

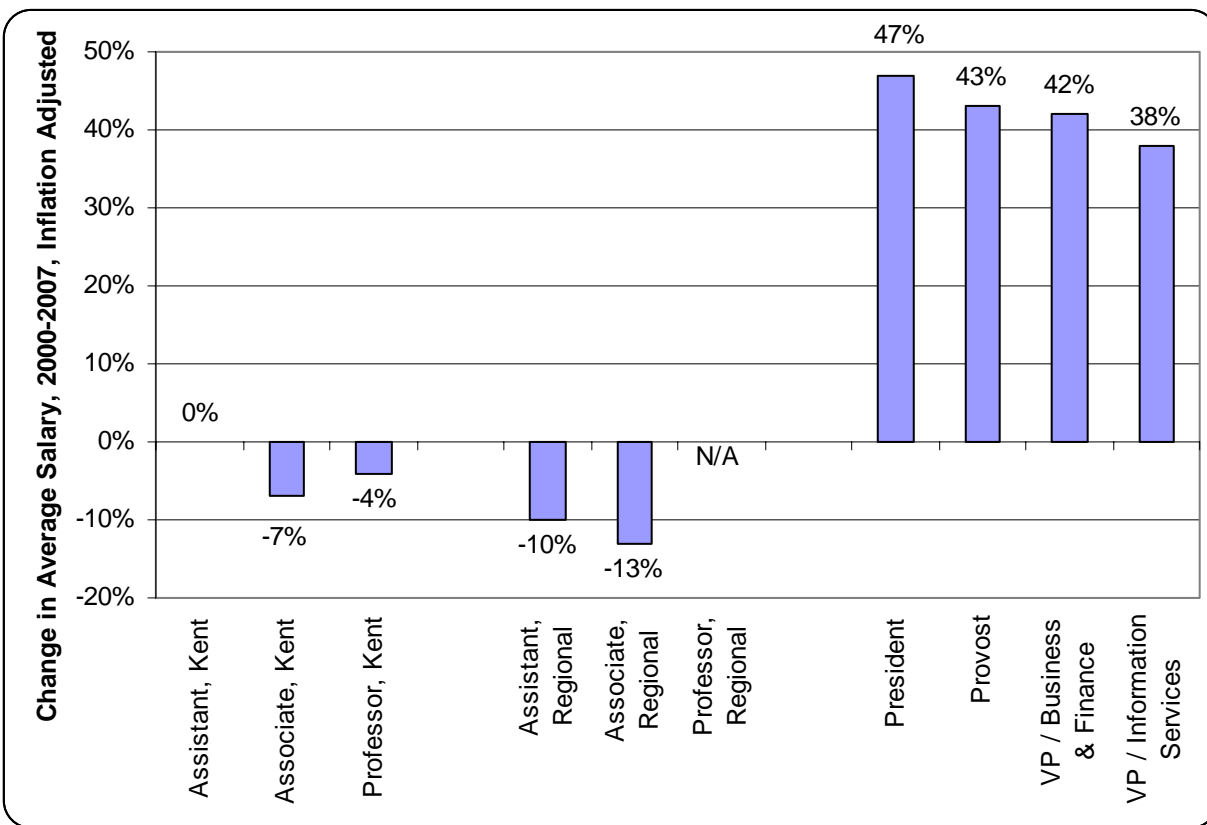
# Bargaining Bulletin

A Publication of the AAUP-KSU Tenure Track Faculty

April 4, 2008

A recent survey of Kent State University's tenure-track faculty found that salary topped the list of critical issues to be bargained in the next round of negotiations. Further discussions with Faculty found a very real fear that salaries are not even keeping up with inflation. In addition, there is doubt that the University will be able to continue to attract new faculty without attention to salary levels at Kent State.

While budget constraints for universities in the state of Ohio are a very real problem, there has been some question about whether Kent State faces unusual pressures. Data has been collected to help analyze the salary issue at Kent.



Above -- This is the change in average salaries for Kent State faculty and selected administrators for the last 7 years. Kent State faculty are actually earning less than they were 7 years ago in inflation-adjusted terms, while top administrators have seen substantial increases in pay. They university may cry about budget constraints, but will the administration claim that these constraints do not apply to themselves?

*Continued on page 2*

**Other information that might be helpful in evaluating the state of Faculty salaries at Kent State University:**

Since the 2000-2001 academic year, we have seen a dramatic decline in the salaries of Kent State (Kent campus) tenured/tenure-track faculty relative to both inflation and to the other public doctoral-granting institutions in Ohio. This table shows how the standing of Kent State salaries has fallen relative to other Ohio doctoral universities.

Rank in Salary*	2000-2001	2007-2008
Assistant Professor	3 <sup>rd</sup> of 9	7 <sup>th</sup> of 10
Associate Professor	2 <sup>nd</sup> of 9	8 <sup>th</sup> of 10
Professor	2 <sup>nd</sup> of 9	7 <sup>th</sup> of 10

\* 2000-2001 data excludes the University of Toledo as their salary data was not included in the AAUP salary survey that year.

For regional campuses, we are comparing to the other 4 regional campus systems with a faculty size greater than 100: Ohio State, Ohio U., U. of Cincinnati, and Miami Univ.

Rank in Salary	2000-2001	2007-2008
Assistant Professor	1 <sup>st</sup> of 5	4 <sup>th</sup> of 5
Associate Professor	1 <sup>st</sup> of 5	4 <sup>th</sup> of 5
Professor	N/A*	4 <sup>th</sup> of 5

\*There were not enough full professors in regional campus systems in 2000-2001 to reliably calculate this rank.

Finally, a comparison of the change in Kent Campus salaries over the last seven years to the “4-Corner Universities:”

