25	110.35	107.67	105.54	103.48	100.66	96.25	92.64	89.16	86.46	2.11	11	1.88	11	2.77	9
INDIANA	109.79	106.84	105.98	103.43	97.52	97.06	95.38	91.39	87.70	84.63	82.30	2.76	9	2.50	6	2.92	5
MINNESOTA	109.69	108.55	107.26	102.26	100.74	100.95	101.76	97.68	93.61	88.55	84.14	1.05	13	1.68	14	2.69	13
MICHIGAN STATE	109.12	106.14	104.44	102.58	100.26	99.86	97.37	93.01	88.62	85.76	83.06	2.81	7	1.79	12	2.77	10
IOWA	108.29	106.29	104.41	103.23	100.47	98.53	98.92	94.54	88.09	84.42	82.27	1.88	12	1.91	10	2.79	8
WISCONSIN	107.32	103.54	100.39	97.11	96.49	94.32	92.86	90.39	86.33	84.33	82.03	3.65	5	2.62	4	2.72	12
PURDUE	106.38	105.71	104.35	102.35	99.90	94.36	93.66	90.22	87.16	84.97	82.13	0.63	14	2.43	7	2.62	14
NEBRASKA	98.92	96.82	94.36	92.93	90.98	90.85	89.01	85.68	82.40	79.77	77.19	2.17	10	1.72	13	2.51	15
Average excl OSU	118.95	115.51	113.31	110.48	108.11	106.17	104.92	100.40	95.94	92.40	89.27	2.98		2.30		2.91	

Source: American Association of University Professors (AAUP) Faculty Compensation Survey 2014-15

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

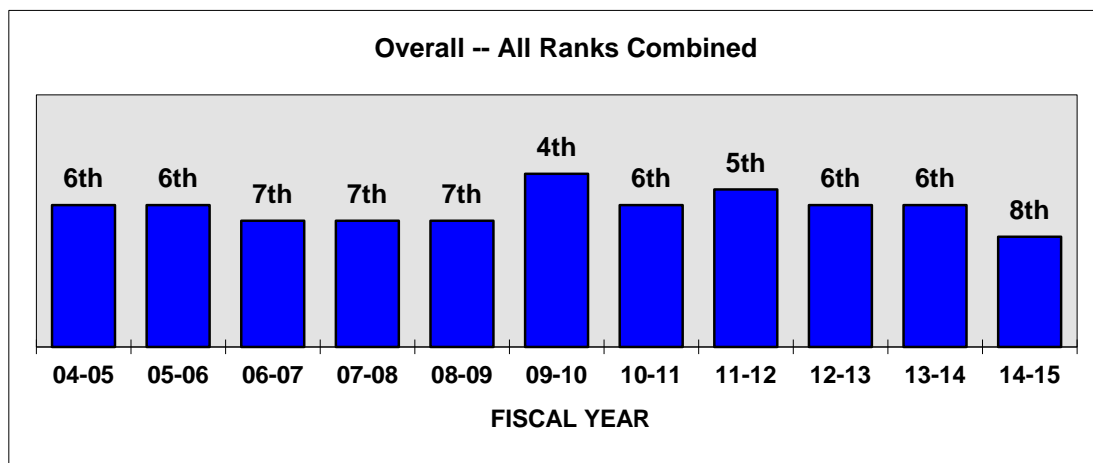
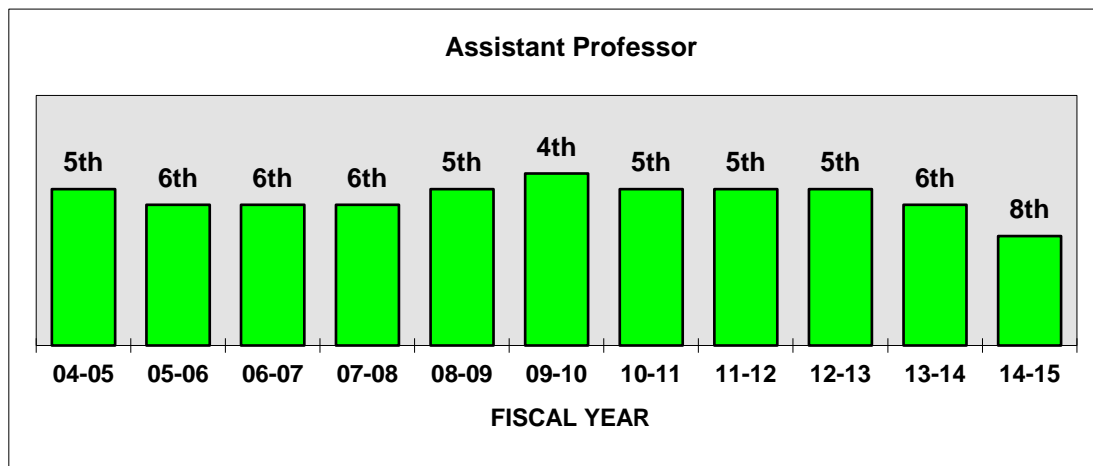
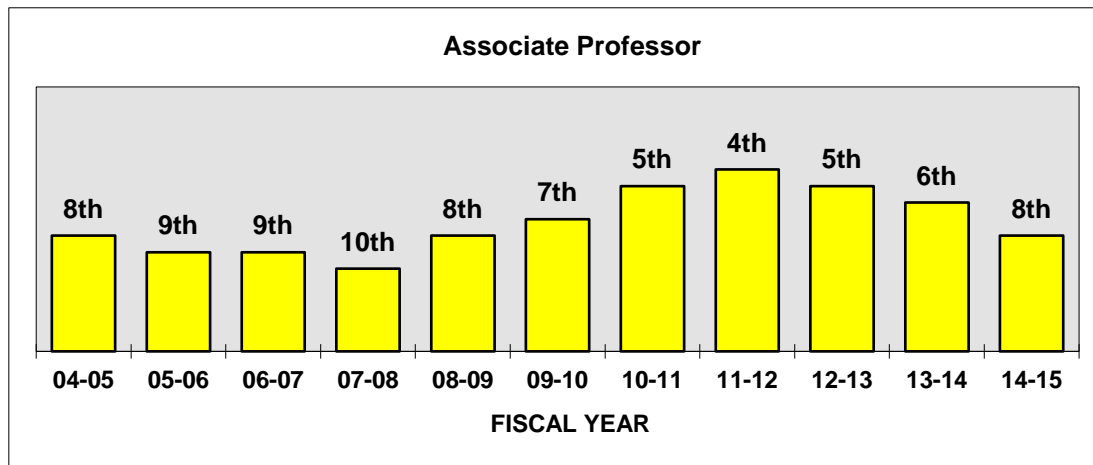
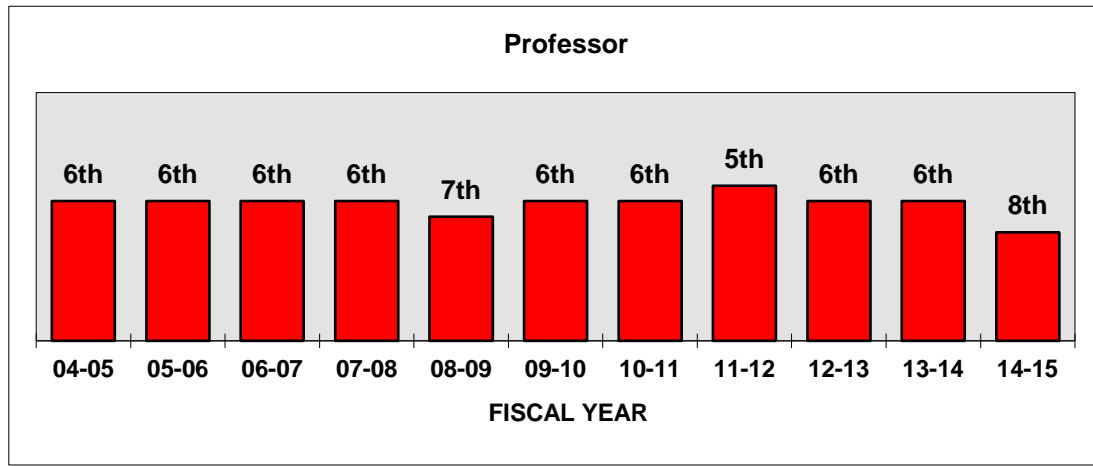
All 12-month salaries have been converted to a 9-month basis.

Rutgers and Maryland joined the CIC and were included in this report beginning 2014-15, but a complete 10-year history of salary data has been included.

Percentage of change in the charts may differ from the amount of salary package increases because of changes in composition and salaries across the population.

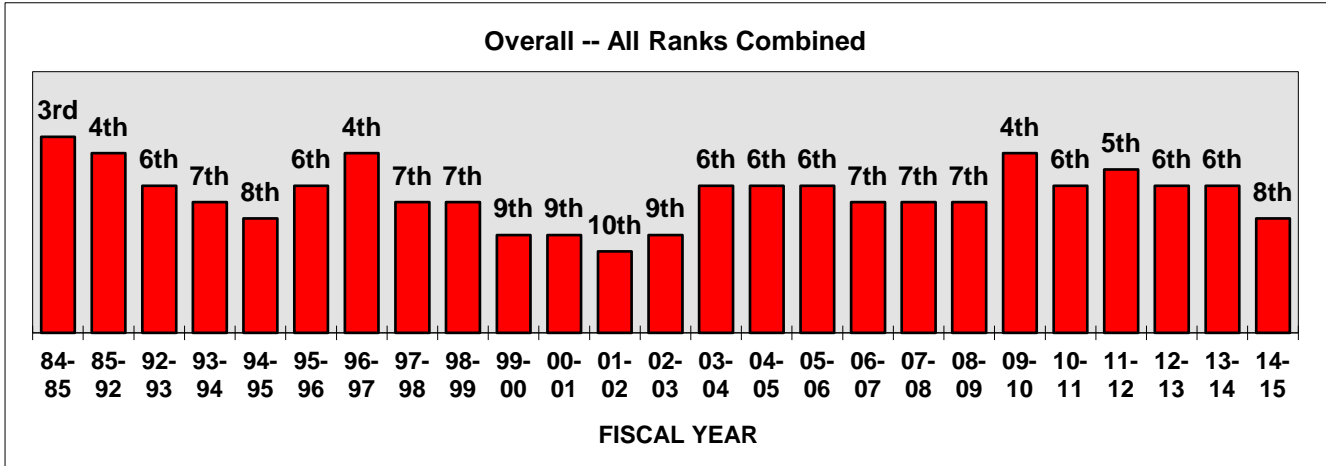
The Ohio State University

History of Ranking in CIC: 2004-05 to 2014-15



Source: American Association of University Professors (AAUP) Faculty Compensation Survey 2014-15
 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.
 Rutgers and Maryland joined the CIC for 2014-15 increasing the group size from 13 to 15

The Ohio State University History of Ranking in CIC: 1984-85 to 2014-15



Source: American Association of University Professors (AAUP) Faculty Compensation Survey 2014-15

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.

Rutgers and Maryland joined the CIC for 2014-15 increasing the group size from 13 to 15

Living Cost Adjustments

The Ohio State University
2014-15 Average Faculty Salaries (In Thousands)
AAU Institutions
Living Cost Adjusted

AAU Institution	Living Cost Index	Adjusted by Index		Unadjusted		2013-14 Adjusted	
		Overall	Rank	Overall	Rank	AAU Institution	Rank
DUKE	98	\$153.83	1	\$150.75	9	DUKE	1
VANDERBILT	96	\$141.46	2	\$135.80	17	VANDERBILT	2
U OF CHICAGO	117	\$138.35	3	\$161.87	4	WASHINGTON UNIVERSITY	3
PRINCETON	118	\$137.69	4	\$162.47	3	PENNSYLVANIA	4
PENNSYLVANIA	113	\$137.40	5	\$155.26	8	U OF CHICAGO	5
WASHINGTON UNIVERSITY	104	\$137.01	6	\$142.49	13	PRINCETON	6
COLUMBIA	128	\$136.28	7	\$174.44	1	COLUMBIA	7
RICE	103	\$133.47	8	\$137.47	14	RICE	8
CORNELL-ENDOWED	104	\$131.81	9	\$137.08	16	CORNELL-ENDOWED	9
YALE	115	\$129.06	10	\$148.42	11	YALE	10
EMORY *	99	\$124.98	11	\$123.73	27	EMORY	11
MICHIGAN	102	\$124.26	12	\$126.74	23	CAL TECH	12
GEORGIA INSTITUTE OF TECH	99	\$124.06	13	\$122.82	28	MICHIGAN	13
BROWN	107	\$123.51	14	\$132.15	20	GEORGIA INSTITUTE OF TECH	14
HARVARD	132	\$122.53	15	\$161.74	5	BROWN	15
NORTH CAROLINA-CHAPEL HILL *	98	\$120.01	16	\$117.61	36	HARVARD	16
CAL TECH	131	\$120.00	17	\$157.20	6	NORTH CAROLINA-CHAPEL HILL	17
VIRGINIA	104	\$119.41	18	\$124.18	25	ILLINOIS	18
ILLINOIS	100	\$119.20	19	\$119.20	33	VIRGINIA	19
MIT	132	\$117.79	20	\$155.48	7	CARNEGIE-MELLON	20
ROCHESTER	104	\$117.78	21	\$122.50	29	ROCHESTER	21
CARNEGIE-MELLON	109	\$117.46	22	\$128.04	22	PURDUE	22
PENN STATE	100	\$117.19	23	\$117.19	37	PENN STATE	23
NORTHWESTERN	126	\$116.22	24	\$146.43	12	MIT	24
INDIANA	95	\$115.57	25	\$109.79	45	INDIANA	25
TEXAS	103	\$114.52	26	\$117.96	34	NORTHWESTERN	26
PURDUE	93	\$114.39	27	\$106.38	54	TULANE	27
OHIO STATE	100	\$113.60	28	\$113.60	40	TEXAS	28
JOHNS HOPKINS	110	\$112.71	29	\$123.98	26	OHIO STATE	29
NEW YORK	134	\$111.58	30	\$149.52	10	NEW YORK	30
TULANE	101	\$111.57	31	\$112.69	42	MICHIGAN STATE	31
MICHIGAN STATE	98	\$111.34	32	\$109.12	48	MINNESOTA	32
TEXAS A&M *	97	\$111.28	33	\$107.94	51	STANFORD	33
STANFORD	156	\$110.94	34	\$173.06	2	CASE WESTERN RESERVE	34
MINNESOTA	101	\$108.61	35	\$109.69	46	TEXAS A&M	35
CASE WESTERN RESERVE	101	\$108.07	36	\$109.15	47	IOWA	36
FLORIDA	99	\$107.35	37	\$106.28	55	SUNY-BUFFALO	37
IOWA	101	\$107.22	38	\$108.29	50	RUTGERS	38
MARYLAND	117	\$106.31	39	\$124.38	24	FLORIDA	39
CALIFORNIA-SAN DIEGO	115	\$105.91	40	\$121.80	30	CALIFORNIA-SAN DIEGO	40
SUNY-BUFFALO	102	\$105.84	41	\$107.75	52	IOWA STATE	41
WISCONSIN	102	\$105.22	42	\$107.32	53	WISCONSIN	42
IOWA STATE	99	\$105.21	43	\$104.16	57	COLORADO	43
PITTSBURGH	109	\$104.21	44	\$113.59	41	PITTSBURGH	44
COLORADO	105	\$103.79	45	\$108.98	49	KANSAS	45
MISSOURI	93	\$102.75	46	\$95.55	60	MISSOURI	46
OREGON	103	\$101.90	47	\$104.96	56	MARYLAND	47
KANSAS	98	\$101.69	48	\$99.66	58	SOUTHERN CALIFORNIA	48
CALIFORNIA-DAVIS	114	\$101.31	49	\$115.49	39	BOSTON	49
BOSTON	132	\$100.21	50	\$132.27	19	CALIFORNIA-DAVIS	50
WASHINGTON	113	\$98.92	51	\$111.78	43	WASHINGTON	51
CALIFORNIA-BERKELEY	139	\$98.88	52	\$137.45	15	CALIFORNIA-BERKELEY	52
SOUTHERN CALIFORNIA	133	\$96.94	53	\$128.93	21	UCLA	53
UCLA	128	\$93.57	54	\$133.71	18	ARIZONA	54
ARIZONA	107	\$92.91	55	\$99.42	59	OREGON	55
CALIFORNIA-IRVINE	131	\$91.19	56	\$119.45	32	CALIFORNIA-IRVINE	56
RUTGERS	134	\$89.56	57	\$120.01	31	BRANDEIS	57
BRANDEIS	132	\$84.56	58	\$111.62	44	SUNY-STONY BROOK	58
SUNY-STONY BROOK	140	\$84.24	59	\$117.93	35	CALIFORNIA-SANTA BARBARA	59
CALIFORNIA-SANTA BARBARA	168	\$69.31	60	\$116.44	38	JOHNS HOPKINS **	NA

Sources: American Association of University Professors (AAUP) Faculty Compensation Survey 2014-15
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.

* Final data is unavailable and estimated using data from the prior year for Emory and preliminary data for Texas A&M and North Carolina-Chapel Hill

** Johns Hopkins did not report data from 2007-08 to 2013-14

The Ohio State University
2014-15 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	\$124.26	1	\$126.74	2
ILLINOIS	100	\$119.20	2	\$119.20	4
PENN STATE	100	\$117.19	3	\$117.19	5
OHIO STATE	100	\$113.60	4	\$113.60	6
MINNESOTA	101	\$108.61	5	\$109.69	8
FLORIDA	99	\$107.35	6	\$106.28	10
MARYLAND	117	\$106.31	7	\$124.38	3
WISCONSIN	102	\$105.22	8	\$107.32	9
WASHINGTON	113	\$98.92	9	\$111.78	7
UCLA	128	\$93.57	10	\$133.71	1
ARIZONA	107	\$92.91	11	\$99.42	11
Previous OHIO STATE Ranking (2013-14)		\$111.25	4	\$111.25	6

CIC Institutions

AAU Institution	Living Cost Index	Adjusted by Index		Unadjusted	
		Overall	Rank	Overall	Rank
U OF CHICAGO	117	\$138.35	1	\$161.87	1
MICHIGAN	102	\$124.26	2	\$126.74	3
ILLINOIS	100	\$119.20	3	\$119.20	6
PENN STATE	100	\$117.19	4	\$117.19	7
NORTHWESTERN	126	\$116.22	5	\$146.43	2
INDIANA	95	\$115.57	6	\$109.79	9
PURDUE	93	\$114.39	7	\$106.38	14
OHIO STATE	100	\$113.60	8	\$113.60	8
MICHIGAN STATE	98	\$111.34	9	\$109.12	11
MINNESOTA	101	\$108.61	10	\$109.69	10
IOWA	101	\$107.22	11	\$108.29	12
MARYLAND	117	\$106.31	12	\$124.38	4
WISCONSIN	102	\$105.22	13	\$107.32	13
NEBRASKA	95	\$104.13	14	\$98.92	15
RUTGERS	134	\$89.56	15	\$120.01	5
Previous OHIO STATE Ranking (2013-14)		\$111.25	8	\$111.25	6

Sources: American Association of University Professors (AAUP) Faculty Compensation Survey 2014-15
2013 Runzheimer Report of Living Cost Standards

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.

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.

Rutgers and Maryland joined the CIC beginning 2014-15

**The Ohio State University
2014-15 Average Faculty Salaries (In Thousands)
Top 25 Public Institutions
Living Cost Adjusted**

Institution	Living Cost Index	Adjusted by Index		Unadjusted		2015 REPUTATIONAL RANKING	
		Overall	Rank	Overall	Rank		
MICHIGAN	102	\$124.26	1	\$126.74	3	1	CALIFORNIA-BERKELEY
GEORGIA INSTITUTE OF TECH	99	\$124.06	2	\$122.82	6	2	UCLA
NORTH CAROLINA-CHAPEL HILL *	98	\$120.01	3	\$117.61	11		VIRGINIA
VIRGINIA	104	\$119.41	4	\$124.18	5	4	MICHIGAN
ILLINOIS	100	\$119.20	5	\$119.20	9	5	NORTH CAROLINA-CHAPEL HILL
PENN STATE	100	\$117.19	6	\$117.19	12	6	WILLIAM & MARY
CONNECTICUT **	100	\$116.77	7	\$116.77	13	7	GEORGIA INSTITUTE OF TECH
TEXAS	103	\$114.52	8	\$117.96	10	8	CALIFORNIA-SAN DIEGO
PURDUE	93	\$114.39	9	\$106.38	22	9	CALIFORNIA-DAVIS
OHIO STATE	100	\$113.60	10	\$113.60	16	10	CALIFORNIA-SANTA BARBARA
TEXAS A&M *	97	\$111.28	11	\$107.94	19	11	CALIFORNIA-IRVINE
FLORIDA	99	\$107.35	12	\$106.28	23		ILLINOIS
WILLIAM & MARY **	100	\$106.84	13	\$106.84	21	13	WISCONSIN
MARYLAND	117	\$106.31	14	\$124.38	4	14	PENN STATE
CALIFORNIA-SAN DIEGO	115	\$105.91	15	\$121.80	7		FLORIDA
CLEMSON **	100	\$105.58	16	\$105.58	24		WASHINGTON
WISCONSIN	102	\$105.22	17	\$107.32	20	17	TEXAS
PITTSBURGH	109	\$104.21	18	\$113.59	17	18	OHIO STATE
CALIFORNIA-DAVIS	114	\$101.31	19	\$115.49	15	19	CONNECTICUT
WASHINGTON	113	\$98.92	20	\$111.78	18	20	CLEMSON
CALIFORNIA-BERKELEY	139	\$98.88	21	\$137.45	1		PURDUE
GEORGIA **	100	\$98.00	22	\$98.00	25		GEORGIA
UCLA	128	\$93.57	23	\$133.71	2		MARYLAND
CALIFORNIA-IRVINE	131	\$91.19	24	\$119.45	8		PITTSBURGH
CALIFORNIA-SANTA BARBARA	168	\$69.31	25	\$116.44	14	25	TEXAS A&M

Sources: American Association of University Professors (AAUP) Faculty Compensation Survey 2014-15
U.S. News 2015 Best Colleges rankings, Top Public Schools, National Universities
2013 Runzheimer Report of Living Cost Standards

Notes: Benchmark institutions are in **bold** type.

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.

* Final data is unavailable and estimated using preliminary data for Texas A&M and North Carolina-Chapel Hill

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

**The Ohio State University
2014-15 Faculty Salary Comparisons**

AAU Institutions

**2014-15 Average Faculty Salaries (In Thousands)
AAU Institutions**

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	2013-14 OVERALL RANKING	
1	COLUMBIA	174.44	223.90	151.70	114.10	1	COLUMBIA
2	STANFORD	173.06	224.30	141.50	122.50	2	STANFORD
3	PRINCETON	162.47	215.90	133.00	104.60	3	CAL TECH
4	U OF CHICAGO	161.87	217.30	124.30	112.30	4	HARVARD
5	HARVARD	161.74	213.50	128.10	113.30	5	PRINCETON
6	CAL TECH	157.20	188.40	143.00	118.90	6	U OF CHICAGO
7	MIT	155.48	193.90	134.00	114.30	7	PENNSYLVANIA
8	PENNSYLVANIA	155.26	197.50	125.20	119.60	8	MIT
9	DUKE	150.75	193.30	126.80	105.40	9	NEW YORK
10	NEW YORK	149.52	196.90	114.70	111.20	10	DUKE
11	YALE	148.42	198.40	117.30	99.60	11	YALE
12	NORTHWESTERN	146.43	187.40	120.60	106.90	12	NORTHWESTERN
13	WASHINGTON UNIVERSITY	142.49	186.90	112.90	102.00	13	WASHINGTON UNIVERSITY
14	UCLA	140.45	181.00	117.70	97.10	14	RUTGERS
15	RICE	137.47	178.10	111.70	98.50	15	UCLA
16	CALIFORNIA-BERKELEY	137.45	172.70	115.50	103.00	16	CORNELL-ENDOWED
17	CORNELL-ENDOWED	137.08	169.50	118.30	103.30	17	VANDERBILT
18	VANDERBILT	135.80	180.60	108.60	91.00	18	RICE
19	BOSTON	132.27	165.50	113.60	96.80	19	CALIFORNIA-BERKELEY
20	BROWN	132.15	168.60	112.30	92.30	20	SOUTHERN CALIFORNIA
21	SOUTHERN CALIFORNIA	128.93	166.80	104.70	92.90	21	BOSTON
22	CARNEGIE-MELLON	128.04	155.00	108.30	106.10	22	BROWN
23	MICHIGAN	126.74	160.90	106.80	91.40	23	CARNEGIE-MELLON
24	MARYLAND	124.38	154.20	107.60	92.60	24	EMORY
25	VIRGINIA	124.18	156.90	104.90	90.60	25	MICHIGAN
26	JOHNS HOPKINS	123.98	154.70	107.50	90.00	26	VIRGINIA
27	EMORY *	123.73	158.40	104.80	85.90	27	GEORGIA INSTITUTE OF TECH
28	GEORGIA INSTITUTE OF TECH	122.82	151.70	103.30	96.90	28	ROCHESTER
29	ROCHESTER	122.50	150.30	103.40	98.00	29	CALIFORNIA-SAN DIEGO
30	CALIFORNIA-SAN DIEGO	121.80	153.90	100.90	91.80	30	ILLINOIS
31	RUTGERS	120.01	154.50	102.30	80.70	31	NORTH CAROLINA-CHAPEL HILL
32	CALIFORNIA-IRVINE	119.45	152.60	99.00	86.80	32	TEXAS
33	ILLINOIS	119.20	149.10	99.30	91.90	33	MARYLAND
34	TEXAS	117.96	149.40	96.80	89.60	34	CALIFORNIA-IRVINE
35	SUNY-STONY BROOK	117.93	148.10	101.80	84.50	35	SUNY-STONY BROOK
36	NORTH CAROLINA-CHAPEL HILL *	117.61	148.90	100.90	82.90	36	PENN STATE
37	PENN STATE	117.19	147.00	99.20	87.20	37	TULANE
38	CALIFORNIA-SANTA BARBARA	116.44	152.80	93.60	81.20	38	OHIO STATE
39	CALIFORNIA-DAVIS	115.49	144.00	98.30	86.80	39	CALIFORNIA-SANTA BARBARA
40	OHIO STATE	113.60	142.20	96.10	85.20	40	PITTSBURGH
41	PITTSBURGH	113.59	144.20	96.40	80.90	41	CALIFORNIA-DAVIS
42	TULANE	112.69	145.30	90.80	83.20	42	MINNESOTA
43	WASHINGTON	111.78	132.40	98.30	92.60	43	BRANDEIS
44	BRANDEIS	111.62	135.30	99.00	85.30	44	CASE WESTERN RESERVE
45	INDIANA	109.79	135.00	92.40	87.70	45	WASHINGTON
46	MINNESOTA	109.69	135.30	93.60	84.90	46	INDIANA
47	CASE WESTERN RESERVE	109.15	137.30	93.00	79.60	47	SUNY-BUFFALO
48	MICHIGAN STATE	109.12	139.50	93.70	74.20	48	COLORADO
49	COLORADO	108.98	131.60	95.50	86.00	49	IOWA
50	IOWA	108.29	136.70	91.70	78.90	50	MICHIGAN STATE
51	TEXAS A&M *	107.94	133.40	91.80	83.50	51	PURDUE
52	SUNY-BUFFALO	107.75	133.30	93.30	80.60	52	WISCONSIN
53	WISCONSIN	107.32	128.10	95.80	84.90	53	TEXAS A&M
54	PURDUE	106.38	130.30	92.50	81.50	54	FLORIDA
55	FLORIDA	106.28	133.70	89.40	79.20	55	IOWA STATE
56	OREGON	104.96	126.20	92.00	83.80	56	ARIZONA
57	IOWA STATE	104.16	125.70	91.50	82.00	57	KANSAS
58	KANSAS	99.66	125.40	83.50	74.70	58	OREGON
59	ARIZONA	99.42	123.70	85.10	74.50	59	MISSOURI
60	MISSOURI	95.55	121.90	80.70	67.50	60	JOHNS HOPKINS **

Source: American Association University Professors (AAUP) Faculty Compensation Survey 2014-15

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.

* Final data is unavailable and estimated using data from the prior year for Emory and preliminary data for Texas A&M and North Carolina-Chapel Hill

**Johns Hopkins did not report data from 2007-08 to 2013-14

**2014-15 Average Faculty Salaries (In Thousands)
AAU Institutions**

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	2013-14 PROFESSOR RANKING	
1	STANFORD	173.06	224.30	141.50	122.50	1	COLUMBIA
2	COLUMBIA	174.44	223.90	151.70	114.10	2	STANFORD
3	U OF CHICAGO	161.87	217.30	124.30	112.30	3	U OF CHICAGO
4	PRINCETON	162.47	215.90	133.00	104.60	4	HARVARD
5	HARVARD	161.74	213.50	128.10	113.30	5	PRINCETON
6	YALE	148.42	198.40	117.30	99.60	6	NEW YORK
7	PENNSYLVANIA	155.26	197.50	125.20	119.60	7	PENNSYLVANIA
8	NEW YORK	149.52	196.90	114.70	111.20	8	YALE
9	MIT	155.48	193.90	134.00	114.30	9	DUKE
10	DUKE	150.75	193.30	126.80	105.40	10	MIT
11	CAL TECH	157.20	188.40	143.00	118.90	11	WASHINGTON UNIVERSITY
12	NORTHWESTERN	146.43	187.40	120.60	106.90	12	CAL TECH
13	WASHINGTON UNIVERSITY	142.49	186.90	112.90	102.00	13	NORTHWESTERN
14	UCLA	140.45	181.00	117.70	97.10	14	VANDERBILT
15	VANDERBILT	135.80	180.60	108.60	91.00	15	UCLA
16	RICE	137.47	178.10	111.70	98.50	16	RICE
17	CALIFORNIA-BERKELEY	137.45	172.70	115.50	103.00	17	RUTGERS
18	CORNELL-ENDOWED	137.08	169.50	118.30	103.30	18	CALIFORNIA-BERKELEY
19	BROWN	132.15	168.60	112.30	92.30	19	CORNELL-ENDOWED
20	SOUTHERN CALIFORNIA	128.93	166.80	104.70	92.90	20	BROWN
21	BOSTON	132.27	165.50	113.60	96.80	21	SOUTHERN CALIFORNIA
22	MICHIGAN	126.74	160.90	106.80	91.40	22	BOSTON
23	EMORY *	123.73	158.40	104.80	85.90	23	EMORY
24	VIRGINIA	124.18	156.90	104.90	90.60	24	MICHIGAN
25	CARNEGIE-MELLON	128.04	155.00	108.30	106.10	25	VIRGINIA
26	JOHNS HOPKINS	123.98	154.70	107.50	90.00	26	CARNEGIE-MELLON
27	RUTGERS	120.01	154.50	102.30	80.70	27	CALIFORNIA-SAN DIEGO
28	MARYLAND	124.38	154.20	107.60	92.60	28	TULANE
29	CALIFORNIA-SAN DIEGO	121.80	153.90	100.90	91.80	29	NORTH CAROLINA-CHAPEL HILL
30	CALIFORNIA-SANTA BARBARA	116.44	152.80	93.60	81.20	30	GEORGIA INSTITUTE OF TECH
31	CALIFORNIA-IRVINE	119.45	152.60	99.00	86.80	31	CALIFORNIA-IRVINE
32	GEORGIA INSTITUTE OF TECH	122.82	151.70	103.30	96.90	32	TEXAS
33	ROCHESTER	122.50	150.30	103.40	98.00	33	CALIFORNIA-SANTA BARBARA
34	TEXAS	117.96	149.40	96.80	89.60	34	ILLINOIS
35	ILLINOIS	119.20	149.10	99.30	91.90	35	ROCHESTER
36	NORTH CAROLINA-CHAPEL HILL *	117.61	148.90	100.90	82.90	36	SUNY-STONY BROOK
37	SUNY-STONY BROOK	117.93	148.10	101.80	84.50	37	MARYLAND
38	PENN STATE	117.19	147.00	99.20	87.20	38	PENN STATE
39	TULANE	112.69	145.30	90.80	83.20	39	PITTSBURGH
40	PITTSBURGH	113.59	144.20	96.40	80.90	40	OHIO STATE
41	CALIFORNIA-DAVIS	115.49	144.00	98.30	86.80	41	CALIFORNIA-DAVIS
42	OHIO STATE	113.60	142.20	96.10	85.20	42	CASE WESTERN RESERVE
43	MICHIGAN STATE	109.12	139.50	93.70	74.20	43	MINNESOTA
44	CASE WESTERN RESERVE	109.15	137.30	93.00	79.60	44	IOWA
45	IOWA	108.29	136.70	91.70	78.90	45	MICHIGAN STATE
46	BRANDEIS	111.62	135.30	99.00	85.30	46	SUNY-BUFFALO
47	MINNESOTA	109.69	135.30	93.60	84.90	47	INDIANA
48	INDIANA	109.79	135.00	92.40	87.70	48	BRANDEIS
49	FLORIDA	106.28	133.70	89.40	79.20	49	PURDUE
50	TEXAS A&M *	107.94	133.40	91.80	83.50	50	COLORADO
51	SUNY-BUFFALO	107.75	133.30	93.30	80.60	51	FLORIDA
52	WASHINGTON	111.78	132.40	98.30	92.60	52	TEXAS A&M
53	COLORADO	108.98	131.60	95.50	86.00	53	WASHINGTON
54	PURDUE	106.38	130.30	92.50	81.50	54	WISCONSIN
55	WISCONSIN	107.32	128.10	95.80	84.90	55	IOWA STATE
56	OREGON	104.96	126.20	92.00	83.80	56	ARIZONA
57	IOWA STATE	104.16	125.70	91.50	82.00	57	KANSAS
58	KANSAS	99.66	125.40	83.50	74.70	58	MISSOURI
59	ARIZONA	99.42	123.70	85.10	74.50	59	OREGON
60	MISSOURI	95.55	121.90	80.70	67.50	60	JOHNS HOPKINS **

Source: American Association University Professors (AAUP) Faculty Compensation Survey 2014-15

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.

* Final data is unavailable and estimated using data from the prior year for Emory and preliminary data for Texas A&M and North Carolina-Chapel Hill

**Johns Hopkins did not report data from 2007-08 to 2013-14

**2014-15 Average Faculty Salaries (In Thousands)
AAU Institutions**

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	2013-14 ASSOCIATE RANKING	
1	COLUMBIA	174.44	223.90	151.70	114.10	1	COLUMBIA
2	CAL TECH	157.20	188.40	143.00	118.90	2	STANFORD
3	STANFORD	173.06	224.30	141.50	122.50	3	PRINCETON
4	MIT	155.48	193.90	134.00	114.30	4	MIT
5	PRINCETON	162.47	215.90	133.00	104.60	5	HARVARD
6	HARVARD	161.74	213.50	128.10	113.30	6	RUTGERS
7	DUKE	150.75	193.30	126.80	105.40	7	DUKE
8	PENNSYLVANIA	155.26	197.50	125.20	119.60	8	PENNSYLVANIA
9	U OF CHICAGO	161.87	217.30	124.30	112.30	9	U OF CHICAGO
10	NORTHWESTERN	146.43	187.40	120.60	106.90	10	YALE
11	CORNELL-ENDOWED	137.08	169.50	118.30	103.30	11	CORNELL-ENDOWED
12	UCLA	140.45	181.00	117.70	97.10	12	NORTHWESTERN
13	YALE	148.42	198.40	117.30	99.60	13	NEW YORK
14	CALIFORNIA-BERKELEY	137.45	172.70	115.50	103.00	14	UCLA
15	NEW YORK	149.52	196.90	114.70	111.20	15	WASHINGTON UNIVERSITY
16	BOSTON	132.27	165.50	113.60	96.80	16	BOSTON
17	WASHINGTON UNIVERSITY	142.49	186.90	112.90	102.00	17	CALIFORNIA-BERKELEY
18	BROWN	132.15	168.60	112.30	92.30	18	SOUTHERN CALIFORNIA
19	RICE	137.47	178.10	111.70	98.50	19	BROWN
20	VANDERBILT	135.80	180.60	108.60	91.00	20	VANDERBILT
21	CARNEGIE-MELLON	128.04	155.00	108.30	106.10	21	RICE
22	MARYLAND	124.38	154.20	107.60	92.60	22	EMORY
23	JOHNS HOPKINS	123.98	154.70	107.50	90.00	23	CARNEGIE-MELLON
24	MICHIGAN	126.74	160.90	106.80	91.40	24	MICHIGAN
25	VIRGINIA	124.18	156.90	104.90	90.60	25	ROCHESTER
26	EMORY *	123.73	158.40	104.80	85.90	26	SUNY-STONY BROOK
27	SOUTHERN CALIFORNIA	128.93	166.80	104.70	92.90	27	GEORGIA INSTITUTE OF TECH
28	ROCHESTER	122.50	150.30	103.40	98.00	28	VIRGINIA
29	GEORGIA INSTITUTE OF TECH	122.82	151.70	103.30	96.90	29	MARYLAND
30	RUTGERS	120.01	154.50	102.30	80.70	30	NORTH CAROLINA-CHAPEL HILL
31	SUNY-STONY BROOK	117.93	148.10	101.80	84.50	31	CALIFORNIA-SAN DIEGO
32	CALIFORNIA-SAN DIEGO	121.80	153.90	100.90	91.80	32	PENN STATE
33	NORTH CAROLINA-CHAPEL HILL *	117.61	148.90	100.90	82.90	33	BRANDEIS
34	ILLINOIS	119.20	149.10	99.30	91.90	34	WASHINGTON
35	PENN STATE	117.19	147.00	99.20	87.20	35	ILLINOIS
36	CALIFORNIA-IRVINE	119.45	152.60	99.00	86.80	36	CALIFORNIA-IRVINE
37	BRANDEIS	111.62	135.30	99.00	85.30	37	TEXAS
38	CALIFORNIA-DAVIS	115.49	144.00	98.30	86.80	38	COLORADO
39	WASHINGTON	111.78	132.40	98.30	92.60	39	OHIO STATE
40	TEXAS	117.96	149.40	96.80	89.60	40	WISCONSIN
41	PITTSBURGH	113.59	144.20	96.40	80.90	41	PITTSBURGH
42	OHIO STATE	113.60	142.20	96.10	85.20	42	MICHIGAN STATE
43	WISCONSIN	107.32	128.10	95.80	84.90	43	CALIFORNIA-DAVIS
44	COLORADO	108.98	131.60	95.50	86.00	44	TULANE
45	MICHIGAN STATE	109.12	139.50	93.70	74.20	45	MINNESOTA
46	CALIFORNIA-SANTA BARBARA	116.44	152.80	93.60	81.20	46	SUNY-BUFFALO
47	MINNESOTA	109.69	135.30	93.60	84.90	47	CASE WESTERN RESERVE
48	SUNY-BUFFALO	107.75	133.30	93.30	80.60	48	PURDUE
49	CASE WESTERN RESERVE	109.15	137.30	93.00	79.60	49	INDIANA
50	PURDUE	106.38	130.30	92.50	81.50	50	CALIFORNIA-SANTA BARBARA
51	INDIANA	109.79	135.00	92.40	87.70	51	IOWA
52	OREGON	104.96	126.20	92.00	83.80	52	IOWA STATE
53	TEXAS A&M *	107.94	133.40	91.80	83.50	53	TEXAS A&M
54	IOWA	108.29	136.70	91.70	78.90	54	ARIZONA
55	IOWA STATE	104.16	125.70	91.50	82.00	55	FLORIDA
56	TULANE	112.69	145.30	90.80	83.20	56	OREGON
57	FLORIDA	106.28	133.70	89.40	79.20	57	KANSAS
58	ARIZONA	99.42	123.70	85.10	74.50	58	MISSOURI
59	KANSAS	99.66	125.40	83.50	74.70		CAL TECH
60	MISSOURI	95.55	121.90	80.70	67.50		JOHNS HOPKINS **

Source: American Association University Professors (AAUP) Faculty Compensation Survey 2014-15

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.

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**Johns Hopkins did not report data from 2007-08 to 2013-14

**2014-15 Average Faculty Salaries (In Thousands)
AAU Institutions**

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	2013-14 ASSISTANT RANKING	
1	STANFORD	173.06	224.30	141.50	122.50	1	PENNSYLVANIA
2	PENNSYLVANIA	155.26	197.50	125.20	119.60	2	STANFORD
3	CAL TECH	157.20	188.40	143.00	118.90	3	CAL TECH
4	MIT	155.48	193.90	134.00	114.30	4	HARVARD
5	COLUMBIA	174.44	223.90	151.70	114.10	5	MIT
6	HARVARD	161.74	213.50	128.10	113.30	6	COLUMBIA
7	U OF CHICAGO	161.87	217.30	124.30	112.30	7	NEW YORK
8	NEW YORK	149.52	196.90	114.70	111.20	8	RUTGERS
9	NORTHWESTERN	146.43	187.40	120.60	106.90	9	U OF CHICAGO
10	CARNEGIE-MELLON	128.04	155.00	108.30	106.10	10	CARNEGIE-MELLON
11	DUKE	150.75	193.30	126.80	105.40	11	DUKE
12	PRINCETON	162.47	215.90	133.00	104.60	12	NORTHWESTERN
13	CORNELL-ENDOWED	137.08	169.50	118.30	103.30	13	PRINCETON
14	CALIFORNIA-BERKELEY	137.45	172.70	115.50	103.00	14	CALIFORNIA-BERKELEY
15	WASHINGTON UNIVERSITY	142.49	186.90	112.90	102.00	15	CORNELL-ENDOWED
16	YALE	148.42	198.40	117.30	99.60	16	WASHINGTON UNIVERSITY
17	RICE	137.47	178.10	111.70	98.50	17	ROCHESTER
18	ROCHESTER	122.50	150.30	103.40	98.00	18	YALE
19	UCLA	140.45	181.00	117.70	97.10	19	SOUTHERN CALIFORNIA
20	GEORGIA INSTITUTE OF TECH	122.82	151.70	103.30	96.90	20	RICE
21	BOSTON	132.27	165.50	113.60	96.80	21	GEORGIA INSTITUTE OF TECH
22	SOUTHERN CALIFORNIA	128.93	166.80	104.70	92.90	22	BOSTON
23	MARYLAND	124.38	154.20	107.60	92.60	23	UCLA
24	WASHINGTON	111.78	132.40	98.30	92.60	24	ILLINOIS
25	BROWN	132.15	168.60	112.30	92.30	25	CALIFORNIA-SAN DIEGO
26	ILLINOIS	119.20	149.10	99.30	91.90	26	MICHIGAN
27	CALIFORNIA-SAN DIEGO	121.80	153.90	100.90	91.80	27	VANDERBILT
28	MICHIGAN	126.74	160.90	106.80	91.40	28	BROWN
29	VANDERBILT	135.80	180.60	108.60	91.00	29	TEXAS
30	VIRGINIA	124.18	156.90	104.90	90.60	30	VIRGINIA
31	JOHNS HOPKINS	123.98	154.70	107.50	90.00	31	MARYLAND
32	TEXAS	117.96	149.40	96.80	89.60	32	WASHINGTON
33	INDIANA	109.79	135.00	92.40	87.70	33	EMORY
34	PENN STATE	117.19	147.00	99.20	87.20	34	CALIFORNIA-IRVINE
35	CALIFORNIA-IRVINE	119.45	152.60	99.00	86.80	35	PENN STATE
36	CALIFORNIA-DAVIS	115.49	144.00	98.30	86.80	36	OHIO STATE
37	COLORADO	108.98	131.60	95.50	86.00	37	NORTH CAROLINA-CHAPEL HILL
38	EMORY *	123.73	158.40	104.80	85.90	38	CALIFORNIA-DAVIS
39	BRANDEIS	111.62	135.30	99.00	85.30	39	INDIANA
40	OHIO STATE	113.60	142.20	96.10	85.20	40	COLORADO
41	WISCONSIN	107.32	128.10	95.80	84.90	41	MINNESOTA
42	MINNESOTA	109.69	135.30	93.60	84.90	42	BRANDEIS
43	SUNY-STONY BROOK	117.93	148.10	101.80	84.50	43	WISCONSIN
44	OREGON	104.96	126.20	92.00	83.80	44	PURDUE
45	TEXAS A&M *	107.94	133.40	91.80	83.50	45	SUNY-STONY BROOK
46	TULANE	112.69	145.30	90.80	83.20	46	TEXAS A&M
47	NORTH CAROLINA-CHAPEL HILL *	117.61	148.90	100.90	82.90	47	TULANE
48	IOWA STATE	104.16	125.70	91.50	82.00	48	CASE WESTERN RESERVE
49	PURDUE	106.38	130.30	92.50	81.50	49	IOWA STATE
50	CALIFORNIA-SANTA BARBARA	116.44	152.80	93.60	81.20	50	CALIFORNIA-SANTA BARBARA
51	PITTSBURGH	113.59	144.20	96.40	80.90	51	SUNY-BUFFALO
52	RUTGERS	120.01	154.50	102.30	80.70	52	PITTSBURGH
53	SUNY-BUFFALO	107.75	133.30	93.30	80.60	53	IOWA
54	CASE WESTERN RESERVE	109.15	137.30	93.00	79.60	54	FLORIDA
55	FLORIDA	106.28	133.70	89.40	79.20	55	OREGON
56	IOWA	108.29	136.70	91.70	78.90	56	ARIZONA
57	KANSAS	99.66	125.40	83.50	74.70	57	KANSAS
58	ARIZONA	99.42	123.70	85.10	74.50	58	MICHIGAN STATE
59	MICHIGAN STATE	109.12	139.50	93.70	74.20	59	MISSOURI
60	MISSOURI	95.55	121.90	80.70	67.50	60	JOHNS HOPKINS **

Source: American Association University Professors (AAUP) Faculty Compensation Survey 2014-15

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.

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**Johns Hopkins did not report data from 2007-08 to 2013-14

2014-15 Average Faculty Salaries (In Thousands)

Public AAU Institutions

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	2013-14 OVERALL RANKING	
1	UCLA	140.45	181.00	117.70	97.10	1	RUTGERS
2	CALIFORNIA-BERKELEY	137.45	172.70	115.50	103.00	2	UCLA
3	MICHIGAN	126.74	160.90	106.80	91.40	3	CALIFORNIA-BERKELEY
4	MARYLAND	124.38	154.20	107.60	92.60	4	MICHIGAN
5	VIRGINIA	124.18	156.90	104.90	90.60	5	VIRGINIA
6	GEORGIA INSTITUTE OF TECH	122.82	151.70	103.30	96.90	6	GEORGIA INSTITUTE OF TECH
7	CALIFORNIA-SAN DIEGO	121.80	153.90	100.90	91.80	7	CALIFORNIA-SAN DIEGO
8	RUTGERS	120.01	154.50	102.30	80.70	8	ILLINOIS
9	CALIFORNIA-IRVINE	119.45	152.60	99.00	86.80	9	NORTH CAROLINA-CHAPEL HILL
10	ILLINOIS	119.20	149.10	99.30	91.90	10	TEXAS
11	TEXAS	117.96	149.40	96.80	89.60	11	MARYLAND
12	SUNY-STONY BROOK	117.93	148.10	101.80	84.50	12	CALIFORNIA-IRVINE
13	NORTH CAROLINA-CHAPEL HILL *	117.61	148.90	100.90	82.90	13	SUNY-STONY BROOK
14	PENN STATE	117.19	147.00	99.20	87.20	14	PENN STATE
15	CALIFORNIA-SANTA BARBARA	116.44	152.80	93.60	81.20	15	OHIO STATE
16	CALIFORNIA-DAVIS	115.49	144.00	98.30	86.80	16	CALIFORNIA-SANTA BARBARA
17	OHIO STATE	113.60	142.20	96.10	85.20	17	PITTSBURGH
18	PITTSBURGH	113.59	144.20	96.40	80.90	18	CALIFORNIA-DAVIS
19	WASHINGTON	111.78	132.40	98.30	92.60	19	MINNESOTA
20	INDIANA	109.79	135.00	92.40	87.70	20	WASHINGTON
21	MINNESOTA	109.69	135.30	93.60	84.90	21	INDIANA
22	MICHIGAN STATE	109.12	139.50	93.70	74.20	22	SUNY-BUFFALO
23	COLORADO	108.98	131.60	95.50	86.00	23	COLORADO
24	IOWA	108.29	136.70	91.70	78.90	24	IOWA
25	TEXAS A&M *	107.94	133.40	91.80	83.50	25	MICHIGAN STATE
26	SUNY-BUFFALO	107.75	133.30	93.30	80.60	26	PURDUE
27	WISCONSIN	107.32	128.10	95.80	84.90	27	WISCONSIN
28	PURDUE	106.38	130.30	92.50	81.50	28	TEXAS A&M
29	FLORIDA	106.28	133.70	89.40	79.20	29	FLORIDA
30	OREGON	104.96	126.20	92.00	83.80	30	IOWA STATE
31	IOWA STATE	104.16	125.70	91.50	82.00	31	ARIZONA
32	KANSAS	99.66	125.40	83.50	74.70	32	KANSAS
33	ARIZONA	99.42	123.70	85.10	74.50	33	OREGON
34	MISSOURI	95.55	121.90	80.70	67.50	34	MISSOURI

Source: American Association University Professors (AAUP) Faculty Compensation Survey 2014-15

Notes: Benchmark institutions are in **bold** type. Canadian institutions McGill and University of Toronto are excluded.

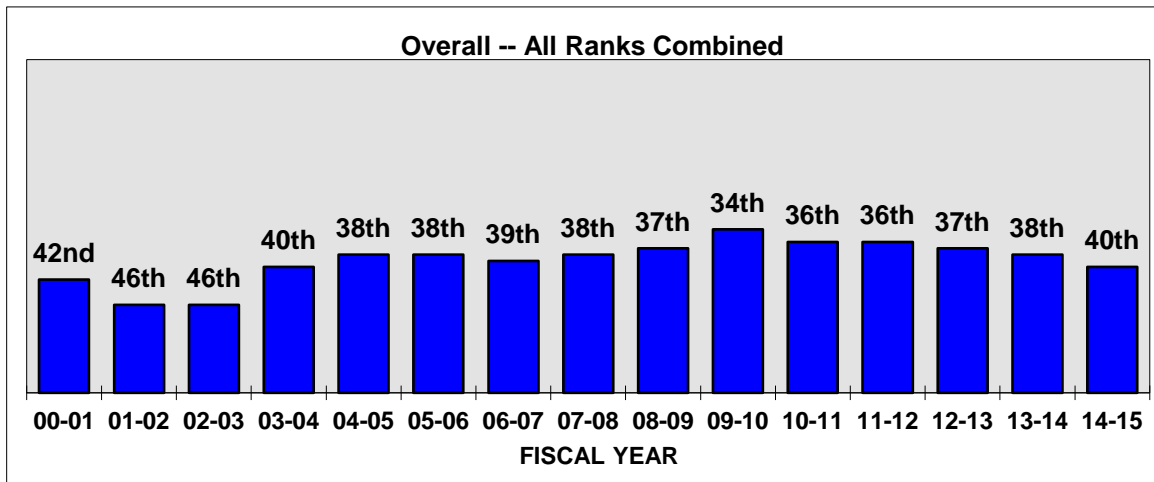
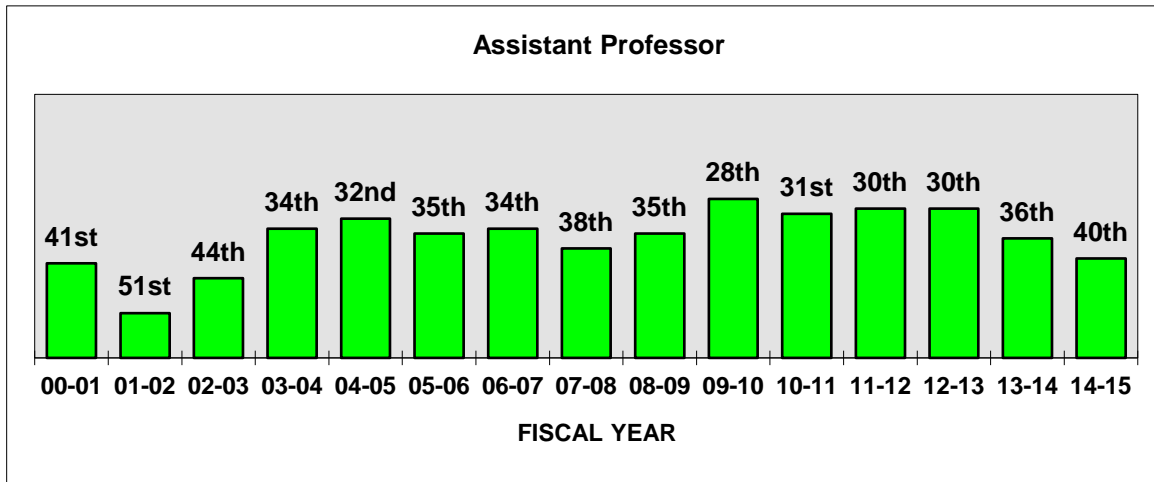
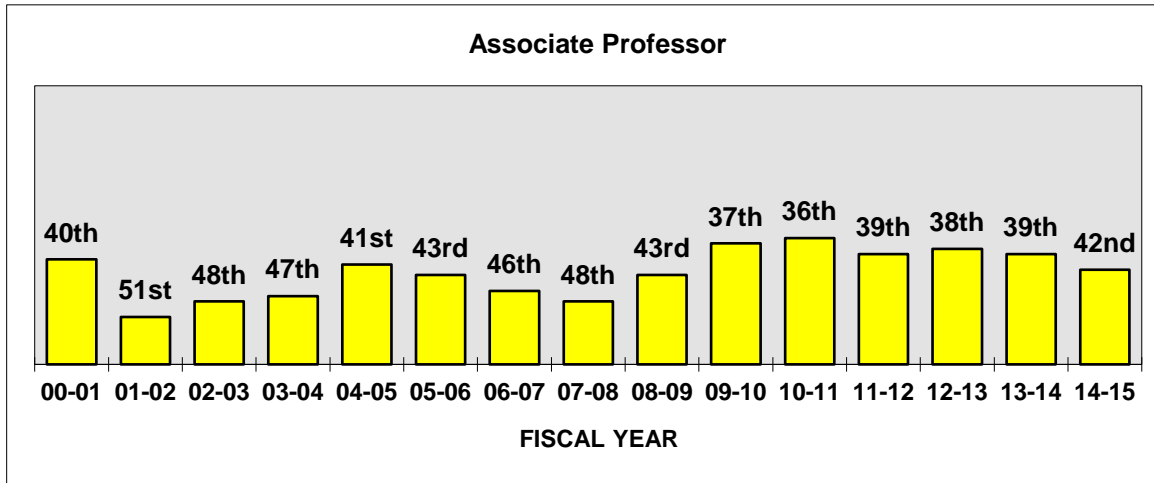
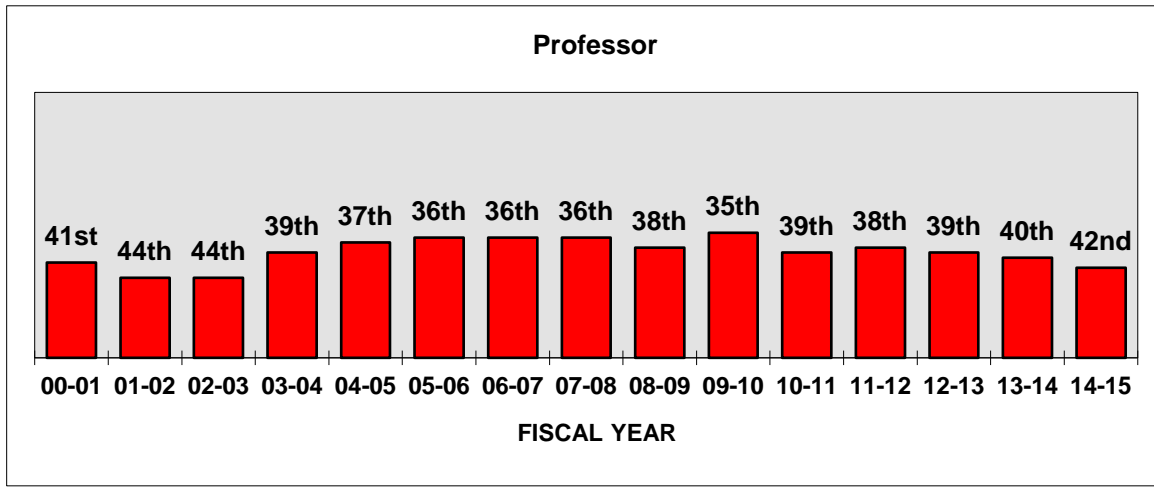
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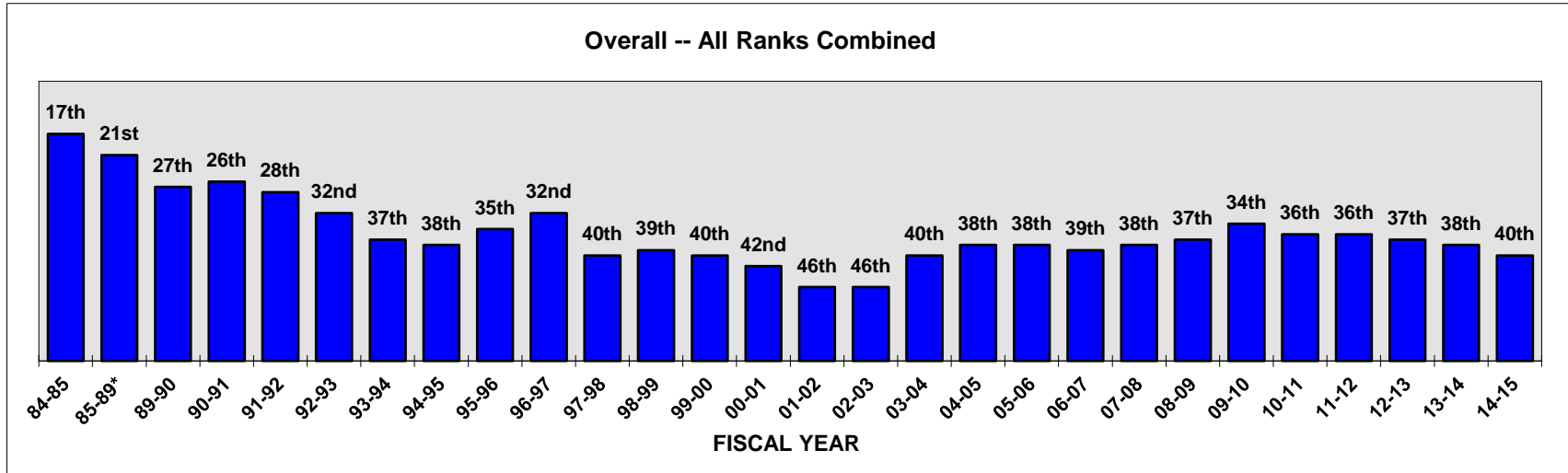
** Johns Hopkins did not report data from 2007-08 to 2013-14

History of Ranking in AAU: 2000-01 to 2014-15



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)

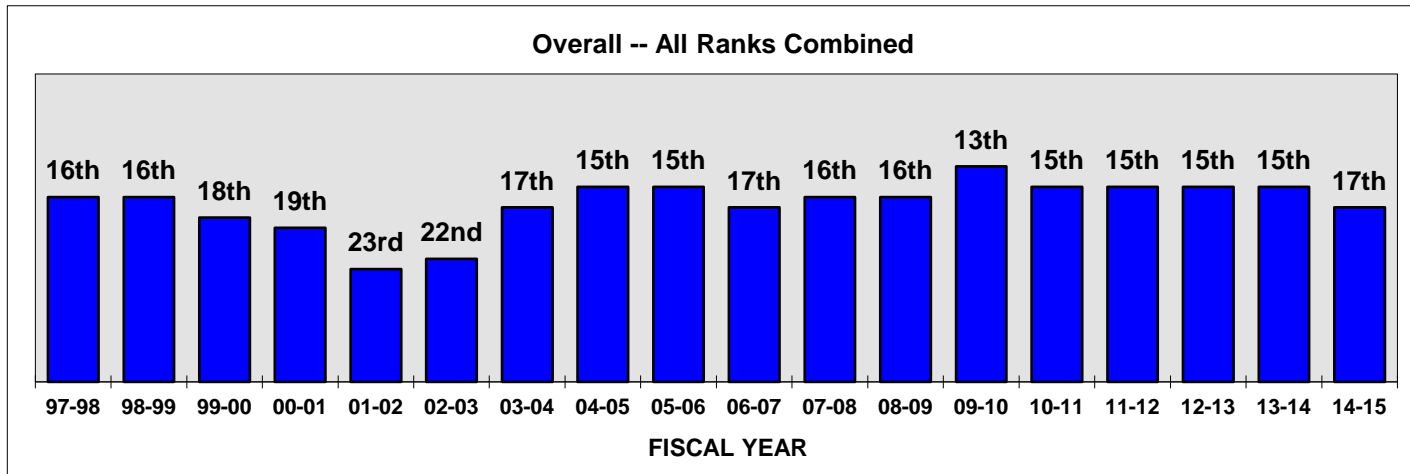
History of Ranking in AAU: 1984-85 to 2014-15



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)

* Ranking remained at 21st during reporting years 1985-86 to 1988-89

History of Ranking in Public AAU Institutions 1997-98 to 2014-15



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
2014-15 Faculty Salary Comparisons**

Benchmark Institutions

2014-15 Benchmark Comparison Ten Year Faculty Salary History

	PROFESSOR											1 YEAR		5 YEAR		10 YEAR	
	14-15	13-14	12-13	11-12	10-11	09-10	08-09	07-08	06-07	05-06	04-05	%	Rnk	%	Rnk	%	Rnk
UCLA	181.00	173.90	167.00	162.59	153.65	148.02	144.50	141.97	133.21	128.37	123.33	4.08	4	4.11	1	3.91	1
MICHIGAN	160.90	156.90	148.66	148.78	146.93	143.97	142.09	137.03	130.44	125.62	120.17	2.55	8	2.25	7	2.96	5
MARYLAND	154.20	142.00	138.10	136.32	134.36	134.73	133.42	127.50	121.11	115.69	111.04	8.59	1	2.74	4	3.34	3
ILLINOIS	149.10	145.00	141.70	137.20	133.51	130.02	129.58	125.68	120.93	116.62	111.82	2.83	7	2.78	3	2.92	6
PENN STATE	147.00	140.60	138.71	132.06	133.49	130.41	131.08	125.40	120.21	116.51	112.58	4.55	2	2.42	6	2.70	9
OHIO STATE	142.20	139.20	136.95	134.23	131.55	129.48	126.45	121.50	117.17	112.65	108.42	2.16	9	1.89	8	2.75	7
MINNESOTA	135.30	136.00	134.29	125.71	123.22	124.82	127.44	121.27	116.60	110.31	105.36	-0.51	11	1.63	10	2.53	11
FLORIDA	133.70	128.30	122.50	121.75	122.08	117.05	115.19	109.30	107.67	101.42	95.95	4.21	3	2.70	5	3.37	2
WASHINGTON	132.40	128.05	124.25	122.69	118.29	121.93	121.65	116.38	108.92	102.15	98.10	3.40	6	1.66	9	3.04	4
WISCONSIN	128.10	123.50	118.76	114.69	113.78	111.13	109.51	106.98	103.54	100.53	97.82	3.72	5	2.88	2	2.73	8
ARIZONA	123.70	122.20	119.63	119.89	117.49	117.26	114.48	113.11	107.13	102.27	95.88	1.23	10	1.07	11	2.58	10
Average excl OSU	144.54	139.65	135.36	132.17	129.68	127.93	126.89	122.46	116.98	111.95	107.21	3.51		2.47		3.03	

	ASSOCIATE PROFESSOR											1 YEAR		5 YEAR		10 YEAR	
	14-15	13-14	12-13	11-12	10-11	09-10	08-09	07-08	06-07	05-06	04-05	%	Rnk	%	Rnk	%	Rnk
UCLA	117.70	111.80	109.99	107.36	100.61	95.21	92.10	90.74	84.22	81.97	78.06	5.28	2	4.33	1	4.19	1
MARYLAND	107.60	99.20	96.82	95.72	94.55	94.41	94.88	89.50	84.23	80.29	76.30	8.47	1	2.65	5	3.50	2
MICHIGAN	106.80	103.90	101.07	98.21	96.11	94.34	93.09	89.06	86.55	83.73	81.57	2.79	5	2.51	6	2.73	8
ILLINOIS	99.30	96.20	91.08	86.55	84.82	83.24	83.51	82.24	79.55	77.57	75.06	3.22	4	3.59	2	2.84	6
PENN STATE	99.20	96.90	94.32	89.16	89.03	86.72	87.68	84.99	81.35	77.75	75.42	2.37	7	2.72	4	2.78	7
WASHINGTON	98.30	96.35	89.16	88.29	86.81	88.12	87.13	83.44	77.15	72.91	70.21	2.02	9	2.21	9	3.42	3
OHIO STATE	96.10	94.10	91.99	89.28	87.67	85.76	84.22	80.28	76.94	74.19	72.13	2.13	8	2.30	7	2.91	4
WISCONSIN	95.80	93.30	91.11	87.37	87.28	85.80	84.47	82.48	78.11	76.52	73.44	2.68	6	2.23	8	2.69	9
MINNESOTA	93.60	91.90	88.46	86.01	85.06	85.43	86.22	84.34	80.56	75.63	70.68	1.85	10	1.84	10	2.85	5
FLORIDA	89.40	85.10	81.09	80.10	79.99	75.55	75.41	73.00	73.32	71.71	69.09	5.05	3	3.42	3	2.61	10
ARIZONA	85.10	85.10	81.89	81.85	80.57	79.65	79.51	79.02	74.91	71.44	67.23	0.00	11	1.33	11	2.39	11
Average excl OSU	99.28	95.98	92.50	90.06	88.48	86.85	86.40	83.88	80.00	76.95	73.70	3.44		2.71		3.02	

	ASSISTANT PROFESSOR											1 YEAR		5 YEAR		10 YEAR	
	14-15	13-14	12-13	11-12	10-11	09-10	08-09	07-08	06-07	05-06	04-05	%	Rnk	%	Rnk	%	Rnk
UCLA	97.10	91.50	88.84	87.43	84.03	81.73	79.61	76.77	72.06	67.02	65.48	6.12	3	3.51	5	4.02	1
MARYLAND	92.60	86.50	85.21	83.88	82.45	82.58	83.43	78.80	77.39	75.86	75.19	7.05	2	2.32	7	2.11	11
WASHINGTON	92.60	86.22	84.13	79.34	77.41	77.25	78.04	73.90	70.90	67.22	64.67	7.40	1	3.69	3	3.66	2
ILLINOIS	91.90	90.40	87.35	83.61	80.32	76.75	76.27	73.69	71.69	69.63	68.18	1.66	9	3.67	4	3.03	6
MICHIGAN	91.40	89.60	88.76	85.80	84.45	83.07	81.61	79.30	74.95	72.78	67.06	2.01	8	1.93	9	3.15	3
PENN STATE	87.20	85.00	82.52	76.11	75.90	72.03	72.40	69.53	68.16	66.28	64.04	2.59	7	3.90	2	3.13	4
OHIO STATE	85.20	84.80	85.07	81.46	79.44	77.99	74.99	71.68	69.38	65.78	64.77	0.47	11	1.78	11	2.78	9
MINNESOTA	84.90	82.30	81.83	79.15	78.53	76.46	74.96	72.33	69.43	65.39	62.53	3.16	6	2.12	8	3.11	5
WISCONSIN	84.90	81.60	77.47	75.86	74.93	73.62	73.05	70.39	66.01	64.30	63.57	4.04	4	2.89	6	2.94	7
FLORIDA	79.20	76.20	70.98	68.94	68.39	63.91	63.62	62.50	61.94	61.56	59.48	3.94	5	4.38	1	2.90	8
ARIZONA	74.50	73.40	74.01	70.77	68.38	67.95	66.64	69.68	66.87	63.54	59.75	1.50	10	1.86	10	2.23	10
Average excl OSU	87.63	84.27	82.11	79.09	77.48	75.54	74.96	72.69	69.94	67.36	64.99	3.98		3.02		3.03	

	OVERALL -- ALL RANKS COMBINED											1 YEAR		5 YEAR		10 YEAR	
	14-15	13-14	12-13	11-12	10-11	09-10	08-09	07-08	06-07	05-06	04-05	%	Rnk	%	Rnk	%	Rnk
UCLA	140.45	133.71	130.62	127.76	120.79	115.68	112.27	109.85	102.65	98.98	95.22	5.04	2	3.96	1	3.96	1
MICHIGAN	126.74	123.28	119.44	118.13	116.35	113.90	111.99	107.70	102.90	99.64	95.40	2.81	8	2.16	7	2.88	6
MARYLAND	124.38	114.59	112.55	111.31	109.77	109.69	109.19	103.60	98.64	94.80	91.27	8.55	1	2.55	6	3.14	3
ILLINOIS	119.20	115.72	112.62	108.52	105.64	102.62	102.09	99.19	95.67	92.90	89.70	3.00	7	3.04	3	2.88	5
PENN STATE	117.19	112.86	111.38	105.52	106.10	102.86	103.26	99.05	95.15	92.18	89.28	3.83	5	2.64	4	2.76	8
OHIO STATE	113.60	111.25	110.35	107.67	105.54	103.48	100.66	96.25	92.64	89.16	86.46	2.11	9	1.88	9	2.77	7
WASHINGTON	111.78	107.59	103.57	101.73	98.88	100.72	100.22	95.60	89.48	84.45	81.25	3.90	4	2.11	8	3.24	2
MINNESOTA	109.69	108.55	107.26	102.26	100.74	100.95	101.76	97.68	93.61	88.55	84.14	1.05	11	1.68	10	2.69	10
WISCONSIN	107.32	103.54	100.39	97.11	96.49	94.32	92.86	90.39	86.33	84.33	82.03	3.65	6	2.62	5	2.72	9
FLORIDA	106.28	101.53	97.20	96.31	96.33	91.40	90.19	86.40	85.58	82.47	78.82	4.68	3	3.06	2	3.03	4
ARIZONA	99.42	98.28	96.86	96.46	94.47	93.75	91.94	91.72	87.02	83.19	78.19	1.15	10	1.18	11	2.43	11
Average excl OSU	116.24	111.97	109.19	106.51	104.56	102.59	101.58	98.12	93.70	90.15	86.53	3.82		2.53		3.00	

Source: American Association of University Professors (AAUP) Faculty Compensation Survey 2014-15

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.

Percentage of change in the charts may differ from the amount of salary package increases because of changes in composition and salaries across the population.

2014-15 Faculty Salaries (In Thousands) Ohio State Benchmark Institutions

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	UCLA	140.45	181.00	117.70	97.10
2	MICHIGAN	126.74	160.90	106.80	91.40
3	MARYLAND	124.38	154.20	107.60	92.60
4	ILLINOIS	119.20	149.10	99.30	91.90
5	PENN STATE	117.19	147.00	99.20	87.20
6	OHIO STATE	113.60	142.20	96.10	85.20
7	WASHINGTON	111.78	132.40	98.30	92.60
8	MINNESOTA	109.69	135.30	93.60	84.90
9	WISCONSIN	107.32	128.10	95.80	84.90
10	FLORIDA	106.28	133.70	89.40	79.20
11	ARIZONA	99.42	123.70	85.10	74.50
Average Excluding OSU:		116.24	144.54	99.28	87.63

2013-14 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 2014-15

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.

2014-15 Faculty Salaries (In Thousands) Ohio State Benchmark Institutions

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	UCLA	140.45	181.00	117.70	97.10
2	MICHIGAN	126.74	160.90	106.80	91.40
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9	WASHINGTON	111.78	132.40	98.30	92.60
10	WISCONSIN	107.32	128.10	95.80	84.90
11	ARIZONA	99.42	123.70	85.10	74.50
Average Excluding OSU:		116.24	144.54	99.28	87.63

2013-14 OVERALL RANKING	
1	UCLA
2	MICHIGAN
3	ILLINOIS
4	MARYLAND
5	PENN STATE
6	OHIO STATE
7	MINNESOTA
8	FLORIDA
9	WASHINGTON
10	WISCONSIN
11	ARIZONA

Source: American Association of University Professors (AAUP) Faculty Compensation Survey 2014-15

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.

2014-15 Faculty Salaries (In Thousands) Ohio State Benchmark Institutions

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	UCLA	140.45	181.00	117.70	97.10
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6	WASHINGTON	111.78	132.40	98.30	92.60
7	OHIO STATE	113.60	142.20	96.10	85.20
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2013-14 OVERALL RANKING	
1	UCLA
2	MICHIGAN
3	MARYLAND
4	PENN STATE
5	WASHINGTON
6	ILLINOIS
7	OHIO STATE
8	WISCONSIN
9	MINNESOTA
10	ARIZONA
11	FLORIDA

Source: American Association of University Professors (AAUP) Faculty Compensation Survey 2014-15

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.

2014-15 Faculty Salaries (In Thousands) Ohio State Benchmark Institutions

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	UCLA	140.45	181.00	117.70	97.10
2	MARYLAND	124.38	154.20	107.60	92.60
3	WASHINGTON	111.78	132.40	98.30	92.60
4	ILLINOIS	119.20	149.10	99.30	91.90
5	MICHIGAN	126.74	160.90	106.80	91.40
6	PENN STATE	117.19	147.00	99.20	87.20
7	OHIO STATE	113.60	142.20	96.10	85.20
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Average Excluding OSU:		116.24	144.54	99.28	87.63

2013-14 OVERALL RANKING	
1	UCLA
2	ILLINOIS
3	MICHIGAN
4	MARYLAND
5	WASHINGTON
6	PENN STATE
7	OHIO STATE
8	MINNESOTA
9	WISCONSIN
10	FLORIDA
11	ARIZONA

Source: American Association of University Professors (AAUP) Faculty Compensation Survey 2014-15

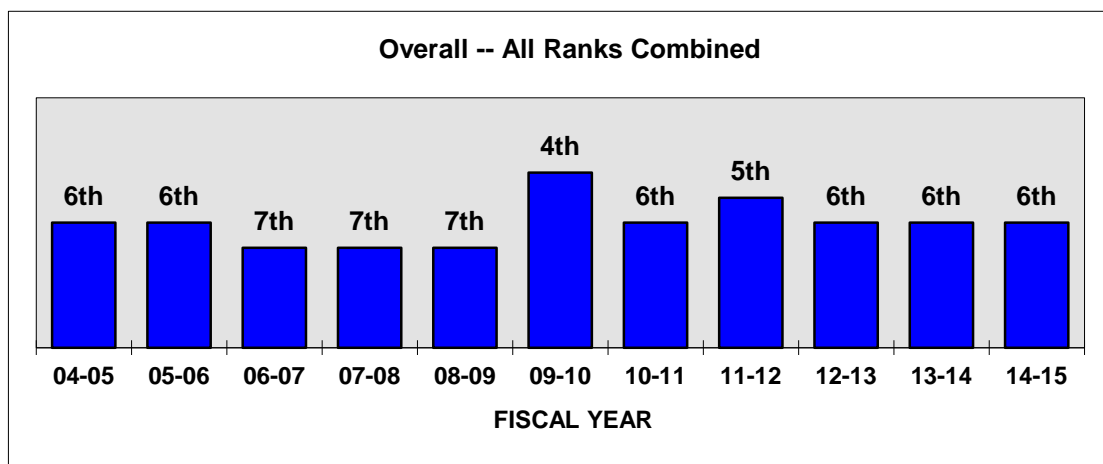
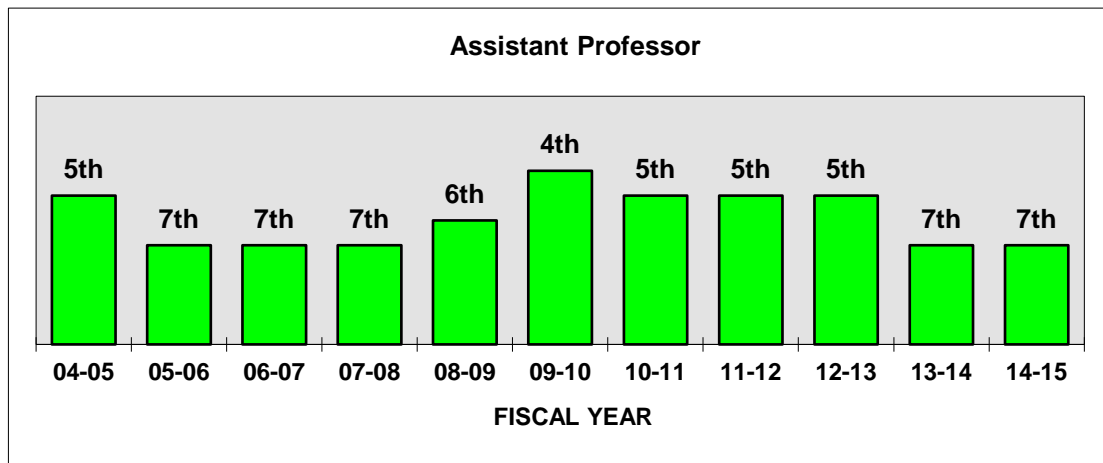
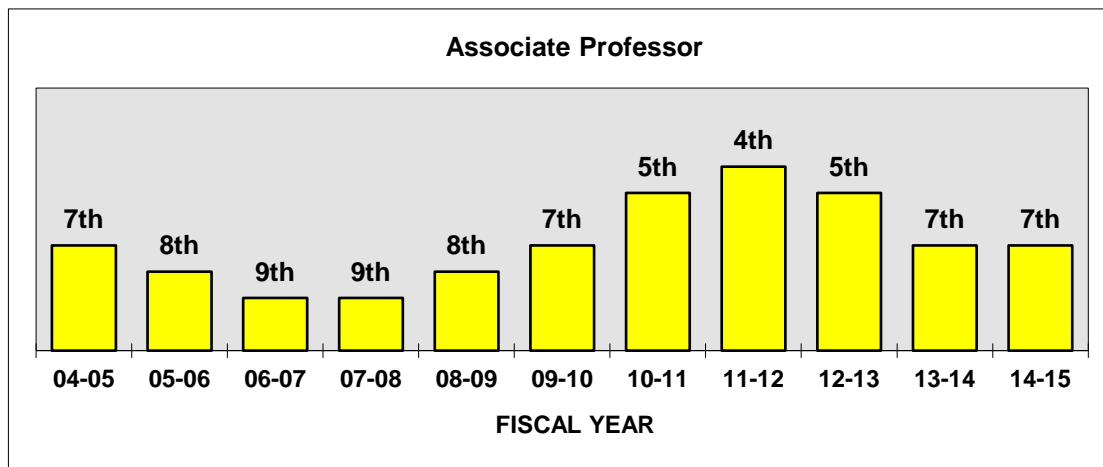
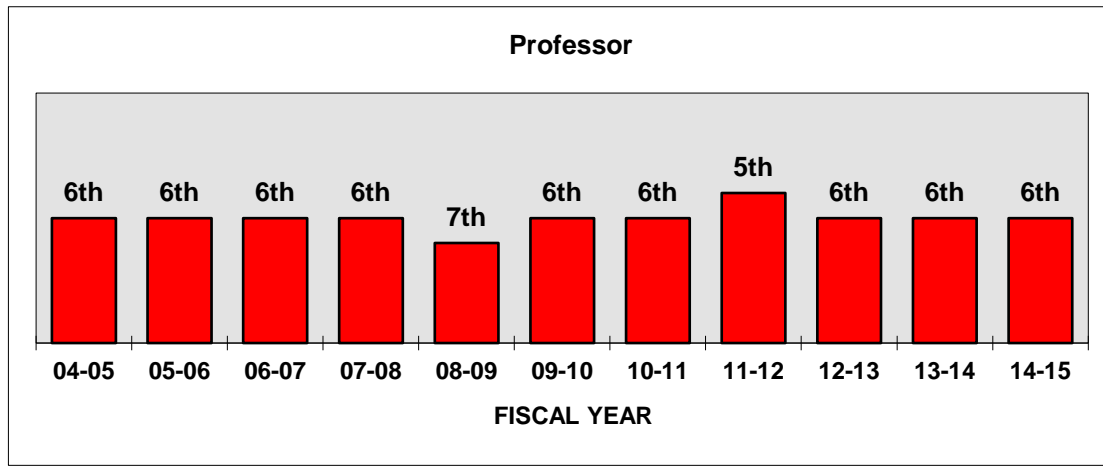
Notes: Overall salaries are a weighted average of rank salaries using Ohio State's rank distribution as weights.

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: 2004-05 to 2014-15

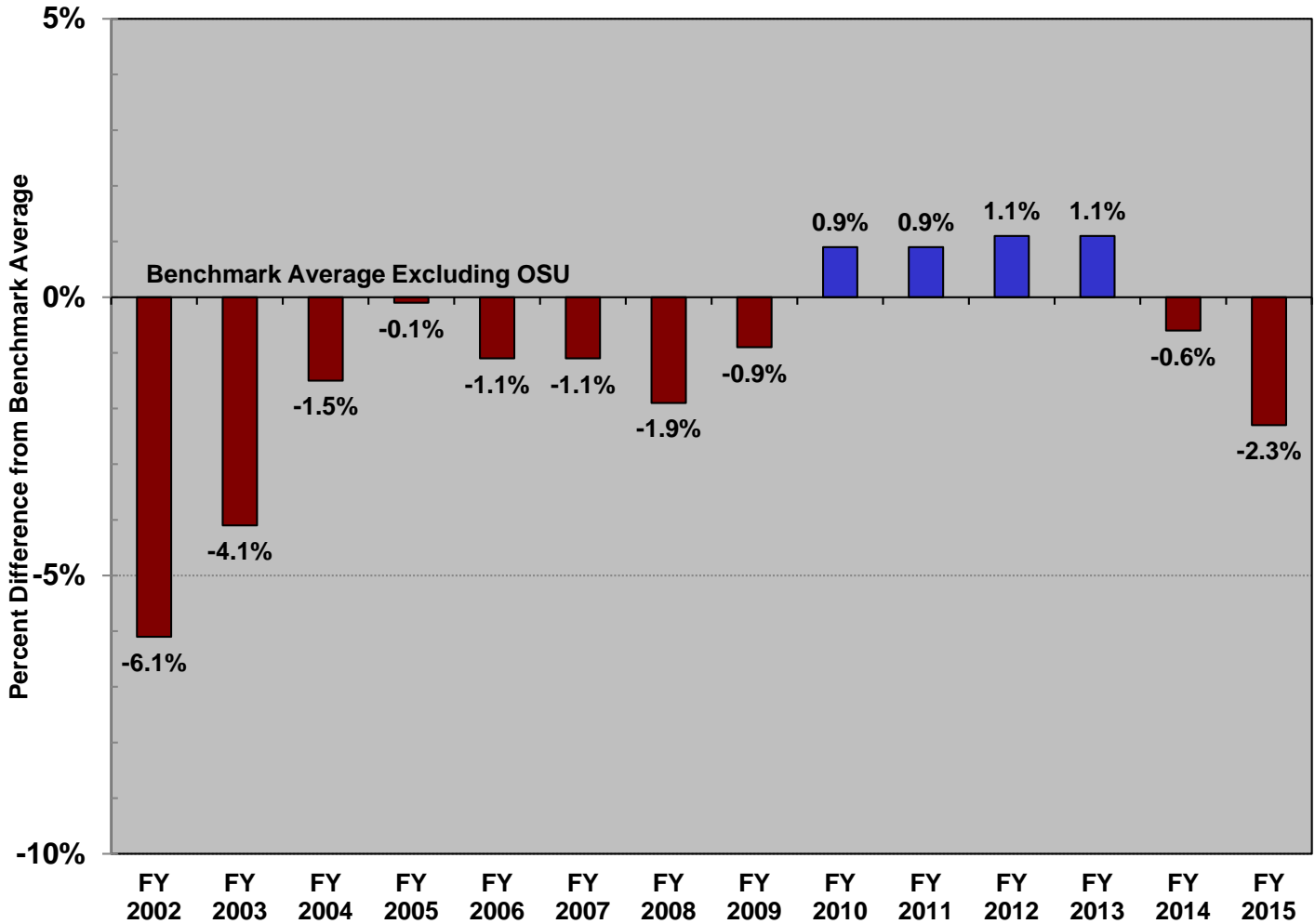


Source: American Association of University Professors (AAUP) Faculty Compensation Survey 2014-15
 Note: Overall salaries are a weighted average of rank salaries using Ohio State's rank distribution for the appropriate year as weights.
 All 12-month salaries have been converted to a 9-month basis.



Regular Faculty Salaries FY 2002 through FY 2015

OSU Faculty Salaries Percent Difference from Benchmark Average



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

**The Ohio State University
2014-15 Faculty Salary Comparisons**

Top 25 Public Institutions

2014-15 Faculty Salaries (In Thousands) U.S. News Top 25 Public Institutions

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR
1	UCLA	140.45	181.00	117.70	97.10
2	CALIFORNIA-BERKELEY	137.45	172.70	115.50	103.00
3	MICHIGAN	126.74	160.90	106.80	91.40
4	MARYLAND	124.38	154.20	107.60	92.60
5	VIRGINIA	124.18	156.90	104.90	90.60
6	GEORGIA INSTITUTE OF TECH	122.82	151.70	103.30	96.90
7	CALIFORNIA-SAN DIEGO	121.80	153.90	100.90	91.80
8	CALIFORNIA-IRVINE	119.45	152.60	99.00	86.80
9	ILLINOIS	119.20	149.10	99.30	91.90
10	TEXAS	117.96	149.40	96.80	89.60
11	NORTH CAROLINA-CHAPEL HILL *	117.61	148.90	100.90	82.90
12	PENN STATE	117.19	147.00	99.20	87.20
13	CONNECTICUT	116.77	149.90	99.70	79.10
14	CALIFORNIA-SANTA BARBARA	116.44	152.80	93.60	81.20
15	CALIFORNIA-DAVIS	115.49	144.00	98.30	86.80
16	OHIO STATE	113.60	142.20	96.10	85.20
17	PITTSBURGH	113.59	144.20	96.40	80.90
18	WASHINGTON	111.78	132.40	98.30	92.60
19	TEXAS A&M *	107.94	133.40	91.80	83.50
20	WISCONSIN	107.32	128.10	95.80	84.90
21	WILLIAM & MARY	106.84	131.40	96.20	75.90
22	PURDUE	106.38	130.30	92.50	81.50
23	FLORIDA	106.28	133.70	89.40	79.20
24	CLEMSON	105.58	129.00	92.20	80.90
25	GEORGIA	98.00	116.40	85.50	81.60

2015 REPUTATIONAL RANKING	
1	CALIFORNIA-BERKELEY
2	UCLA
	VIRGINIA
4	MICHIGAN
5	NORTH CAROLINA-CHAPEL HILL
6	WILLIAM & MARY
7	GEORGIA INSTITUTE OF TECH
8	CALIFORNIA-SAN DIEGO
9	CALIFORNIA-DAVIS
10	CALIFORNIA-SANTA BARBARA
11	CALIFORNIA-IRVINE
	ILLINOIS
13	WISCONSIN
14	PENN STATE
	FLORIDA
	WASHINGTON
17	TEXAS
18	OHIO STATE
19	CONNECTICUT
20	CLEMSON
	PURDUE
	GEORGIA
	MARYLAND
	PITTSBURGH
25	TEXAS A&M

Average Excluding OSU:	116.73	146.00	99.23	87.08
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Sources: American Association of University Professors (AAUP) Faculty Compensation Survey 2014-15

U.S. News 2015 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.

* Final data is unavailable and estimated using preliminary data for Texas A&M and North Carolina-Chapel Hill

2014-15 Faculty Salaries (In Thousands) U.S. News Top 25 Public Institutions

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	2015 REPUTATIONAL RANKING	
1	UCLA	140.45	181.00	117.70	97.10	1	CALIFORNIA-BERKELEY
2	CALIFORNIA-BERKELEY	137.45	172.70	115.50	103.00	2	UCLA
3	MICHIGAN	126.74	160.90	106.80	91.40		VIRGINIA
4	VIRGINIA	124.18	156.90	104.90	90.60	4	MICHIGAN
5	MARYLAND	124.38	154.20	107.60	92.60	5	NORTH CAROLINA-CHAPEL HILL
6	CALIFORNIA-SAN DIEGO	121.80	153.90	100.90	91.80	6	WILLIAM & MARY
7	CALIFORNIA-SANTA BARBARA	116.44	152.80	93.60	81.20	7	GEORGIA INSTITUTE OF TECH
8	CALIFORNIA-IRVINE	119.45	152.60	99.00	86.80	8	CALIFORNIA-SAN DIEGO
9	GEORGIA INSTITUTE OF TECH	122.82	151.70	103.30	96.90	9	CALIFORNIA-DAVIS
10	CONNECTICUT	116.77	149.90	99.70	79.10	10	CALIFORNIA-SANTA BARBARA
11	TEXAS	117.96	149.40	96.80	89.60	11	CALIFORNIA-IRVINE
12	ILLINOIS	119.20	149.10	99.30	91.90		ILLINOIS
13	NORTH CAROLINA-CHAPEL HILL *	117.61	148.90	100.90	82.90	13	WISCONSIN
14	PENN STATE	117.19	147.00	99.20	87.20	14	PENN STATE
15	PITTSBURGH	113.59	144.20	96.40	80.90		FLORIDA
16	CALIFORNIA-DAVIS	115.49	144.00	98.30	86.80		WASHINGTON
17	OHIO STATE	113.60	142.20	96.10	85.20	17	TEXAS
18	FLORIDA	106.28	133.70	89.40	79.20	18	OHIO STATE
19	TEXAS A&M *	107.94	133.40	91.80	83.50	19	CONNECTICUT
20	WASHINGTON	111.78	132.40	98.30	92.60	20	CLEMSON
21	WILLIAM & MARY	106.84	131.40	96.20	75.90		PURDUE
22	PURDUE	106.38	130.30	92.50	81.50		GEORGIA
23	CLEMSON	105.58	129.00	92.20	80.90		MARYLAND
24	WISCONSIN	107.32	128.10	95.80	84.90		PITTSBURGH
25	GEORGIA	98.00	116.40	85.50	81.60	25	TEXAS A&M

Average Excluding OSU: **116.73** **146.00** **99.23** **87.08**

Sources: American Association of University Professors (AAUP) Faculty Compensation Survey 2014-15

U.S. News 2015 Best Colleges rankings, Top Public Schools, National Universities

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2014-15 Faculty Salaries (In Thousands) U.S. News Top 25 Public Institutions

INSTITUTION		OVERALL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	2015 REPUTATIONAL RANKING	
1	UCLA	140.45	181.00	117.70	97.10	1	CALIFORNIA-BERKELEY
2	CALIFORNIA-BERKELEY	137.45	172.70	115.50	103.00	2	UCLA
3	MARYLAND	124.38	154.20	107.60	92.60		VIRGINIA
4	MICHIGAN	126.74	160.90	106.80	91.40	4	MICHIGAN
5	VIRGINIA	124.18	156.90	104.90	90.60	5	NORTH CAROLINA-CHAPEL HILL
6	GEORGIA INSTITUTE OF TECH	122.82	151.70	103.30	96.90	6	WILLIAM & MARY
7	CALIFORNIA-SAN DIEGO	121.80	153.90	100.90	91.80	7	GEORGIA INSTITUTE OF TECH
8	NORTH CAROLINA-CHAPEL HILL *	117.61	148.90	100.90	82.90	8	CALIFORNIA-SAN DIEGO
9	CONNECTICUT	116.77	149.90	99.70	79.10	9	CALIFORNIA-DAVIS
10	ILLINOIS	119.20	149.10	99.30	91.90	10	CALIFORNIA-SANTA BARBARA
11	PENN STATE	117.19	147.00	99.20	87.20	11	CALIFORNIA-IRVINE
12	CALIFORNIA-IRVINE	119.45	152.60	99.00	86.80		ILLINOIS
13	CALIFORNIA-DAVIS	115.49	144.00	98.30	86.80	13	WISCONSIN
14	WASHINGTON	111.78	132.40	98.30	92.60	14	PENN STATE
15	TEXAS	117.96	149.40	96.80	89.60		FLORIDA
16	PITTSBURGH	113.59	144.20	96.40	80.90		WASHINGTON
17	WILLIAM & MARY	106.84	131.40	96.20	75.90	17	TEXAS
18	OHIO STATE	113.60	142.20	96.10	85.20	18	OHIO STATE
19	WISCONSIN	107.32	128.10	95.80	84.90	19	CONNECTICUT
20	CALIFORNIA-SANTA BARBARA	116.44	152.80	93.60	81.20	20	CLEMSON
21	PURDUE	106.38	130.30	92.50	81.50		PURDUE
22	CLEMSON	105.58	129.00	92.20	80.90		GEORGIA
23	TEXAS A&M *	107.94	133.40	91.80	83.50		MARYLAND
24	FLORIDA	106.28	133.70	89.40	79.20		PITTSBURGH
25	GEORGIA	98.00	116.40	85.50	81.60	25	TEXAS A&M

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2015 REPUTATIONAL RANKING	
1	CALIFORNIA-BERKELEY
2	UCLA
	VIRGINIA
4	MICHIGAN
5	NORTH CAROLINA-CHAPEL HILL
6	WILLIAM & MARY
7	GEORGIA INSTITUTE OF TECH
8	CALIFORNIA-SAN DIEGO
9	CALIFORNIA-DAVIS
10	CALIFORNIA-SANTA BARBARA
11	CALIFORNIA-IRVINE
	ILLINOIS
13	WISCONSIN
14	PENN STATE
	FLORIDA
	WASHINGTON
17	TEXAS
18	OHIO STATE
19	CONNECTICUT
20	CLEMSON
	PURDUE
	GEORGIA
	MARYLAND
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25	TEXAS A&M

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