

**Ohio University Athens Campus
Faculty Salary Peer Comparisons and Estimates
5-Year Plan to Advance OU to Next Peer University Quartile**

		Year 1	Year 2	Year 3	Year 4	Year 5	Grand Total
University of Connecticut, Storrs	10th to 1st 1st Quartile						
Option A - Catch Up Over 5 Years	(9.7% avg. annual increase)						
Additional OU Salary Needed	\$5,839,227	\$6,520,264	\$7,272,025	\$8,101,555	\$9,016,591	\$36,749,662	
Anticipated OU Mean Salary: All Ranks	\$79,350	\$86,992	\$95,370	\$104,556	\$114,628		
Option B - Catch Up In First Year	(4.7% avg. annual increase)						
Additional OU Salary Needed	\$16,265,673	\$1,049,683	\$1,110,711	\$1,175,096	\$1,243,015	\$20,844,178	
Anticipated OU Mean Salary: All Ranks	\$93,499	\$97,893	\$102,494	\$107,311	\$112,355		
University of North Carolina - Chapel Hill	10th to 2nd 1st Quartile						
Option A - Catch Up Over 5 Years	(8.4% avg. annual increase)						
Additional OU Salary Needed	\$4,857,034	\$5,353,655	\$5,895,715	\$6,487,190	\$7,132,401	\$29,725,995	
Anticipated OU Mean Salary: All Ranks	\$78,030	\$84,543	\$91,602	\$99,252	\$107,543		
Option B - Catch Up In First Year	(3.9% avg. annual increase)						
Additional OU Salary Needed	\$14,033,517	\$406,126	\$415,900	\$425,802	\$435,826	\$15,717,171	
Anticipated OU Mean Salary: All Ranks	\$90,498	\$94,028	\$97,695	\$101,505	\$105,464		
University of Delaware, Newark	10th to 3rd 1st Quartile						
Option A - Catch Up Over 5 Years	(8.8% avg. annual increase)						
Additional OU Salary Needed	\$4,649,946	\$5,157,092	\$5,712,937	\$6,321,934	\$6,988,938	\$28,830,847	
Anticipated OU Mean Salary: All Ranks	\$77,751	\$84,581	\$92,011	\$100,093	\$108,886		
Option B - Catch Up In First Year	(4.8% avg. annual increase)						
Additional OU Salary Needed	\$12,355,582	\$931,561	\$990,189	\$1,052,212	\$1,117,817	\$16,447,361	
Anticipated OU Mean Salary: All Ranks	\$88,243	\$92,479	\$96,918	\$101,570	\$106,445		
University of New Hampshire, Durham	10th to 4th 2nd Quartile						
Option A - Catch Up Over 5 Years	(9.7% avg. annual increase)						
Additional OU Salary Needed	\$4,842,267	\$5,426,599	\$6,072,274	\$6,785,428	\$7,572,800	\$30,699,368	
Anticipated OU Mean Salary: All Ranks	\$78,010	\$85,522	\$93,758	\$102,787	\$112,688		
Option B - Catch Up In First Year	(5.7% avg. annual increase)						
Additional OU Salary Needed	\$11,661,142	\$1,482,853	\$1,601,267	\$1,727,845	\$1,863,111	\$18,336,218	
Anticipated OU Mean Salary: All Ranks	\$87,310	\$92,286	\$97,547	\$103,107	\$108,984		

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Indiana University - Bloomington	10th to 5th 2nd Quartile						
Option A - Catch Up Over 5 Years	(7.6% avg. annual increase)						
Additional OU Salary Needed		\$3,492,348	\$3,832,000	\$4,200,709	\$4,600,835	\$5,034,922	\$21,160,814
Anticipated OU Mean Salary: All Ranks		\$76,195	\$81,984	\$88,214	\$94,920	\$102,139	
Option B - Catch Up In First Year	(4.6% avg. annual increase)						
Additional OU Salary Needed		\$9,350,862	\$662,039	\$701,966	\$744,125	\$788,636	\$12,247,628
Anticipated OU Mean Salary: All Ranks		\$84,204	\$88,078	\$92,129	\$96,367	\$100,800	
Auburn University, Auburn, AL	10th to 6th 2nd Quartile						
Option A - Catch Up Over 5 Years	(7.0% avg. annual increase)						
Additional OU Salary Needed		\$2,429,088	\$2,660,348	\$2,910,380	\$3,180,608	\$3,472,560	\$14,652,984
Anticipated OU Mean Salary: All Ranks		\$74,766	\$80,020	\$85,643	\$91,661	\$98,102	
Option B - Catch Up In First Year	(5.0% avg. annual increase)						
Additional OU Salary Needed		\$5,528,194	\$721,498	\$775,925	\$833,840	\$895,448	\$8,754,905
Anticipated OU Mean Salary: All Ranks		\$79,066	\$83,020	\$87,171	\$91,529	\$96,106	
Clemson University, Clemson, SC	10th to 7th 3rd Quartile						
Option A - Catch Up Over 5 Years	(6.0% avg. annual increase)						
Additional OU Salary Needed		\$1,537,799	\$1,668,493	\$1,808,626	\$1,958,834	\$2,119,788	\$9,093,540
Anticipated OU Mean Salary: All Ranks		\$73,568	\$77,969	\$82,633	\$87,576	\$92,815	
Option B - Catch Up In First Year	(4.5% avg. annual increase)						
Additional OU Salary Needed		\$3,382,121	\$330,797	\$352,937	\$376,375	\$401,184	\$4,843,414
Anticipated OU Mean Salary: All Ranks		\$76,182	\$79,610	\$83,193	\$86,936	\$90,848	

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University of Tennessee, Knoxville	10th to 8th 3rd Quartile						
Option A - Catch Up Over 5 Years	(4.9% avg. annual increase)						
Additional OU Salary Needed		\$869,492	\$928,023	\$990,137	\$1,056,042	\$1,125,959	\$4,969,653
Anticipated OU Mean Salary: All Ranks		\$72,670	\$76,215	\$79,935	\$83,838	\$87,933	
Option B - Catch Up In First Year	(4.9% avg. annual increase)						
Additional OU Salary Needed		\$3,052,756	\$541,376	\$584,036	\$629,460	\$677,811	\$5,485,439
Anticipated OU Mean Salary: All Ranks		\$75,739	\$79,450	\$83,344	\$87,427	\$91,711	

University of Missouri - Columbia	10th to 9th 4th Quartile						
Option A - Catch Up Over 5 Years	(4.6% avg. annual increase)						
Additional OU Salary Needed		\$674,944	\$714,010	\$755,234	\$798,730	\$844,622	\$3,787,540
Anticipated OU Mean Salary: All Ranks		\$72,409	\$75,686	\$79,113	\$82,696	\$86,443	
Option B - Catch Up In First Year	(3.6% avg. annual increase)						
Additional OU Salary Needed		\$2,277,346	\$0	\$0	\$0	\$0	\$1,272,162
Anticipated OU Mean Salary: All Ranks		\$74,697	\$77,386	\$80,172	\$83,058	\$86,048	

Ohio University	10th 4th Quartile						
OU Anticipated Total Salary Increase*	(4.2% avg. annual increase)	\$2,130,848	\$2,219,773	\$2,312,409	\$2,408,911	\$2,509,440	\$11,581,381

Washington State University **11th 4th Quartile**

Option A - Catch Up Over 5 Years

This plan takes the total mean salary difference between Ohio University and the selected institution and divides the amount needed to catch up over five years. However, in order to move ahead of the institution, Ohio University will need to give annual salary raises at a rate that is higher than the selected institution's average salary increase as noted for each institution.

Option B - Catch Up In First Year

This plan takes the total mean salary difference between Ohio University and the selected institution and adds it to the total base salary budget in the first year. In each subsequent year, Ohio University would then give annual salary increases that match the selected institution's average salary increases as noted for each institution.