

Oregon State University Faculty Salary Update Overview

In November 2007, the Oregon State University Faculty Senate Subcommittee on Faculty Economic Welfare and Retirement issued a report outlining how faculty salaries at OSU are moving backward. Despite several examinations of the issue since 2000, faculty salary issues continue to be neglected.

Oregon State University, like most other OUS institutions, aims to become a top-tier, prestigious academic institution. However, the subcommittee found that if faculty compensation at OSU remains far below comparator institutions, the university will continue to lose, or fail to recruit, top faculty. This will result in the loss of research revenue as more faculty depart for greener pastures.

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
- ✓ OSU faculty salaries **are near or at the bottom of every comparator list** presented, in all professorial ranks
- ✓ **Full-time professors** are the most neglected, and are leaving in droves, even though they **produce an average \$100,000 a year** in research grant dollars.
 - **Replacing these full-time professors** with lower-rank faculty will continue to **diminish the revenue to OSU**
- ✓ In 2007, the university administration used the allocation the state issued to OUS institutions for faculty salaries to replace the internal funding that was previously used for raises. Salary allocations remained flat because the OSU internal funding was spent elsewhere instead of being added to the state infusion for salaries.
- ✓ **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.