

**Resolution on Fairness in Faculty Salaries**  
**Faculty Senate Finance and Facilities Committee**  
**First reading April 8, 2013**

**Whereas** all Group 1 faculty regardless of discipline have earned terminal degrees, have obtained and maintained significant standing in their fields through research and creative activity, and have been vetted by national searches and ongoing peer reviews; and

**Whereas** all Group 1 faculty regardless of discipline perform similar job duties, activities, and responsibilities, including imparting knowledge through teaching supervision and the design and implementation of curriculum; originating and expanding human knowledge and creative expression by way of active research and creative activity; and administering and supervising programs and institutional processes through participation in shared governance tasks (e.g. Faculty Senate committees, university task forces, etc.) and through program implementations at the level of departments, schools, colleges, and the university; and

**Whereas** the faculty workload differences outlined in Ohio University procedure 18.009, "Faculty Responsibility and Evaluation," identify programmatic variations that warrant corresponding salary variations but do not alter the broad commonalities among faculty credentials and activities across disciplines, campuses, and groups; and

**Whereas** the fundamental principles of equity and fairness among faculty ought to be reflected in fair minimum levels of compensation in each rank regardless of discipline, campus, or faculty group; and

**Whereas** anecdotal and piecemeal data indicate that female faculty at Ohio University receive less salary than their male counterparts, and that national aggregate data show persistent gender gaps in pay;<sup>2</sup> and

**Whereas** salary stagnation and compression create cross-rank inequities, undermine faculty morale, and contribute to an inability to attract or retain talented and established scholars;

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<sup>2</sup> No specific comparative analysis has been done of male and female salaries at OU; however, aggregate data on the salaries of male and female faculty are available at <http://www.ohio.edu/instres/faculty/AAUP1213.pdf>. For discussion of continuing gaps between male and female earning power in the academy overall, see [http://www.aacu.org/ocww/volume39\\_1/feature.cfm?section=2](http://www.aacu.org/ocww/volume39_1/feature.cfm?section=2).

**Therefore be it resolved that** minimum levels or “floors” be set that define a basic salary level for faculty within each rank, and that these floors be determined in such a manner that median salaries at Ohio University across ranks, disciplines, location, etc., become and remain equivalent to or better than salaries at similar levels, etc., at the top three public universities in Ohio.; and

**Be it further resolved that** faculty salaries be duly raised to meet the set minimal salary floors within each rank, discipline, location, etc.; and

**Be it further resolved that** these salary floors be maintained through annual “competitiveness adjustments” that preserve faculty salaries at Ohio University among the top three Ohio public universities; and

**Be it further resolved that** the current gap separating the average salary of the top quartile from that of the bottom quartile of faculty in each rank be frozen so that any salary increases at the top result in a corresponding percentage increase at the bottom;

**Be it further resolved that** the Ohio University Office of Institutional Research provide analyses of local data to determine whether and to what extent gaps in salary exist between male and female faculty of similar position and experience;

**Be it further resolved that** wherever necessary female faculty salaries be brought into parity with those of male counterparts holding similar rank and that this parity be maintained through corrective adjustments whenever required.