

# UA OSU

## SALARY BARGAINING PRIORITIES

Our members have set equity adjustments and across the board raises as our bargaining priorities for FY2022-2024 salary negotiations. Stay up to date at [uaosu.org/salarybargaining](https://uaosu.org/salarybargaining). Register for our May 26th session at [uaosu.org/may26](https://uaosu.org/may26).

### EQUITY ADJUSTMENT

addresses pay disparities across gender, race, ethnicity, job category, and other differences

### ACROSS-THE- BOARD RAISE

an increase that is equally applied to everyone; related to a cost of living adjustment (COLA), which may be tied directly to rates of inflation

### GENDER

At OSU – regardless of job category – women faculty make 2.5 to 9.4% less than their men counterparts.

Because women are disproportionately represented in the lower ranks, the actual pay gap is nearly 18%.

### INFLATION

Faculty from across the state expressed concerns about the cost of living, particularly housing.

Any raise less than the current rate of inflation (2.6%) is in fact a pay cut.

### RACE AND ETHNICITY

Salary inequities also occur across race, ethnicity, and other social identities. We know this is true nationally, and OSU needs to look closely to see what is happening here.

### LET MERIT BE MERIT

In the past a 3% pool has been called merit, but has included a small across-the-board raise. Having clear across-the-board raise pools means that when a merit raise happens, it can be focused entirely on merit.

### JOB CATEGORY

Disparities between tenure-track and fixed-term positions, as well as disparities between new and existing faculty (compression and inversion) all need to be addressed.

### COMPETITION

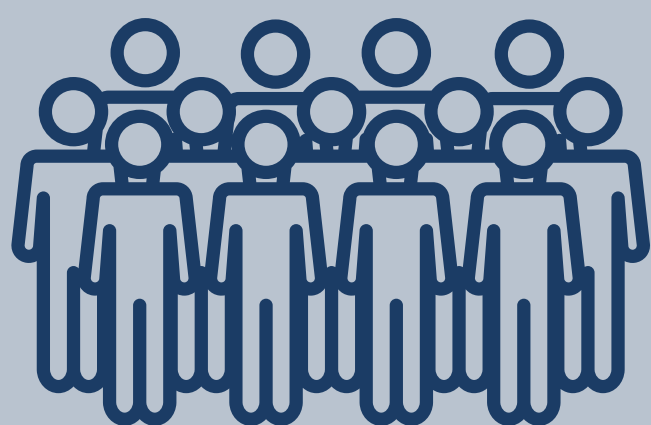
Without factoring in cost of living expenses, OSU is ranked 9th out of 10 in faculty salaries among its Pac-12 public institution peers. When you account for what it costs to live here, OSU sinks to the bottom.

# WE'RE BARGAINING OVER SALARIES. HOW DO WE KNOW WHAT THE UNIVERSITY CAN AFFORD?

## REVENUE IS BETTER THAN ANTICIPATED

Even the administration agrees we're in a better place than expected. "OSU is currently in better financial shape than we had ever expected 13 months ago, despite significant revenue losses and unexpected costs."

- Sherm Bloomer, April 11, 2021

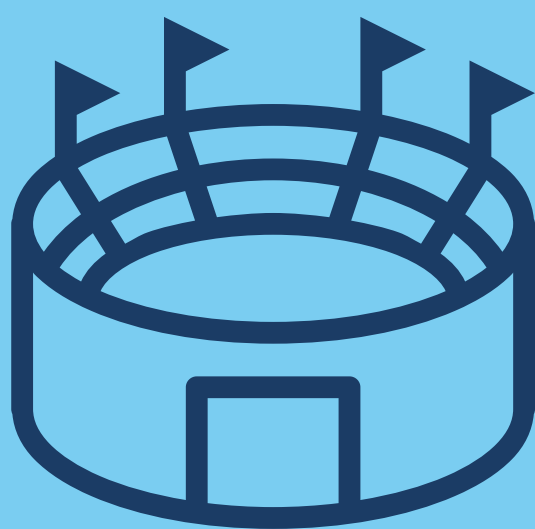


## PROJECTED ENROLLMENT IS UP

Enrollment this past year stayed stable despite the pandemic, and applications for 2021-2022 are up by 30%.

## OSU ADMIN IS FUNDING LARGE CAPITAL PROJECTS

Including the Reser Stadium project (\$153 million budget) and Arts and Education Complex (\$70 million budget), which both include university funds.



## WE STOOD STRONG THROUGH THE PANDEMIC

Faculty made sacrifices both personal and financial in order to see the institution through the pandemic.

And federal emergency assistance secured over \$89 million for OSU.

FACULTY ARE CRITICAL TO THE UNIVERSITY'S MISSION. IT'S TIME TO PRIORITIZE OUR WELFARE.

