University of Oregon
5-Year Comparison of UO to AAU Peer Groups' Average Salaries by Rank

UO Average Salary as Percent of AAU Average Salary

<table>
<thead>
<tr>
<th></th>
<th>All AAU Public Peers</th>
<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2007-08</td>
<td>2008-09</td>
<td>2009-10</td>
<td>2010-11</td>
</tr>
<tr>
<td>Full Professor</td>
<td>80%</td>
<td>80%</td>
<td>82%</td>
<td>81%</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>84%</td>
<td>86%</td>
<td>88%</td>
<td>88%</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>91%</td>
<td>90%</td>
<td>93%</td>
<td>93%</td>
</tr>
<tr>
<td></td>
<td>2007-08</td>
<td>2008-09</td>
<td>2009-10</td>
<td>2010-11</td>
</tr>
<tr>
<td>OUS Defined Peers</td>
<td>79%</td>
<td>79%</td>
<td>81%</td>
<td>81%</td>
</tr>
<tr>
<td>Full Professor</td>
<td>82%</td>
<td>84%</td>
<td>86%</td>
<td>87%</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>87%</td>
<td>87%</td>
<td>91%</td>
<td>91%</td>
</tr>
</tbody>
</table>

Notes:

- Includes only salary dollars; no retirement or other benefit expenditures are included.
- AAU data represent average salaries for faculty in disciplines similar to those at the UO, based on comparable Classification of Instructional Program (CIP) codes. See appendices included in annual faculty salary comparison reports for details.
- **OUS Defined Peer Group**
  - Indiana University
  - University of California--Santa Barbara
  - University of Colorado at Boulder
  - University of Iowa
  - University of Michigan
  - University of North Carolina--Chapel Hill
  - University of Virginia
  - University of Washington
- 2012-13 values have not been calculated because of missing data from the University of Washington. This report may be updated when/if UW data becomes available.
- AAU Peer averages exclude the University of Oregon.

Data Sources:

- **AAU Peers**: Annual Faculty Salary by CIP Survey composite submission downloads from the AAU Data Exchange.
- **UO Data**: Annual Faculty Salary by CIP Survey submission files for the AAU Data Exchange prepared using October 31st employee census downloads.

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