

Counter Offers

PURPOSE

To support a department/college/school to retain a faculty member who receives an offer from another institution.

ELIGIBILITY

Such retention efforts should be reserved for faculty members who have a documented offer from a peer institution.

FUNDING ARRANGEMENT

OAA will provide matching funds to colleges that are making counter offers with a documentable offer from a peer institution. OAA will fund up to 50% of the increase in salary (excluding benefits) at a maximum of \$15,000 in cash for each of three years. These are approved on a first come first served basis contingent upon available funds which are reviewed on an annual basis.

PROCESS

Submit form 205 <http://oaa.osu.edu/assets/files/documents/Form205.pdf> to Admin-FacultyAffairs@osu.edu to be reviewed by the Vice Provost for Academic Policy and Faculty Resources. Salary increases associated with the counter offer will normally be effective at the beginning of the next appointment year (July 1st for 12 –month faculty and September 1st for 9-month faculty) and must be reported on the Annual Merit Compensation Panels during the annual process. OAA will only approve two OAA funded counter offers within five years for any given faculty member. Annually OAA will contact the colleges to confirm hires and obtain chartfield information in order to process a transfer of the OAA cash.

