

**College of Marine Science, USF**  
**OPS Salary Model for Faculty**  
**(Effective August, 2003)**

- Appointments will be based on the (formerly SUS) General Faculty Class Specifications and qualifications required for ranked positions (e.g., Instructor, Assistant Professor, Associate Professor, Professor).
- Appointments will be based on the individual's credentials as if they were being hired in a continuing faculty position as reflected below in the Salary Illustration.
- Appointments must be based on qualifications and will be supported by position descriptions.
- Appointments will be research primarily, due to the nature of the unit.
- Oklahoma State University (OSU) Faculty Salary Survey by Discipline, Research I, will be used to determine average, minimum, and maximum salaries. For salary data beyond six-months old, the OPS salary will include a factoring percentage based on the most recent University increase supplied to personnel in the comparison classification. Exceptions must be approved by the Office of the Provost.
- Exceptions to the OSU Faculty Salary Survey by Discipline, Research I, must be approved by the Office of the Provost.
- Annual salary increases should not exceed the overall percentage increase supplied to salaried personnel in the comparison classification.
- Special increases would be based on additional duties or special achievements and would not normally exceed 10 percent in any 12-month period other than in documented exceptional circumstances.

**Salary Illustration: 2001-02 OSU Rank, Discipline, and Salary, Research I, Marine/Aquatic Biology**

	<b>Professor</b>	<b>Associate Professor</b>	<b>Assistant Professor</b>
<b>Average</b>	77,883	58,396	45,565
<b>High</b>	119,003	67,500	52,076
<b>Low</b>	58,608	45,001	32,728

These 9-month salaries would be annualized using the standard University factor of 1.222. Benefits would be computed based on the current rate of 23%, adjusted annually, as appropriate based on University Guidelines. Therefore, the figures would reflect salary and benefits. An OPS faculty salary would be based on the range and would not exceed the high (annualized) or be less than the low (annualized), excluding benefits, without approval of the Office of the Provost.

Accordingly, all OPS faculty appointments in Marine Science would reflect these Guidelines.