

## **2005-06 Ohio University Faculty Salary Study**

Ohio University's Office of Institutional Research participates in the annual American Association of University Professors (AAUP) Faculty Salary Study. Academic-year base salaries of full-time Group I faculty, including chairs and directors, are reported for each of Ohio University's campuses. Academic administrators other than chairs and directors, professional school faculty (Osteopathic Medicine), and part-time faculty are excluded, according to AAUP salary study guidelines. Ohio University's "early retired" faculty are part-time and are not included.

The purpose of this report is to describe how faculty salaries at Ohio University compare to different groups of universities and to help explain some of the variables that influence those salaries.

### **Aggregated Average Salary Comparisons**

Each year, Ohio University participates in comparative faculty salary studies, comparing its full-time Group I faculty with full-time faculty at other universities. AAUP collects aggregated faculty salary and benefits data for current and continuing (from the previous year) faculty; salaries are broken down by rank. Each year Ohio State University collects and compiles these data from public universities in Ohio.

Table 1 consists of four pages and shows the average faculty salary, broken down by faculty rank and institution for the public universities in Ohio over the last seven years. Central State University does not participate in the state-wide study and is not included. The ordinal ranking of each university is given for each year. In 2005-06 Ohio University is ranked seventh for professors (down from sixth in 2004-05); fourth for associate professors (same as in 2004-05); fourth for assistant professors (down from

second in 2004-05); and fourth for all ranks combined (down from third in 2004-05). In 2005-06 Ohio University's average faculty salary is \$446 below the next rank up for professors, \$2,508 below the next rank up for associate professors, \$93 below the next rank up for assistant professors, and \$820 below the next rank up for all ranks combined.

The numbers of faculty at each rank are given in Table 2. Ohio University continues to have the highest percentage of assistant professors along with Miami University. Most of the other public universities in Ohio make use of instructor or lecturer ranks. Ohio University and Ohio State University make little use of these ranks. Akron, Bowling Green, Kent, Toledo, and Wright State each have submitted faculty salary data for lecturers, which suggests that non-tenure-track data may be included.

Table 3 shows the percent salary increases for continuing faculty (all ranks combined) over seven years. Continuing faculty at Ohio University are faculty who were full-time Group I faculty in 2004-05 and continued as full-time Group I faculty in 2005-06. Ninety-three percent of Ohio University's faculty continued from 2004-05 to 2005-06. The 2004-05 to 2005-06 salary increase at Ohio University was 2.7% and includes base salary pool increases and annual promotion increases, but does not include the 1% mid-year base salary increase. In most of the seven years, Ohio University's average salary increases were lower than the state-wide average. In 2005-06, Ohio University's actual salary increase for continuing faculty was among the lowest in the state. Table 3 and Figure 1 also show the cumulative and compound percent increases for continuing faculty. Over the seven years, Ohio University had the sixth-highest percent increase for continuing faculty.

Table 4 and Figure 2 show Ohio University's (all ranks combined) average faculty salary indexed over the last seven years, compared to the Consumer Price Index (CPI) and national AAUP average faculty salary indexes. The continuing faculty salary increase from Table 3 is also indexed. As reported regularly in The Chronicle of Higher Education, faculty salaries have increased slightly higher than inflation. Ohio University's annual average salary has increased slightly lower than inflation and lower than the comparable national average. Ohio University's high percentage of assistant professors contributes to this finding. However, the Ohio University continuing faculty average salary has increased slightly higher than both inflation and national faculty salaries.

Table 5 shows average fringe benefits for faculty. Direct institutional comparisons of average reported benefits may be difficult because of institutional differences in accounting and reporting. Ohio University ranks fourth in the percent benefits of salaries.

### **Tracking Faculty from 2004-2005 to 2005-2006**

Tables 6, 7, and 8 show the headcounts, gross salary amounts, and average salary amounts, tracking full-time Group I faculty from 2004-05 to 2005-06. Table 6 shows the numbers of continuing faculty, numbers of promoted faculty, numbers of new faculty in 2005-06, and the numbers of faculty who left Group I status or Ohio University and their reason. Between 2004-05 and 2005-06, twelve faculty took the early retirement option. Early retirement was first done at Ohio University in the early 1980's as a retirement incentive program. It continues in the present year, and an effect of the program is that it removes the most senior and highly-paid faculty from the faculty ranks. In 2005-06, if

these twelve faculty had not taken early retirement, the average salary for professors would have been \$89,058 (\$195 higher than actual); the average salary for associate professors would have been \$66,606 (\$83 higher than actual); the average salary for all ranks combined would have been \$69,060 (\$288 higher than actual).

### **Average Salaries by Discipline**

The institutional research office at Oklahoma State University collects aggregated faculty salary data for current faculty; salaries are broken down by rank and discipline. Oklahoma State provides broad-based comparative analysis, such as “Research II” (old Carnegie classification) universities. CUPA-HR similarly collects aggregated faculty salary data for current faculty; salaries are broken down by rank and discipline. CUPA-HR provides selectable comparative analyses. Public universities in Ohio were selected. Central State University and the University of Cincinnati are not included in this salary study. The University of Cincinnati did not participate in the CUPA-HR study. Disciplines are identified by federal Classification of Instructional Program (CIP) codes, which allows for hierarchical coding of academic disciplines. Oklahoma State uses six-digit CIP codes that match most closely with Ohio University’s academic departments. CUPA-HR uses four-digit CIP codes that required some of Ohio University’s departments to be combined (African American Studies and Women’s Studies; Modern Languages and Linguistics; Journalism and Visual Communication). CUPA-HR did not provide a CIP code for Aviation, so it is not included.

Differences in salaries among academic disciplines exist at all universities. A recent study done by Cornell University provides evidence that these differences are due to three factors: quality of different departments’ faculty; market conditions for

disciplines such as business and engineering; and the presence/absence of collective bargaining agreements. It is important to note that the strongest predictor of faculty salary at Ohio University, time (years of service, years in rank, or years since highest degree), is not collected by any of these faculty salary surveys and is not used as a variable affecting salary.

Table 9 shows faculty salaries by rank and discipline, comparing Ohio University's salaries with CUPA-HR-reported salaries for public universities in Ohio. Only the disciplines reported by Ohio University are shown. Forty-seven disciplines were reported to CUPA; 28 of these had salaries reported for both Ohio University and the state-wide comparison group for each academic rank. At the professor rank, 5 of Ohio University's average salaries were higher than the state-wide average salaries. At the associate professor rank, 13 of Ohio University's average salaries were higher than the state-wide average salaries. At the assistant professor rank, 7 of Ohio University's average salaries were higher than the state-wide average salaries. Table 10 shows the numbers of faculty reported in each discipline by rank by Ohio University and by the state-wide comparison universities. Nearly all of Ohio University's disciplines and ranks are represented by the disciplines in the state-wide comparison group. Some of the salaries by rank and discipline for the comparison group are not reported by CUPA because of small numbers of faculty.

Table 11 shows faculty salaries by rank and discipline, comparing Ohio University's salaries with Research II universities participating in Oklahoma State's salary study. Only the disciplines reported by Ohio University are shown. Fifty-one disciplines were reported to Oklahoma State; all of these had salaries reported for both

Ohio University and the Research II comparison group. Eight cells (out of 408) did not have a discipline and rank match. At the professor rank, 22 (out of 48 actual matches) of Ohio University's average salaries were higher than the Research II average salaries. At the associate professor rank, 19 (out of 47 actual matches) of Ohio University's average salaries were higher than the Research II average salaries. At the assistant professor rank, 20 (out of 50 actual matches) of Ohio University's average salaries were higher than the Research II average salaries. For all ranks combined, 20 of Ohio University's average salaries were higher than the Research II average salaries. Table 12 shows the numbers of faculty reported in each discipline by rank by Ohio University and by the Research II universities.

### **Peer Comparisons of Average Salaries**

Table 13 shows Ohio University average faculty salaries compared with the average faculty salaries of the university's ten peer institutions. Salaries are rounded to the nearest hundredth as reported in *Academe* and *The Chronicle of Higher Education*. Ohio University ranks tenth for full professors (\$5,900 below the next rank up), tenth for associate professors (\$800 below the next rank up), eleventh for assistant professors (\$1,100 below the next rank up), and tenth for all ranks (\$3,300 below the next rank up). Table 14 shows headcounts of Ohio University's faculty and the ten peer institutions', as reported to AAUP. Some of the peers include non-tenure-track full-time faculty.

**Table 1:  
Average Faculty Salaries and Rankings--Professors**

	1999		2000		2001		2002		2003		2004		2005	
	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank
AKRON	\$70,381	10	\$73,125	9	\$73,323	10	\$82,312	8	\$81,128	9	\$81,085	10	\$81,767	10
BOWLING GREEN	\$71,590	9	\$74,159	8	\$76,387	9	\$80,521	10	\$81,763	8	\$84,013	9	\$86,918	9
CINCINNATI	\$78,143	3	\$80,457	4	\$81,886	4	\$84,689	5	\$87,443	4	\$91,405	2	\$94,036	2
CLEVELAND STATE	\$72,123	8	\$72,479	10	\$78,236	8	\$82,959	6	\$85,118	6	\$88,525	5	\$90,134	5
KENT STATE	\$75,399	5	\$83,007	2	\$83,936	2	\$85,802	2	\$89,213	2	\$88,658	4	\$90,445	4
MIAMI	\$78,299	2	\$82,400	3	\$83,201	3	\$85,127	4	\$88,486	3	\$89,208	3	\$92,878	3
OHIO STATE	\$88,837	1	\$92,235	1	\$93,745	1	\$98,175	1	\$103,533	1	\$108,421	1	\$112,645	1
<b>OHIO UNIVERSITY</b>	<b>\$76,562</b>	<b>4</b>	<b>\$78,971</b>	<b>5</b>	<b>\$79,806</b>	<b>5</b>	<b>\$80,785</b>	<b>9</b>	<b>\$80,850</b>	<b>10</b>	<b>\$88,151</b>	<b>6</b>	<b>\$88,863</b>	<b>7</b>
SHAWNEE STATE	\$58,274	12	\$59,347	12	\$59,598	12	\$61,861	12	\$64,766	12	\$66,010	12	\$67,554	12
TOLEDO	\$73,621	7	\$76,439	7	\$79,672	6	\$85,208	3	\$85,679	5	\$86,379	8	\$89,309	6
WRIGHT STATE	\$73,811	6	\$77,594	6	\$79,250	7	\$82,755	7	\$84,588	7	\$87,779	7	\$88,323	8
YOUNGSTOWN	\$66,827	11	\$69,058	11	\$71,335	11	\$73,873	11	\$76,575	11	\$78,921	11	\$79,986	11

**Table 1 (continued):  
Average Faculty Salaries and Rankings--Associate Professors**

	1999		2000		2001		2002		2003		2004		2005	
	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank
AKRON	\$55,243	8	\$55,926	9	\$56,706	9	\$60,917	9	\$60,819	10	\$59,833	11	\$59,781	11
BOWLING GREEN	\$56,080	6	\$58,180	6	\$60,107	7	\$62,855	3	\$63,698	5	\$64,677	7	\$65,933	7
CINCINNATI	\$57,688	2	\$60,072	3	\$60,649	4	\$62,776	4	\$64,404	4	\$67,653	2	\$69,031	3
CLEVELAND STATE	\$56,323	5	\$56,868	8	\$60,496	5	\$63,110	2	\$63,363	6	\$65,639	5	\$66,038	6
KENT STATE	\$55,755	7	\$61,365	2	\$61,480	2	\$61,466	7	\$64,589	3	\$62,807	10	\$65,744	8
MIAMI	\$57,513	3	\$60,004	4	\$61,305	3	\$62,621	5	\$64,833	2	\$66,518	3	\$69,298	2
OHIO STATE	\$61,122	1	\$63,826	1	\$63,525	1	\$66,274	1	\$69,084	1	\$72,128	1	\$74,194	1
<b>OHIO UNIVERSITY</b>	<b>\$57,057</b>	<b>4</b>	<b>\$58,779</b>	<b>5</b>	<b>\$60,442</b>	<b>6</b>	<b>\$61,986</b>	<b>6</b>	<b>\$62,359</b>	<b>8</b>	<b>\$65,894</b>	<b>4</b>	<b>\$66,523</b>	<b>4</b>
SHAWNEE STATE	\$49,081	12	\$50,343	12	\$51,949	12	\$52,157	12	\$53,802	12	\$55,607	12	\$55,727	12
TOLEDO	\$52,852	10	\$53,566	10	\$55,797	10	\$61,105	8	\$61,795	9	\$62,837	9	\$65,229	9
WRIGHT STATE	\$54,580	9	\$57,601	7	\$58,517	8	\$60,417	10	\$62,797	7	\$65,626	6	\$66,343	5
YOUNGSTOWN	\$52,473	11	\$52,896	11	\$54,702	11	\$57,813	11	\$60,499	11	\$63,032	8	\$63,919	10

**Table 1 (continued):  
Average Faculty Salaries and Rankings--Assistant Professors**

	1999		2000		2001		2002		2003		2004		2005	
	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank
AKRON	\$45,870	4	\$47,650	5	\$47,321	9	\$50,095	6	\$49,734	10	\$49,860	11	\$51,276	11
BOWLING GREEN	\$44,098	9	\$46,068	8	\$47,905	6	\$50,278	5	\$50,766	7	\$52,538	7	\$53,881	5
CINCINNATI	\$46,821	2	\$48,228	2	\$49,393	2	\$50,388	4	\$51,350	5	\$53,239	5	\$54,734	3
CLEVELAND STATE	\$45,315	6	\$45,239	10	\$46,242	10	\$47,806	10	\$48,243	11	\$50,926	9	\$52,310	10
KENT STATE	\$43,976	10	\$48,204	3	\$48,327	5	\$49,049	9	\$51,292	6	\$50,718	10	\$53,193	8
MIAMI	\$44,147	8	\$45,858	9	\$47,387	8	\$49,127	8	\$49,833	9	\$51,620	8	\$53,840	6
OHIO STATE	\$50,953	1	\$54,415	1	\$55,200	1	\$59,083	1	\$62,253	1	\$64,767	1	\$65,781	1
<b>OHIO UNIVERSITY</b>	<b>\$46,428</b>	<b>3</b>	<b>\$48,049</b>	<b>4</b>	<b>\$49,067</b>	<b>3</b>	<b>\$51,207</b>	<b>2</b>	<b>\$51,953</b>	<b>3</b>	<b>\$54,397</b>	<b>2</b>	<b>\$54,641</b>	<b>4</b>
SHAWNEE STATE	\$40,884	12	\$41,853	12	\$42,363	12	\$42,264	12	\$42,625	12	\$42,790	12	\$42,459	12
TOLEDO	\$45,003	7	\$46,244	7	\$47,616	7	\$50,506	3	\$53,461	2	\$54,102	3	\$57,516	2
WRIGHT STATE	\$45,449	5	\$47,424	6	\$48,821	4	\$49,251	7	\$51,903	4	\$53,959	4	\$53,093	9
YOUNGSTOWN	\$42,838	11	\$44,044	11	\$45,527	11	\$47,346	11	\$50,119	8	\$52,792	6	\$53,345	7

**Table 1 (continued):  
Average Faculty Salaries and Rankings--All Ranks**

	1999		2000		2001		2002		2003		2004		2005	
	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank
AKRON	\$56,908	8	\$58,382	7	\$58,654	9	\$63,867	4	\$63,518	7	\$63,687	8	\$63,381	10
BOWLING GREEN	\$50,407	11	\$52,168	11	\$54,034	11	\$56,510	11	\$57,004	11	\$57,892	11	\$59,241	11
CINCINNATI	\$63,716	2	\$65,647	2	\$66,526	2	\$67,732	2	\$69,517	2	\$72,348	2	\$73,786	2
CLEVELAND STATE	\$58,532	7	\$59,320	6	\$63,075	4	\$66,649	3	\$64,939	4	\$66,822	4	\$69,592	3
KENT STATE	\$59,271	4	\$65,562	3	\$65,512	3	\$62,665	7	\$63,212	8	\$60,798	10	\$63,809	9
MIAMI	\$59,080	5	\$61,562	4	\$62,195	5	\$63,782	5	\$65,287	3	\$65,862	6	\$68,470	5
OHIO STATE	\$70,066	1	\$73,888	1	\$74,815	1	\$78,786	1	\$82,724	1	\$86,435	1	\$88,998	1
<b>OHIO UNIVERSITY</b>	<b>\$58,813</b>	<b>6</b>	<b>\$60,675</b>	<b>5</b>	<b>\$61,989</b>	<b>6</b>	<b>\$63,285</b>	<b>6</b>	<b>\$63,684</b>	<b>6</b>	<b>\$68,073</b>	<b>3</b>	<b>\$68,772</b>	<b>4</b>
SHAWNEE STATE	\$45,143	12	\$46,728	12	\$47,257	12	\$49,289	12	\$51,132	12	\$51,451	12	\$51,143	12
TOLEDO	\$60,165	3	\$55,601	10	\$57,261	10	\$60,552	10	\$62,020	9	\$61,937	9	\$65,061	8
WRIGHT STATE	\$54,625	10	\$57,094	9	\$58,862	8	\$60,618	9	\$62,005	10	\$63,706	7	\$65,220	7
YOUNGSTOWN	\$55,294	9	\$57,104	8	\$59,375	7	\$61,467	8	\$63,941	5	\$65,920	5	\$66,042	6

**Table 2**  
**Number of Full-Time Faculty by Rank: 2005-2006**

	Professor		Associate Professor		Assistant Professor		Instructor/ Lecturer		Total All Ranks
	N	%	N	%	N	%	N	%	
AKRON	238	34%	260	37%	127	18%	72	10%	697
BOWLING GREEN	165	19%	247	29%	197	23%	242	28%	851
CINCINNATI	474	38%	398	32%	322	26%	47	4%	1,241
CLEVELAND STATE	168	32%	207	39%	138	26%	13	2%	526
KENT STATE	217	26%	226	27%	219	26%	172	21%	834
MIAMI	268	33%	195	24%	283	34%	76	9%	822
OHIO STATE	957	44%	750	34%	481	22%	11	1%	2,199
<b>OHIO UNIVERSITY</b>	<b>212</b>	<b>28%</b>	<b>275</b>	<b>37%</b>	<b>255</b>	<b>34%</b>	<b>2</b>	<b>0%</b>	<b>744</b>
SHAWNEE STATE	35	25%	34	25%	44	32%	25	18%	138
TOLEDO	226	30%	191	25%	172	23%	163	22%	752
WRIGHT STATE	156	28%	186	34%	121	22%	91	16%	554
YOUNGSTOWN	186	44%	92	22%	108	25%	41	10%	427

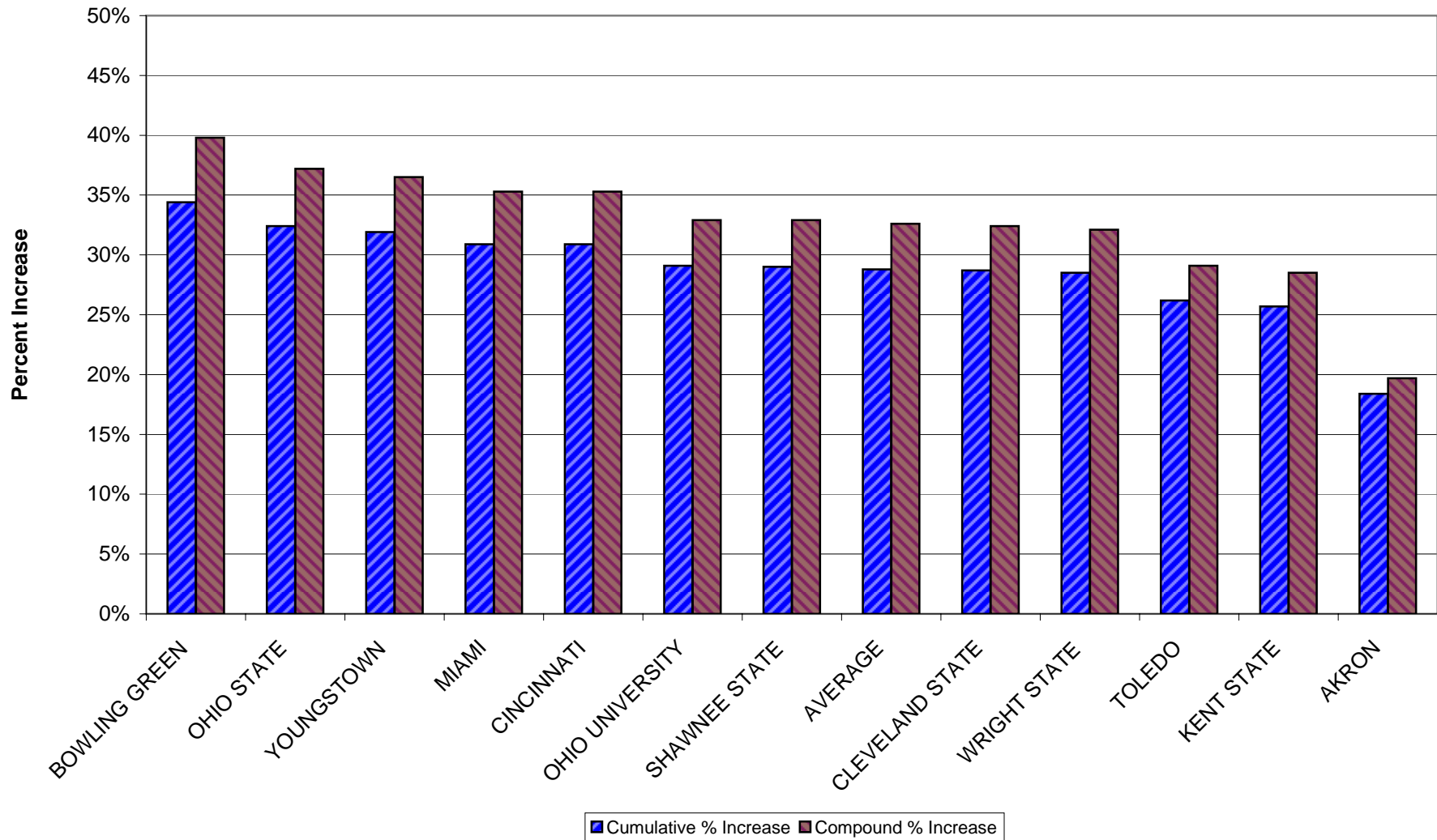
Ohio University Office of Institutional Research

Source: AAUP Faculty Salary Study, 2005-2006 Ohio Universities Faculty Salary Study, Ohio State University

**Table 3**  
**Percent Salary Increase for Continuing Faculty over 7 Years**

	<b>1999-00</b>	<b>2000-01</b>	<b>2001-02</b>	<b>2002-03</b>	<b>2003-04</b>	<b>2004-05</b>	<b>2005-06</b>	<b>TOTAL %</b>	<b>COMPOUND</b>
	<b>INCREASE</b>	<b>INCREASE</b>	<b>INCREASE</b>	<b>INCREASE</b>	<b>INCREASE</b>	<b>INCREASE</b>	<b>INCREASE</b>	<b>INCREASE</b>	<b>INCREASE</b>
Akron	3.6%	4.8%	0.3%	6.7%	0.3%	0.7%	2.0%	18.4%	19.7%
Bowling Green	6.3%	5.6%	4.6%	6.6%	2.5%	4.7%	4.1%	34.4%	39.8%
Cincinnati	4.5%	4.6%	2.4%	5.4%	4.3%	5.6%	4.1%	30.9%	35.3%
Cleveland State	3.5%	4.0%	4.0%	5.7%	2.4%	5.7%	3.4%	28.7%	32.4%
Kent State	3.4%	8.6%	1.4%	2.6%	5.1%	0.9%	3.7%	25.7%	28.5%
Miami	5.2%	6.2%	3.6%	3.4%	4.4%	3.6%	4.5%	30.9%	35.3%
Ohio State	5.4%	5.2%	1.8%	5.9%	4.5%	4.9%	4.7%	32.4%	37.2%
<b>OHIO UNIV.</b>	<b>3.6%</b>	<b>5.0%</b>	<b>3.6%</b>	<b>3.7%</b>	<b>2.7%</b>	<b>7.8%</b>	<b>2.7%</b>	<b>29.1%</b>	<b>32.9%</b>
Shawnee State	3.2%	4.3%	3.7%	4.4%	4.8%	4.1%	4.5%	29.0%	32.9%
Toledo	6.3%	4.2%	2.0%	5.8%	2.1%	0.2%	5.6%	26.2%	29.1%
Wright State	0.7%	4.3%	3.7%	5.4%	5.3%	5.1%	4.0%	28.5%	32.1%
Youngstown	2.3%	3.4%	5.3%	6.0%	5.6%	5.6%	3.7%	31.9%	36.5%
<b>AVERAGE</b>	<b>4.0%</b>	<b>5.0%</b>	<b>3.0%</b>	<b>5.1%</b>	<b>3.7%</b>	<b>4.1%</b>	<b>3.9%</b>	<b>28.8%</b>	<b>32.6%</b>

**Figure 1**  
**Percent Increase for Continuing Faculty 1999-00 to 2005-06**



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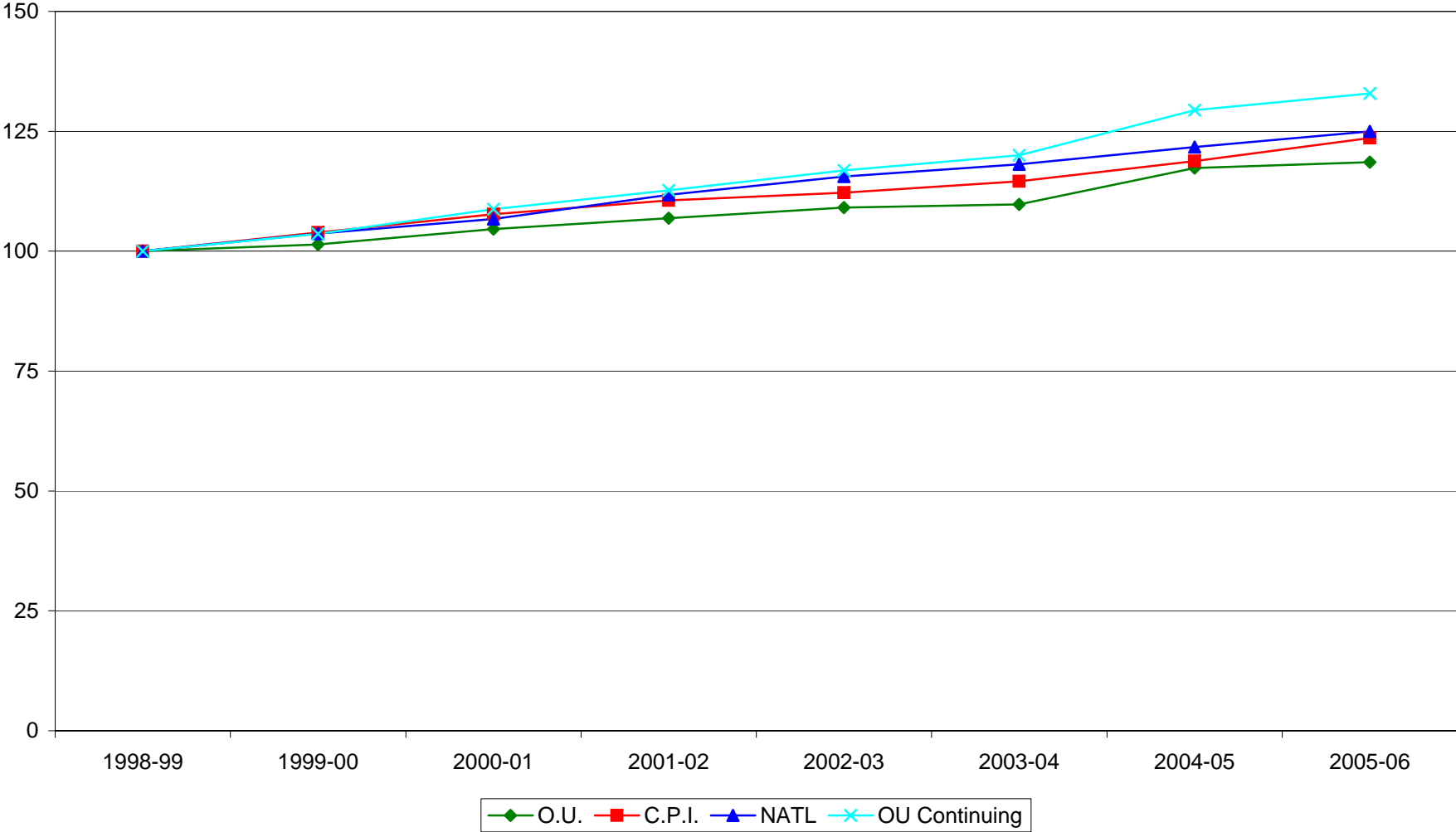
Source: AAUP Faculty Salary Study, 2005-2006 Ohio Universities Faculty Salary Study, Ohio State University

**Table 4**  
**Levels and Indexes of Salaries of Ohio University Faculty**

<b>Ohio University Salaries in Current Prices</b>			<b>Ohio University Continuing Salary Increase</b>	<b>National Average Salaries in Current Prices</b>		
<b>AVERAGE YEAR</b>	<b>SALARY</b>	<b>INDEX</b>	<b>INDEX</b>	<b>AVERAGE SALARY</b>	<b>INDEX</b>	<b>CONSUMER PRICE INDEX*</b>
1998-99	\$58,009	100.0	100.0	\$56,282	100.0	100.0
1999-00	\$58,813	101.4	103.6	\$58,352	103.7	103.9
2000-01	\$60,675	104.6	108.8	\$60,070	106.7	107.7
2001-02	\$61,989	106.9	112.7	\$62,895	111.7	110.6
2002-03	\$63,285	109.1	116.9	\$65,048	115.6	112.2
2003-04	\$63,684	109.8	120.0	\$66,475	118.1	114.6
2004-05	\$68,073	117.3	129.4	\$68,505	121.7	118.8
2005-06	\$68,771	118.6	132.9	\$70,333	125.0	123.6

\*CPI adjusted to 1998 base year.

**Figure 2**  
**Ohio University Faculty Salary Index Compared to Consumer Price Index**  
**and National Faculty Salary Index**



Ohio University Office of Institutional Research  
 Note: CPI adjusted to 1998 base year.

**Table 5**  
**Fringe Benefits--All Ranks**  
**2005-2006**

	<b>Average Dollars per Person</b>	<b>Percent of Average Salaries</b>
AKRON	\$18,100	28.6%
BOWLING GREEN	\$15,460	26.1%
CINCINNATI	\$23,061	31.3%
CLEVELAND STATE	\$19,479	28.0%
KENT STATE	\$20,543	32.2%
MIAMI	\$23,965	35.0%
OHIO STATE	\$22,728	25.5%
OHIO UNIVERSITY	\$22,565	32.8%
SHAWNEE STATE	\$21,548	42.1%
TOLEDO	\$25,167	38.7%
WRIGHT STATE	\$17,707	27.1%
YOUNGSTOWN STATE	\$20,061	30.4%

Table 6  
Ohio University Athens Campus  
Full-Time Group I Faculty  
Tracking from 2004-2005 to 2005-2006

	<b>Headcount</b>				
<b>2004-05 Full-time Group I Faculty</b>	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>	<u>All Ranks</u>
	202	284	250	1	737
<b>Continued to 2005-06</b>	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>	<u>All Ranks</u>
2004-05 rank:					
Professor	185	1	0	0	186
Associate	22	245	0	0	267
Assistant	0	26	203	0	229
Instructor	0	0	0	1	1
Total	207	272	203	1	683
<b>New Group I Faculty in 2005-06</b>	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>	<u>All Ranks</u>
	5	3	52	1	61
<b>No Longer Group I Faculty in 2005-06</b>	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>	<u>All Ranks</u>
Reason for Leaving:					
Early Retired	8	4	0	0	12
Retired	1	2	0	0	3
Resigned	3	9	17	0	29
Change to Administrator	4	2	0	0	6
Tenure Denied, etc.	0	0	4	0	4
Total	16	17	21	0	54
<b>2005-06 Total Full-Time Group I Faculty</b>	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>	<u>All Ranks</u>
	212	275	255	2	744

Table 7  
Ohio University Athens Campus  
Full-Time Group I Faculty  
Tracking from 2004-2005 to 2005-2006

<b>Gross Base Salary</b>					
<b>2004-05 Full-time Group I Faculty</b>					
	<u><b>Professor</b></u>	<u><b>Associate</b></u>	<u><b>Assistant</b></u>	<u><b>Instructor</b></u>	<u><b>All Ranks</b></u>
	\$17,806,448	\$18,713,765	\$13,599,173	\$50,500	\$50,169,886
 <b>Continued to 2005-06</b>					
	<u><b>Professor</b></u>	<u><b>Associate</b></u>	<u><b>Assistant</b></u>	<u><b>Instructor</b></u>	<u><b>All Ranks</b></u>
2004-05 rank:					
Professor	\$16,659,009	\$95,013	\$0	\$0	\$16,754,022
Associate	\$1,710,477	\$16,396,355	\$0	\$0	\$18,106,832
Assistant	\$0	\$1,633,384	\$11,233,604	\$0	\$12,866,988
Instructor	\$0	\$0	\$0	\$52,510	\$52,510
Total	\$18,369,486	\$18,124,752	\$11,233,604	\$52,510	\$47,780,352
 <b>New Group I Faculty in 2005-06</b>					
	<u><b>Professor</b></u>	<u><b>Associate</b></u>	<u><b>Assistant</b></u>	<u><b>Instructor</b></u>	<u><b>All Ranks</b></u>
	\$469,380	\$169,000	\$2,699,880	\$47,500	\$3,385,760
 <b>No Longer Group I Faculty in 2005-06 (2004-05 salary)</b>					
	<u><b>Professor</b></u>	<u><b>Associate</b></u>	<u><b>Assistant</b></u>	<u><b>Instructor</b></u>	<u><b>All Ranks</b></u>
Reason for Leaving:					
Early Retired	\$740,359	\$283,555	\$0	\$0	\$1,023,914
Retired	\$97,854	\$148,985	\$0	\$0	\$246,839
Resigned	\$270,950	\$581,786	\$887,571	\$0	\$1,740,307
Change to Administrator	\$336,898	\$125,238	\$0	\$0	\$462,136
Tenure Denied, etc.	\$0	\$0	\$196,818	\$0	\$196,818
Total	\$1,446,061	\$1,139,564	\$1,084,389	\$0	\$3,670,014
 <b>2005-06 Total Full-Time Group I Faculty</b>					
	<u><b>Professor</b></u>	<u><b>Associate</b></u>	<u><b>Assistant</b></u>	<u><b>Instructor</b></u>	<u><b>All Ranks</b></u>
	\$18,838,866	\$18,293,752	\$13,933,484	\$100,010	\$51,166,112

Table 8  
Ohio University Athens Campus  
Full-Time Group I Faculty  
Tracking from 2004-2005 to 2005-2006

<b>2004-05 Full-time Group I Faculty</b>	<b>Average Salary</b>				
	<b>Professor</b>	<b>Associate</b>	<b>Assistant</b>	<b>Instructor</b>	<b>All Ranks</b>
	\$88,151	\$65,894	\$54,397	\$50,500	\$68,073
 <b>Continued to 2005-06</b>					
	<b>Professor</b>	<b>Associate</b>	<b>Assistant</b>	<b>Instructor</b>	<b>All Ranks</b>
2004-05 rank:					
Professor	\$90,049	\$95,013	--	--	\$90,075
Associate	\$77,749	\$66,924	--	--	\$67,816
Assistant	--	\$62,822	\$55,338	--	\$56,188
Instructor	--	--	--	\$52,510	\$52,510
Total	\$88,741	\$66,635	\$55,338	\$52,510	\$69,957
 <b>New Group I Faculty in 2005-06</b>					
	<b>Professor</b>	<b>Associate</b>	<b>Assistant</b>	<b>Instructor</b>	<b>All Ranks</b>
	\$93,876	\$56,333	\$51,921	\$47,500	\$55,504
 <b>No Longer Group I Faculty in 2005-06 (2004-05 salary)</b>					
	<b>Professor</b>	<b>Associate</b>	<b>Assistant</b>	<b>Instructor</b>	<b>All Ranks</b>
Reason for Leaving:					
Early Retired	\$92,545	\$70,889	--	--	\$85,326
Retired	\$97,854	\$74,493	--	--	\$82,280
Resigned	\$90,317	\$64,643	\$52,210	--	\$60,011
Change to Administrator	\$84,225	\$62,619	--	--	\$77,023
Tenure Denied, etc.	--	--	\$49,205	--	\$49,205
Total	\$90,379	\$67,033	\$51,638	--	\$67,963
 <b>2005-06 Total Full-Time Group I Faculty</b>					
	<b>Professor</b>	<b>Associate</b>	<b>Assistant</b>	<b>Instructor</b>	<b>All Ranks</b>
	\$88,863	\$66,523	\$54,641	\$50,005	\$68,772

Table 9  
Faculty by Rank and Discipline  
Ohio University Compared with Public Universities in Ohio\*

	<b>Average Salary</b>					
	<b>CUPA Comparison Universities</b>			<b>Ohio University</b>		
		<b>Associate</b>	<b>Assistant</b>		<b>Associate</b>	<b>Assistant</b>
	<b>Professor</b>	<b>Professor</b>	<b>Professor</b>	<b>Professor</b>	<b>Professor</b>	<b>Professor</b>
Accounting	\$120,988	\$101,394	\$99,178	\$115,569	\$95,399	\$97,470
African American Studies & Womens Studies	--	--	--	\$78,218	\$87,993	\$53,030
Art	\$76,588	\$56,862	\$48,027	\$67,410	\$57,116	\$44,778
Biological Sciences	--	--	--	\$90,378	\$68,415	\$53,283
Chemical Engineering	\$108,090	\$71,049	\$66,124	\$103,148	\$76,769	\$64,920
Chemistry & Biochemistry	\$94,163	\$65,233	\$54,474	\$94,682	\$67,185	\$53,223
Civil Engineering	\$103,930	\$78,462	--	\$113,625	\$73,016	\$63,299
Classics & World Religions	--	--	\$49,893	\$108,354	\$63,084	\$45,900
Communication Studies	\$84,832	\$59,362	\$54,755	\$81,528	\$64,048	\$52,081
Communication Systems Management	--	--	--	\$105,684	\$87,649	\$65,661
Counseling & Higher Education	--	\$59,122	\$51,720	\$78,579	\$58,974	\$52,333
Dance	--	--	--	\$73,614	\$51,070	\$43,440
Economics	\$122,001	\$80,840	\$71,264	\$94,367	\$79,836	\$70,809
Educational Studies	\$83,519	\$63,841	\$50,891	\$83,142	\$59,649	\$51,804
Electrical Engineering & Computer Science	\$106,915	\$78,873	\$74,316	\$102,802	\$78,603	\$72,376
English	\$84,507	\$61,100	\$48,624	\$75,550	\$59,873	\$46,838
Environmental & Plant Biology	--	--	--	\$86,815	\$61,451	\$51,922
Film	--	--	--	\$117,319	\$63,104	\$49,286
Finance	\$133,528	\$97,963	\$104,342	\$112,323	\$102,432	\$96,820
Geography	\$95,196	\$60,633	\$55,874	\$75,580	\$54,634	\$57,092
Geological Sciences	\$94,286	\$65,674	\$55,923	\$98,536	\$63,383	\$50,798
Health Sciences	--	--	--	\$77,549	\$63,184	\$48,738
Hearing Speech & Language Science	\$88,383	\$60,115	\$53,502	\$77,438	\$72,256	\$50,950
History	\$93,408	\$62,002	\$49,168	\$98,782	\$66,083	\$48,093

\*U. Cincinnati and Central State U. are not included.

Note: Differences in institutional structure and reporting may not yield direct similarities in discipline comparisons.

Source: CUPA-HR 2005 Faculty Survey by Discipline

Table 9  
Faculty by Rank and Discipline  
Ohio University Compared with Public Universities in Ohio\*

	<b>Average Salary</b>					
	<b>CUPA Comparison Universities</b>			<b>Ohio University</b>		
	<b>Professor</b>	<b>Associate Professor</b>	<b>Assistant Professor</b>	<b>Professor</b>	<b>Associate Professor</b>	<b>Assistant Professor</b>
Human & Consumer Science	--	--	--	\$85,118	\$62,251	\$50,718
Industrial & Manufacturing Systems Engineering	--	--	--	\$111,437	\$72,011	\$61,405
Industrial Technology	--	--	--	\$85,477	\$64,277	\$56,530
Interdisciplinary Arts	--	--	--	\$85,852	--	\$46,442
Journalism & Visual Communications	--	--	--	\$86,783	\$69,365	\$53,737
Management Information Systems	--	--	--	\$104,453	--	\$89,148
Management Systems	\$92,692	\$84,666	\$76,670	\$108,345	\$93,225	\$86,777
Marketing	\$123,473	\$89,593	\$93,062	\$111,880	\$87,492	\$87,100
Mathematics	\$91,329	\$65,236	\$53,549	\$82,474	\$65,972	\$53,882
Mechanical Engineering	\$105,128	\$76,256	\$69,422	\$96,840	\$75,760	\$59,265
Modern Languages & Linguistics	\$86,669	\$58,527	\$46,647	\$85,797	\$59,563	\$47,405
Music	\$75,240	\$58,648	\$47,504	\$74,749	\$52,686	\$43,193
Philosophy	\$88,974	\$60,840	\$49,567	\$86,736	\$59,510	\$49,230
Physical Therapy	--	--	--	\$77,734	\$79,998	\$64,361
Physics & Astronomy	\$99,695	\$65,183	\$58,702	\$85,335	\$63,720	\$54,320
Political Science	\$97,579	\$67,120	\$54,401	\$84,374	\$59,492	\$50,133
Psychology	\$98,577	\$63,726	\$52,206	\$90,968	\$68,693	\$55,465
Recreation & Sport Sciences	\$80,494	\$61,674	\$49,328	\$75,178	\$61,732	\$49,128
Social Work	\$81,967	\$60,151	\$48,716	--	\$58,827	\$45,076
Sociology & Anthropology	\$91,820	\$64,318	\$52,248	\$85,868	\$57,509	\$52,677
Teacher Education	\$81,843	--	\$47,964	\$80,776	\$65,463	\$51,956
Telecommunications	--	--	--	\$97,402	\$63,490	\$53,104
Theater	\$78,081	\$58,297	\$48,057	\$76,829	\$60,430	\$44,869

\*U. Cincinnati and Central State U. are not included.

Note: Differences in institutional structure and reporting may not yield direct similarities in discipline comparisons.

Source: CUPA-HR 2005 Faculty Survey by Discipline

Table 10  
Faculty by Rank and Discipline  
Ohio University Compared with Public Universities in Ohio\*

	<b>Headcount</b>					
	<b>CUPA Comparison Universities</b>			<b>Ohio University</b>		
	<b>Professor</b>	<b>Associate Professor</b>	<b>Assistant Professor</b>	<b>Professor</b>	<b>Associate Professor</b>	<b>Assistant Professor</b>
Accounting	40	35	21	4	4	2
African American Studies & Womens Studies	7	12	9	1	2	2
Art	69	64	45	6	7	14
Biological Sciences	27	21	9	10	10	5
Chemical Engineering	34	10	9	2	7	1
Chemistry & Biochemistry	95	42	37	4	8	5
Civil Engineering	24	26	10	4	5	5
Classics & World Religions	9	7	11	1	5	1
Communication Studies	31	44	38	9	5	8
Communication Systems Management	0	0	1	1	3	5
Counseling & Higher Education	8	21	14	2	3	4
Dance	5	9	3	3	1	2
Economics	35	22	16	6	2	8
Educational Studies	28	37	30	3	7	3
Electrical Engineering & Computer Science	54	33	28	10	11	9
English	112	117	73	11	16	8
Environmental & Plant Biology	17	13	9	4	3	4
Film	0	0	0	2	1	4
Finance	37	27	20	2	2	3
Geography	26	19	24	3	6	3
Geological Sciences	44	40	23	1	5	4
Health Sciences	1	3	2	2	3	4
Hearing Speech & Language Science	13	19	15	1	2	6
History	73	70	43	4	11	8

\*U. Cincinnati and Central State U. are not included.

Note: Differences in institutional structure and reporting may not yield direct similarities in discipline comparisons.

Source: CUPA-HR 2005 Faculty Survey by Discipline

Table 10  
Faculty by Rank and Discipline  
Ohio University Compared with Public Universities in Ohio\*

	<b>Headcount</b>					
	<b>CUPA Comparison Universities</b>			<b>Ohio University</b>		
	<b>Professor</b>	<b>Associate Professor</b>	<b>Assistant Professor</b>	<b>Professor</b>	<b>Associate Professor</b>	<b>Assistant Professor</b>
Human & Consumer Science	2	7	7	2	6	10
Industrial & Manufacturing Systems Engineeri	15	16	3	3	4	1
Industrial Technology	0	2	0	2	3	3
Interdisciplinary Arts	0	2	1	2	0	3
Journalism & Visual Communications	5	10	15	11	13	9
Management Information Systems	13	11	10	5	0	1
Management Systems	39	28	17	4	10	5
Marketing	35	38	8	2	4	2
Mathematics	153	79	52	11	4	9
Mechanical Engineering	62	40	21	6	3	3
Modern Languages & Linguistics	24	27	23	3	18	11
Music	95	96	54	11	16	7
Philosophy	36	32	16	3	4	3
Physical Therapy	1	9	8	1	2	4
Physics & Astronomy	92	38	30	10	10	7
Political Science	48	47	40	6	7	9
Psychology	116	65	52	9	8	8
Recreation & Sport Sciences	16	31	19	2	4	8
Social Work	14	34	22	0	2	6
Sociology & Anthropology	38	49	41	8	7	8
Teacher Education	21	16	33	7	3	5
Telecommunications	0	0	0	5	10	6
Theater	22	37	25	2	8	6

\*U. Cincinnati and Central State U. are not included.

Note: Differences in institutional structure and reporting may not yield direct similarities in discipline comparisons.

Source: CUPA-HR 2005 Faculty Survey by Discipline

Table 11  
 Research II Faculty in Oklahoma State Study Compared with Ohio University Faculty

	Average Salary							
	Research II Universities				Ohio University			
	Professor	Associate	Assistant	All Ranks	Professor	Associate	Assistant	All Ranks
ACCOUNTANCY	\$126,563	\$98,848	\$104,359	\$105,039	\$115,569	\$95,399	\$97,470	\$103,881
AFRICAN AMERICAN STUDIES	\$95,311	\$76,804	\$49,234	\$69,508	--	\$87,993	\$53,030	\$70,511
ART	\$79,500	\$58,120	\$47,707	\$59,402	\$67,410	\$57,116	\$44,778	\$53,006
AVIATION	\$81,818	\$64,890	\$61,177	\$64,221	\$81,818	--	\$47,890	\$56,372
BIOLOGICAL SCIENCES	\$82,116	\$63,778	\$53,011	\$68,532	\$90,378	\$68,415	\$53,283	\$74,174
CHEMICAL ENGINEERING	\$114,571	\$80,700	\$70,923	\$96,199	\$103,148	\$76,769	\$64,920	\$80,860
CHEMISTRY & BIOCHEMISTRY	\$96,073	\$67,564	\$56,753	\$75,537	\$94,682	\$67,185	\$53,223	\$69,548
CIVIL ENGINEERING	\$103,247	\$75,108	\$66,001	\$82,820	\$113,625	\$73,016	\$63,299	\$81,148
CLASSICS & WORLD RELIGIONS	\$86,929	\$60,283	\$45,938	\$60,955	\$108,354	\$63,084	\$45,900	\$64,646
COMMUNICATION STUDIES	\$82,095	\$60,166	\$49,571	\$59,153	\$81,528	\$64,048	\$52,081	\$66,847
COMMUNICATION SYSTEMS MGT	\$78,828	\$71,893	\$62,770	\$70,639	\$105,684	\$87,649	\$65,661	\$77,437
COUNSLNG & HIGHER ED	\$75,782	\$58,335	\$50,422	\$61,559	\$78,579	\$58,974	\$52,333	\$60,379
DANCE	\$80,966	\$51,171	\$44,237	\$53,751	\$73,614	\$51,070	\$43,440	\$59,799
ECONOMICS	\$104,594	\$80,323	\$71,822	\$86,159	\$94,367	\$79,836	\$70,809	\$80,772
EDUCATIONAL STUDIES	\$83,128	\$62,548	\$50,948	\$63,629	\$83,142	\$59,649	\$51,804	\$63,260
ELECTRICAL ENGR & COMPUTER SCI	\$111,014	\$81,021	\$75,018	\$92,681	\$102,802	\$78,603	\$72,376	\$84,801
ENGLISH	\$88,620	\$59,008	\$49,858	\$63,695	\$75,550	\$59,873	\$46,838	\$61,821
ENV & PLANT BIOLOGY	\$82,191	\$62,387	\$53,225	\$64,707	\$86,815	\$61,451	\$51,922	\$67,209
FILM	\$93,439	\$62,387	\$47,945	\$67,632	\$117,319	\$63,104	\$49,286	\$70,698
FINANCE	\$136,493	\$110,344	\$111,271	\$117,226	\$112,323	\$102,432	\$96,820	\$102,853
GEOGRAPHY	\$85,823	\$60,296	\$52,436	\$65,508	\$75,580	\$54,634	\$57,092	\$59,872
GEOLOGICAL SCIENCES	\$86,422	\$63,901	\$55,345	\$70,025	\$98,536	\$63,383	\$50,798	\$61,864
HEALTH SCIENCES	\$93,642	\$67,882	\$47,913	\$67,072	\$77,549	\$63,184	\$48,738	\$59,955
HEARING SPEECH LANGUAGE SCI	\$87,865	\$64,176	\$50,123	\$59,222	\$77,438	\$72,256	\$50,950	\$58,628
HISTORY	\$84,963	\$58,707	\$47,122	\$64,792	\$98,782	\$66,083	\$48,093	\$65,512
HUMAN & CONSUMER SCIENCE	\$75,663	\$61,259	\$53,538	\$60,341	\$85,118	\$62,251	\$50,718	\$58,385
IND & MFG SYSTEMS ENGR	\$106,614	\$77,681	\$67,424	\$86,436	\$111,437	\$72,011	\$61,405	\$85,470
INDUSTRIAL TECH	\$81,783	\$66,874	\$55,906	\$66,341	\$85,477	\$64,277	\$56,530	\$66,672

Note: Differences in institutional structure and reporting may not yield direct similarities in discipline comparisons.

Table 11  
Research II Faculty in Oklahoma State Study Compared with Ohio University Faculty

	Average Salary							
	Research II Universities				Ohio University			
	Professor	Associate	Assistant	All Ranks	Professor	Associate	Assistant	All Ranks
INTERDISCIPLINARY ARTS	\$74,858	\$49,873	\$46,070	\$56,549	\$85,852	--	\$46,442	\$62,206
JOURNALISM	\$84,385	\$65,583	\$51,921	\$63,329	\$86,787	\$72,879	\$49,495	\$73,238
LINGUISTICS	\$81,477	\$60,237	\$50,430	\$63,844	--	\$59,475	\$51,520	\$57,486
MANAGEMENT INFO SYSTEMS	\$124,128	\$96,103	\$96,912	\$103,971	\$104,453	--	\$89,148	\$101,902
MANAGEMENT SYSTEMS	\$122,138	\$97,131	\$95,294	\$99,645	\$108,345	\$93,225	\$86,777	\$94,711
MARKETING	\$116,112	\$93,580	\$94,560	\$101,146	\$111,880	\$87,492	\$87,100	\$93,491
MATHEMATICS	\$86,895	\$63,024	\$55,436	\$69,488	\$82,474	\$65,972	\$53,882	\$69,001
MECHANICAL ENGINEERING	\$103,973	\$79,003	\$69,255	\$88,580	\$96,840	\$75,760	\$59,265	\$82,176
MODERN LANGUAGES	\$74,627	\$54,765	\$46,548	\$52,227	\$85,797	\$59,606	\$46,490	\$57,961
MUSIC	\$73,186	\$54,368	\$45,588	\$55,793	\$74,749	\$52,686	\$43,193	\$57,870
PHILOSOPHY	\$79,113	\$58,031	\$46,549	\$59,475	\$86,736	\$59,510	\$49,230	\$64,594
PHYSICAL THERAPY	\$102,593	\$82,966	\$68,003	\$79,260	\$77,734	\$79,998	\$64,361	\$70,739
PHYSICS & ASTRONOMY	\$91,881	\$66,542	\$55,651	\$76,701	\$85,335	\$63,720	\$54,320	\$69,288
POLITICAL SCIENCE	\$87,717	\$61,901	\$52,668	\$67,497	\$84,374	\$59,492	\$50,133	\$62,449
PSYCHOLOGY	\$92,828	\$62,853	\$54,643	\$71,718	\$90,968	\$68,693	\$55,465	\$72,479
RECREATION & SPORT SCIENCES	\$86,396	\$65,044	\$53,535	\$59,385	\$75,178	\$61,732	\$49,128	\$56,450
SOCIAL WORK	\$86,900	\$62,197	\$49,196	\$61,792	--	\$58,827	\$45,076	\$48,514
SOCIOLOGY & ANTHROPOLOGY	\$84,214	\$59,541	\$49,996	\$64,304	\$85,868	\$57,509	\$52,677	\$65,692
TEACHER EDUCATION	\$78,487	\$58,483	\$50,063	\$56,551	\$80,776	\$65,463	\$51,956	\$68,107
TELECOMMUNICATIONS	\$92,966	\$62,684	\$50,468	\$60,033	\$97,402	\$63,490	\$53,104	\$68,597
THEATER	\$82,776	\$56,509	\$46,372	\$57,374	\$76,829	\$60,430	\$44,869	\$56,644
VISUAL COMMUNICATIONS	\$82,991	\$64,366	\$53,090	\$61,570	\$86,761	\$61,458	\$59,039	\$65,551
WOMENS STUDIES	\$86,567	\$55,696	\$50,246	\$58,945	\$78,218	--	--	\$78,218

Note: Differences in institutional structure and reporting may not yield direct similarities in discipline comparisons.

Source: Oklahoma State University 2005 Faculty Salary Survey  
Ohio University Office of Institutional Research

Table 12  
 Research II Faculty in Oklahoma State Study Compared with Ohio University Faculty

	Headcount							
	Research II Universities				Ohio University			
	Professor	Associate	Assistant	All Ranks	Professor	Associate	Assistant	All Ranks
ACCOUNTANCY	85	69	65	244	4	4	2	10
AFRICAN AMERICAN STUDIES	6	14	11	32	0	2	2	4
ART	116	101	156	387	6	7	14	27
AVIATION	1	1	6	8	1	0	3	4
BIOLOGICAL SCIENCES	59	36	38	134	10	10	5	25
CHEMICAL ENGINEERING	105	45	44	196	2	7	1	10
CHEMISTRY & BIOCHEMISTRY	187	101	119	429	4	8	5	17
CIVIL ENGINEERING	109	81	90	284	4	5	5	14
CLASSICS & WORLD RELIGIONS	9	13	6	34	1	5	1	8
COMMUNICATION STUDIES	43	30	41	141	9	5	8	22
COMMUNICATION SYSTEMS MGT	5	5	6	16	1	3	5	9
COUNSELNG & HIGHER ED	27	14	21	68	2	3	4	9
DANCE	4	9	9	22	3	1	2	6
ECONOMICS	112	75	78	276	6	2	8	16
EDUCATIONAL STUDIES	61	67	78	211	3	7	3	13
ELECTRICL ENGR & COMPUTER SCI	196	126	99	430	10	11	9	30
ENGLISH	321	309	210	952	11	16	8	35
ENV & PLANT BIOLOGY	21	10	23	58	4	3	4	11
FILM	6	7	6	19	2	1	4	7
FINANCE	52	51	44	153	2	2	3	7
GEOGRAPHY	48	56	42	152	3	6	3	13
GEOLOGICAL SCIENCES	118	70	64	268	1	5	4	10
HEALTH SCIENCES	6	9	5	22	2	3	4	9
HEARING SPEECH LANGUAGE SCI	10	18	26	62	1	2	6	9
HISTORY	168	179	113	472	4	11	8	23
HUMAN & CONSUMER SCIENCE	24	41	39	111	2	6	10	18
IND & MFG SYSTEMS ENGR	45	40	24	111	3	4	1	8
INDUSTRIAL TECH	3	11	5	19	2	3	3	8
INTERDISCIPLINARY ARTS	14	7	20	41	2	0	3	5
JOURNALISM	46	67	54	187	9	9	5	23

Note: Differences in institutional structure and reporting may not yield direct similarities in discipline comparisons.

Table 12  
 Research II Faculty in Oklahoma State Study Compared with Ohio University Faculty

	Headcount							
	Research II Universities				Ohio University			
	Professor	Associate	Assistant	All Ranks	Professor	Associate	Assistant	All Ranks
LINGUISTICS	17	12	11	46	0	6	2	8
MANAGEMENT INFO SYSTEMS	35	34	28	102	5	0	1	6
MANAGEMENT SYSTEMS	131	119	112	409	4	10	5	19
MARKETING	65	48	43	162	2	4	2	8
MATHEMATICS	335	165	156	740	11	4	9	24
MECHANICAL ENGINEERING	164	99	72	339	6	3	3	12
MODERN LANGUAGES	106	140	148	495	3	12	9	24
MUSIC	149	175	150	517	11	16	7	34
PHILOSOPHY	66	77	58	216	3	4	3	10
PHYSICAL THERAPY	4	9	8	23	1	2	4	7
PHYSICS & ASTRONOMY	220	99	92	422	10	10	7	27
POLITICAL SCIENCE	125	112	107	355	6	7	9	22
PSYCHOLOGY	204	144	163	519	9	8	8	25
RECREATION & SPORT SCIENCES	17	30	41	103	2	4	8	14
SOCIAL WORK	30	51	51	142	0	2	6	8
SOCIOLOGY & ANTHROPOLOGY	116	103	92	330	8	7	8	23
TEACHER EDUCATION	53	67	85	244	7	3	5	15
TELECOMMUNICATIONS	8	12	15	43	5	10	6	21
THEATER	40	89	61	201	2	8	6	16
VISUAL COMMUNICATIONS	4	5	10	20	2	4	4	10
WOMENS STUDIES	5	5	8	20	1	0	0	1

Note: Differences in institutional structure and reporting may not yield direct similarities in discipline comparisons.

Source: Oklahoma State University 2005 Faculty Salary Survey

**Table 13**  
**Public Doctoral/Research-Extensive Faculty Compared with Ohio University Faculty**  
**Ohio University Peers**

	<b>Professor Average Salary</b>	<b>Associate Professor Average Salary</b>	<b>Assistant Professor Average Salary</b>	<b>All Ranks Average Salary</b>
<b>Ohio University</b>	<b>\$88,863</b>	<b>\$66,523</b>	<b>\$54,641</b>	<b>\$68,772</b>
Auburn University, Auburn, AL	\$95,400	\$68,100	\$59,800	\$75,300
Clemson University, Clemson, SC	\$94,800	\$70,000	\$62,500	\$72,900
Indiana University – Bloomington	\$104,900	\$72,800	\$62,600	\$80,500
University of Connecticut, Storrs	\$116,700	\$82,300	\$65,800	\$89,300
University of Delaware, Newark	\$114,100	\$78,500	\$63,000	\$84,200
University of Missouri – Columbia	\$96,700	\$67,300	\$55,700	\$72,100
University of New Hampshire, Durham	\$99,800	\$74,700	\$63,700	\$82,600
University of North Carolina – Chapel Hill	\$115,300	\$77,900	\$65,200	\$87,100
University of Tennessee, Knoxville	\$94,800	\$71,600	\$59,600	\$72,200
Washington State University, Pullman	\$87,900	\$65,900	\$60,500	\$67,600

**Table 14**  
**Public Doctoral/Research-Extensive Faculty Compared with Ohio University Faculty**  
**Ohio University Peers**

	<b>Professor Headcount</b>	<b>Associate Professor Headcount</b>	<b>Assistant Professor Headcount</b>	<b>All Ranks Headcount</b>
<b>Ohio University</b>	<b>212</b>	<b>275</b>	<b>255</b>	<b>744</b>
Auburn University, Auburn, AL	492	355	237	1,156
Clemson University, Clemson, SC	393	232	222	850
Indiana University – Bloomington	638	401	369	1,409
University of Connecticut, Storrs	433	381	294	1,148
University of Delaware, Newark	402	318	287	1,125
University of Missouri – Columbia	327	332	397	1,056
University of New Hampshire, Durham	225	219	111	558
University of North Carolina – Chapel Hill	545	305	299	1,165
University of Tennessee, Knoxville	560	370	353	1,320
Washington State University, Pullman	327	287	246	982