

APPENDIX III

ALL AAU PUBLIC PEERS 2016-17 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 Humanities

CLASSICS

Discipline: Classics and Classical Languages, Literatures, & Linguistics

Professor	123,300	270,100	49,600	101	23	110,900	3	2
Associate Professor	85,800	118,400	56,000	67	23	90,000	1	1
Assistant Professor	69,000	93,500	63,000	48	20	68,400	4	4

COMPARATIVE LITERATURE

Discipline: Comparative Literature

Professor	146,700	298,100	85,500	150	14	135,000	4	2
Associate Professor	86,800	145,300	56,200	110	14			
Assistant Professor	73,700	92,300	61,000	66	12	75,000	6	3

CREATIVE WRITING

Discipline: Creative Writing

Professor	161,100	178,000	152,300	4	1			
Associate Professor	78,600	78,600	78,600	1	1			

Discipline: Drama/Theater Arts, General

Professor	117,700	221,500	67,800	256	25	107,200	8	3
Associate Professor	81,400	116,300	59,500	268	26	70,500	2	1
Assistant Professor	68,800	88,300	55,200	154	25	66,900	22	10

EAST ASIAN LANGUAGES & LITERATURE

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

Professor	132,600	273,700	76,400	136	13			
Associate Professor	87,600	120,000	60,000	122	13	99,600	8	4
Assistant Professor	76,100	101,500	55,000	70	13	69,800	8	3

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

Professor	124,800	165,800	95,400	5	2			
Associate Professor	81,300	92,700	74,700	11	2	80,200	1	1
Assistant Professor	71,800	84,000	64,300	8	2	74,700	3	1

Discipline: Japanese Language & Literature

Professor	97,800	108,600	88,800	4	1			
Associate Professor	85,800	88,900	78,700	4	1			
Assistant Professor	79,500	84,300	75,000	3	1	75,000	1	1

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ENGLISH								
<i>Discipline: American Literature</i>								
Professor	105,400	143,400	83,200	12	1	100,000	2	1
Associate Professor	79,000	105,500	56,400	16	1			
Assistant Professor	67,200	70,500	59,400	10	1	70,000	2	1
<i>Discipline: English</i>								
Professor	128,200	309,100	71,500	1,186	30	133,000	12	5
Associate Professor	86,500	158,100	51,900	1,006	30	87,100	6	3
Assistant Professor	71,100	95,800	59,500	378	30	71,300	56	20
GERMAN & SCANDINAVIAN								
<i>Discipline: German Language & Literature</i>								
Professor	115,400	201,900	80,700	52	13			
Associate Professor	81,200	116,400	62,200	39	13			
Assistant Professor	67,300	77,200	61,200	21	9	69,500	3	3
<i>Discipline: German Languages, Literatures, & Linguistics, General</i>								
Professor	122,100	287,300	86,000	31	5			
Associate Professor	84,200	112,800	58,200	17	5			
Assistant Professor	70,000	96,900	58,800	7	4	68,500	2	2
<i>Discipline: Scandinavian Languages, Literatures, & Linguistics</i>								
Professor	113,400	191,700	89,400	8	3			
Associate Professor	93,800	106,600	81,000	2	2			
Assistant Professor	89,400	102,900	70,700	3	2			
JUDAIC STUDIES								
<i>Discipline: Jewish/Judaic Studies</i>								
Professor	125,700	169,000	87,900	12	7			
Associate Professor	82,700	93,400	61,800	10	6			
Assistant Professor	68,900	75,300	60,200	9	7	70,000	1	1
LINGUISTICS								
<i>Discipline: Linguistics</i>								
Professor	131,300	238,700	73,000	129	24			
Associate Professor	86,600	131,500	63,000	80	21	98,900	3	3
Assistant Professor	78,100	103,400	56,700	52	21	78,700	6	6
PHILOSOPHY								
<i>Discipline: Philosophy</i>								
Professor	147,900	329,700	60,500	261	31	142,600	3	2
Associate Professor	91,900	167,400	56,000	130	31	76,300	2	2
Assistant Professor	74,100	104,000	58,200	88	29	74,400	13	10

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ALL AAU PUBLIC PEERS 2016-17 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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RELIGIOUS STUDIES								
Discipline:	Religion/Religious Studies							
Professor	131,100	253,200	82,900	59	13			
Associate Professor	83,100	115,600	44,500	63	13			
Assistant Professor	72,400	113,000	58,200	51	14	72,000	5	4
ROMANCE LANGUAGES								
Discipline:	French Language & Literature							
Professor	122,800	265,700	76,500	69	15	95,000	1	1
Associate Professor	81,000	120,000	43,400	67	15			
Assistant Professor	69,600	88,400	57,700	31	14	75,800	3	3
Discipline:	Hispanic and Latin American Languages, Literatures, and Linguistics, General							
Professor	146,300	275,000	103,000	42	6			
Associate Professor	96,100	110,100	66,600	15	6			
Assistant Professor	75,800	82,200	70,700	12	6	75,500	5	5
Discipline:	Italian Language & Literature							
Professor	179,900	217,300	138,200	4	2			
Associate Professor	100,300	100,400	100,200	2	1			
Assistant Professor	83,900	89,200	75,000	3	2	75,000	1	1
Discipline:	Romance Languages, Literatures, & Linguistics, General							
Professor	116,100	207,400	66,500	58	8	92,400	3	2
Associate Professor	77,400	103,500	57,100	63	8	67,900	1	1
Assistant Professor	68,400	80,400	55,700	24	8	73,500	3	2
Discipline:	Romance Languages, Literatures, & Linguistics, Other							
Professor	106,100	135,000	89,800	8	2			
Associate Professor	80,000	90,000	68,900	13	2			
Assistant Professor	68,800	72,100	65,900	7	2	68,000	1	1
Discipline:	Spanish Language & Literature							
Professor	115,400	224,400	79,100	71	14			
Associate Professor	80,900	114,100	62,300	93	13	75,000	1	1
Assistant Professor	70,800	84,500	60,200	37	12	77,000	2	2
THEATRE ARTS								
Discipline:	Drama and Dramatics/Theatre Arts, General							
Professor	117,700	221,500	67,800	256	25	107,200	8	3
Associate Professor	81,400	116,300	59,500	268	26	70,500	2	1
Assistant Professor	68,800	88,300	55,200	154	25	66,900	22	10

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ALL AAU PUBLIC PEERS 2016-17 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	154,200	343,400	86,500	210	7			
Associate Professor	95,800	180,800	67,100	93	6			
Assistant Professor	85,100	94,000	74,500	81	6	89,500	9	2
Discipline: Biology, General								
Professor	146,400	382,500	86,800	488	16	148,000	10	4
Associate Professor	95,600	158,800	61,400	298	15	107,500	12	5
Assistant Professor	88,300	104,900	71,400	194	15	86,400	26	9
Discipline: Botany/Plant Biology								
Professor	131,700	228,600	94,800	78	5			
Associate Professor	97,200	122,300	62,800	28	5			
Assistant Professor	81,000	96,600	75,000	38	5	80,100	8	3
Discipline: Ecology								
Professor	130,300	199,000	96,100	74	4	118,800	4	1
Associate Professor	97,200	129,600	86,800	48	4			
Assistant Professor	81,700	87,200	75,000	32	4	76,000	2	1
Discipline: Evolutionary Biology								
Professor	154,100	259,100	96,800	50	1			
Associate Professor	94,000	107,400	78,000	10	1			
Assistant Professor	90,300	95,500	85,000	4	1			
Discipline: Marine Biology & Biological Oceanography								
Professor	153,700	175,400	137,100	6	1			
Associate Professor	98,800	98,800	98,800	2	1			
Assistant Professor	92,200	92,200	92,200	2	1			
Discipline: Microbiology, General								
Professor	150,300	309,300	86,600	86	5			
Associate Professor	90,900	114,300	73,700	54	5			
Assistant Professor	87,200	114,200	74,200	38	5	87,500	2	1
Discipline: Molecular Biology								
Professor	142,800	270,400	90,400	106	3			
Associate Professor	93,600	132,800	68,600	58	3			
Assistant Professor	88,600	98,500	70,900	34	3	82,000	4	2
Discipline: Zoology, General								
Professor	121,800	186,000	94,300	68	3			
Associate Professor	92,800	101,300	75,500	30	3			
Assistant Professor	83,400	87,100	80,000	22	3	80,000	2	1

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ALL AAU PUBLIC PEERS 2016-17 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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CHEMISTRY								
<i>Discipline: Biochemistry</i>								
Professor	154,200	343,400	86,500	210	7			
Associate Professor	95,800	180,800	67,100	93	6			
Assistant Professor	85,100	94,000	74,500	81	6	89,500	9	2
<i>Discipline: Chemistry, General</i>								
Professor	158,200	318,900	75,500	595	30	167,400	14	11
Associate Professor	97,700	151,800	70,900	183	30	92,600	1	1
Assistant Professor	87,800	116,800	73,900	192	30	88,600	22	16
COMPUTER & INFORMATION SCIENCE								
<i>Discipline: Computer Programming/Programmer, General</i>								
Professor	161,600	300,700	91,100	231	16	193,300	3	3
Associate Professor	122,000	195,000	76,200	111	16	134,300	4	4
Assistant Professor	105,500	135,000	74,600	127	13	104,200	23	8
<i>Discipline: Computer Science</i>								
Professor	163,700	309,300	108,700	221	13	114,200	3	1
Associate Professor	116,300	155,900	97,000	83	13			
Assistant Professor	101,300	126,000	86,600	82	13	102,800	17	8
<i>Discipline: Information Technology</i>								
Professor	241,200	333,000	180,300	6	1			
Associate Professor	136,600	185,000	106,100	3	1			
Assistant Professor	169,500	178,000	160,000	7	1	178,000	1	1
GEOLOGICAL SCIENCES								
<i>Discipline: Geology</i>								
Professor	139,700	287,100	69,700	720	30	178,500	12	5
Associate Professor	97,200	165,300	68,200	246	30	109,600	8	4
Assistant Professor	82,200	129,900	64,600	212	28	82,100	24	10

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HUMAN PHYSIOLOGY								
<i>Discipline: Exercise Physiology</i>								
Professor	148,900	204,500	105,900	6	2			
Associate Professor	93,700	108,900	78,200	7	2			
Assistant Professor	74,900	83,800	68,900	7	2	70,000	1	1
<i>Discipline: Kinesiology and Exercise Science</i>								
Professor	127,300	232,900	76,200	89	13	100,000	1	1
Associate Professor	94,300	141,500	71,700	70	13	95,000	6	5
Assistant Professor	76,200	92,400	62,900	69	13	76,800	4	3
<i>Discipline: Physiology, General</i>								
Professor	153,900	282,600	106,200	30	4			
Associate Professor	96,900	120,000	76,700	19	5			
Assistant Professor	87,800	111,800	78,500	12	4	94,800	2	1
MATHEMATICS								
<i>Discipline: Mathematics, General</i>								
Professor	143,100	449,500	72,800	852	31	140,500	5	4
Associate Professor	97,100	156,500	54,200	259	31	101,400	8	5
Assistant Professor	89,000	112,500	55,000	189	31	86,700	38	18
<i>Discipline: Statistics, General</i>								
Professor	154,800	303,100	100,300	177	22	176,700	3	3
Associate Professor	105,500	168,700	74,000	78	21	100,100	1	1
Assistant Professor	95,500	131,700	80,900	99	22	102,000	22	14

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PHYSICS								
<i>Discipline: Astronomy</i>								
Professor	134,900	316,600	76,100	120	13	137,800	3	3
Associate Professor	98,300	125,000	80,000	31	13	112,200	1	1
Assistant Professor	87,200	105,600	72,300	31	11	86,800	2	2
<i>Discipline: Astrophysics</i>								
Professor	130,400	183,000	109,400	13	1			
Associate Professor	101,500	108,000	94,300	6	1			
Assistant Professor	92,900	97,700	90,000	7	1	90,000	3	1
<i>Discipline: Optics/Optical Sciences</i>								
Professor	147,800	324,800	106,200	16	1			
Associate Professor	105,400	119,900	96,900	4	1			
Assistant Professor	91,100	94,000	88,600	4	1			
<i>Discipline: Physics, General</i>								
Professor	144,800	460,700	66,300	834	32	160,600	7	6
Associate Professor	100,300	155,000	57,700	214	31	96,100	3	2
Assistant Professor	90,200	126,800	73,000	192	31	88,700	27	17
PSYCHOLOGY								
<i>Discipline: Psychology, General</i>								
Professor	147,500	410,700	61,900	645	31	141,700	11	8
Associate Professor	96,500	238,400	51,000	272	31	108,800	4	3
Assistant Professor	82,900	110,500	42,500	215	31	83,500	35	19

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CAS Social Sciences

ANTHROPOLOGY

Discipline: Anthropology

Professor	135,700	349,500	79,800	268	31	126,300	3	3
Associate Professor	87,600	194,100	53,100	222	31			
Assistant Professor	78,000	125,000	61,100	110	31	80,000	16	13
Instructor	66,900	66,900	66,900	1	1			

ECONOMICS

Discipline: Economics, General

Professor	228,600	413,300	94,900	371	31	245,500	8	8
Associate Professor	160,000	345,000	59,500	188	31	193,600	14	8
Assistant Professor	129,800	190,000	93,900	198	31	143,200	20	13

ENVIRONMENTAL STUDIES

Discipline: Environmental Studies

Professor	155,300	237,000	84,400	35	5	212,100	1	1
Associate Professor	96,700	121,900	70,000	25	6			
Assistant Professor	79,800	120,500	67,200	19	5	81,200	2	2

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ETHNIC STUDIES								
Discipline: African-American/Black Studies								
Professor	133,300	335,100	86,700	44	16			
Associate Professor	98,600	202,500	67,100	71	20	110,500	2	2
Assistant Professor	74,300	117,100	62,100	40	18	82,600	7	5
Discipline: American Indian/Native American Studies								
Professor	122,100	196,500	95,000	10	4			
Associate Professor	94,100	118,500	76,000	10	6			
Assistant Professor	79,700	87,100	70,000	6	3	80,000	1	1
Discipline: American/United States Studies/Civilization								
Professor	129,600	201,800	90,000	28	8	165,000	1	1
Associate Professor	89,200	130,400	69,900	40	9	82,600	4	3
Assistant Professor	69,800	83,200	62,600	25	9			
Discipline: Asian-American Studies								
Professor	131,700	253,800	107,500	14	4	136,900	1	1
Associate Professor	102,100	123,600	89,200	13	4			
Discipline: Ethnic Studies								
Professor	155,500	302,500	102,500	6	2			
Associate Professor	116,000	146,400	93,300	10	2	113,500	1	1
Assistant Professor	85,600	127,400	74,600	9	2			
Discipline: Ethnic, Cultural Minority, and Gender Studies, Other								
Professor	157,400	354,800	101,500	11	3	101,500	1	1
Associate Professor	106,600	152,300	83,100	14	3			
Assistant Professor	71,900	105,000	68,300	7	2			
Discipline: Hispanic-American, Puerto Rican, and Mexican-American/Chicano Studies								
Professor	169,500	243,600	117,500	18	8	157,500	2	2
Associate Professor	99,100	139,300	75,800	25	7	105,000	1	1
Assistant Professor	73,500	92,800	68,200	23	8	76,800	8	6
GEOGRAPHY								
Discipline: Geography								
Professor	140,100	266,700	74,500	150	21	163,100	2	2
Associate Professor	89,000	147,300	59,600	101	21	101,800	2	2
Assistant Professor	77,700	107,100	65,000	74	21	77,400	8	6

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HISTORY								
Discipline: American History								
Professor	131,700	157,100	102,800	24	1			
Associate Professor	100,100	125,000	81,800	24	1			
Assistant Professor	53,800	85,000	76,400	6	1	85,000	2	1
Discipline: European History								
Associate Professor	85,900	85,900	85,900	2	1			
Discipline: History, General								
Professor	135,300	335,100	62,800	978	30	131,000	14	7
Associate Professor	90,800	189,800	45,600	786	30	102,400	14	7
Assistant Professor	72,500	117,100	47,900	344	30	74,000	52	15
INTERNATIONAL STUDIES								
Discipline: Area Studies, Other								
Professor	121,000	181,700	92,000	11	2			
Associate Professor	91,400	107,700	81,800	12	1			
Assistant Professor	78,400	80,600	76,200	3	1			
Discipline: International/Global Studies								
Professor	130,800	213,300	90,200	15	5			
Associate Professor	87,300	140,000	66,700	18	3	140,000	1	1
Assistant Professor	72,800	84,600	62,900	17	3	69,700	3	2
POLITICAL SCIENCE								
Discipline: Political Science and Government, General								
Professor	165,600	314,900	78,200	358	31	217,300	6	4
Associate Professor	103,000	202,500	65,800	271	31	117,800	7	6
Assistant Professor	87,200	150,000	20,000	184	31	85,100	32	19
Instructor	81,000	81,000	81,000	1	1	81,000	1	1
SOCIOLOGY								
Discipline: Sociology								
Professor	152,500	317,800	79,100	346	30	156,400	6	5
Associate Professor	96,500	181,700	60,000	187	30	101,100	3	2
Assistant Professor	82,700	112,500	64,500	138	30	82,300	27	16
WOMEN'S & GENDER STUDIES								
Discipline: Women's Studies								
Professor	124,300	206,700	90,500	36	18			
Associate Professor	89,500	122,200	62,800	64	20	84,000	2	2
Assistant Professor	73,900	85,400	61,800	43	20	77,600	8	8

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<u>DSGN Dept of the History of Art & Architecture</u>								
HISTORY OF ART & ARCHITECTURE								
<i>Discipline: Art History, Criticism and Conservation</i>								
Professor	128,700	251,600	75,600	99	18	150,100	2	2
Associate Professor	82,400	152,300	49,600	97	18			
Assistant Professor	68,400	85,700	53,500	49	17	69,400	9	8
<u>DSGN School of Architecture & Environment</u>								
ARCHITECTURE & INTERIOR ARCH								
<i>Discipline: Architecture</i>								
Professor	133,800	222,700	90,200	112	16	97,500	1	1
Associate Professor	91,300	127,200	60,500	157	16	82,300	2	2
Assistant Professor	73,500	98,600	45,400	91	16	75,100	13	6
HISTORIC PRESERVATION								
<i>Discipline: Historic Preservation and Conservation</i>								
Professor	138,500	149,000	127,900	2	1			
Associate Professor	93,500	101,800	87,700	3	1	87,700	1	1
LANDSCAPE ARCHITECTURE								
<i>Discipline: Landscape Architecture</i>								
Professor	112,700	156,600	86,800	23	9			
Associate Professor	90,300	120,400	75,200	27	9			
Assistant Professor	73,200	95,800	63,600	18	8	70,100	4	3

APPENDIX III

ALL AAU PUBLIC PEERS 2016-17 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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DSGN School of Art & Design

ART

Discipline: Art/Art Studies, General

Professor	103,000	238,800	70,000	144	14	122,600	5	3
Associate Professor	80,800	116,800	54,300	128	14	83,100	2	2
Assistant Professor	67,400	87,900	53,700	63	14	71,800	11	7

Discipline: Fine/Studio Arts, General

Professor	124,600	202,600	74,600	65	7			
Associate Professor	78,300	111,200	62,800	65	8			
Assistant Professor	67,900	90,100	58,000	24	7	67,000	2	2

PRODUCT DESIGN

Discipline: Design & Applied Arts, Other

Professor	184,100	184,100	184,100	1	1			
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Discipline: Design & Visual Communications

Professor	128,600	207,600	81,600	23	4			
Associate Professor	87,000	101,600	60,700	15	3			
Assistant Professor	68,800	85,500	61,000	14	4	75,900	5	3

Discipline: Industrial and Product Design

Professor	122,600	157,600	91,500	4	2			
Associate Professor	100,000	100,000	100,000	1	1			
Assistant Professor	69,200	86,900	63,600	6	3			

DSGN School of Planning, Public Policy, & Mgmt

PLANNING, PUBLIC POLICY, & MGMT

Discipline: City/Urban, Community and Regional Planning

Professor	142,600	335,000	93,300	65	18	189,700	3	3
Associate Professor	91,200	130,000	70,400	50	16			
Assistant Professor	76,700	108,200	62,100	50	18	73,500	2	2

Discipline: Public Administration

Professor	159,000	283,800	94,300	34	6			
Associate Professor	111,500	153,600	80,600	26	5			
Assistant Professor	90,300	132,000	74,000	27	6	92,000	5	4

Discipline: Public Policy Analysis

Professor	172,700	465,000	104,300	103	12	145,700	4	2
Associate Professor	121,300	203,000	76,300	86	11	124,200	6	2
Assistant Professor	105,600	171,700	50,000	60	11	112,200	9	6

APPENDIX III

ALL AAU PUBLIC PEERS 2016-17 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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College of Education

COUNSELING PSYCHOLOGY & HUMAN SERVICES

Discipline: Clinical Psychology

Professor	135,000	177,300	112,500	16	1			
Associate Professor	99,200	105,100	86,000	10	2			
Assistant Professor	85,300	90,000	82,100	7	1	90,000	1	1

Discipline: Educational Psychology

Professor	116,500	190,500	68,600	83	11			
Associate Professor	86,000	142,600	50,500	62	10	88,400	1	1
Assistant Professor	76,300	92,400	62,800	43	10	73,900	5	5

Discipline: Individual & Family Development Studies, General

Professor	138,700	191,200	96,700	28	6	120,000	2	2
Associate Professor	90,100	108,500	61,900	28	6	87,400	1	1
Assistant Professor	77,200	92,700	69,000	34	6	90,000	1	1

EDUCATION STUDIES

Discipline: Curriculum and Instruction

Professor	116,000	196,000	68,200	101	13	154,900	3	3
Associate Professor	84,000	118,900	22,700	127	13	79,200	2	2
Assistant Professor	72,800	88,000	62,900	75	13	73,700	16	10
Instructor	70,000	70,000	70,000	1	1	70,000	1	1

Discipline: Education, General

Professor	140,300	297,700	85,100	216	16	207,200	3	3
Associate Professor	94,300	144,700	71,700	140	16	99,300	8	6
Assistant Professor	77,800	116,700	63,000	112	14	77,900	12	9

Discipline: Teacher Education, Multiple Levels

Professor	104,900	117,400	92,400	2	1			
Associate Professor	93,700	107,800	72,300	7	1			
Assistant Professor	81,800	85,100	73,600	7	1			

EDUCATIONAL METHODOLOGY, POLICY & LEADERSHIP

Discipline: Education Leadership & Administration, General

Professor	132,400	280,000	91,200	65	12	280,000	1	1
Associate Professor	87,400	146,100	65,300	81	13			
Assistant Professor	73,600	84,500	65,000	48	13	71,800	10	8

APPENDIX III

ALL AAU PUBLIC PEERS 2016-17 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
SPECIAL EDUCATION & CLINICAL SCIENCES								
Discipline: Audiology/Audiologist & Hearing Sciences								
Professor	158,700	183,100	132,700	4	1			
Associate Professor	90,800	94,800	88,200	4	1			
Assistant Professor	82,100	85,000	80,500	4	1			
Discipline: Communication Disorders, General								
Professor	134,300	224,500	98,500	23	6			
Associate Professor	84,700	114,500	77,400	16	6			
Assistant Professor	78,600	90,500	73,000	18	6	79,000	5	4
Discipline: Special Education & Teaching, General								
Professor	126,200	189,200	85,400	38	7			
Associate Professor	81,800	95,900	67,200	25	7	86,000	1	1
Assistant Professor	75,900	103,000	65,000	24	7	88,000	2	2
Discipline: Speech Pathology and Audiology								
Professor	146,700	274,300	93,600	32	8	193,100	2	2
Associate Professor	93,100	124,900	74,500	25	8			
Assistant Professor	80,300	98,400	67,300	30	8	83,500	3	3

APPENDIX III

ALL AAU PUBLIC PEERS 2016-17 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
Lundquist College of Business								
BUSINESS ADMINISTRATION								
Discipline: Accounting								
Professor	245,400	435,200	106,000	90	15	280,000	1	1
Associate Professor	201,900	267,100	64,500	63	15	164,200	2	1
Assistant Professor	203,000	236,000	149,400	97	15	207,900	11	7
Discipline: Business Administration, Management & Operations								
Professor	251,200	447,800	100,500	357	24	234,300	4	3
Associate Professor	191,300	300,000	89,600	253	24	205,600	14	9
Assistant Professor	173,200	245,500	97,400	282	24	179,000	43	14
Discipline: Business/Commerce, General								
Professor	240,100	417,000	105,800	169	6	246,200	8	3
Associate Professor	184,200	258,500	89,000	111	7	192,300	6	2
Assistant Professor	175,800	235,500	114,000	153	6	173,100	25	6
Discipline: Finance, General								
Professor	258,700	519,900	61,600	92	15			
Associate Professor	211,200	294,900	95,900	55	14	203,000	6	3
Assistant Professor	209,200	233,500	151,200	89	15	213,600	7	4
Instructor	220,000	220,000	220,000	1	1			
Discipline: Human Resource Management/Personnel Administration, General								
Professor	261,100	450,000	142,300	9	1			
Associate Professor	192,000	216,600	165,900	6	1			
Assistant Professor	156,900	163,200	146,000	3	1			
Discipline: Management Science, General								
Professor	233,300	306,300	168,000	21	3			
Associate Professor	176,500	215,700	126,600	18	3			
Assistant Professor	170,400	186,000	133,700	16	3	164,000	1	1
Discipline: Marketing/Marketing Management, General								
Professor	232,000	398,700	132,700	78	13			
Associate Professor	176,500	235,700	108,500	42	13	189,300	2	2
Assistant Professor	164,700	201,500	141,400	51	13	166,300	6	5

APPENDIX III

ALL AAU PUBLIC PEERS 2016-17 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
Robert D. Clark Honors College								
Faculty Discipline: Biology								
Discipline: Biochemistry								
Professor	154,200	343,400	86,500	210	7			
Associate Professor	95,800	180,800	67,100	93	6			
Assistant Professor	85,100	94,000	74,500	81	6	89,500	9	2
Discipline: Biology, General								
Professor	146,400	382,500	86,800	488	16	148,000	10	4
Associate Professor	95,600	158,800	61,400	298	15	107,500	12	5
Assistant Professor	88,300	104,900	71,400	194	15	86,400	26	9
Discipline: Botany/Plant Biology								
Professor	131,700	228,600	94,800	78	5			
Associate Professor	97,200	122,300	62,800	28	5			
Assistant Professor	81,000	96,600	75,000	38	5	80,100	8	3
Discipline: Ecology								
Professor	130,300	199,000	96,100	74	4	118,800	4	1
Associate Professor	97,200	129,600	86,800	48	4			
Assistant Professor	81,700	87,200	75,000	32	4	76,000	2	1
Discipline: Evolutionary Biology								
Professor	154,100	259,100	96,800	50	1			
Associate Professor	94,000	107,400	78,000	10	1			
Assistant Professor	90,300	95,500	85,000	4	1			
Discipline: Marine Biology & Biological Oceanography								
Professor	153,700	175,400	137,100	6	1			
Associate Professor	98,800	98,800	98,800	2	1			
Assistant Professor	92,200	92,200	92,200	2	1			
Discipline: Microbiology, General								
Professor	150,300	309,300	86,600	86	5			
Associate Professor	90,900	114,300	73,700	54	5			
Assistant Professor	87,200	114,200	74,200	38	5	87,500	2	1
Discipline: Molecular Biology								
Professor	142,800	270,400	90,400	106	3			
Associate Professor	93,600	132,800	68,600	58	3			
Assistant Professor	88,600	98,500	70,900	34	3	82,000	4	2
Discipline: Zoology, General								
Professor	121,800	186,000	94,300	68	3			
Associate Professor	92,800	101,300	75,500	30	3			
Assistant Professor	83,400	87,100	80,000	22	3	80,000	2	1

APPENDIX III

ALL AAU PUBLIC PEERS 2016-17 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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Faculty Discipline: Geology								
<i>Discipline: Geology</i>								
Professor	139,700	287,100	69,700	720	30	178,500	12	5
Associate Professor	97,200	165,300	68,200	246	30	109,600	8	4
Assistant Professor	82,200	129,900	64,600	212	28	82,100	24	10
Faculty Discipline: History								
<i>Discipline: American History</i>								
Professor	131,700	157,100	102,800	24	1			
Associate Professor	100,100	125,000	81,800	24	1			
Assistant Professor	53,800	85,000	76,400	6	1	85,000	2	1
<i>Discipline: European History</i>								
Associate Professor	85,900	85,900	85,900	2	1			
<i>Discipline: History, General</i>								
Professor	135,300	335,100	62,800	978	30	131,000	14	7
Associate Professor	90,800	189,800	45,600	786	30	102,400	14	7
Assistant Professor	72,500	117,100	47,900	344	30	74,000	52	15
Faculty Discipline: Literature								
<i>Discipline: American Literature (U.S.)</i>								
Professor	105,400	143,400	83,200	12	1	100,000	2	1
Associate Professor	79,000	105,500	56,400	16	1			
Assistant Professor	67,200	70,500	59,400	10	1	70,000	2	1
<i>Discipline: Comparative Literature</i>								
Professor	146,700	298,100	85,500	150	14	135,000	4	2
Associate Professor	86,800	145,300	56,200	110	14			
Assistant Professor	73,700	92,300	61,000	66	12	75,000	6	3
<i>Discipline: English</i>								
Professor	128,200	309,100	71,500	1,186	30	133,000	12	5
Associate Professor	86,500	158,100	51,900	1,006	30	87,100	6	3
Assistant Professor	71,100	95,800	59,500	378	30	71,300	56	20

APPENDIX III

ALL AAU PUBLIC PEERS 2016-17 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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Faculty Discipline: Rhetoric								
<i>Discipline: Rhetoric and Composition</i>								
Professor	135,400	238,000	82,100	32	6	189,800	1	1
Associate Professor	92,100	137,000	68,800	29	6			
Assistant Professor	76,100	91,600	62,200	15	4	78,400	1	1
<i>Discipline: Speech Communication and Rhetoric</i>								
Professor	130,000	291,000	86,000	88	13	146,400	5	2
Associate Professor	88,700	140,300	52,100	73	14	82,300	3	3
Assistant Professor	75,500	94,800	58,700	74	14	76,600	11	7
School of Journalism and Communication								
JOURNALISM & COMMUNICATION								
<i>Discipline: Advertising</i>								
Professor	122,400	201,100	97,600	13	5	201,100	1	1
Associate Professor	93,000	117,000	73,400	26	5			
Assistant Professor	77,700	90,000	68,000	21	4	78,100	9	4
<i>Discipline: Journalism</i>								
Professor	130,200	206,700	86,800	71	15	150,000	1	1
Associate Professor	89,400	134,900	70,700	94	16	105,000	1	1
Assistant Professor	74,000	108,400	61,700	66	17	71,000	10	7
<i>Discipline: Journalism & Mass Communications, Other</i>								
Professor	112,400	144,100	95,000	4	1			
Associate Professor	82,300	87,600	77,200	3	1			
Assistant Professor	70,900	71,800	70,000	2	1	70,000	1	1
<i>Discipline: Mass Communications</i>								
Professor	163,300	291,600	114,600	25	4			
Associate Professor	93,300	131,700	38,500	10	4	115,000	1	1
Assistant Professor	81,400	87,300	76,000	8	3	82,000	2	1
School of Law								
LAW								
<i>Discipline: Law</i>								
Professor	214,000	396,500	62,800	675	23	209,400	13	10
Associate Professor	140,300	196,700	96,000	88	16	140,200	5	3
Assistant Professor	155,400	212,400	96,600	60	12	142,700	12	8

APPENDIX III

ALL AAU PUBLIC PEERS 2016-17 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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School of Music and Dance								
DANCE								
<i>Discipline: Dance, General</i>								
Professor	101,200	192,900	69,400	33	9			
Associate Professor	76,000	114,900	60,100	24	10			
Assistant Professor	65,900	82,800	50,100	17	8	67,500	1	1
MUSIC								
<i>Discipline: Music Performance, General</i>								
Professor	120,100	171,000	89,000	19	2			
Associate Professor	82,700	108,300	69,800	41	2			
Assistant Professor	69,900	80,200	36,700	19	2			
<i>Discipline: Music, General</i>								
Professor	112,100	237,800	61,000	499	27	114,200	11	5
Associate Professor	80,100	173,100	44,100	330	27	76,300	12	4
Assistant Professor	66,000	120,000	49,400	151	26	64,900	24	15