

APPENDIX III

ALL AAU PUBLIC PEERS 2013-14 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 <i>Average Salary</i>	AAU PUBLIC PEERS <i>High Salary</i>	AAU PUBLIC PEERS <i>Low Salary</i>	AAU PUBLIC PEERS <i>FTE</i>	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS <i>New Hire Avg Salary</i>	AAU PUBLIC PEERS <i>New Hire FTE</i>	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
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Architecture and Allied Arts

ARCHITECTURE & INTERIOR ARCH

Discipline: Architecture

Professor	121,100	199,400	80,100	120	17	107,100	1	3
Associate Professor	84,500	118,900	47,200	155	17	77,500	3	5
Assistant Professor	68,500	98,000	52,900	103	17	42,600	11	7

Discipline: Interior Architecture

Professor	104,400	104,400	104,400	1	1			
Associate Professor	58,500	59,800	57,200	2	1			

ART

Discipline: Art/Art Studies, General

Professor	95,700	170,200	66,400	146	14			
Associate Professor	73,800	111,700	52,400	149	14	0	1	2
Assistant Professor	62,000	85,900	46,000	63	13	45,500	11	8

Discipline: Fine/Studio Arts, General

Professor	109,700	174,000	68,800	70	11			
Associate Professor	72,400	100,900	36,100	77	9	82,800	2	2
Assistant Professor	59,900	81,600	40,000	40	9	59,800	6	3

ART HISTORY

Discipline: Art History, Criticism and Conservation

Professor	112,400	218,500	69,700	92	17	171,500	1	3
Associate Professor	78,000	117,700	58,500	84	16	88,900	2	3
Assistant Professor	63,300	87,400	57,000	45	16	65,200	11	9

HISTORIC PRESERVATION

Discipline: Historic Preservation and Conservation

Professor	115,000	136,200	98,500	3	2			
Associate Professor	87,600	93,500	77,000	4	1			
Assistant Professor	73,400	73,400	73,400	1	1			

LANDSCAPE ARCHITECTURE

Discipline: Landscape Architecture

Professor	112,100	149,200	91,800	23	7			
Associate Professor	84,400	107,100	70,400	28	8	107,100	1	1
Assistant Professor	66,400	80,000	58,300	12	8			

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PLANNING, PUBLIC POLICY, & MGMT								
<i>Discipline: City/Urban, Community and Regional Planning</i>								
Professor	130,500	256,500	91,700	69	19			
Associate Professor	85,700	115,800	65,100	68	18			
Assistant Professor	71,000	103,800	62,000	58	18	71,200	12	9
<i>Discipline: Public Administration</i>								
Professor	157,400	258,200	93,900	29	6	190,000	1	1
Associate Professor	111,900	173,000	70,800	32	6	131,000	2	2
Assistant Professor	86,200	123,700	73,100	38	6	83,000	5	2
<i>Discipline: Public Policy Analysis</i>								
Professor	162,900	310,700	70,000	97	11			
Associate Professor	106,300	214,200	71,300	74	11	63,000	5	4
Assistant Professor	90,300	158,100	57,300	69	10	98,200	15	8
PRODUCT DESIGN								
<i>Discipline: Design & Visual Communications</i>								
Professor	116,500	195,900	76,200	25	4	125,000	1	1
Associate Professor	75,700	97,500	54,900	20	4	78,500	1	1
Assistant Professor	66,500	75,900	57,000	8	3	64,200	2	2
<i>Discipline: Industrial and Product Design</i>								
Professor	101,900	118,400	91,500	4	2			
Associate Professor	82,800	88,100	77,400	2	1			
Assistant Professor	63,600	68,500	60,500	6	3			

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CAS Humanities

CLASSICS

Discipline: Classics and Classical Languages, Literatures, & Linguistics

Professor	117,800	220,900	67,800	91	22	120,000	1	3
Associate Professor	80,700	132,900	55,500	73	21	67,000	1	2
Assistant Professor	66,300	81,900	47,400	39	18	58,400	8	8

Discipline: Latin Language & Literature

Professor	126,200	131,500	121,000	2	1			
Associate Professor	75,500	77,700	72,200	3	1			
Assistant Professor	60,900	64,000	53,500	4	1	64,000	1	1

COMPARATIVE LITERATURE

Discipline: Comparative Literature

Professor	135,000	262,700	86,800	67	13	156,500	2	3
Associate Professor	82,000	156,200	55,700	51	12			
Assistant Professor	67,500	77,700	59,300	17	6	65,200	4	4

CREATIVE WRITING

Discipline: Creative Writing

Professor	155,300	170,600	143,500	5	1			
Associate Professor	133,000	133,000	133,000	1	1			

Discipline: Drama/Theater Arts, General

Professor	108,000	187,600	66,600	131	25	101,800	3	3
Associate Professor	74,700	110,000	57,800	138	25	78,400	3	3
Assistant Professor	63,100	81,600	53,000	67	24	66,300	13	12

EAST ASIAN LANGUAGES & LITERATURE

Discipline: East Asian Languages, Literatures, & Linguistics, General

Professor	121,200	234,600	73,000	55	13	104,300	1	2
Associate Professor	79,500	109,900	57,800	51	13			
Assistant Professor	66,300	96,900	51,400	41	13	73,600	7	6

Discipline: East Asian Languages, Literatures, & Linguistics, Other

Professor	113,200	150,500	92,000	7	2	92,000	1	1
Associate Professor	79,600	100,500	66,700	13	2			
Assistant Professor	64,200	70,200	59,300	7	2	65,000	1	1

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ENGLISH								
<i>Discipline: English</i>								
Professor	119,700	269,100	63,400	607	30	128,200	7	8
Associate Professor	79,800	131,400	50,400	507	30	69,900	9	9
Assistant Professor	66,000	86,700	52,000	203	30	62,800	31	21
GERMAN & SCANDINAVIAN								
<i>Discipline: German Language & Literature</i>								
Professor	102,200	170,400	59,400	55	13	120,000	1	2
Associate Professor	77,500	106,300	42,800	48	13	77,000	1	2
Assistant Professor	59,900	70,000	58,500	17	9	66,300	4	3
<i>Discipline: German Languages, Literatures, & Linguistics, General</i>								
Professor	130,700	214,200	75,800	17	4			
Associate Professor	81,900	99,300	60,500	14	4			
Assistant Professor	66,000	66,000	66,000	1	1			
<i>Discipline: Scandinavian Languages, Literatures, & Linguistics</i>								
Professor	119,200	168,100	108,100	5	2			
Associate Professor	95,000	95,000	95,000	1	1			
Assistant Professor	90,500	90,500	90,500	1	1			
LINGUISTICS								
<i>Discipline: Linguistics</i>								
Professor	118,000	214,500	72,200	117	24			
Associate Professor	79,500	111,800	58,300	72	21			
Assistant Professor	69,200	83,300	55,600	39	17	60,800	11	9
PHILOSOPHY								
<i>Discipline: Philosophy</i>								
Professor	133,100	300,700	56,100	268	31	115,400	1	3
Associate Professor	80,900	238,200	48,900	123	29			
Assistant Professor	69,100	108,000	52,400	82	27	65,900	18	14
RELIGIOUS STUDIES								
<i>Discipline: Religion/Religious Studies</i>								
Professor	122,100	185,800	82,000	55	12	120,000	1	1
Associate Professor	77,900	116,000	58,800	63	15	55,000	3	3
Assistant Professor	63,400	80,000	40,000	45	14	63,700	6	5

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ROMANCE LANGUAGES

Discipline: French Language & Literature

Professor	111,200	216,800	72,500	73	14			
Associate Professor	74,100	109,000	58,300	75	15			
Assistant Professor	66,100	79,700	56,000	35	14	64,500	7	6

Discipline: Hispanic and Latin American Languages, Literatures, and Linguis

Professor	131,800	235,600	81,700	43	6			
Associate Professor	81,000	97,300	65,100	21	6			
Assistant Professor	68,100	72,600	66,300	5	4	66,300	1	1

Discipline: Italian Language & Literature

Professor	157,800	182,900	113,000	4	2			
Associate Professor	94,500	94,600	94,400	2	1			
Assistant Professor	73,800	73,800	73,800	1	1			

Discipline: Romance Languages, Literatures, & Linguistics, General

Professor	105,600	175,300	65,800	45	7			
Associate Professor	72,000	93,800	51,700	46	7			
Assistant Professor	63,600	69,000	55,200	18	6	67,000	4	3

Discipline: Romance Languages, Literatures, & Linguistics, Other

Professor	98,700	134,100	85,500	10	2			
Associate Professor	76,900	90,000	64,700	11	2			
Assistant Professor	64,500	67,500	61,100	6	2	66,300	2	1

Discipline: Spanish Language & Literature

Professor	107,900	194,000	74,700	76	14	120,000	1	1
Associate Professor	75,300	110,000	58,200	113	14			
Assistant Professor	63,600	81,400	54,600	55	14	64,500	15	8

THEATRE ARTS

Discipline: Drama and Dramatics/Theatre Arts, General

Professor	108,000	187,600	66,600	131	25	101,800	3	3
Associate Professor	74,700	110,000	57,800	138	25	78,400	3	3
Assistant Professor	63,100	81,600	53,000	67	24	66,300	13	12

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CAS Natural Sciences

BIOLOGY

Discipline: Biochemistry

Professor	152,800	303,800	86,200	60	9		
Associate Professor	93,300	120,600	66,200	40	9		
Assistant Professor	77,700	92,200	57,000	33	8	80,300	4

Discipline: Biology, General

Professor	133,500	255,000	82,000	239	15	146,900	2
Associate Professor	89,100	139,900	59,900	148	15	105,900	3
Assistant Professor	79,600	108,200	67,900	99	14	77,500	13

Discipline: Botany/Plant Biology

Professor	121,500	196,800	89,600	36	5		
Associate Professor	77,900	106,600	61,400	12	4		
Assistant Professor	75,900	84,000	70,700	13	5	77,400	3

Discipline: Ecology

Professor	113,900	190,100	76,500	48	4		
Associate Professor	85,700	107,000	77,300	28	4		
Assistant Professor	76,400	83,600	71,000	16	4	75,500	2

Discipline: Evolutionary Biology

Professor	138,200	238,300	80,500	23	1	0	2
Associate Professor	89,800	95,000	76,200	8	1		
Assistant Professor	82,600	82,600	82,600	1	1		

Discipline: Marine Biology & Biological Oceanography

Professor	134,200	165,100	122,400	3	1		
Assistant Professor	76,900	90,900	68,400	4	1	68,400	1

Discipline: Microbiology, General

Professor	134,800	250,700	80,000	41	5		
Associate Professor	83,400	102,500	68,000	24	5		
Assistant Professor	76,800	85,900	62,500	18	5	77,800	6

Discipline: Molecular Biology

Professor	132,400	256,100	82,000	44	2		
Associate Professor	86,500	120,000	54,800	32	2	91,000	1
Assistant Professor	77,000	90,000	66,100	18	2	25,000	3

Discipline: Neuroscience

Professor	104,200	106,800	101,700	2	1		
Associate Professor	92,600	96,300	90,000	3	1		

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Discipline: Zoology, General								
Professor	117,900	212,400	87,600	35	3			
Associate Professor	82,600	97,000	67,700	17	3			
Assistant Professor	78,400	82,700	73,700	9	3	75,000	1	1
CHEMISTRY								
Discipline: Biochemistry								
Professor	152,800	303,800	86,200	60	9			
Associate Professor	93,300	120,600	66,200	40	9			
Assistant Professor	77,700	92,200	57,000	33	8	80,300	4	4
Discipline: Chemistry, General								
Professor	145,600	327,400	50,200	599	30	182,000	4	6
Associate Professor	90,200	172,200	66,300	181	30	120,000	3	4
Assistant Professor	80,500	103,700	68,800	195	30	80,200	27	19
COMPUTER & INFORMATION SCIENCE								
Discipline: Computer Programming/Programmer, General								
Professor	146,700	276,000	102,800	199	15	180,000	1	2
Associate Professor	108,600	140,300	75,600	129	15	114,500	2	2
Assistant Professor	94,900	104,000	79,100	53	11	92,700	7	4
Discipline: Computer Science								
Professor	152,400	305,100	103,400	190	12	170,300	1	1
Associate Professor	109,700	133,800	91,700	112	12	116,000	1	1
Assistant Professor	96,900	123,800	87,900	51	11	92,300	8	5
Discipline: Information Technology								
Professor	221,100	332,700	130,300	9	1			
Associate Professor	128,400	170,000	106,100	3	1			
Assistant Professor	147,600	164,800	139,100	3	1			
GEOLOGICAL SCIENCES								
Discipline: Geology								
Professor	125,300	250,600	63,500	333	30	165,000	1	3
Associate Professor	87,800	132,200	65,200	130	30	72,000	1	3
Assistant Professor	75,600	113,200	48,000	95	28	78,000	15	10

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HUMAN PHYSIOLOGY								
<i>Discipline: Anatomy</i>								
Professor	113,800	113,800	113,800	1	1			
Associate Professor	66,000	66,000	66,000	1	1			
<i>Discipline: Exercise Physiology</i>								
Professor	144,600	188,500	105,000	5	2	105,000	1	1
Associate Professor	87,900	100,300	73,900	12	2			
Assistant Professor	71,500	81,700	62,900	6	2			
<i>Discipline: Kinesiology and Exercise Science</i>								
Professor	121,600	208,500	74,200	93	12			
Associate Professor	84,500	125,400	60,000	61	12	79,500	1	3
Assistant Professor	75,200	98,000	59,600	56	12	73,400	10	7
<i>Discipline: Physiology, General</i>								
Professor	142,800	242,100	91,000	35	6			
Associate Professor	89,200	114,800	70,600	30	7	102,800	1	1
Assistant Professor	79,200	97,100	70,800	12	5	72,000	1	1
MATHEMATICS								
<i>Discipline: Mathematics, General</i>								
Professor	130,800	382,500	70,100	873	31	136,600	7	7
Associate Professor	88,300	142,800	53,700	285	31	105,600	5	7
Assistant Professor	80,600	105,100	41,000	185	31	82,100	28	21
<i>Discipline: Statistics, General</i>								
Professor	143,900	280,400	88,000	171	23			
Associate Professor	95,400	145,300	73,300	100	23	120,000	1	3
Assistant Professor	83,500	125,000	60,000	66	21	85,000	18	13
Instructor	55,000	55,000	55,000	1	1	55,000	1	1

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PHYSICS								
<i>Discipline: Astronomy</i>								
Professor	126,300	211,000	67,000	117	12	135,000	1	2
Associate Professor	89,400	111,300	64,300	40	11			
Assistant Professor	80,800	99,100	68,800	28	10	56,300	4	4
<i>Discipline: Astrophysics</i>								
Professor	130,600	172,400	94,700	14	1			
Associate Professor	91,700	98,800	83,300	6	1			
Assistant Professor	78,400	79,100	78,000	3	1	78,000	1	1
<i>Discipline: Optics/Optical Sciences</i>								
Professor	142,800	314,800	95,800	18	1			
Associate Professor	95,800	100,900	92,700	8	1			
Assistant Professor	82,900	87,600	77,300	3	1			
<i>Discipline: Physics, General</i>								
Professor	132,500	419,000	65,800	810	32	131,600	5	5
Associate Professor	91,200	136,400	57,700	231	31	99,300	2	2
Assistant Professor	83,900	116,000	70,700	156	31	78,700	23	18
PSYCHOLOGY								
<i>Discipline: Developmental & Child Psychology</i>								
Professor	165,600	314,500	86,100	21	1			
Associate Professor	80,800	95,800	65,300	6	1			
Assistant Professor	73,000	73,000	73,000	2	1			
<i>Discipline: Neuroscience</i>								
Professor	104,200	106,800	101,700	2	1			
Associate Professor	92,600	96,300	90,000	3	1			
<i>Discipline: Psychology, General</i>								
Professor	138,000	431,000	61,900	635	32	121,400	5	7
Associate Professor	88,200	204,000	50,300	306	32	117,500	4	4
Assistant Professor	76,600	104,000	40,000	225	32	75,600	35	19

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CAS Social Sciences

ANTHROPOLOGY

Discipline: Anthropology

Professor	121,400	281,700	62,100	262	31	0	1	3
Associate Professor	80,700	122,400	53,300	203	31	44,300	4	5
Assistant Professor	68,100	115,500	54,900	110	30	69,200	13	11

ECONOMICS

Discipline: Economics, General

Professor	201,200	384,600	80,500	364	30	271,000	7	6
Associate Professor	144,100	280,100	60,700	160	30	187,800	7	7
Assistant Professor	116,700	169,300	60,000	185	28	120,800	29	17

ENVIRONMENTAL STUDIES

Discipline: Environmental Studies

Professor	132,600	217,000	86,800	36	7			
Associate Professor	95,000	141,300	70,600	28	6			
Assistant Professor	80,300	100,600	63,100	25	6	74,400	4	4

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ETHNIC AND ASIAN STUDIES								
<i>Discipline: Afro-American (Black) Studies</i>								
Professor	125,300	273,300	81,700	39	15			
Associate Professor	89,000	133,200	64,600	73	20	82,500	2	3
Assistant Professor	70,900	92,800	59,800	38	17	47,200	9	8
<i>Discipline: American Indian/Native American Studies</i>								
Professor	113,800	178,900	88,900	12	5			
Associate Professor	79,500	94,200	72,400	8	4	72,800	1	1
Assistant Professor	65,000	69,600	62,000	11	4			
<i>Discipline: Asian Studies/Civilization</i>								
Professor	100,500	118,000	91,600	5	3			
Associate Professor	78,000	92,000	67,100	17	3	0	1	1
Assistant Professor	63,900	69,000	56,100	6	3			
<i>Discipline: Asian-American Studies</i>								
Professor	116,300	193,800	94,300	11	3	127,000	1	1
Associate Professor	91,100	121,900	72,800	16	5			
Assistant Professor	70,700	76,500	66,100	3	2			
<i>Discipline: Ethnic Studies</i>								
Professor	146,200	273,300	108,600	7	2			
Associate Professor	100,700	132,600	85,800	12	2	131,600	1	1
Assistant Professor	70,700	72,600	69,400	5	2	71,000	1	1
<i>Discipline: Ethnic, Cultural Minority, and Gender Studies, Other</i>								
Professor	130,200	172,100	88,000	5	2			
Associate Professor	101,900	127,700	76,900	13	3	86,200	1	1
Assistant Professor	65,700	87,900	59,300	11	2			
<i>Discipline: Hispanic-American Studies</i>								
Professor	145,100	204,900	92,400	15	5	145,200	1	1
Associate Professor	84,900	126,100	69,500	19	6			
Assistant Professor	69,700	93,800	47,000	16	8	68,000	1	1
GEOGRAPHY								
<i>Discipline: Geography</i>								
Professor	127,400	224,400	70,800	140	22	185,900	4	4
Associate Professor	81,900	117,300	57,400	100	20	107,000	1	1
Assistant Professor	71,800	94,700	48,000	89	21	72,600	11	10

APPENDIX III

ALL AAU PUBLIC PEERS 2013-14 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 <i>Average Salary</i>	AAU PUBLIC PEERS <i>High Salary</i>	AAU PUBLIC PEERS <i>Low Salary</i>	AAU PUBLIC PEERS <i>FTE</i>	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS <i>New Hire Avg Salary</i>	AAU PUBLIC PEERS <i>New Hire FTE</i>	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
HISTORY								
<i>Discipline: European History</i>								
Associate Professor	81,000	81,000	81,000	1	1			
<i>Discipline: History, General</i>								
Professor	126,200	262,700	61,200	522	31	94,000	8	9
Associate Professor	83,300	169,300	46,200	415	31	91,900	8	9
Assistant Professor	65,900	101,000	45,600	176	30	65,300	28	16
INTERNATIONAL STUDIES								
<i>Discipline: Area Studies, Other</i>								
Associate Professor	157,600	157,600	157,600	1	1			
<i>Discipline: International Relations and Affairs</i>								
Professor	165,300	274,800	95,400	28	4			
Associate Professor	97,000	108,200	83,500	9	3			
Assistant Professor	89,800	163,200	65,000	17	3	71,900	2	2
<i>Discipline: International/Global Studies</i>								
Professor	107,800	171,800	70,000	15	3			
Associate Professor	76,800	108,800	54,800	21	4			
Assistant Professor	64,200	76,000	57,200	9	3	73,000	2	2
POLITICAL SCIENCE								
<i>Discipline: Political Science and Government, General</i>								
Professor	148,400	282,300	63,500	351	31	102,800	3	5
Associate Professor	94,700	188,600	35,600	270	31	115,000	4	5
Assistant Professor	79,600	137,700	60,200	170	31	79,200	37	21
SOCIOLOGY								
<i>Discipline: Sociology</i>								
Professor	139,600	299,500	68,100	344	30	151,200	3	5
Associate Professor	89,100	166,200	59,200	211	30	114,400	4	5
Assistant Professor	73,900	102,600	59,200	120	30	67,700	34	24
WOMEN'S & GENDER STUDIES								
<i>Discipline: Women's Studies</i>								
Professor	121,400	188,200	82,400	35	17			
Associate Professor	82,600	113,600	69,600	64	19	88,500	2	4
Assistant Professor	68,500	90,900	48,000	40	16	70,900	7	7

APPENDIX III

ALL AAU PUBLIC PEERS 2013-14 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 <i>Average Salary</i>	AAU PUBLIC PEERS <i>High Salary</i>	AAU PUBLIC PEERS <i>Low Salary</i>	AAU PUBLIC PEERS <i>FTE</i>	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS <i>New Hire Avg Salary</i>	AAU PUBLIC PEERS <i>New Hire FTE</i>	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
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College of Education

COUNSELING PSYCHOLOGY & HUMAN SERVICES

Discipline: Educational Psychology

Professor	113,400	173,700	75,700	86	11			
Professor	102,900	139,900	81,300	22	1			
Associate Professor	78,200	107,300	40,000	58	11	75,600	1	2
Associate Professor	81,700	92,900	64,300	15	1			
Assistant Professor	67,600	69,400	65,800	6	1			
Assistant Professor	71,200	130,000	60,000	41	10	54,000	8	6

Discipline: Individual & Family Development Studies, General

Professor	129,200	194,400	88,500	26	6	145,000	1	1
Associate Professor	82,600	97,900	61,100	30	6			
Assistant Professor	72,200	83,800	65,700	29	6	70,800	8	4

EDUCATION STUDIES

Discipline: Curriculum and Instruction

Professor	106,600	193,500	6,500	123	16			
Associate Professor	78,600	125,000	58,000	155	16	90,300	3	3
Assistant Professor	68,500	84,500	55,000	96	16	63,400	18	9

Discipline: Education, General

Professor	126,500	251,900	52,400	181	16	142,300	6	6
Associate Professor	86,200	129,000	65,000	135	14	89,800	6	3
Assistant Professor	71,200	94,300	57,800	86	14	71,600	14	8

Discipline: Secondary Education & Teaching

Professor	109,800	114,600	105,100	2	1			
Associate Professor	80,100	93,000	75,300	13	1			
Assistant Professor	69,300	69,300	69,200	2	1			

Discipline: Teacher Education, Multiple Levels

Professor	114,000	158,700	86,000	4	1			
Associate Professor	91,500	108,900	70,200	9	1			
Assistant Professor	78,500	80,900	74,000	6	1	79,000	4	1

EDUCATIONAL METHODOLOGY, POLICY & LEADERSHI

Discipline: Education Leadership & Administration, General

Professor	120,400	199,900	75,100	78	14	100,500	3	2
Associate Professor	81,200	131,600	63,400	82	15	90,800	3	3
Assistant Professor	68,800	80,300	62,100	58	14	63,500	14	9

APPENDIX III

ALL AAU PUBLIC PEERS 2013-14 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 <i>Average Salary</i>	AAU PUBLIC PEERS <i>High Salary</i>	AAU PUBLIC PEERS <i>Low Salary</i>	AAU PUBLIC PEERS <i>FTE</i>	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS <i>New Hire Avg Salary</i>	AAU PUBLIC PEERS <i>New Hire FTE</i>	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
SPECIAL EDUCATION & CLINICAL SCIENCES								
<i>Discipline: Audiology/Audiologist & Hearing Sciences</i>								
Professor	147,300	176,000	126,400	4	1			
Associate Professor	85,500	91,000	79,900	2	1	91,000	1	1
Assistant Professor	78,300	79,200	77,500	4	1			
<i>Discipline: Communication Disorders, General</i>								
Professor	110,800	205,300	88,100	21	5			
Associate Professor	78,800	91,100	70,400	12	4			
Assistant Professor	72,200	81,600	65,300	17	5	71,400	1	1
<i>Discipline: Special Education & Teaching, General</i>								
Professor	118,700	192,800	80,300	43	8	103,800	3	2
Associate Professor	79,300	95,000	65,100	28	8			
Assistant Professor	69,600	77,000	65,700	27	7	49,300	7	4
<i>Discipline: Speech Pathology and Audiology</i>								
Professor	117,400	191,700	79,700	45	9			
Associate Professor	85,600	123,800	71,600	31	9	100,000	1	2
Assistant Professor	73,800	96,900	65,000	30	9	74,000	3	4
Instructor	75,000	75,000	75,000	1	1	75,000	1	1

APPENDIX III

ALL AAU PUBLIC PEERS 2013-14 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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

BUSINESS ADMINISTRATION

Discipline: Accounting

Professor	219,400	376,700	106,000	95	17		
Associate Professor	177,200	239,700	64,500	70	16	222,000	1
Assistant Professor	183,500	214,000	122,400	107	17	196,200	14
Instructor	200,000	200,000	200,000	1	1		

Discipline: Business Administration, Management & Operations

Professor	223,200	412,100	83,600	349	22	236,400	8
Associate Professor	169,900	271,700	84,200	223	22	190,600	7
Assistant Professor	158,800	244,800	109,400	253	22	162,400	34

Discipline: Business/Commerce, General

Professor	202,800	335,500	103,500	133	6	227,400	5
Associate Professor	163,100	241,000	86,900	94	7	211,300	2
Assistant Professor	159,200	209,200	98,600	104	6	133,900	30

Discipline: Finance, General

Professor	231,800	491,200	61,600	104	17	293,300	1
Associate Professor	194,200	285,000	76,700	72	17	172,500	4
Assistant Professor	184,700	216,200	100,000	95	17	154,600	15

Discipline: Human Resource Management/Personnel Administration, General

Professor	200,300	264,600	135,900	9	1		
Associate Professor	163,600	173,400	145,300	5	1		
Assistant Professor	148,800	160,000	140,500	7	1		
Instructor	143,000	143,000	143,000	1	1	143,000	1

Discipline: Management Science, General

Professor	208,800	271,600	150,000	26	4		
Associate Professor	150,800	184,100	103,100	26	4	141,500	1
Assistant Professor	150,300	210,000	125,000	20	4	131,500	2

Discipline: Marketing/Marketing Management, General

Professor	210,100	372,400	111,600	78	14		
Associate Professor	159,200	211,200	98,100	53	14		
Assistant Professor	149,800	186,000	122,600	56	13	151,800	11

APPENDIX III

ALL AAU PUBLIC PEERS 2013-14 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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AAU PUBLIC PEERS <i>Average Salary</i>	AAU PUBLIC PEERS <i>High Salary</i>	AAU PUBLIC PEERS <i>Low Salary</i>	AAU PUBLIC PEERS <i>FTE</i>	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS <i>New Hire Avg Salary</i>	AAU PUBLIC PEERS <i>New Hire FTE</i>	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
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Robert D. Clark Honors College

CLARK HONORS COLLEGE

Discipline: Biochemistry

Professor	152,800	303,800	86,200	60	9		
Associate Professor	93,300	120,600	66,200	40	9		
Assistant Professor	77,700	92,200	57,000	33	8	80,300	4

Discipline: Biology, General

Professor	133,500	255,000	82,000	239	15	146,900	2
Associate Professor	89,100	139,900	59,900	148	15	105,900	3
Assistant Professor	79,600	108,200	67,900	99	14	77,500	13

Discipline: Botany/Plant Biology

Professor	121,500	196,800	89,600	36	5		
Associate Professor	77,900	106,600	61,400	12	4		
Assistant Professor	75,900	84,000	70,700	13	5	77,400	3

Discipline: Ecology

Professor	113,900	190,100	76,500	48	4		
Associate Professor	85,700	107,000	77,300	28	4		
Assistant Professor	76,400	83,600	71,000	16	4	75,500	2

Discipline: English

Professor	119,700	269,100	63,400	607	30	128,200	7
Associate Professor	79,800	131,400	50,400	507	30	69,900	9
Assistant Professor	66,000	86,700	52,000	203	30	62,800	31

Discipline: European History

Associate Professor	81,000	81,000	81,000	1	1		
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Discipline: Evolutionary Biology

Professor	138,200	238,300	80,500	23	1	0	2
Associate Professor	89,800	95,000	76,200	8	1		
Assistant Professor	82,600	82,600	82,600	1	1		

Discipline: Geology

Professor	125,300	250,600	63,500	333	30	165,000	1
Associate Professor	87,800	132,200	65,200	130	30	72,000	1
Assistant Professor	75,600	113,200	48,000	95	28	78,000	15

Discipline: History, General

Professor	126,200	262,700	61,200	522	31	94,000	8
Associate Professor	83,300	169,300	46,200	415	31	91,900	8
Assistant Professor	65,900	101,000	45,600	176	30	65,300	28

APPENDIX III

ALL AAU PUBLIC PEERS 2013-14 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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	AAU PUBLIC PEERS <i>Average Salary</i>	AAU PUBLIC PEERS <i>High Salary</i>	AAU PUBLIC PEERS <i>Low Salary</i>	AAU PUBLIC PEERS <i>FTE</i>	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS <i>New Hire Avg Salary</i>	AAU PUBLIC PEERS <i>New Hire FTE</i>	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
Discipline: Marine Biology & Biological Oceanography								
Professor	134,200	165,100	122,400	3	1			
Assistant Professor	76,900	90,900	68,400	4	1	68,400	1	1
Discipline: Microbiology, General								
Professor	134,800	250,700	80,000	41	5			
Associate Professor	83,400	102,500	68,000	24	5			
Assistant Professor	76,800	85,900	62,500	18	5	77,800	6	4
Discipline: Molecular Biology								
Professor	132,400	256,100	82,000	44	2			
Associate Professor	86,500	120,000	54,800	32	2	91,000	1	1
Assistant Professor	77,000	90,000	66,100	18	2	25,000	3	2
Discipline: Neuroscience								
Professor	104,200	106,800	101,700	2	1			
Associate Professor	92,600	96,300	90,000	3	1			
Discipline: Rhetoric and Composition								
Professor	128,600	219,900	82,100	23	5			
Associate Professor	85,800	100,000	49,000	24	5			
Assistant Professor	70,600	80,900	58,000	17	5	72,000	4	2
Discipline: Speech Communication and Rhetoric								
Professor	126,200	285,400	80,200	75	13	140,000	2	3
Associate Professor	80,600	136,900	52,100	85	14	83,500	2	4
Assistant Professor	69,400	90,000	57,400	66	14	72,500	11	6
Discipline: Zoology, General								
Professor	117,900	212,400	87,600	35	3			
Associate Professor	82,600	97,000	67,700	17	3			
Assistant Professor	78,400	82,700	73,700	9	3	75,000	1	1

APPENDIX III

ALL AAU PUBLIC PEERS 2013-14 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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AAU PUBLIC PEERS <i>Average Salary</i>	AAU PUBLIC PEERS <i>High Salary</i>	AAU PUBLIC PEERS <i>Low Salary</i>	AAU PUBLIC PEERS <i>FTE</i>	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS <i>New Hire Avg Salary</i>	AAU PUBLIC PEERS <i>New Hire FTE</i>	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
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School of Journalism and Communication

JOURNALISM & COMMUNICATION

Discipline: Advertising

Professor	107,300	142,300	77,900	15	4			
Associate Professor	85,200	104,600	71,600	22	6	81,500	2	1
Assistant Professor	73,500	89,000	65,000	24	6	32,500	4	2

Discipline: Broadcast Journalism

Professor	98,600	113,500	88,500	3	1		
Associate Professor	69,500	74,800	64,300	2	1		

Discipline: Journalism

Professor	117,700	194,700	85,500	90	16			
Associate Professor	84,100	126,100	67,700	108	16	87,800	2	3
Assistant Professor	70,300	97,900	56,800	66	15	70,500	5	6
Instructor	76,400	76,400	76,400	1	1			

Discipline: Journalism & Mass Communications, Other

Professor	88,300	88,300	88,300	1	1		
Associate Professor	81,100	103,000	65,300	5	1		
Assistant Professor	58,100	58,100	58,100	1	1		

Discipline: Mass Communications

Professor	146,800	251,300	87,700	20	4	101,700	1	1
Associate Professor	86,000	133,200	65,000	18	4			
Assistant Professor	61,400	73,200	48,800	9	2	65,300	4	2

School of Law

LAW

Discipline: Law

Professor	201,500	357,000	58,600	680	22	210,500	9	8
Associate Professor	135,100	199,300	96,000	118	16	133,500	8	5
Assistant Professor	145,800	187,300	90,000	73	14	133,700	10	8

APPENDIX III

ALL AAU PUBLIC PEERS 2013-14 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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AAU PUBLIC PEERS <i>Average Salary</i>	AAU PUBLIC PEERS <i>High Salary</i>	AAU PUBLIC PEERS <i>Low Salary</i>	AAU PUBLIC PEERS <i>FTE</i>	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS <i>New Hire Avg Salary</i>	AAU PUBLIC PEERS <i>New Hire FTE</i>	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
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School of Music and Dance

DANCE

Discipline: Dance, General

Professor	92,300	131,600	67,000	31	8		
Associate Professor	74,200	93,800	61,500	20	7		
Assistant Professor	59,400	69,300	47,500	14	7	56,700	1

MUSIC

Discipline: Conducting

Professor	125,900	126,700	125,100	2	1		
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Discipline: Jazz/Jazz Studies

Professor	103,500	151,300	69,000	3	1		
Associate Professor	60,100	60,100	60,100	1	1		
Assistant Professor	54,000	54,000	54,000	1	1		

Discipline: Music History, Literature, & Theory

Professor	87,600	109,000	77,600	6	1		
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Discipline: Music Pedagogy

Professor	102,000	102,000	102,000	1	1		
Associate Professor	70,900	79,600	62,000	4	1		

Discipline: Music Performance, General

Professor	101,400	170,000	55,600	53	2		
Associate Professor	76,500	101,000	61,400	39	2	81,300	2
Assistant Professor	64,200	69,100	56,100	16	2	65,000	1

Discipline: Music Theory & Composition

Professor	97,900	112,200	82,700	7	1	101,600	1
Associate Professor	66,100	74,500	60,000	6	1		
Assistant Professor	51,300	56,100	42,700	3	1		

Discipline: Music, General

Professor	103,600	197,000	60,300	448	27	103,400	4
Associate Professor	74,200	161,800	44,100	330	27	88,500	6
Assistant Professor	62,900	102,100	42,700	145	27	56,600	24