

Faculty Senate
Sense of the Senate Resolution
on Parity in Presidential and Faculty Compensation
Executive Committee
September 10, 2012

Whereas the Board of Trustees recently has awarded the President of Ohio University a 6.3% increase in base pay, a 15% one-time bonus (of 2011-2012 base salary), and eligibility for to-be-determined annual performance bonuses, resulting in a new base salary of \$415,000 and bonus of \$58,548 for 2012-2013;

Whereas the Board of Trustees recognized substantial improvements across the university as grounds for this increase, including the following: the reach of the university has expanded locally, regionally, nationally, and internationally; the reputation of the university has “absolutely been enhanced”; the number and quality of students has increased; the restructuring of academic departments and programs has enhanced academic quality; and the quality of university programs has received positive recognition;¹

Whereas the Chair of the Board of Trustees recognized the “hard work of countless faculty” in these accomplishments, and the President also acknowledged that these accomplishment depended on the faculty;²

Whereas the Board of Trustees noted that the university is on firm, sustainable, and efficient financial footing;

Whereas the administration identified, in 2006-2007, the maintenance and enhancement of competitive faculty salaries as a top priority of Vision Ohio, but was unable to complete this initiative; and in the later refinement of those priorities, continues to maintain faculty and staff compensation as one of four “supporting priorities”;

Whereas faculty salary rankings among comparable institutions in the state of Ohio in the past seven years have either declined to or remained at 7th in all ranks (the same ranking as the President's salary among the same institutions before the new contract)³; and faculty salaries at all ranks are far below the median among national doctoral institutions (20th-22nd percentile)⁴;

Whereas from 2005-2010, the number of Group I faculty has fallen by 7.1% at the Athens campus and by 12.9% at the regional campuses, while the number of students has increased by 10.8% at the Athens campus, by 19.7% at the regional campuses, and by 491.4% in e-Learning;

Whereas despite higher workloads across faculty groups, in addition to contributing to the initiatives that have created the success noted by the Board, faculty took on the largely

¹ Chair Gene Harris, Board of Trustees meeting, 9/6/2012.

² Chair Gene Harris and President Roderick McDavis, Board of Trustees meeting, 9/6/2012.

³ 2011-2012 Ohio University Faculty Salary & Compensation Study, available at <http://www.ohio.edu/instres/faculty/OUSalaryStudy.pdf>.

⁴ Chronicle of Higher Education, Almanac of Higher Education 2012, available at <http://chronicle.com/article/faculty-salaries-data-2012/131431#id=204857>.

uncompensated work of completely transforming the curriculum and the additional student advising required by the quarters-to-semesters transition;

Whereas the unique quality of an Ohio University education depends on recruiting and retaining an active and productive faculty that values close engagement with our students;

Whereas the level of success recognized by the Board will be impossible to sustain without a transformational raise pool;

Therefore be it resolved that:

1) For 2012-2013, faculty salaries in each rank be adjusted to reflect the same percentage increase (9.21%) as the President's base salary since 2008-2009 (the academic year of the last comprehensive review by the Board); resulting, for example, in approximate Athens campus average salaries of \$67,500 for Assistant Professors, \$81,483 for Associate Professors; and \$109,223 for Full Professors; and that salaries for other faculty groups and campuses be commensurately adjusted.⁵

2) The "Total Compensation Plan" for faculty recently announced by the President have the same aim as the President's compensation: that faculty salaries should be "in line with the compensation paid...at comparable Ohio institutions."⁶

3) The "Total Compensation Plan" for faculty have as a goal the restoration of the 2010-2011 ratio of 3.3 between Presidential and faculty pay, as measured by the ratio of Presidential compensation to full professor compensation.⁷

4) The development of the "Total Compensation Plan" for faculty include significant input from faculty across various disciplines and faculty groups, especially those most involved with faculty recruiting and retention.

6) A copy of this resolution be sent to the Board of Trustees and to the President.

⁵ Raise to date for Assistant Professors has been approximately 7.71%, for Associate Professors 4.5%, and for Full Professors 5.66%; each of these should be adjusted up to equal 9.21%.

⁶ Trustee Anderson, Board of Trustees meeting, 9/6/2012. Because Presidential compensation is calculated differently from faculty compensation, they cannot be directly compared; thus salaries form a more accurate comparison.

⁷ As measured by *The Chronicle of Higher Education*, available at <http://chronicle.com.proxy.library.ohiou.edu/article/President-Versus-Professor-Pay/131915/>. As *The Chronicle* notes, "These data are not perfectly comparable to the data *The Chronicle* collects on presidents' pay, because the AAUP measures more components of total compensation, such as insurance premiums," but they provide a convenient benchmark.