

Information presented on May 26, 2021 based on current information

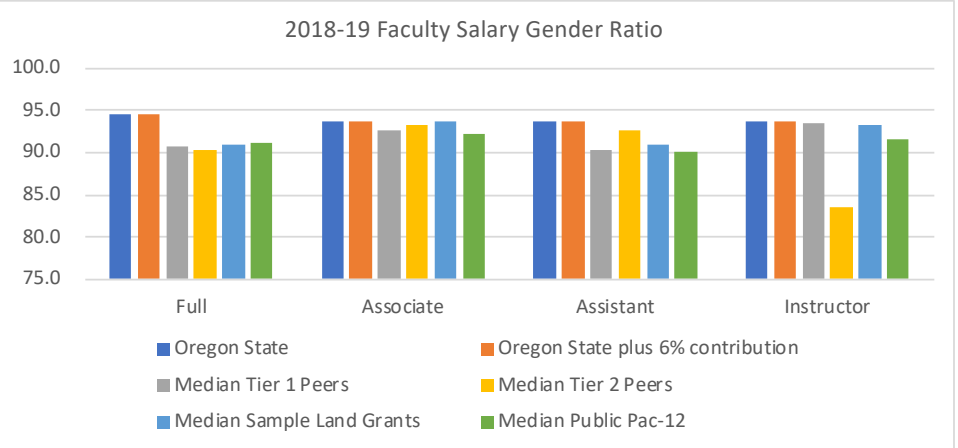
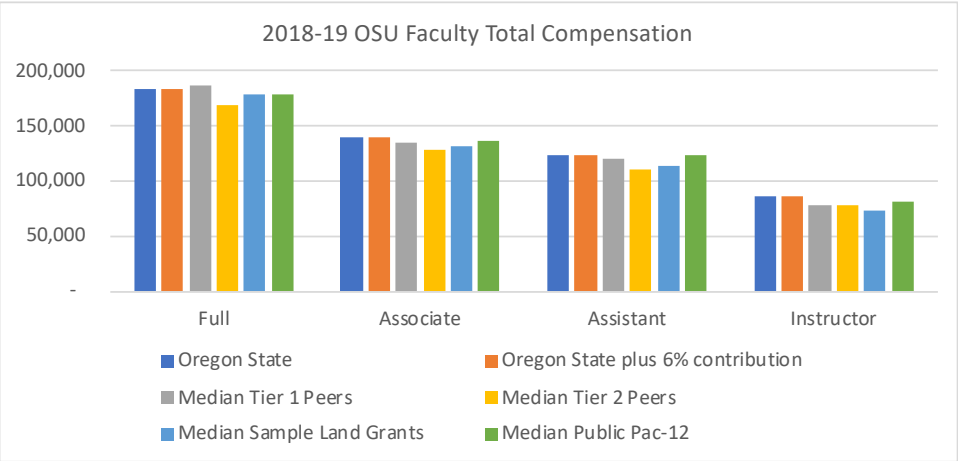
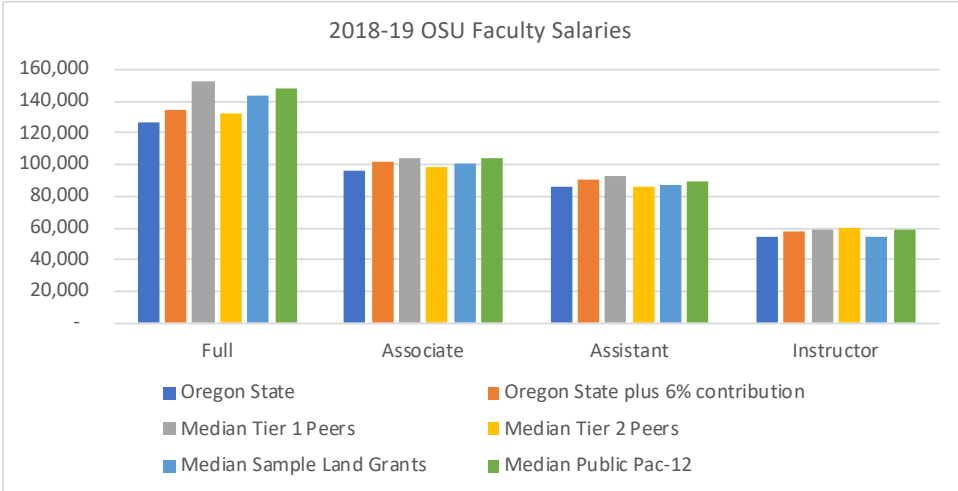
Overview of some relevant financial issues:

Table 1: Compensation data used in Figure 1 (which plots median). 2018-19 AAUP data from InsideHigherEd.com searchable database.

	Full	Associate	Assistant	Instructor
Oregon State	183,400	140,300	123,400	86,200
Oregon State plus 6% contribution	183,400	140,300	123,400	86,200
Median Tier 1 Peers	187,400	135,500	120,400	78,600
Median Tier 2 Peers	168,700	127,900	111,100	78,600
Median Sample Land Grants	178,750	131,200	114,450	73,800
Median Public Pac-12	179,500	136,300	123,400	80,700
	Professors	Associate	Assistant	Instructors
Strategic Plan Peers	Total Compensation			
Tier 1				
Ohio State University	\$187,400	\$130,600	\$117,600	
Penn State University	\$196,900	\$135,200	\$108,900	\$75,300
Purdue University	\$181,300	\$135,500	\$120,400	
UC at Davis	\$232,300	\$163,900	\$142,900	
University of Florida	\$187,200	\$130,300	\$111,800	
University of Illinois	\$196,800	\$140,000	\$130,000	\$85,500
University of Wisconsin	\$176,200	\$135,700	\$120,700	\$78,600
Tier 2				
Colorado State University	\$167,100	\$123,400	\$103,800	\$69,600
Iowa State University	\$170,300	\$131,800	\$116,700	
NC State University	\$166,200	\$124,000	\$109,600	
UC at Riverside	\$226,600	\$154,400	\$131,700	
University of Tennessee	\$181,900	\$131,900	\$110,000	
Washington State University	\$162,000	\$117,100	\$112,200	\$87,600
Other Peers				
Other Major Land Grants				
Michigan State University	\$200,300	\$138,300	\$109,600	
Texas A&M University	\$170,600	\$122,000	\$108,800	
Virginia Tech University	\$190,100	\$136,700	\$118,600	\$79,400
Louisiana State University	\$172,700	\$121,800	\$118,000	\$72,300
Kansas State University	\$141,300	\$109,500	\$97,700	\$68,200
University of Arizona	\$172,100	\$124,800	\$107,800	\$58,700
University Of Georgia	\$164,800	\$125,300	\$117,400	\$71,200
Other Public Pac-12				
Arizona St. University	\$184,600	\$136,300	\$115,700	\$68,100
University of Utah	\$176,500	\$129,500	\$119,000	
University of Colorado	\$185,900	\$135,400	\$127,900	\$94,800
UCLA	\$284,100	\$193,300	\$151,100	
UC Berkeley	\$268,600	\$187,800	\$159,600	
University of Oregon	\$137,300	\$141,600	\$123,400	\$87,300
University of Washington	\$179,500	\$139,400	\$124,500	\$74,100

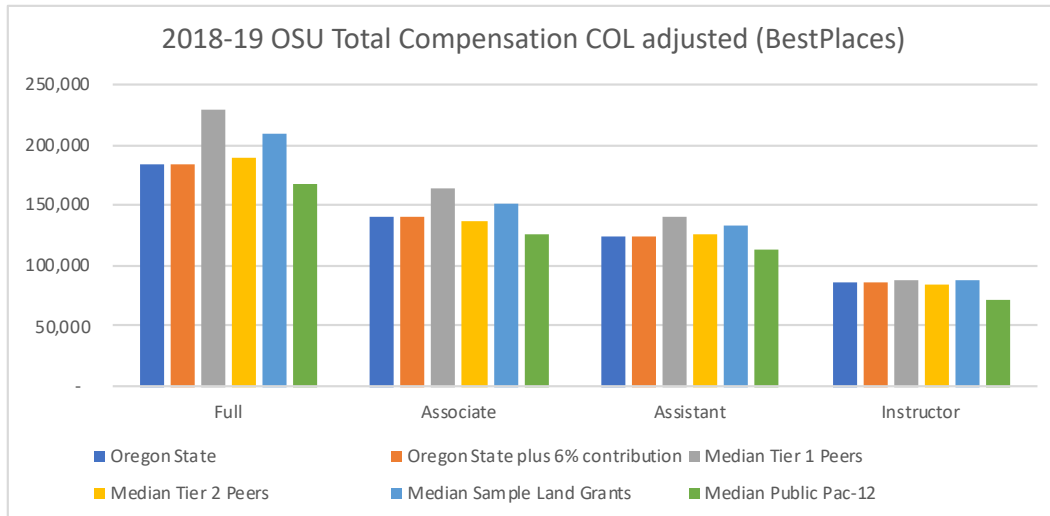
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Figure 1: Salaries, total compensation, salary ratio. Tier 1 peers: Ohio State, Penn State, Purdue, Davis Florida, Illinois, Wisconsin. Tier 2 peers: Colorado State, Iowa State, NC State, Riverside, Tennessee, WSU. Land grants: Tier 1 and 2 plus Michigan State, Texas A&M, Virginia Tech, LSU, Kansas State, Arizona, Georgia. And then PAC-12 excluding USC and Stanford.



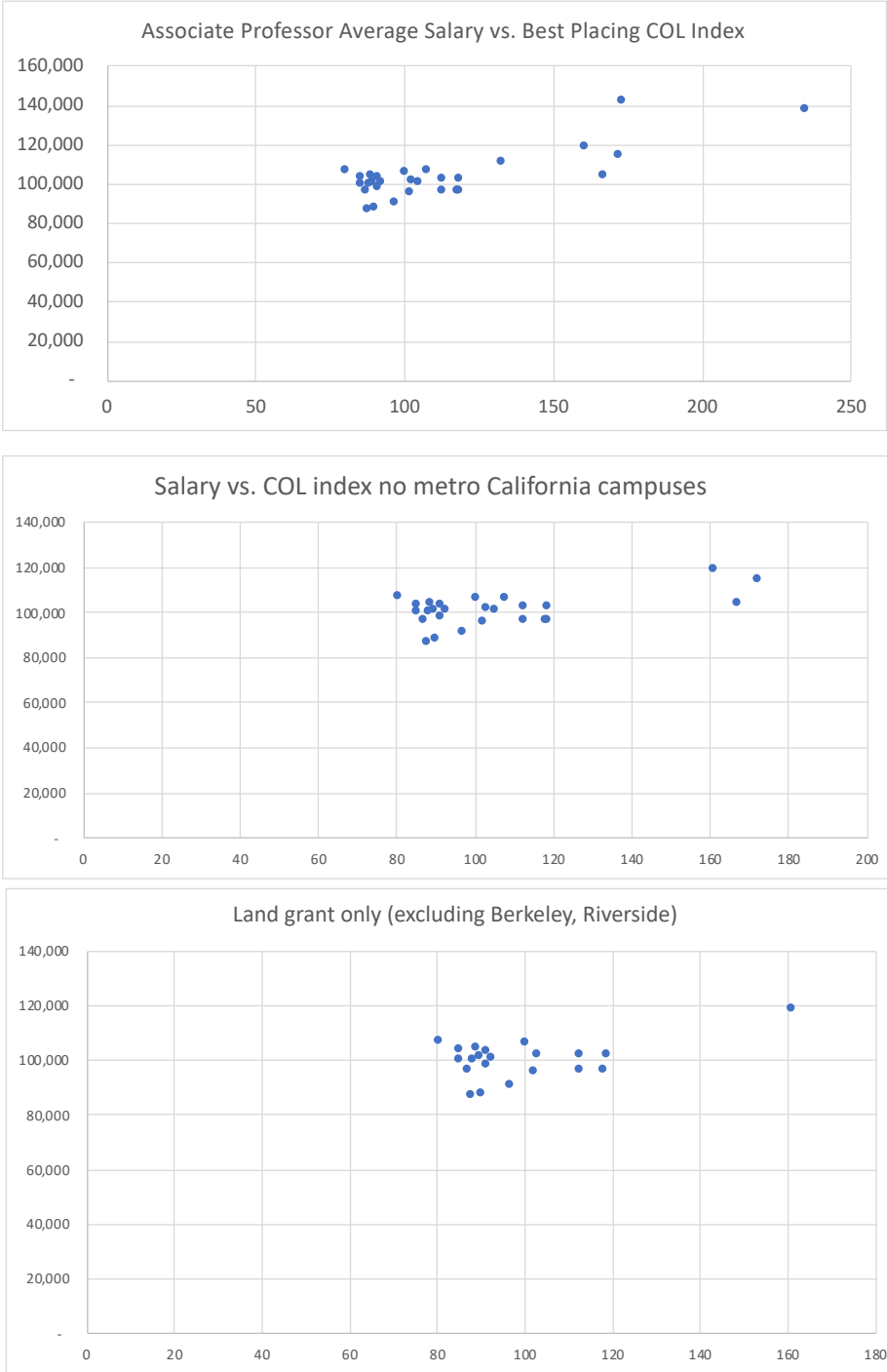
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Figure 1: Median total compensation adjusted by cost of living indices from BestPlaces.
<https://www.bestplaces.net/cost-of-living/>



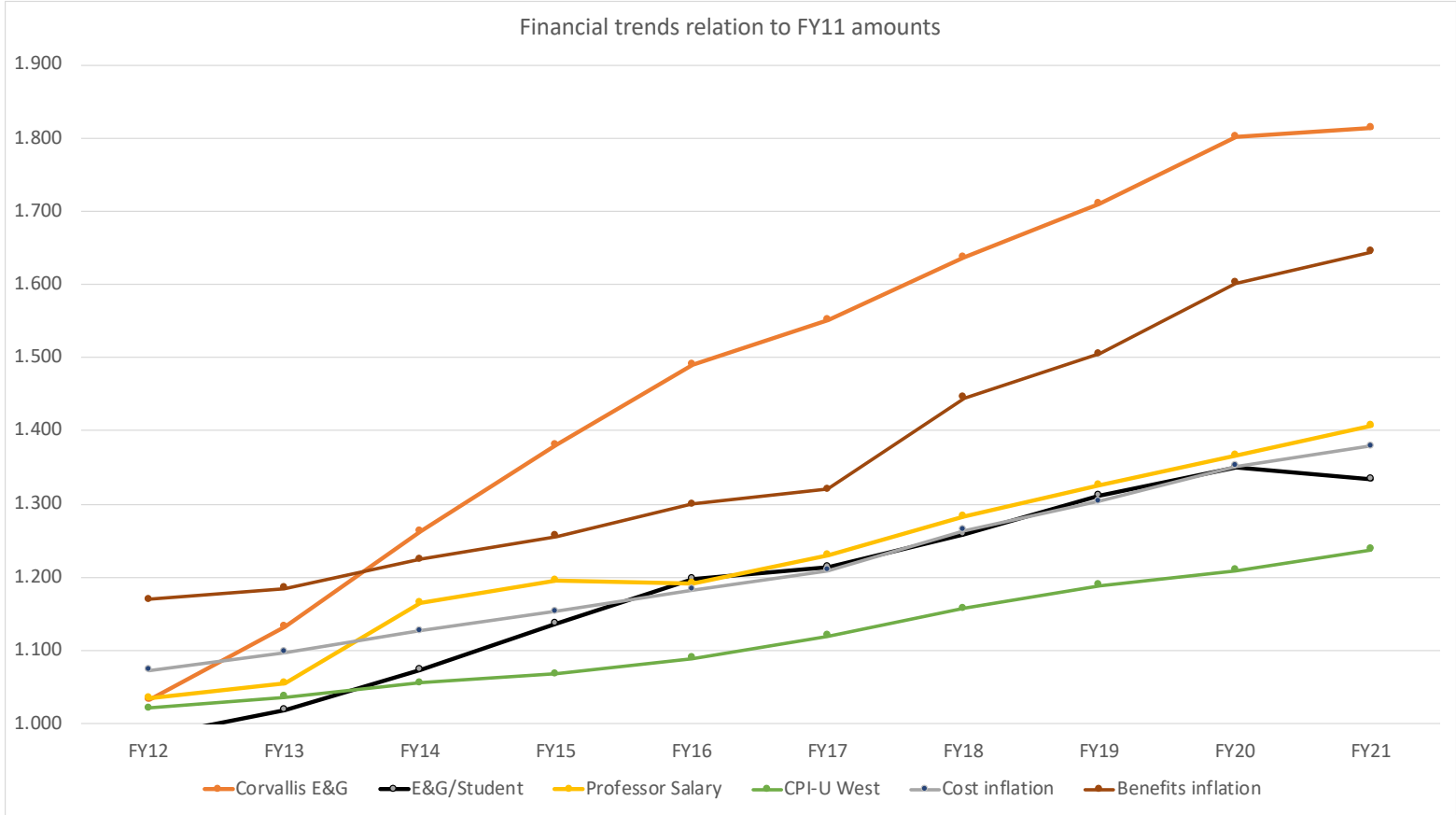
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Figure 2. Some comparisons of associate professor salary (FY19) by cost of living index for the peers used in the salary comparison. Top one includes them all, middle one excludes UCLA, UCR, and UCB. Bottom one excludes those and the other public Pac-12 that are not land grants. In the range of most of those campuses, there is not a correlation of salary to cost-of-living index. This would suggest there are other factors at play in the market structure of salaries in those areas.



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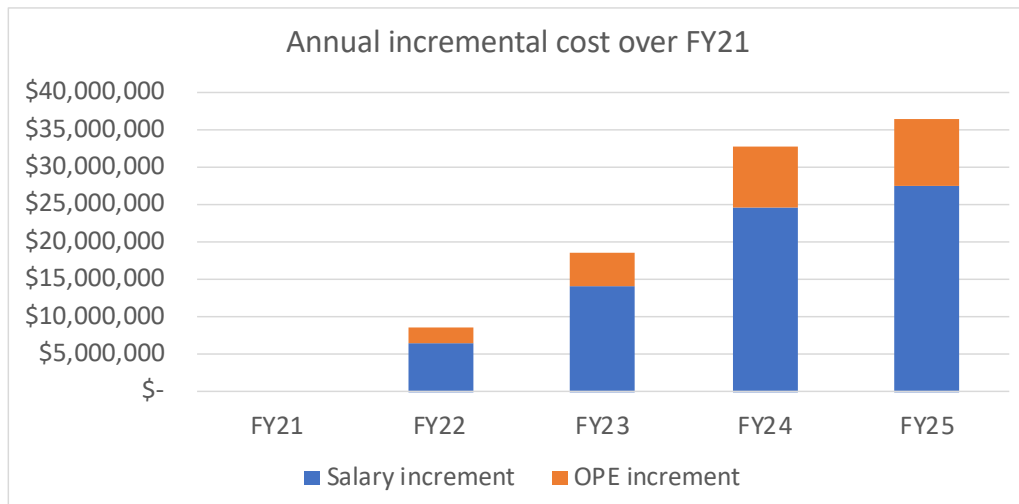
Figure 1: Some financial trends for OSU for the last ten years.



Data: E&G revenues annual financial reports on Budget Office webpage (<https://fa.oregonstate.edu/node/103/#fye-rpt> ; enrollment headcount from Institutional Research reports for fall term (<https://institutionalresearch.oregonstate.edu/enrollment-and-demographic-reports#enroll-sum>); CPI-U West from Bureau of Labor Statistics; professorial salaries for OSU from Chronicle of Higher Education annual compilations (<https://data.chronicle.com/category/sector/1/faculty-salaries/>). OSU cost inflation is calculated annually by the budget office based on actual raise and benefit increase by broad employee group and CPI inflation for goods and services, weighted by the proportion each category is of total expenditures. The benefits inflation calculation is part of that annual calculation.

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Figure 1 and Table 1: Calculation of incremental cost for proposals submitted by UAOSU on May 12th. Working from an estimate of FY21 UAOSU salary base of \$119M for Corvallis E&G, updated June 1, 2021 (table at bottom) for all funds.



	Amount	FY21	FY22	FY23	FY24	FY25
UAOSU Salary base		\$160,165,395				
FY22 4% increment	4% July 1st		\$ 6,406,616			
FY 22 ending Salary base			\$ 166,572,011			
FY23 ATB	3% July 1st			\$ 4,997,160		
FY23 equity	1.5% January 1st			\$ 2,573,538		
FY 23 ending salary base				\$ 174,142,709		
FY23 equity rollup	1.5% July 1st				\$ 2,573,538	
FY24 ATB	3% July 1st				\$ 5,301,487	
FY24 Merit	1.5% January 1st				\$ 2,730,266	
FY24 ending salary base					\$ 184,748,000	
FY24 merit rollup	1.5% July 1st					\$ 2,730,266
FY24 Ending salary base						\$ 187,478,266
Additional OPE			\$ 2,114,183	\$ 2,498,330	\$ 3,499,746	\$ 900,988
Total cost		\$160,165,395	\$ 168,686,194	\$ 178,755,222	\$ 192,860,259	\$ 196,491,513
Total increment over FY21		\$ -	\$ 8,520,799	\$ 18,589,827	\$ 32,694,864	\$ 36,326,118
		FY21	FY22	FY23	FY24	FY25
Salary increment		0	\$ 6,406,616	\$ 13,977,314	\$ 24,582,605	\$ 27,312,871

	Annual pay Base	Increment over FY21
Education and General	107,171,825	24,306,976
Statewide Public Services	16,571,726	3,758,530
Restricted	34,202,922	7,757,352
Self Support	2,218,922	503,260
Total	160,165,395	36,326,118