

Oregon State University Faculty Salary Update Overview

In November 2007, the Oregon State University Faculty Senate Committee on Faculty Economic Welfare and Retirement issued a report outlining how faculty salaries at OSU lag far behind those offered by comparator institutions. Despite two OSU Faculty Senate reports on the subject since 2000, faculty salary concerns remain unresolved. (<http://oregonstate.edu/senate/committees/fewrc>)

Oregon State University, like most other OUS institutions, aims to become a top-tier academic institution. However, the committee found that if faculty salaries at OSU remain far below comparator pay, the university will continue to lose, or fail to recruit, top faculty. This will result in the loss of research revenue as more full professors leave or retire and are replaced with lower-ranking educators.

The report asserts:

- ✓ It's common knowledge that **faculty salaries at OSU are bad and have been bad for decades**, and are not even keeping up with inflation
- ✓ The **Oregon Legislature has continued to neglect faculty salaries**, and even though OUS institutions receive less than 20 percent of their budgets from the state, the governor **imposed a salary freeze** on faculty and other OUS employees in 2003-2005
- ✓ OSU faculty salaries **are near or at the bottom of every comparator list** presented, in all professorial ranks
- ✓ **Full-time professor salaries** are the most neglected rank, even though in **2005 they produced an average of \$228,109** in research grant dollars
 - **Replacing these full-time professors** with lower-rank faculty will continue to **diminish the research revenue to OSU**
- ✓ **OSU will never achieve its goal of becoming a top-tier university without retaining and recruiting top-tier faculty**

The report recommends:

- ✓ OSU administration **consider faculty compensation its top priority** in its quest to become a top-tier university
- ✓ OSU administration work with the faculty to **create a plan for improved compensation**, and develop common comparator lists and goals.