

**Resolution on Ohio University Faculty Raise Pools**  
**Faculty Senate Finance and Facilities Committee**  
**Second reading, May 6, 2013**

**Whereas** faculty salaries at Ohio University have fallen from third place among Ohio public universities to eighth place for full and associate professors and to sixth place for assistant professors because periodic salary increases have neither kept pace with inflation nor appropriately recognized the academic achievements that have resulted in O.U.'s third-place academic standing among state universities;<sup>1</sup> and

**Whereas** “merit raise pools” that are at or below the annual rate of inflation ought not be labeled “raises” or “merit pay,” since they have neither increased salaries in real terms nor rewarded merit above and beyond basic cost-of-living adjustments; and

**Whereas** recognizing professional merit remains important and necessary as part of the process in which university educators, researchers, and creative artists are evaluated and acknowledged for their performance through annual internal peer reviews of their achievements; and

**Whereas** distribution of salary increases to colleges by percentage perpetuates and exacerbates inequities among disciplines; and

**Whereas** salary compression and inversion persist<sup>2</sup>;

**Therefore be it resolved that funding for salary increases create and maintain salaries in each rank, group, and location commensurate with our academic standing; and**

**Be it further resolved that** funds for salary increases (currently termed “raise pools”) be distributed in ways that mitigate rather than perpetuate salary compression and inversion and salary disparities across disciplines; and

**Be it further resolved that** any salary pool for the purpose of rewarding merit be provided only after mitigations to compression, inversion, and other inequities have been made, followed by a cost-of-living-adjustment, so that this additional increase truly recognizes achievements that exceed expected performance of regular duties as determined through each department or school's annual performance review; and

**Be it further resolved that** in such years when funding for salary increases falls at or below the annual rate of inflation such increases be distributed across-the-board rather than according to merit until funds for actual raises are available; and

**Be it further resolved that** when salary pools exceed the rate of inflation, merit be awarded with departmental peer review and evaluation not only for the most recent period in question but also retroactively for years in which funds for merit increases were not available.

**Be it further resolved that** in any year that funding for faculty salary increases fails to exceed inflation, such increases will not be referred to as “raises” but by a more accurate description such as “mitigations against lost buying power.”

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<sup>1</sup> See <http://colleges.usnews.rankingsandreviews.com/best-colleges/rankings/national-universities/top-public/spp%2B50/page+2>

<sup>2</sup> Compressed salaries fall behind inflation or professional standing; inverted salaries pay professionally more advanced faculty at levels below those of professionally less-advanced colleagues.