

Preliminary Analysis of Faculty Salaries at Oregon State University

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Budgets and Fiscal Planning

Abridged version:

This version contains redacts summaries or representations of salary information that might allow identification of individual faculty members. It does not include graphs of salary against years since Ph.D., nor summary salary information for ranks with less than 10 people in a given College.

Summary:

An analysis was made of current salaries for OSU tenured and tenure-track faculty. Comparisons were made to institutional averages from AAUP and disciplinary averages based on the Oklahoma State Survey of Faculty Salaries by Discipline.

Comparisons to a set of institutional peers (public institutions from the OSU and OUS peer lists plus those in the PAC-12, excluding the Los Angeles and San Francisco schools) show that it would take about \$12.7M (salary plus 28% OPE) to bring professorial salaries to those peer averages.

The salary gap is largest for Professor ranks. Addressing the compression alone (by adjusting salaries to reach the ratios of ranks for the same peers, rather than the absolute values of salaries) would require about \$6.0M for faculty at professor and associate professor ranks.

A more detailed analysis by College, using the disciplinary average salaries from the Oklahoma State survey shows a gap for bringing professorial salaries to peer averages of \$11.3M. Bringing salaries to the disciplinary peer ratios to address compression would require about \$5.4M.

The similar estimates derived from two different comparisons indicate the size of the estimated salary gap is reasonable.

The salary issues are very different in different Colleges and the peer average salaries are substantially different between disciplines. Business and Liberal Arts are the farthest (in percentages) from peer average salaries, but the dollar cost to address the issues is very large in Liberal Arts, Science, Agriculture, and CEOAS.

The analysis included tenure-rank faculty funded from all sources, so did not identify the relative distribution of costs between grant, Education and General, and Statewide Public Service funds. The comparisons and cost analyses were also done in 9-month equivalent salaries (9/11 times the 12-month salary rate) so underestimate the dollar cost of the gap for units that provide 12-month appointments.

Background and process

The competitiveness of salaries for OSU's faculty and compression of salaries within faculty ranks are issues of significant concern for OSU's leadership, the Faculty Senate, and the members of the faculty. The Office of Budget and Fiscal planning offered to undertake an analysis of the current salary structure of instructional faculties by rank and College. The preliminary results of that review are presented here.

The analysis was based on data provided by OSU's Office of Human Resources and represents currently employed faculty in April, 2012. The analysis here includes professorial rank faculty members in tenured or tenure-track positions. All salaries and data derived from salaries are presented on a 9-month basis, to allow for comparison to national averages. Salaries for faculty on 12-month appointments were converted by multiplying the 12-month rate by 9/11.

The comparisons to average salaries for other institutions are from the American Association of University Professor's 2011-2012 Annual Report on the Economic Status of the Profession, the College and University Professional Association for Human Resources compilation of average salaries for 2011-2012, and the Oklahoma State University Faculty Salary by Discipline Survey for 2009-2010.

Some peer comparisons are presented here, followed by an analysis by College. Details relevant to each section are noted before the graphs and tables. The generally available version of this report does not include plotted data of individual salaries nor average data for cohorts less than 10. That information is included in the version provided to Deans and senior leadership to be used as appropriate.

There are other groups of faculty for which a salary analysis will be completed, including instructors and senior instructors and professional faculty. The latter analysis will be informed by the completion of the professional faculty classification study currently underway.

Peer comparisons:

By institution:

Table 1 shows average salary by rank for OSU's strategic peers (from both the OSU and OUS list) and for the PAC-12. A relative cost-of-living metric from Sperling is included for reference. The table includes the AAUP comparison of salaries at public vs. private institutions for reference.

The bottom of the table shows a reference used in the rest of this report term "AAUP institutional peer average". This is an institutional average for all the schools shown, excluding OSU, private universities, and universities in Los Angeles and San Francisco. Those references rates are:

	Professor	Associate	Assistant
Average:	122,530	85,840	76,015

Table 2 shows AAUP institutional averages by region. The Pacific region is the third highest in the nation.

By discipline:

Table 3 shows a listing of average salaries at four-year institutions. The absolute values are not relevant to OSU (since they include all four-year institutions) but the relative values show the substantial range between disciplines and the importance of assessing salary structure by major disciplines.

Table 4 shows a summary of average salaries for peer institutions by programs equivalent to OSU's College structure. This is based on the Oklahoma State survey of faculty salaries by discipline for 2009-2010. The data shown is for responses from universities classified in Carnegie's "Very High Research Activity" and includes 60 universities, including all of the public peer institutions in Table 1 except the University of Oregon.

The survey is by CIP code and the comparisons here are assembled by selecting the programs in the survey most comparable to Departments within OSU's Colleges. Averages for those disciplines within each College are shown, as well as weighted averages (by numbers of faculty included) and standard deviations for the units within Colleges. The CIP level data is available on request.

The weighted averages here are used in reviewing the salary structure of OSU's Colleges. The data are adjusted to 20-11-2012 values using AAUP's reported average increases to faculty salaries of 1.4% from AY2010 to 2011 and 1.8% from 2011 to 2012.

Institutional-level salary analysis

Table 5 summarizes the average salaries for professorial ranks at OSU and compares them to the AAUP baseline peers noted in Table 1. Faculty members that have administrative appointments were not included in the listing.

The total salary gap (salary dollars and 28% OPE) for professorial rank faculty is estimated at \$12.7M. The gap is largest for professors.

The size of that gap is substantial as it is the amount to move faculty at all ranks to those peer averages. Another piece of addressing salary structure is to begin looking simply at compression. If we take the ratio of salaries of Professors and Associate Professors to Assistant Professors for OSU and the peer comparators, we can see the degree of relative salary compression. The amount to change the ratios at OSU to those of our peers can then be estimated. This would establish a less compressed salary structure, but would not move all the way to peer salaries yet.

The amount for the kind of salary compression adjustments in the professorial ranks is about \$6.0M.

College-level salary analysis

The Oklahoma State disciplinary comparators in Table 4 were used to do an analysis by college of the gap between the disciplinary peer average salaries and OSU salaries, the percentage of OSU salaries to peer disciplinary salaries, and the gap needed to address compression based on the ratios of salaries for the disciplinary peers.

A summary of this analysis is in Table 6. The total gap in salaries and OPE estimated in this comparison is about \$11.3M for the professorial ranks. The cost of addressing just relative compression for the professorial ranks is about \$5.4M.

Appendix A includes tables and graphs for each College with detail on the analysis.

Appendix A: College-level salary analysis reports.

Each college has a table and a graph here.

In the tables, the first grey bar gives the salary averages for the suggested AAUP institutional peers from Table 1.

The second grey bar gives averages, medians, standard deviations and counts for key metrics for the current OSU faculty in that College.

The third grey bar lists the disciplinary peers selected from the Oklahoma State survey. The number in parentheses is the approximate number of faculty members for whom data was reported. These were assembled by selecting the disciplines by CIP code that were closest to the areas of study represented in each College. These various disciplines were then averaged to yield an average by College. A weighted average was also calculated so the salaries were not skewed by a small number of unusually high or low numbers. The standard deviation gives a sense of the range of salaries with the disciplines that comprise a College. Because this was 2009-2010 data, the weighted averages were raised by 1.4% and 1.8% to yield a comparator for 2011-2012. The percentages are the increases reported by AAUP for average salaries for 2010-2011 and 2011-2012.

The peer ratios grey bar notes the ratio of OSU's average salary in that College to both the AAUP institutional peer average and the weight average for the disciplinary peer data. It is a relative measure of where OSU salaries stand relative to the peers.

The compression ratio bar calculates the ratio of Professor and Associate Professor salaries to Assistant Professor salaries and offers a view of the degree of compression between ranks at OSU compared to the AAUP peers and the disciplinary peer averages.

The gap analysis grey bar calculates how much salary plus 28% additional OPE would be required to close the gap to disciplinary peer salaries (based on count of faculty by rank and average FTE) and how much salary and OPE would be required to bring the compression ratios to those of the disciplinary peers. The permutations of these calculations can be complex and are a guide to the size and relative distribution of the problem. They are *not* a precise measure of the adjustments that would be appropriate for individual faculty members within individual units.

In business, Design and Business are treated separately because they are so different in salary structure. There is an "others" table, as some faculty are appointed outside academic colleges. The largest number of such professorial appointments are in the Library.

College Level Salary Comparisons

College of Agricultural Sciences

AAUP Institutional Peer Baseline (from Table 1)

Average:	122,530	85,840	76,015
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OSU Agriculture 2011-2012:

	Professor	Associate	Assistant
Average:	93,336	71,351	63,540
Median:	89,336	68,217	62,307
Standard deviation:	15,798	12,525	9,217
Count:	66	56	49
Average FTE:	0.92	0.97	0.99
Count 12 months:	57	52	37
Count 9 months:	9	4	12

Agriculture Peers (~1700) Ok. State Faculty Survey 2009-2010

Average:	106,546	78,070	64,622
Weighted Average:	105,945	77,945	66,821
Standard Deviation:	9,164	6,228	4,734

Agriculture adjusted to 2011-2012*

Weighted Average:	109,362	80,459	68,976
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*Adjustment uses AAUP data of 1.4% AY2010 to 2011, 1.8% AY 2011 to 2012

Peer ratios (averages to averages):

OSU at rank to AAUP reference group:	0.76	0.83	0.84
OSU at rank to Ok. St. adjusted discipline:	0.85	0.89	0.92

Compression ratios (rank relative to average Assistant Professor):

OSU	1.47	1.12	1.00
AAUP Reference Group:	1.61	1.13	1.00
Ok. State Discipline Reference Group:	1.59	1.17	1.00

Gap Analysis (salary gap plus 28% additional OPE):

Gap to discipline peers averages:	1,246,609	632,484	338,963
Gap to discipline peers rank ratios:	576,121	192,123	0

Total Dollar Gap to Peer Averages:	2,218,057
Total Dollar Gap to Peer Rank Ratios:	768,244

College Level Salary Comparisons

College of Business--Business

AAUP Institutional Peer Baseline (from Table 1)

Average:	122,530	85,840	76,015
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OSU Business 2011-2012:

	Professor	Associate	Assistant
Average:		114,728	109,734
Median:		116,663	107,654
Standard deviation:		13,453	5,507

Count:	4	10	20
Average FTE:	1.00	1.00	0.99
Count 12 months:	0	0	0
Count 9 months:	4	10	20

Business Peers (~1600) Ok. State Faculty Survey 2009-2010

Average:	174,706	131,826	130,171
Weighted Average:	174,706	131,826	130,171
Standard Deviation:	-	-	-

Business adjusted to 2011-2012*

Weighted Average:	180,341	136,078	134,369
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*Adjustment uses AAUP data of 1.4% AY2010 to 2011, 1.8% AY 2011 to 2012

Peer ratios (averages to averages):

OSU at rank to AAUP reference group:		1.34	1.44
OSU at rank to Ok. St. adjusted discipline:		0.84	0.82

Compression ratios (rank relative to average Assistant Professor):

OSU		1.05	1.00
AAUP Reference Group:		1.13	1.00
Ok. State Discipline Reference Group:		1.01	1.00

Gap Analysis (salary gap plus 28% additional OPE):

Gap to discipline peers averages:		273,282	626,252
Gap to discipline peers rank ratios:		(46,061)	0

Total Dollar Gap to Peer Averages:

Total Dollar Gap to Peer Rank Ratios:

College Level Salary Comparisons

College of Business--Design

AAUP Institutional Peer Baseline (from Table 1)

Average:	122,530	85,840	76,015
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OSU Business-Design 2011-2012:

	Professor	Associate	Assistant
Average:			
Median:			
Standard deviation:			

Count:	0	8	1
Average FTE:	0.00	1.00	1.00
Count 12 months:	0	0	0
Count 9 months:	0	8	1

Design Peers (~500) Ok. State Faculty Survey 2009-2010

Average:	98,825	72,144	60,047
Weighted Average:	98,825	72,144	60,047
Standard Deviation:	-	-	-

Design adjusted to 2011-2012*

Weighted Average:	102,013	74,471	61,984
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*Adjustment uses AAUP data of 1.4% AY2010 to 2011, 1.8% AY 2011 to 2012

Peer ratios (averages to averages):

OSU at rank to AAUP reference group:	
OSU at rank to Ok. St. adjusted discipline:	

Compression ratios (rank relative to average Assistant Professor):

OSU	
AAUP Reference Group:	
Ok. State Discipline Reference Group:	

Gap Analysis (salary gap plus 28% additional OPE):

Gap to discipline peers averages:	
Gap to discipline peers rank ratios:	

Total Dollar Gap to Peer Averages:

Total Dollar Gap to Peer Rank Ratios:

College Level Salary Comparisons

CEOAS

AAUP Institutional Peer Baseline (from Table 1)

Average:	122,530	85,840	76,015
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OSU CEOAS 2011-2012:

	Professor	Associate	Assistant
Average:	99,003	78,313	
Median:	97,113	77,465	
Standard deviation:	13,745	6,783	
Count:	50	20	8
Average FTE:	0.92	0.98	1.00
Count 12 months:	36	14	7
Count 9 months:	14	6	1

CEOAS Peers (~900) Ok. State Faculty Survey 2009-2010

Average:	119,799	84,193	70,015
Weighted Average:	115,521	82,680	69,174
Standard Deviation:	4,590	3,946	5,723

CEOAS adjusted to 2011-2012*

Weighted Average:	119,247	85,347	71,405
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*Adjustment uses AAUP data of 1.4% AY2010 to 2011, 1.8% AY 2011 to 2012

Peer ratios (averages to averages):

OSU at rank to AAUP reference group:	0.81	0.91	
OSU at rank to Ok. St. adjusted discipline:	0.83	0.92	

Compression ratios (rank relative to average Assistant Professor):

OSU			
AAUP Reference Group:	1.61	1.13	1.00
Ok. State Discipline Reference Group:	1.67	1.20	1.00

Gap Analysis (salary gap plus 28% additional OPE):

Gap to discipline peers averages:	1,195,815	176,909	
Gap to discipline peers rank ratios:			

Total Dollar Gap to Peer Averages:

Total Dollar Gap to Peer Rank Ratios:

College Level Salary Comparisons**College of Education****AAUP Institutional Peer Baseline (from Table 1)**

Average:	122,530	85,840	76,015
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OSU Education 2011-2012:

Professor	Associate	Assistant
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Average:

Median:

Standard deviation:

Count:

4

7

5

Average FTE:

0.88

1.00

1.00

Count 12 months:

0

3

0

Count 9 months:

4

4

5

Education Peers (~1100) Ok. State Faculty Survey 2009-2010

Average:	106,924	75,121	61,459
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Weighted Average:	106,924	75,121	61,459
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Standard Deviation:	-	-	-
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Education adjusted to 2011-2012*

Weighted Average:	110,373	77,544	63,441
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*Adjustment uses AAUP data of 1.4% AY2010 to 2011, 1.8% AY 2011 to 2012

Peer ratios (averages to averages):

OSU at rank to AAUP reference group:

OSU at rank to Ok. St. adjusted discipline:

Compression ratios (rank relative to average Assistant Professor):

OSU

AAUP Reference Group:

Ok. State Discipline Reference Group:

Gap Analysis (salary gap plus 28% additional OPE):

Gap to discipline peers averages:

Gap to discipline peers rank ratios:

Total Dollar Gap to Peer Averages:**Total Dollar Gap to Peer Rank Ratios:**

College Level Salary Comparisons

College of Engineering

AAUP Institutional Peer Baseline (from Table 1)

Average:	122,530	85,840	76,015
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OSU Engineering 2011-2012:

Professor	Associate	Assistant
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Average:	124,786	97,979	87,218
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Median:	118,314	97,389	88,002
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Std. Dev.	17,774	7,424	4,145
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Count:	39.00	40.00	30.00
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Average FTE:	0.94	0.97	1.00
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Count 12 months	1	0	0
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Count 9 months	38	40	30
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Engineering Peers (~4100) Ok. State Faculty Survey 2009-2010

Average:	134,263	95,514	80,861
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Weighted Average:	134,877	96,320	82,836
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Standard Deviation:	10,584	5,760	4,699
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Engineering adjusted to 2011-2012*

Weighted Average:	139,227	99,427	85,508
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*Adjustment uses AAUP data of 1.4% AY2010 to 2011, 1.8% AY 2011 to 2012

Peer ratios (averages to averages):

OSU at rank to AAUP reference group:	1.02	1.14	1.15
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OSU at rank to Ok. St. adjusted discipline:	0.90	0.99	1.02
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Compression ratios (rank relative to average Assistant Professor):

OSU	1.43	1.12	1.00
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AAUP Reference Group:	1.61	1.13	1.00
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Ok. State Discipline Reference Group:	1.63	1.16	1.00
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Gap Analysis (salary gap plus 28% additional OPE):

Gap to discipline peers averages:	681,166	71,799	(65,694)
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Gap to discipline peers rank ratios:	812,555	170,466	0
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Total Dollar Gap to Peer Averages:	687,272
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Total Dollar Gap to Peer Rank Ratios:	983,021
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College Level Salary Comparisons

College of Forestry

AAUP Institutional Peer Baseline (from Table 1)

Average:	122,530	85,840	76,015
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OSU Forestry 2011-2012:

	Professor	Associate	Assistant
Average:	94,520	78,334	
Median:	87,706	79,930	
Standard deviation:	20,589	16,295	

Count:	23	15	6
Average FTE:	0.96	0.99	0.96
Count 12 months:	21	15	5
Count 9 months:	2	0	1

Forestry Peers (~870) Ok. State Faculty Survey 2009-2010

Average:	100,021	72,976	61,600
Weighted Average:	102,753	75,469	63,735
Standard Deviation:	7,247	5,559	3,738

Forestry adjusted to 2011-2012*

Weighted Average:	106,067	77,903	65,791
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*Adjustment uses AAUP data of 1.4% AY2010 to 2011, 1.8% AY 2011 to 2012

Peer ratios (averages to averages):

OSU at rank to AAUP reference group:
OSU at rank to Ok. St. adjusted discipline:

Compression ratios (rank relative to average Assistant Professor):

OSU
AAUP Reference Group:
Ok. State Discipline Reference Group:

Gap Analysis (salary gap plus 28% additional OPE):

Gap to discipline peers averages:
Gap to discipline peers rank ratios:

Total Dollar Gap to Peer Averages:

Total Dollar Gap to Peer Rank Ratios:

College Level Salary Comparisons

College of Liberal Arts

AAUP Institutional Peer Baseline (from Table 1)

Average:	122,530	85,840	76,015
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OSU Liberal Arts 2011-2012:

	Professor	Associate	Assistant
Average:	84,507	66,717	60,027
Median:	75,645	64,008	56,295
Standard deviation:	19,933	9,660	10,376

Count:	44	55	35
Average FTE:	0.96	0.97	0.99
Count 12 months:	1	0	0
Count 9 months:	43	56	36

Liberal Arts Peers (~8400) Ok. State Faculty Survey 2009-2010

Average:	114,333	77,372	64,006
Weighted Average:	113,284	76,342	63,218
Standard Deviation:	14,976	9,637	9,639

Liberal Arts adjusted to 2011-2012*

Weighted Average:	116,938	78,804	65,257
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*Adjustment uses AAUP data of 1.4% AY2010 to 2011, 1.8% AY 2011 to 2012

Peer ratios (averages to averages):

OSU at rank to AAUP reference group:	0.69	0.78	0.79
OSU at rank to Ok. St. adjusted discipline:	0.72	0.85	0.92

Compression ratios (rank relative to average Assistant Professor):

OSU	1.41	1.11	1.00
AAUP Reference Group:	1.61	1.13	1.00
Ok. State Discipline Reference Group:	1.79	1.21	1.00

Gap Analysis (salary gap plus 28% additional OPE):

Gap to discipline peers averages:	1,754,262	825,387	231,961
Gap to discipline peers rank ratios:	1,247,308	394,098	0

Total Dollar Gap to Peer Averages:	2,811,609
Total Dollar Gap to Peer Rank Ratios:	1,641,406

College Level Salary Comparisons

College of Pharmacy

AAUP Institutional Peer Baseline (from Table 1)

Average:	122,530	85,840	76,015
OSU Pharmacy 2011-2012:	Professor	Associate	Assistant
Average:		90,402	76,988
Median:		84,034	75,330
Standard deviation:		13,685	4,400
Count:	4	10	10
Average FTE:	0.81	1.00	1.00
Count 12 months:	2	10	10
Count 9 months:	2	0	0

Pharmacy Peers (~500) Ok. State Faculty Survey 2009-2010

Average:	134,729	86,917	71,031
Weighted Average:	130,182	88,143	72,128
Standard Deviation:	7,587	3,091	5,472

Pharmacy adjusted to 2011-2012*

Weighted Average:	134,381	90,986	74,454
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*Adjustment uses AAUP data of 1.4% AY2010 to 2011, 1.8% AY 2011 to 2012

Peer ratios (averages to averages):

OSU at rank to AAUP reference group:		1.05	1.01
OSU at rank to Ok. St. adjusted discipline:		0.99	1.03

Compression ratios (rank relative to average Assistant Professor):

OSU		1.17	1.00
AAUP Reference Group:		1.13	1.00
Ok. State Discipline Reference Group:		1.22	1.00

Gap Analysis (salary gap plus 28% additional OPE):

Gap to discipline peers averages:		7,474	(32,435)
Gap to discipline peers rank ratios:		47,111	0

Total Dollar Gap to Peer Averages:

Total Dollar Gap to Peer Rank Ratios:

College Level Salary Comparisons

College of PHHS

AAUP Institutional Peer Baseline (from Table 1)

Average:	122,530	85,840	76,015
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OSU PHHS 2011-2012:

	Professor	Associate	Assistant
Average:	103,985	72,900	60,991
Median:	98,487	75,658	63,818
Standard deviation:	31,388	10,739	11,823

Count:	14	38	21
Average FTE:	0.95	0.99	1.00
Count 12 months:	6	11	11
Count 9 months:	8	27	10

PHHS Peers (~780) Ok. State Faculty Survey 2009-2010

Average:	117,562	79,273	67,583
Weighted Average:	116,668	78,929	66,935
Standard Deviation:	11,371	6,132	4,755

PHHS adjusted to 2011-2012*

Weighted Average:	120,431	81,475	69,094
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*Adjustment uses AAUP data of 1.4% AY2010 to 2011, 1.8% AY 2011 to 2012

Peer ratios (averages to averages):

OSU at rank to AAUP reference group:	0.85	0.85	0.80
OSU at rank to Ok. St. adjusted discipline:	0.86	0.89	0.88

Compression ratios (rank relative to average Assistant Professor):

OSU	1.70	1.20	1.00
AAUP Reference Group:	1.61	1.13	1.00
Ok. State Discipline Reference Group:	1.74	1.18	1.00

Gap Analysis (salary gap plus 28% additional OPE):

Gap to discipline peers averages:	278,912	413,221	217,798
Gap to discipline peers rank ratios:	39,388	(47,231)	0

Total Dollar Gap to Peer Averages:	909,931
Total Dollar Gap to Peer Rank Ratios:	(7,843)

College Level Salary Comparisons

College of Science

AAUP Institutional Peer Baseline (from Table 1)

Average:	122,530	85,840	76,015
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OSU Science 2011-2012:

	Professor	Associate	Assistant
Average:	108,294	76,427	68,731
Median:	98,343	77,666	69,818
Standard deviation:	28,472	8,317	4,071
Count:	55	26	26
Average FTE:	0.92	0.98	1.00
Count 12 months:	9	3	0
Count 9 months:	46	23	26

Science Peers (~6900) Ok. State Faculty Survey 2009-2010

Average:	122,736	83,215	71,258
Weighted Average:	122,224	83,008	69,952
Standard Deviation:	4,518	1,739	2,985

Science adjusted to 2011-2012*

Weighted Average:	126,166	85,685	72,208
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*Adjustment uses AAUP data of 1.4% AY2010 to 2011, 1.8% AY 2011 to 2012

Peer ratios (averages to averages):

OSU at rank to AAUP reference group:	0.88	0.89	0.90
OSU at rank to Ok. St. adjusted discipline:	0.86	0.89	0.95

Compression ratios (rank relative to average Assistant Professor):

OSU	1.58	1.11	1.00
AAUP Reference Group:	1.61	1.13	1.00
Ok. State Discipline Reference Group:	1.75	1.19	1.00

Gap Analysis (salary gap plus 28% additional OPE):

Gap to discipline peers averages:	1,155,215	301,117	115,720
Gap to discipline peers rank ratios:	762,494	166,915	0

Total Dollar Gap to Peer Averages:	1,572,052
Total Dollar Gap to Peer Rank Ratios:	929,409

College Level Salary Comparisons

College of Veterinary Medicine

AAUP Institutional Peer Baseline (from Table 1)

Average:	122,530	85,840	76,015
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OSU Vet MEd 2011-2012:

	Professor	Associate	Assistant
Average:	113,786	96,333	90,142
Median:	109,772	93,037	88,462
Standard deviation:	14,732	10,251	8,415
Count:	10	11	12
Average FTE:	1.00	0.93	1.00
Count 12 months:	10	8	9
Count 9 months:	0	3	3

Vet Med Peers (~450) Ok. State Faculty Survey 2009-2010

Average:	113,115	89,117	76,807
Weighted Average:	113,115	89,117	76,807
Standard Deviation:	-	-	-

Vet Med adjusted to 2011-2012*

Weighted Average:	116,763	91,991	79,284
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*Adjustment uses AAUP data of 1.4% AY2010 to 2011, 1.8% AY 2011 to 2012

Peer ratios (averages to averages):

OSU at rank to AAUP reference group:	0.93	1.12	1.19
OSU at rank to Ok. St. adjusted discipline:	0.97	1.05	1.14

Compression ratios (rank relative to average Assistant Professor):

OSU	1.26	1.07	1.00
AAUP Reference Group:	1.61	1.13	1.00
Ok. State Discipline Reference Group:	1.47	1.16	1.00

Gap Analysis (salary gap plus 28% additional OPE):

Gap to discipline peers averages:	38,102	(56,680)	(165,939)
Gap to discipline peers rank ratios:	242,777	107,797	0

Total Dollar Gap to Peer Averages:	(184,518)
Total Dollar Gap to Peer Rank Ratios:	350,574

College Level Salary Comparisons

Other Units

AAUP Institutional Peer Baseline (from Table 1)

Average:	122,530	85,840	76,015
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OSU Others 2011-2012:

	Professor	Associate	Assistant
Average:		57,677	44,741
Median:		57,520	40,304
Standard deviation:		10,546	11,035

Count:	8	10	13
Average FTE:	0.60	0.90	0.98
Count 12 months:	5	10	13
Count 9 months:	3	0	0

Education Peers (~500) Ok. State Faculty Survey 2009-2010

Average:	-	-	-
Weighted Average:	-	-	-
Standard Deviation:	-	-	-

Education adjusted to 2011-2012*

Weighted Average:	N/A	N/A	N/A
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*Adjustment uses AAUP data of 1.4% AY2010 to 2011, 1.8% AY 2011 to 2012

Peer ratios (averages to averages):

OSU at rank to AAUP reference group:		0.67	0.59
OSU at rank to Ok. St. adjusted discipline:	N/A	N/A	N/A

Compression ratios (rank relative to average Assistant Professor):

OSU		1.29	1.00
AAUP Reference Group:		1.13	1.00
Ok. State Discipline Reference Group:	N/A	N/A	N/A

Gap Analysis (salary gap plus 28% additional OPE):

Gap to discipline peers averages:	N/A	N/A	N/A
Gap to discipline peers rank ratios:	N/A	N/A	N/A

Total Dollar Gap to Peer Averages:

N/A

Total Dollar Gap to Peer Rank Ratios:

N/A