

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. Register for our May 26th session at 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.