

## **Resolution in Support of Tenure Track Faculty at The Ohio State University**

### ***Preamble***

The Ohio State University, over the last decade, has experienced a 10% reduction in the number of tenure-track faculty members, whereas the number of students has increased by 12%. Faculty salaries have increased at an average rate of 2% per year, but the rate of increase in salaries has fallen over time (from 2.8%/yr from 2007-12 to 1.4%/yr from 2012-17). The current gender gap in pay is between 3% and 9% (i.e., female faculty members receive 3-9% less compensation than their male peers on average), and the data suggest that the gap is persistent and increasing. There also is a significant loyalty tax (i.e., compression) for faculty remaining at Ohio State for a significant portion of their academic career.

University revenues, by contrast, have increased substantially over the past 10 years, at an average rate of 5.5% per year. Revenues attributed in large measure to faculty productivity (Faculty Based Income) have similarly increased. Tuition and fees for instance, increased 4.2% per year, grants and contracts increased 2.5% per year and state support stayed about the same. The increase in revenues from tuition and fees has been driven by an increase in student population (+1.2% per year at Columbus campus, and 1.0% per year system-wide) and an apparent increase in students paying out-of-state tuition.

Data indicate that tenure-track faculty salaries and benefits at Ohio State are 16% of total faculty-based income. This percentage, which has been consistent for over a decade, determines the annual pool of funding available for salary increases (Annual Merit Compensation Process) and hiring. Given strong rates of increase in the salaries of incoming faculty members compared to faculty members already here at the university, this funding formula dictates the outcomes we have all observed: declining faculty numbers and decelerating average salary growth. In contrast to the trends in faculty numbers and salaries, data also illustrate that administrative and other non-academic elements of the university have grown in FTE and salary.

Over the course of time, these outcomes are having adverse impacts on the academic mission of the University. Our average salary has fallen well into the bottom half of AAU institutions, as well as the Big Ten. Our institutional ranking also has fallen according to the Shanghai Ranking (ARWU – Academic Ranking of World Universities) from 60<sup>th</sup> to 94<sup>th</sup> over the last decade.

### ***In summary:***

Faculty are the bedrock element of the academic mission of any university, including The Ohio State University;

Student numbers have increased, and faculty numbers have decreased;

University revenues, including faculty-based income, have increased significantly;

Faculty salaries have decreased compared to other AAU institutions and the Big Ten;

There is a persistent gap in pay between men and women;

There is a strong loyalty tax on faculty members who remain at Ohio State;

The international ranking and reputation of Ohio State is declining;

***We move that The Ohio State University:***

Increase the proportion of Faculty Based Income allocated to faculty salaries and benefits to 24% over the next 5 years;

Commit to increasing tenure-track faculty by a net number of 200 by 2021;

Eliminate the gender gap in pay by 2021;

Reduce the loyalty tax by 50% by 2024

***Estimates of financial impact:***

Increase proportion of FBI to 24%: Increases revenues allocated to faculty salaries and benefits by \$170-\$180 million/yr.

Increase TT faculty by 200: Increase expenditure on faculty by \$23-\$40 million/yr, depending on what level faculty are hired.

Eliminate gender gap in pay: Increase expenditure on faculty by \$3.5 million/yr

Reduce the loyalty tax by 50% by 2024: Increase expenditure on faculty by \$6.9 million/yr

Would allow OSU to move back to median AAU and upper third of Big 10 (\$50 million/yr)