

**Sense of the Senate Resolution on Principles for the
Task Force on Total Faculty Compensation
Faculty Senate Finance and Facilities Committee
Second reading, May 6, 2013**

Whereas the Provost, President, and Board of Trustees have identified effective faculty total compensation (salary plus benefits) as an institutional priority, in support of which the Provost has constituted the Task Force on Total Faculty Compensation;¹ and

Whereas Ohio University faculty salaries have consistently ranked near the bottom in comparison to other public four-year universities in Ohio despite O.U.'s third-place academic standing among them;² and

Whereas universities dedicated to the academic mission seek to cultivate faculty human capital by preserving and expanding tenure-track hiring while at the same time investing significantly in competitive faculty salaries and benefits to recruit and retain the very best scholars and artists and teachers; and

Whereas an emphasis on “total compensation” considers only the cost to the university of faculty benefits rather than the value of the actual benefits that faculty receive and can obscure the necessity of raising faculty salaries as a whole specifically and of addressing salary inequities across discipline, rank, category (Group 1, 2), campus, and, where present, gender, too; and

Whereas faculty do not participate in Social Security, making other retirement programs more important, yet recent changes in regulations governing faculty retirement contributions have effectively resulted in a one percent per year cut in net faculty salary, with a total of a four percent cut by 2016; and

Whereas deliberation about faculty total compensation directly concerns faculty and therefore should incorporate broad faculty consultation beyond the Task Force on Total Faculty Compensation in order to ensure faculty support for any ensuing policy recommendations;

Therefore be it resolved that Ohio University develop a plan wherein faculty salaries will be raised in equal annual steps so that the median and mean in each rank stand among the top three Ohio public universities within the next three years; and

Be it further resolved that minimum levels (“floors”) be set that define a fair and equitable salary for faculty within each rank, as a way to redress salary imbalances due to compression and inversion, and to offset and prevent further expansion of salary disparities among the disciplines

¹ See <http://www.ohio.edu/president/priorities/fundamentals.cfm>. The EVPP has also convened an ad hoc Task Force on Total Compensation during AY 2012-2013 that is currently reviewing total compensation options in preparation for issuing recommendations to the Board of Trustees.

² See <http://www.ohio.edu/institres/faculty/OUSalaryStudy.pdf> for salary and compensation rankings; for O.U.'s academic ranking in Ohio see <http://colleges.usnews.rankingsandreviews.com/best-colleges/rankings/national-universities/top-public/spp%2B50/page+2>

even as salaries rise at the higher end of the scale, and furthermore, that these floors be determined in such a manner that median salaries at Ohio University across ranks, disciplines, locations, etc., become and remain commensurate with our academic ranking; 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 in salary; and

Be it further resolved that research identify any existing disparities in pay among comparable male and female faculty and that any compensation program eliminate such salary inequities, as required by law; and

Be it further resolved that one-time and continuing adjustments to faculty salary not require offsets in faculty benefits; and

Be it further resolved that the maintenance and expansion of tenure-track positions not occur at the expense of significant new investment in faculty salaries and benefits, or, conversely, that salary and benefit increases not result in a freezing or loss of tenure-track hiring, but rather that the investment in faculty human resources pursue new tenure-track hiring and new investment in salaries concurrently; and

Be it further resolved that the one percent per year cut to faculty salaries resulting from the changes in STRS contribution regulations be restored; and

Be it further resolved that in conjunction with developing a plan for raising faculty salaries, the Provost's Task Force on Total Compensation shall publicly consult with the faculty at large for input and feedback on changes to our total compensation; and

Be it further resolved that these principles be sent to and adopted by the Task Force on Total Faculty Compensation.