

## APPENDIX III

### ALL AAU PUBLIC PEERS 2011-12 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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AAU PUBLIC PEERS Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
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#### Architecture and Allied Arts

##### ARCHITECTURE & INTERIOR ARCH

**Discipline: Architecture**

Professor	115,400	199,000	74,400	114	18	195,500	1	1
Associate Professor	81,700	118,900	47,200	161	18	70,000	1	1
Assistant Professor	65,700	94,600	52,900	118	18	64,000	18	9
Instructor	50,000	54,100	25,000	2	2			

**Discipline: Interior Architecture**

Professor	100,200	100,200	100,200	1	1			
Associate Professor	77,600	77,600	77,600	1	1			
Assistant Professor	51,700	52,500	50,900	2	1			

##### ART

**Discipline: Art/Art Studies, General**

Professor	93,100	187,500	62,000	165	15			
Associate Professor	70,100	108,500	41,100	150	15	81,200	4	4
Assistant Professor	60,500	89,900	45,200	83	15	62,500	8	6
Instructor	41,800	50,000	35,000	2	1	35,000	1	1

**Discipline: Fine/Studio Arts, General**

Professor	98,500	163,600	66,200	81	10			
Associate Professor	69,700	99,000	54,600	75	10	87,500	1	1
Assistant Professor	54,900	82,800	35,000	47	8	56,000	6	2
Instructor	40,500	47,900	33,000	2	2			

##### ART HISTORY

**Discipline: Art History, Criticism and Conservation**

Professor	112,400	197,800	54,600	95	18			
Associate Professor	74,200	118,500	55,500	84	17	76,000	1	1
Assistant Professor	63,900	80,000	45,000	58	16	69,200	8	6

##### HISTORIC PRESERVATION

**Discipline: Historic Preservation and Conservation**

Professor	130,700	130,700	130,700	1	1			
Associate Professor	90,900	108,600	83,000	5	2			
Assistant Professor	65,000	65,000	65,000	1	1			

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#### LANDSCAPE ARCHITECTURE

**Discipline: Landscape Architecture**

Professor	104,900	177,400	55,300	23	8			
Associate Professor	78,200	107,200	62,400	39	10			
Assistant Professor	64,300	84,300	54,000	22	11	61,500	4	4
Instructor	58,600	63,000	39,000	5	2			

#### PLANNING, PUBLIC POLICY, & MGMT

**Discipline: City/Urban, Community and Regional Planning**

Professor	121,000	271,800	80,000	75	19	138,900	1	1
Associate Professor	82,900	149,000	61,000	73	18	106,500	2	2
Assistant Professor	65,500	96,900	53,600	60	18	64,700	8	6
Instructor	59,600	60,000	59,300	2	1			

**Discipline: Public Administration**

Professor	125,000	244,400	95,200	29	6			
Associate Professor	95,200	162,800	67,500	26	6	118,000	2	2
Assistant Professor	82,000	115,000	68,000	32	6	78,600	13	5

**Discipline: Public Policy Analysis**

Professor	148,000	250,000	86,600	98	12	177,000	5	3
Associate Professor	101,300	206,000	66,000	63	12	103,300	2	2
Assistant Professor	84,300	123,800	57,000	59	10	85,300	7	5
Instructor	40,000	40,000	40,000	1	1			

#### PRODUCT DESIGN

**Discipline: Design & Visual Communications**

Professor	106,400	192,100	69,100	24	5			
Associate Professor	69,100	115,200	51,200	43	5			
Assistant Professor	61,200	76,200	53,600	12	4	55,000	1	1

**Discipline: Industrial and Product Design**

Professor	106,400	114,400	98,300	2	1			
Assistant Professor	62,600	65,000	60,500	3	2			

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#### CAS Humanities

##### CLASSICS

**Discipline: Classics and Classical Languages, Literatures, & Linguistics**

Professor	111,700	216,600	55,100	102	23	91,300	1	1
Associate Professor	76,700	153,500	53,600	73	22	83,000	1	1
Assistant Professor	61,300	86,400	46,300	42	20	61,000	4	2
Instructor	41,300	41,300	41,300	1	1			

**Discipline: Latin Language & Literature**

Professor	95,700	116,700	74,600	2	1			
Associate Professor	71,100	73,000	69,200	2	1			
Assistant Professor	58,400	68,000	50,000	5	1	60,000	1	1

##### COMPARATIVE LITERATURE

**Discipline: Comparative Literature**

Professor	125,000	257,500	72,700	81	16			
Associate Professor	77,600	142,100	55,100	56	15			
Assistant Professor	66,500	82,500	58,900	22	10	67,900	1	1

##### CREATIVE WRITING

**Discipline: Creative Writing**

Professor	149,600	160,600	141,800	4	1			
Assistant Professor	84,200	84,200	84,200	1	1			

**Discipline: Drama and Dramatics/Theatre Arts, General**

Professor	102,000	180,500	67,100	133	56			
Associate Professor	71,700	108,200	56,900	133	54	72,000	2	1
Assistant Professor	60,000	76,500	42,000	85	46	58,800	9	8
Instructor	50,300	60,100	40,000	14	12	48,200	3	3

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### ALL AAU PUBLIC PEERS 2011-12 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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<b>EAST ASIAN LANGUAGES &amp; LITERATURE</b>								
<b>Discipline: Chinese Language &amp; Literature</b>								
Professor	92,600	109,500	72,900	3	1			
Associate Professor	66,000	87,000	57,200	6	1			
Assistant Professor	55,300	60,000	52,400	5	1	55,300	2	1
<b>Discipline: East Asian Languages, Literatures, &amp; Linguistics, General</b>								
Professor	116,900	220,000	78,200	55	12	145,000	1	1
Associate Professor	74,100	101,600	65,000	52	12			
Assistant Professor	61,900	84,300	48,000	41	12	66,300	7	7
Instructor	46,200	50,600	41,100	8	1	47,000	2	1
<b>Discipline: East Asian Languages, Literatures, &amp; Linguistics, Other</b>								
Professor	111,700	142,900	88,800	8	2			
Associate Professor	72,500	89,800	65,300	14	2			
Assistant Professor	61,400	66,700	56,300	5	2			
<b>ENGLISH</b>								
<b>Discipline: English</b>								
Professor	114,200	257,500	63,400	639	33	170,000	1	1
Associate Professor	76,800	135,300	48,500	554	33	85,700	10	9
Assistant Professor	63,700	100,000	50,500	237	33	63,400	35	24
Instructor	41,400	58,000	29,600	34	5	29,600	1	1
<b>Discipline: English Composition</b>								
Associate Professor	129,500	129,500	129,500	1	1			
Instructor	45,200	73,200	40,900	44	1			

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<b>GERMAN &amp; SCANDINAVIAN</b>								
<i>Discipline: German Language &amp; Literature</i>								
Professor	96,400	196,900	58,800	50	15			
Associate Professor	74,600	113,700	57,000	67	16	90,000	1	1
Assistant Professor	62,400	73,000	52,500	23	11	65,000	1	1
Instructor	49,200	70,000	41,100	8	3	70,000	1	1
<i>Discipline: German Languages, Literatures, &amp; Linguistics, General</i>								
Professor	120,500	182,700	70,700	20	5			
Associate Professor	76,500	92,700	60,000	15	5			
Assistant Professor	63,200	80,500	49,700	7	4			
<i>Discipline: Scandinavian Languages, Literatures, &amp; Linguistics</i>								
Professor	90,500	170,700	66,900	12	4			
Associate Professor	75,600	92,500	58,400	4	2			
Assistant Professor	69,800	85,500	54,300	4	4			
<b>LINGUISTICS</b>								
<i>Discipline: Linguistics</i>								
Professor	116,400	216,300	68,000	140	25			
Associate Professor	78,800	112,800	56,900	76	23			
Assistant Professor	67,300	81,900	40,000	49	19	70,000	1	1
Instructor	32,800	47,100	26,400	9	3	26,800	4	1
<b>PHILOSOPHY</b>								
<i>Discipline: Philosophy</i>								
Professor	128,800	278,100	41,500	282	33	141,500	1	1
Associate Professor	82,100	163,300	47,400	126	32	87,900	4	4
Assistant Professor	66,300	100,900	50,000	83	29	63,200	9	6
Instructor	43,200	48,100	41,400	4	2			
<b>RELIGIOUS STUDIES</b>								
<i>Discipline: Religion/Religious Studies</i>								
Professor	112,900	185,100	81,200	57	13	145,000	1	1
Associate Professor	75,000	103,000	55,600	62	16			
Assistant Professor	62,000	75,000	51,500	35	14	61,700	10	8
Instructor	59,900	59,900	59,900	1	1			

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<b>ROMANCE LANGUAGES</b>								
<b>Discipline: French Language &amp; Literature</b>								
Professor	104,200	201,700	66,000	80	16			
Associate Professor	72,700	117,900	54,000	94	17	72,000	1	1
Assistant Professor	60,200	73,900	42,000	34	16	58,000	1	1
Instructor	43,400	47,900	40,700	5	2			
<b>Discipline: Hispanic and Latin American Languages, Literatures, and Linguistics, General</b>								
Professor	128,500	202,900	86,300	32	5	102,000	1	1
Associate Professor	63,700	98,900	63,500	19	5			
Assistant Professor	69,100	76,200	62,100	5	4			
<b>Discipline: Italian Language &amp; Literature</b>								
Professor	121,200	164,600	93,100	8	3			
Associate Professor	51,000	89,800	79,500	5	2			
Assistant Professor	71,400	71,400	71,400	1	1			
Instructor	34,100	34,100	34,100	1	1	34,100	1	1
<b>Discipline: Romance Languages, Literatures, &amp; Linguistics, General</b>								
Professor	108,600	171,900	67,400	36	7			
Associate Professor	73,300	93,100	51,700	34	7			
Assistant Professor	59,700	71,700	51,200	20	5	59,500	2	2
<b>Discipline: Romance Languages, Literatures, &amp; Linguistics, Other</b>								
Professor	105,300	135,100	74,500	12	3			
Associate Professor	73,700	94,200	60,400	20	3			
Assistant Professor	62,300	68,500	56,800	13	3	65,000	1	1
Instructor	40,800	50,000	35,300	8	1	38,000	1	1
<b>Discipline: Spanish Language &amp; Literature</b>								
Professor	102,300	172,700	57,400	81	17	115,000	1	1
Associate Professor	73,000	142,000	56,100	132	17			
Assistant Professor	61,700	81,600	52,300	68	17	60,500	10	7
Instructor	43,600	55,600	37,400	17	3	51,300	1	1
<b>THEATRE ARTS</b>								
<b>Discipline: Drama and Dramatics/Theatre Arts, General</b>								
Professor	102,000	180,500	67,100	133	56			
Associate Professor	71,700	108,200	56,900	133	54	72,000	2	1
Assistant Professor	60,000	76,500	42,000	85	46	58,800	9	8
Instructor	50,300	60,100	40,000	14	12	48,200	3	3

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### ALL AAU PUBLIC PEERS 2011-12 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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#### CAS Natural Sciences

##### BIOLOGY

###### **Discipline: Biochemistry**

Professor	144,600	282,900	69,000	78	22			
Associate Professor	91,900	121,300	63,500	46	22			
Assistant Professor	73,800	83,600	54,800	40	20	77,100	4	4

###### **Discipline: Biology, General**

Professor	125,900	255,000	78,000	262	16	112,500	1	1
Associate Professor	84,400	137,100	58,500	139	17			
Assistant Professor	75,000	91,100	67,000	114	16	78,000	12	8
Instructor	46,700	54,100	36,500	4	3			

###### **Discipline: Botany/Plant Biology**

Professor	111,400	184,700	77,500	34	6			
Associate Professor	79,800	97,500	58,600	8	4			
Assistant Professor	69,000	77,700	55,400	13	5			

###### **Discipline: Ecology**

Professor	120,100	181,500	73,200	59	6			
Associate Professor	83,700	121,700	74,000	40	6			
Assistant Professor	74,700	90,000	66,000	22	6	86,000	2	2
Instructor	69,900	69,900	69,900	1	1			

###### **Discipline: Evolutionary Biology**

Professor	131,100	243,000	79,800	20	1			
Associate Professor	89,200	93,900	75,500	9	1			
Assistant Professor	83,800	87,600	80,000	2	1	80,000	1	1

###### **Discipline: Marine Biology & Biological Oceanography**

Professor	138,100	206,200	110,100	17	2			
Associate Professor	93,200	96,900	89,600	5	1			
Assistant Professor	76,300	80,000	69,100	5	2	77,300	1	1

###### **Discipline: Microbiology, General**

Professor	143,600	321,400	75,800	49	6			
Associate Professor	84,500	115,000	64,700	29	6			
Assistant Professor	72,900	85,000	60,700	26	6	82,500	2	2

###### **Discipline: Molecular Biology**

Professor	120,000	213,300	85,300	17	2			
Associate Professor	82,700	113,800	54,500	18	2	106,000	1	1
Assistant Professor	75,400	91,500	64,700	8	2	85,200	2	2

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<b>Discipline: Neuroscience</b>								
Professor	153,000	210,900	101,400	12	4			
Associate Professor	97,100	117,200	87,500	7	4			
Assistant Professor	79,600	80,400	78,000	3	2	78,000	1	1
<b>Discipline: Zoology, General</b>								
Professor	111,400	201,800	76,700	33	3			
Associate Professor	76,900	93,000	62,300	22	3			
Assistant Professor	75,700	79,500	71,700	10	3	73,800	2	2
<b>CHEMISTRY</b>								
<b>Discipline: Biochemistry</b>								
Professor	144,600	282,900	69,000	78	22			
Associate Professor	91,900	121,300	63,500	46	22			
Assistant Professor	73,800	83,600	54,800	40	20	77,100	4	4
<b>Discipline: Chemistry, General</b>								
Professor	139,500	262,500	69,100	646	33	153,700	3	3
Associate Professor	87,100	164,800	62,500	166	33	85,300	4	4
Assistant Professor	76,200	108,700	65,000	226	33	75,500	26	17
Instructor	49,000	66,400	38,200	6	4			
<b>COMPUTER &amp; INFORMATION SCIENCE</b>								
<b>Discipline: Computer Programming/Programmer, General</b>								
Professor	141,900	259,300	100,600	196	15	136,600	1	1
Associate Professor	104,400	140,000	73,300	122	15	128,000	1	1
Assistant Professor	90,600	107,300	78,100	73	12	92,400	11	6
Instructor	59,800	65,800	53,800	2	1			
<b>Discipline: Computer Science</b>								
Professor	144,800	261,400	101,400	186	13			
Associate Professor	107,100	129,800	88,800	114	12			
Assistant Professor	94,600	120,000	78,300	51	12	91,300	4	3
Instructor	63,600	69,600	57,500	2	2			
<b>Discipline: Information Technology</b>								
Professor	214,600	270,000	126,500	6	1	220,000	1	1
Associate Professor	123,300	160,000	104,000	3	1			
Assistant Professor	124,400	135,000	111,700	4	1	135,000	1	1



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<b>GEOLOGICAL SCIENCES</b>								
<i>Discipline: Geology</i>								
Professor	121,200	230,500	63,500	341	31	117,000	1	1
Associate Professor	80,900	130,500	58,300	139	32			
Assistant Professor	69,400	104,300	58,200	111	31	72,600	16	11
Instructor	44,100	52,000	34,100	3	3			
<b>HUMAN PHYSIOLOGY</b>								
<i>Discipline: Anatomy</i>								
Professor	157,300	204,700	109,900	2	1			
Associate Professor	89,600	101,100	63,800	7	1			
Assistant Professor	80,300	81,400	79,200	2	1			
<i>Discipline: Exercise Physiology</i>								
Professor	125,800	162,100	91,700	6	2			
Associate Professor	83,700	97,100	68,000	7	2			
Assistant Professor	73,100	94,000	62,900	9	2	72,000	1	1
Instructor	50,500	50,500	50,500	1	1			
<i>Discipline: Kinesiology and Exercise Science</i>								
Professor	117,600	195,000	72,600	86	13	160,600	4	3
Associate Professor	81,700	116,100	60,000	76	13			
Assistant Professor	71,300	94,100	59,000	60	12	71,500	10	7
Instructor	44,600	200,000	33,700	25	3	42,500	1	1
<i>Discipline: Physiology, General</i>								
Professor	135,100	258,300	86,600	40	6			
Associate Professor	87,300	120,000	68,400	36	7	120,000	1	1
Assistant Professor	79,900	120,000	67,500	15	6	103,300	2	2
Instructor	43,400	51,700	40,000	9	1			

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<b>MATHEMATICS</b>								
<i>Discipline: Mathematics, General</i>								
Professor	125,900	328,200	48,000	932	34	147,400	5	5
Associate Professor	85,300	150,000	44,400	295	33	96,800	4	4
Assistant Professor	76,800	127,000	33,400	210	33	77,000	45	19
Instructor	44,400	63,700	34,300	42	6	45,000	4	3
<i>Discipline: Statistics, General</i>								
Professor	136,000	258,700	77,500	191	24	197,000	1	1
Associate Professor	85,700	139,000	64,200	90	22	95,500	1	1
Assistant Professor	82,000	111,700	62,900	68	24	83,300	9	8
Instructor	56,300	65,200	45,900	6	2			
<b>PHYSICS</b>								
<i>Discipline: Astronomy</i>								
Professor	117,900	199,100	67,000	112	13	139,000	1	1
Associate Professor	84,800	106,500	61,500	43	13			
Assistant Professor	76,400	94,300	60,000	26	10	72,500	2	2
Instructor	47,600	47,600	47,600	1	1			
<i>Discipline: Astrophysics</i>								
Professor	127,000	165,900	93,000	13	1	93,000	1	1
Associate Professor	88,000	98,000	79,000	7	1			
Assistant Professor	82,200	89,500	75,000	2	1			
Instructor	92,500	131,500	53,500	2	1			
<i>Discipline: Optics/Optical Sciences</i>								
Professor	138,800	305,600	93,000	20	1	120,000	1	1
Associate Professor	91,200	94,600	90,000	7	1	90,000	1	1
Assistant Professor	75,800	80,000	72,300	3	1			
<i>Discipline: Physics, General</i>								
Professor	126,900	402,000	61,700	833	35	118,300	3	3
Associate Professor	85,900	125,700	57,700	241	34	112,000	1	1
Assistant Professor	79,800	109,600	66,300	200	34	79,800	28	20
Instructor	57,100	87,500	40,000	4	3			

## APPENDIX III

### ALL AAU PUBLIC PEERS 2011-12 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

Only disciplines in departments with matches to submitted UO data were included; UO data were not included.

	AAU PUBLIC PEERS Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
<b>PSYCHOLOGY</b>								
<b>Discipline: Developmental &amp; Child Psychology</b>								
Professor	157,500	304,900	81,600	10	1			
Associate Professor	80,200	90,600	64,100	3	1			
Assistant Professor	69,100	69,100	69,100	1	1			
<b>Discipline: Neuroscience</b>								
Professor	153,000	210,900	101,400	12	4			
Associate Professor	97,100	117,200	87,500	7	4			
Assistant Professor	79,600	80,400	78,000	3	2	78,000	1	1
<b>Discipline: Psychology, General</b>								
Professor	131,900	408,800	61,300	663	35	143,800	4	3
Associate Professor	82,700	131,200	49,200	327	35	106,100	4	4
Assistant Professor	73,000	91,700	40,000	234	35	74,800	27	17
Instructor	45,300	55,900	38,100	13	3			

## APPENDIX III

### **ALL AAU PUBLIC PEERS 2011-12 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank**

Only disciplines in departments with matches to submitted UO data were included; UO data were not included.

AAU PUBLIC PEERS Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
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#### **CAS Social Sciences**

##### **ANTHROPOLOGY**

**Discipline: Anthropology**

Professor	119,300	262,700	60,600	276	34	119,300	3	3
Associate Professor	75,200	121,400	51,600	229	34	101,000	2	2
Assistant Professor	64,500	107,100	50,400	123	33	66,600	15	12
Instructor	38,400	46,000	34,100	3	2			

##### **ECONOMICS**

**Discipline: Economics, General**

Professor	184,600	358,900	80,500	389	33	227,100	10	8
Associate Professor	129,300	260,000	58,400	154	33	175,800	4	4
Assistant Professor	107,900	150,000	77,900	200	33	112,400	33	16
Instructor	72,600	117,500	50,900	4	3	117,500	1	1

##### **ENVIRONMENTAL STUDIES**

**Discipline: Environmental Studies**

Professor	127,400	215,400	66,200	39	8	120,000	1	1
Associate Professor	87,400	133,900	68,900	32	6			
Assistant Professor	67,200	91,300	65,500	31	6	77,300	2	2
Instructor	61,700	77,000	46,300	2	2			

## APPENDIX III

### ALL AAU PUBLIC PEERS 2011-12 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

Only disciplines in departments with matches to submitted UO data were included; UO data were not included.

	AAU PUBLIC PEERS Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
<b>ETHNIC AND ASIAN STUDIES</b>								
<b>Discipline: Afro-American (Black) Studies</b>								
Professor	117,900	218,300	82,600	42	15	118,000	1	1
Associate Professor	85,800	128,700	65,800	66	19	102,800	3	3
Assistant Professor	67,300	80,800	40,000	39	17	65,000	2	2
Instructor	40,000	40,000	40,000	1	1	40,000	1	1
<b>Discipline: American Indian/Native American Studies</b>								
Professor	107,800	171,700	81,900	13	6	120,000	1	1
Associate Professor	76,700	83,300	70,500	4	3			
Assistant Professor	68,700	77,000	61,500	7	5	62,000	1	1
<b>Discipline: Asian Studies/Civilization</b>								
Professor	114,500	164,600	90,500	15	6	95,000	1	1
Associate Professor	72,400	102,000	66,400	19	5	102,000	1	1
Assistant Professor	65,300	75,000	56,100	14	5			
<b>Discipline: Asian-American Studies</b>								
Professor	126,400	180,300	92,500	8	4			
Associate Professor	87,100	119,500	74,700	16	5			
Assistant Professor	71,300	81,600	61,300	6	4			
<b>Discipline: Ethnic Studies</b>								
Professor	119,900	151,900	86,300	7	2			
Associate Professor	89,500	108,200	78,100	10	2			
Assistant Professor	69,000	80,800	64,800	6	2			
Instructor	49,000	49,000	49,000	1	1	49,000	1	1
<b>Discipline: Ethnic, Cultural Minority, and Gender Studies, Other</b>								
Professor	108,000	141,600	68,000	6	3			
Associate Professor	77,700	99,800	63,100	9	3	75,000	1	1
Assistant Professor	64,500	74,300	52,000	12	3	58,100	1	1
<b>Discipline: Hispanic-American Studies</b>								
Professor	150,500	200,900	97,600	11	5			
Associate Professor	78,700	123,600	69,000	21	7			
Assistant Professor	70,700	95,000	45,000	23	9	74,300	4	4
Instructor	40,000	40,000	40,000	2	1	40,000	1	1

## APPENDIX III

### ALL AAU PUBLIC PEERS 2011-12 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

Only disciplines in departments with matches to submitted UO data were included; UO data were not included.

	AAU PUBLIC PEERS Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
<b>GEOGRAPHY</b>								
<i>Discipline: Geography</i>								
Professor	122,100	251,700	69,500	156	23			
Associate Professor	78,500	108,200	56,600	94	22			
Assistant Professor	67,600	93,700	54,900	96	23	71,500	15	10
Instructor	34,100	34,100	34,100	1	1	34,100	1	1
<b>HISTORY</b>								
<i>Discipline: European History</i>								
Associate Professor	65,800	65,800	65,800	1	1			
Instructor	48,000	59,000	41,200	4	1	45,000	1	1
<i>Discipline: History, General</i>								
Professor	122,000	257,500	55,300	558	34	110,000	1	1
Associate Professor	79,400	149,400	46,200	464	34	93,800	10	8
Assistant Professor	64,800	100,000	44,700	182	34	63,000	17	14
Instructor	60,700	74,800	40,000	3	2			
<b>INTERNATIONAL STUDIES</b>								
<i>Discipline: Area Studies, Other</i>								
Professor	107,000	136,800	77,900	14	2			
Associate Professor	82,300	154,500	67,400	18	2			
Assistant Professor	67,200	68,600	65,000	5	2	66,500	2	2
<i>Discipline: International Relations and Affairs</i>								
Professor	155,700	253,500	98,600	27	4	125,800	1	1
Associate Professor	102,200	192,500	75,100	14	3	95,000	1	1
Assistant Professor	82,300	123,600	65,000	13	3	72,100	1	1
<i>Discipline: International/Global Studies</i>								
Professor	109,000	118,300	90,500	4	2			
Associate Professor	84,200	108,800	63,200	13	4			
Assistant Professor	63,100	77,300	59,000	7	3	65,500	2	2
Instructor	44,200	48,300	40,000	2	1			
<b>POLITICAL SCIENCE</b>								
<i>Discipline: Political Science and Government, General</i>								
Professor	141,100	288,900	62,500	368	34	257,500	1	1
Associate Professor	89,500	175,100	59,000	287	34	114,200	6	5
Assistant Professor	74,100	122,100	53,700	206	34	77,900	28	16
Instructor	44,000	58,300	33,600	8	3			

## APPENDIX III

### ALL AAU PUBLIC PEERS 2011-12 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

Only disciplines in departments with matches to submitted UO data were included; UO data were not included.

AAU PUBLIC PEERS Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
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#### SOCIOLOGY

**Discipline: Sociology**

Professor	134,000	293,600	66,000	347	33	158,300	3	3
Associate Professor	85,500	161,300	56,800	207	32	95,700	2	2
Assistant Professor	69,100	118,500	53,700	155	32	72,700	14	11
Instructor	39,200	42,000	35,000	5	2			

#### WOMEN'S & GENDER STUDIES

**Discipline: Women's Studies**

Professor	110,100	170,800	78,700	53	20			
Associate Professor	81,200	125,200	57,300	72	22	100,300	2	2
Assistant Professor	66,400	89,300	56,000	47	23	68,600	4	3
Instructor	38,400	38,400	38,400	1	1			

## APPENDIX III

### ALL AAU PUBLIC PEERS 2011-12 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

Only disciplines in departments with matches to submitted UO data were included; UO data were not included.

	AAU PUBLIC PEERS Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
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#### College of Education

##### COUNSELING PSYCHOLOGY & HUMAN SERVICES

**Discipline: Clinical Psychology**

Professor	148,700	229,800	117,000	5	1			
Associate Professor	85,500	100,600	71,100	3	1			
Assistant Professor	86,900	88,900	85,000	2	1			

**Discipline: Counseling Psychology**

Professor	119,100	137,700	96,400	4	1			
Associate Professor	84,400	105,300	73,300	7	1			
Assistant Professor	67,600	69,600	66,000	3	1			

**Discipline: Educational Psychology**

Professor	106,500	201,400	73,700	100	11	150,000	1	1
Associate Professor	74,800	102,100	60,200	80	11	82,500	2	2
Assistant Professor	64,800	89,300	53,600	54	10	69,400	6	5
Instructor	50,000	50,000	50,000	1	1			

**Discipline: Individual & Family Development Studies, General**

Professor	124,300	190,100	80,300	26	7	125,000	2	2
Associate Professor	75,500	120,400	60,800	34	6			
Assistant Professor	60,200	77,100	52,000	33	7	69,100	6	4
Instructor	50,300	54,300	47,400	3	1			

##### EDUCATIONAL LEADERSHIP

**Discipline: Education Leadership & Administration, General**

Professor	115,600	202,700	72,500	88	16	120,000	2	2
Associate Professor	80,400	167,900	60,400	78	17	91,000	6	3
Assistant Professor	63,700	85,100	56,400	60	16	66,000	13	7



## APPENDIX III

### ALL AAU PUBLIC PEERS 2011-12 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

Only disciplines in departments with matches to submitted UO data were included; UO data were not included.

	AAU PUBLIC PEERS Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
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#### SPECIAL EDUCATION

**Discipline: Audiology/Audiologist & Hearing Sciences**

Professor	120,200	212,500	80,900	10	2			
Associate Professor	86,400	147,100	67,000	8	2			
Assistant Professor	77,800	82,500	75,000	5	2	78,800	2	2

**Discipline: Communication Disorders, General**

Professor	113,900	194,000	83,500	20	5			
Associate Professor	82,200	93,000	69,400	10	4			
Assistant Professor	67,400	75,200	60,000	17	4	68,200	2	1
Instructor	40,700	40,700	40,700	1	1			

**Discipline: School Psychology**

Associate Professor	88,200	93,500	82,800	2	1			
Assistant Professor	78,500	80,000	77,000	2	1	80,000	1	1

**Discipline: Special Education & Teaching, General**

Professor	110,300	208,000	72,900	52	9			
Associate Professor	77,000	97,600	52,500	32	9			
Assistant Professor	65,500	73,000	60,000	23	9	68,200	7	5
Instructor	57,500	57,500	57,500	1	1			

**Discipline: Speech Pathology and Audiology**

Professor	113,400	187,100	73,600	47	9	91,800	1	1
Associate Professor	78,400	91,000	57,700	35	10			
Assistant Professor	67,400	81,800	58,700	28	10	65,800	4	2
Instructor	43,700	43,700	43,700	1	1			

## APPENDIX III

### ALL AAU PUBLIC PEERS 2011-12 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

Only disciplines in departments with matches to submitted UO data were included; UO data were not included.

	AAU PUBLIC PEERS Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
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#### TEACHER EDUCATION

**Discipline: Curriculum and Instruction**

Professor	104,600	193,500	58,800	132	17	132,400	2	2
Associate Professor	75,300	117,600	51,700	144	17	72,600	4	2
Assistant Professor	64,500	83,500	40,000	115	17	64,300	8	7
Instructor	38,700	46,100	31,300	4	1			

**Discipline: Education, General**

Professor	120,100	237,000	72,800	215	18	146,800	4	3
Associate Professor	82,200	128,700	55,000	141	14	91,500	3	3
Assistant Professor	67,500	105,200	40,000	113	15	66,300	13	6
Instructor	47,200	81,200	31,300	19	3	40,000	1	1

**Discipline: Secondary Education & Teaching**

Professor	105,500	109,600	101,400	2	1			
Associate Professor	81,100	111,800	69,200	10	1			
Assistant Professor	67,900	70,700	65,200	3	1			

**Discipline: Teacher Education, Multiple Levels**

Professor	124,800	177,100	82,300	4	1			
Associate Professor	83,700	104,200	68,600	13	1			
Assistant Professor	74,000	76,500	71,400	4	1			

## APPENDIX III

### ALL AAU PUBLIC PEERS 2011-12 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

Only disciplines in departments with matches to submitted UO data were included; UO data were not included.

	AAU PUBLIC PEERS Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
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#### Lundquist College of Business

##### **BUSINESS ADMINISTRATION**

###### **Discipline: Accounting**

Professor	199,000	341,500	111,000	102	17	198,000	2	2
Associate Professor	162,300	256,700	64,500	70	19	180,000	1	1
Assistant Professor	171,000	200,000	120,000	90	19	168,800	8	7
Instructor	101,400	175,000	60,000	10	4	95,000	2	2

###### **Discipline: Business Administration, Management & Operations**

Professor	204,400	381,100	83,600	351	24	253,800	5	5
Associate Professor	157,500	259,600	78,300	196	22	187,200	6	5
Assistant Professor	149,700	212,300	59,300	272	24	151,500	41	15
Instructor	102,800	187,000	42,000	5	4			

###### **Discipline: Business/Commerce, General**

Professor	193,600	326,000	96,800	144	8	196,800	2	2
Associate Professor	150,600	237,000	86,400	107	8	141,500	1	1
Assistant Professor	144,700	208,000	94,800	105	7	146,900	13	5
Instructor	77,400	106,700	60,000	29	3	60,000	1	1

###### **Discipline: Finance, General**

Professor	215,500	450,900	50,000	100	19	240,000	1	1
Associate Professor	174,900	232,000	75,200	67	19			
Assistant Professor	176,000	217,800	75,000	90	19	183,800	16	9
Instructor	96,000	150,000	62,200	7	3			

###### **Discipline: Human Resource Management/Personnel Administration, General**

Professor	202,800	300,700	117,300	10	1			
Associate Professor	172,100	205,200	139,700	8	1			
Assistant Professor	141,500	142,400	137,600	8	1			

###### **Discipline: Management Science, General**

Professor	178,800	341,100	111,500	35	6			
Associate Professor	140,200	178,000	101,500	37	6	160,000	1	1
Assistant Professor	140,700	185,000	116,300	23	6	185,000	1	1
Instructor	83,000	90,000	80,000	4	1			

###### **Discipline: Marketing, Other**

Professor	196,600	196,600	196,600	1	1			
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## APPENDIX III

### **ALL AAU PUBLIC PEERS 2011-12 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank**

Only disciplines in departments with matches to submitted UO data were included; UO data were not included.

	AAU PUBLIC PEERS Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
<b>Discipline: Marketing/Marketing Management, General</b>								
Professor	195,000	354,700	116,300	71	15			
Associate Professor	149,300	192,000	78,600	50	15	167,800	4	3
Assistant Professor	139,600	185,000	115,700	60	15	141,300	6	5
Instructor	72,400	87,300	60,000	3	1			

### School of Journalism and Communication

#### **JOURNALISM & COMMUNICATION**

**Discipline: Advertising**

Professor	110,600	138,200	98,100	12	3			
Associate Professor	79,100	95,500	66,100	19	6			
Assistant Professor	70,200	81,600	56,900	21	6	76,700	3	1

**Discipline: Broadcast Journalism**

Professor	93,500	112,200	83,200	3	1			
Associate Professor	65,800	71,600	60,000	2	1			

**Discipline: Journalism**

Professor	111,600	165,500	36,300	100	16	137,500	2	2
Associate Professor	80,000	125,000	46,200	122	17	125,000	1	1
Assistant Professor	68,000	92,700	52,800	76	18	65,600	11	7
Instructor	62,000	76,500	49,900	6	3	75,000	1	1

**Discipline: Journalism & Mass Communications, Other**

Professor	100,400	115,900	84,900	2	2			
Associate Professor	83,100	103,300	59,800	13	2			
Assistant Professor	71,000	78,000	52,600	6	2			

**Discipline: Mass Communications**

Professor	145,000	220,000	85,900	21	4			
Associate Professor	81,300	115,200	65,200	18	4			
Assistant Professor	60,200	70,000	55,600	5	2			

### School of Law

#### **LAW**

**Discipline: Law**

Professor	193,400	346,600	96,500	675	23	183,400	8	6
Associate Professor	130,900	187,500	12,800	104	15	118,900	10	6
Assistant Professor	131,000	178,500	60,000	107	15	130,700	31	11
Instructor	67,500	105,700	46,800	30	4	49,500	2	2

## APPENDIX III

### ALL AAU PUBLIC PEERS 2011-12 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

Only disciplines in departments with matches to submitted UO data were included; UO data were not included.

	AAU PUBLIC PEERS Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
<b><u>School of Music and Dance</u></b>								
<b>DANCE</b>								
<i>Discipline: Dance, General</i>								
Professor	86,100	128,600	62,300	33	9	81,400	1	1
Associate Professor	71,200	111,500	55,100	28	10			
Assistant Professor	59,300	70,000	46,000	16	8	66,500	2	2
Instructor	38,000	38,000	38,000	1	1			
<b>MUSIC</b>								
<i>Discipline: Conducting</i>								
Professor	121,300	121,800	120,800	2	1			
<i>Discipline: Jazz/Jazz Studies</i>								
Professor	117,700	146,900	88,400	2	1			
Associate Professor	64,000	64,000	64,000	1	1			
Assistant Professor	51,600	52,500	50,800	2	1			
<i>Discipline: Music History, Literature, &amp; Theory</i>								
Professor	84,600	104,600	74,100	6	1			
<i>Discipline: Music Pedagogy</i>								
Professor	99,300	105,900	93,000	2	1			
Associate Professor	68,900	84,000	59,000	5	1	76,500	1	1
<i>Discipline: Music Performance, General</i>								
Professor	99,300	163,500	74,300	49	2			
Associate Professor	71,600	97,400	42,700	37	2	81,800	2	1
Assistant Professor	61,200	68,100	52,800	17	2	53,800	1	1
Instructor	45,300	82,600	25,000	11	1			
<i>Discipline: Music Theory &amp; Composition</i>								
Professor	96,300	107,600	86,000	4	1			
Associate Professor	66,000	75,200	55,100	5	1			
Assistant Professor	49,500	57,200	42,700	6	1	51,000	1	1
<i>Discipline: Music, General</i>								
Professor	101,700	234,500	53,300	477	30	105,900	4	4
Associate Professor	71,300	157,400	44,100	360	29	86,200	5	4
Assistant Professor	60,300	97,300	42,700	149	29	61,600	19	9
Instructor	46,500	55,100	28,200	6	3	47,000	1	1