

APPENDIX III

ALL AAU PUBLIC PEERS 2015-16 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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Architecture and Allied Arts

ARCHITECTURE & INTERIOR ARCH

Discipline: Architecture

Professor	129,300	208,500	72,900	102	16			
Associate Professor	88,500	122,400	43,800	155	17	103,900	3	3
Assistant Professor	71,800	99,900	55,400	98	17	72,200	5	4

Discipline: Interior Architecture

Professor	86,800	86,800	86,800	1	1		
Associate Professor	76,700	76,700	76,700	1	1		

ART

Discipline: Art/Art Studies, General

Professor	100,000	205,600	64,300	142	14			
Associate Professor	78,200	115,600	40,300	134	14			
Assistant Professor	66,000	85,000	51,000	63	14	68,900	13	9

Discipline: Fine/Studio Arts, General

Professor	118,500	197,300	73,700	78	11			
Associate Professor	76,700	109,500	62,000	77	10	80,200	3	3
Assistant Professor	64,100	88,800	53,700	32	9	63,600	6	5

ART HISTORY

Discipline: Art History, Criticism and Conservation

Professor	124,500	247,900	73,600	103	19	156,000	1	1
Associate Professor	81,500	123,000	42,200	97	19			
Assistant Professor	67,300	90,100	52,000	47	18	65,500	6	5

HISTORIC PRESERVATION

Discipline: Historic Preservation and Conservation

Professor	129,600	146,100	113,000	2	1		
Associate Professor	78,800	96,900	52,200	3	1		
Assistant Professor	80,500	80,500	80,500	1	1		

LANDSCAPE ARCHITECTURE

Discipline: Landscape Architecture

Professor	119,000	164,800	97,400	20	7			
Associate Professor	91,900	119,200	80,500	26	8			
Assistant Professor	71,900	90,700	60,600	19	10	75,900	4	3

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PLANNING, PUBLIC POLICY, & MGMT								
<i>Discipline: City/Urban, Community and Regional Planning</i>								
Professor	133,000	292,300	90,900	67	19	110,000	1	1
Associate Professor	88,800	126,800	67,800	62	18	94,400	1	1
Assistant Professor	75,600	106,700	60,000	57	17	70,700	6	5
<i>Discipline: Public Administration</i>								
Professor	161,600	235,900	94,300	30	6	184,500	2	2
Associate Professor	115,300	156,600	80,600	26	6			
Assistant Professor	88,300	131,300	74,000	26	6	105,000	1	1
<i>Discipline: Public Policy Analysis</i>								
Professor	170,600	325,000	86,600	92	12	226,300	4	3
Associate Professor	116,700	200,000	74,800	79	11	140,400	2	1
Assistant Professor	99,000	169,100	74,800	60	11	91,000	10	4
PRODUCT DESIGN								
<i>Discipline: Design & Applied Arts, Other</i>								
Professor	180,000	180,000	180,000	1	1			
<i>Discipline: Design & Visual Communications</i>								
Professor	126,800	221,600	80,100	25	4			
Associate Professor	80,300	100,100	54,900	19	3			
Assistant Professor	69,700	78,400	59,000	8	3	74,000	1	1
<i>Discipline: Industrial and Product Design</i>								
Professor	129,500	153,000	105,500	3	2	153,000	1	1
Associate Professor	81,900	81,900	81,900	1	1			
Assistant Professor	66,600	83,200	60,600	6	3	63,800	2	1

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CAS Humanities

CLASSICS

Discipline: Classics and Classical Languages, Literatures, & Linguistics

Professor	123,700	242,500	66,100	94	25			
Associate Professor	83,300	144,600	51,300	81	25			
Assistant Professor	69,300	89,900	61,000	51	20	68,100	12	9

COMPARATIVE LITERATURE

Discipline: Comparative Literature

Professor	143,800	307,800	79,100	76	14	101,200	1	1
Associate Professor	85,800	134,300	56,200	60	14	73,300	1	1
Assistant Professor	69,500	92,300	60,900	32	11	71,100	9	7

CREATIVE WRITING

Discipline: Creative Writing

Professor	159,300	166,000	155,000	4	1		
Associate Professor	108,300	138,000	78,600	2	2		

Discipline: Drama/Theater Arts, General

Professor	114,500	218,200	67,800	132	26	105,900	1	1
Associate Professor	80,200	121,500	58,700	148	27	94,300	1	1
Assistant Professor	65,700	82,100	54,900	71	26	66,700	17	13

EAST ASIAN LANGUAGES & LITERATURE

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

Professor	128,100	245,200	79,500	63	13			
Associate Professor	84,600	115,900	58,000	55	12			
Assistant Professor	72,500	100,000	52,300	35	13	81,000	5	2

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

Professor	122,700	157,700	94,900	6	2			
Associate Professor	72,900	92,700	71,700	12	2	72,600	1	1
Assistant Professor	69,400	78,000	63,000	6	2			

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ENGLISH								
<i>Discipline: American Literature</i>								
Professor	95,300	104,400	83,200	4	1			
Associate Professor	80,100	105,100	56,400	10	1			
Assistant Professor	63,500	66,800	58,300	5	1			
<i>Discipline: English</i>								
Professor	126,600	304,500	54,300	626	32	110,800	5	4
Associate Professor	85,100	153,900	49,000	530	32	104,300	6	6
Assistant Professor	70,500	93,400	55,200	206	31	69,300	35	19
GERMAN & SCANDINAVIAN								
<i>Discipline: German Language & Literature</i>								
Professor	110,300	210,000	60,000	65	15			
Associate Professor	78,200	114,700	58,200	48	15			
Assistant Professor	64,500	77,100	60,200	20	9	73,000	2	1
<i>Discipline: German Languages, Literatures, & Linguistics, General</i>								
Professor	128,300	223,900	76,700	16	4			
Associate Professor	78,700	111,100	62,500	13	4			
Assistant Professor	73,500	90,900	55,900	4	4	90,900	1	1
<i>Discipline: Scandinavian Languages, Literatures, & Linguistics</i>								
Professor	136,600	189,800	86,500	8	3			
Associate Professor	97,300	105,000	89,500	2	2			
Assistant Professor	86,900	101,300	70,000	3	2	79,700	2	2
JUDAIC STUDIES								
<i>Discipline: Jewish/Judaic Studies</i>								
Professor	133,000	201,400	87,200	15	7			
Associate Professor	84,700	111,700	73,900	13	7			
Assistant Professor	69,900	76,000	60,200	5	4			
LINGUISTICS								
<i>Discipline: Linguistics</i>								
Professor	130,300	231,800	73,000	133	25			
Associate Professor	81,200	134,000	62,200	79	22			
Assistant Professor	75,300	96,400	56,200	45	21	75,400	8	8

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PHILOSOPHY

Discipline: Philosophy

Professor	147,300	330,000	58,200	301	33	189,400	6	5
Associate Professor	90,200	164,900	55,000	133	33	106,100	4	4
Assistant Professor	71,400	98,800	53,100	90	31	73,500	20	13

RELIGIOUS STUDIES

Discipline: Religion/Religious Studies

Professor	129,100	246,500	85,100	64	14			
Associate Professor	81,800	115,000	60,300	61	15	86,000	2	2
Assistant Professor	68,500	91,100	57,500	53	15	68,300	8	6

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ROMANCE LANGUAGES

Discipline: French Language & Literature

Professor	118,700	234,200	73,500	80	16			
Associate Professor	78,800	124,000	39,900	84	17	72,100	1	1
Assistant Professor	67,700	88,400	55,000	37	15	62,800	6	5

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

Professor	145,400	246,300	88,400	41	6			
Associate Professor	93,100	108,500	66,600	17	6			
Assistant Professor	72,900	80,300	65,500	9	6	65,500	1	1

Discipline: Italian Language & Literature

Professor	145,400	191,200	104,700	7	3			
Associate Professor	97,300	98,900	94,400	3	2			
Assistant Professor	79,500	81,600	72,500	3	3	81,600	1	1

Discipline: Romance Languages, Literatures, & Linguistics, General

Professor	115,800	198,100	66,500	44	7			
Associate Professor	76,700	101,000	57,100	44	7	90,000	1	1
Assistant Professor	66,500	73,100	55,700	22	7	69,700	3	2
Instructor	67,500	67,500	67,500	1	1	67,500	1	1

Discipline: Romance Languages, Literatures, & Linguistics, Other

Professor	104,000	130,700	88,000	9	2			
Associate Professor	76,400	84,300	66,800	12	2	80,000	1	1
Assistant Professor	66,500	68,000	65,000	4	2	65,000	1	1

Discipline: Spanish Language & Literature

Professor	114,100	213,800	75,600	79	17	93,300	1	1
Associate Professor	81,000	120,400	53,200	120	16	80,100	2	2
Assistant Professor	67,300	87,600	57,000	57	15	66,000	5	5

THEATRE ARTS

Discipline: Drama and Dramatics/Theatre Arts, General

Professor	114,500	218,200	67,800	132	26	105,900	1	1
Associate Professor	80,200	121,500	58,700	148	27	94,300	1	1
Assistant Professor	65,700	82,100	54,900	71	26	66,700	17	13

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CAS Natural Sciences

BIOLOGY

Discipline: Biochemistry

Professor	153,400	330,200	79,300	71	10		
Associate Professor	95,400	118,100	65,800	47	10		
Assistant Professor	82,500	92,800	74,700	35	8	82,000	3

Discipline: Biology, General

Professor	139,400	298,900	86,400	188	16	168,200	3
Associate Professor	92,500	149,200	61,100	143	15	99,300	4
Assistant Professor	83,300	102,800	69,500	84	14	83,000	10

Discipline: Botany/Plant Biology

Professor	127,300	180,300	94,800	37	5		
Associate Professor	96,100	118,500	62,800	14	5		
Assistant Professor	80,200	91,400	75,000	16	5	84,000	2

Discipline: Ecology

Professor	128,000	202,000	81,400	62	6		
Associate Professor	95,800	129,600	79,400	39	6		
Assistant Professor	81,400	109,200	73,100	27	6	77,300	6

Discipline: Evolutionary Biology

Professor	144,100	254,000	85,500	27	1		
Associate Professor	92,300	103,800	77,700	5	1		
Assistant Professor	93,100	93,100	93,100	1	1		

Discipline: Marine Biology & Biological Oceanography

Professor	158,400	312,100	112,200	19	2		
Associate Professor	97,300	105,200	90,500	6	2	92,900	1
Assistant Professor	84,300	90,800	74,800	7	2		

Discipline: Microbiology, General

Professor	144,800	304,700	84,000	45	5	147,200	1
Associate Professor	87,100	111,300	66,400	24	5		
Assistant Professor	84,500	98,000	72,000	22	5	87,000	6

Discipline: Molecular Biology

Professor	141,600	269,700	88,300	56	4		
Associate Professor	91,700	129,300	68,200	36	4		
Assistant Professor	83,900	98,100	70,000	19	4		

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Discipline: Neuroscience								
Professor	104,400	108,400	101,700	3	1			
Associate Professor	96,300	96,300	96,300	1	1			
Discipline: Zoology, General								
Professor	120,400	186,000	63,700	34	3			
Associate Professor	87,300	101,300	64,300	18	3			
Assistant Professor	82,200	84,000	80,000	7	3	84,000	1	1

CHEMISTRY

Discipline: Biochemistry								
Professor	153,400	330,200	79,300	71	10			
Associate Professor	95,400	118,100	65,800	47	10			
Assistant Professor	82,500	92,800	74,700	35	8	82,000	3	3
Discipline: Chemistry, General								
Professor	154,100	307,100	51,900	622	32	144,700	6	5
Associate Professor	94,600	149,500	70,200	191	32	105,300	3	2
Assistant Professor	84,900	108,000	72,900	202	32	82,700	28	18

COMPUTER & INFORMATION SCIENCE

Discipline: Computer Programming/Programmer, General								
Professor	152,900	286,000	81,400	204	15	133,100	5	1
Associate Professor	113,100	155,800	74,600	106	15	119,500	3	2
Assistant Professor	100,600	151,600	66,100	94	12	101,300	17	6
Discipline: Computer Science								
Professor	162,000	303,200	108,300	238	14	125,000	1	1
Associate Professor	115,700	144,900	94,500	116	14	112,000	3	3
Assistant Professor	100,300	122,000	90,900	79	14	103,400	18	9
Discipline: Information Technology								
Professor	214,900	272,800	170,300	8	1			
Associate Professor	143,100	185,000	106,100	4	1			
Assistant Professor	154,600	165,000	144,100	5	1	165,000	1	1

GEOLOGICAL SCIENCES

Discipline: Geology								
Professor	133,700	270,000	68,100	364	32	157,000	3	2
Associate Professor	91,900	163,000	62,600	135	32	125,800	1	1
Assistant Professor	79,400	113,000	62,000	104	30	76,800	20	17

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HUMAN PHYSIOLOGY								
<i>Discipline: Anatomy</i>								
Associate Professor	67,700	67,700	67,700	1	1			
<i>Discipline: Exercise Physiology</i>								
Professor	153,000	198,300	110,500	6	2			
Associate Professor	91,900	104,400	76,200	9	2			
Assistant Professor	74,000	82,700	67,100	7	2			
<i>Discipline: Kinesiology and Exercise Science</i>								
Professor	127,300	225,000	75,700	100	14	192,500	1	1
Associate Professor	92,600	133,900	70,200	70	15	86,000	1	1
Assistant Professor	76,100	101,500	60,500	83	15	77,200	14	8
<i>Discipline: Physiology, General</i>								
Professor	151,600	278,400	101,300	34	7	150,000	1	1
Associate Professor	92,300	124,600	75,200	27	7			
Assistant Professor	85,500	107,900	74,900	13	5	80,000	1	1
MATHEMATICS								
<i>Discipline: Mathematics, General</i>								
Professor	140,600	439,900	72,500	886	33	155,200	6	5
Associate Professor	93,500	154,200	54,200	272	33	111,200	4	3
Assistant Professor	87,100	116,400	66,800	194	32	87,800	41	22
<i>Discipline: Statistics, General</i>								
Professor	152,400	294,200	98,500	179	23			
Associate Professor	100,600	140,000	72,900	80	23	111,600	1	1
Assistant Professor	90,600	128,900	80,100	94	23	92,500	22	15

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PHYSICS								
<i>Discipline: Astronomy</i>								
Professor	131,800	315,800	67,000	119	12			
Associate Professor	91,600	112,000	77,700	26	11			
Assistant Professor	84,800	108,800	71,400	30	11	82,600	5	3
<i>Discipline: Astrophysics</i>								
Professor	127,000	180,200	101,500	13	1			
Associate Professor	96,000	103,100	86,000	6	1	86,000	1	1
Assistant Professor	86,600	91,500	84,000	4	1			
<i>Discipline: Optics/Optical Sciences</i>								
Professor	143,200	314,800	101,600	17	1			
Associate Professor	97,600	111,000	92,700	6	1			
Assistant Professor	86,500	88,000	84,000	3	1	88,000	1	1
<i>Discipline: Physics, General</i>								
Professor	142,100	445,900	66,300	867	34	149,500	5	4
Associate Professor	97,200	152,800	43,000	244	33	93,900	3	2
Assistant Professor	87,400	120,400	70,900	183	33	87,600	35	20
PSYCHOLOGY								
<i>Discipline: Developmental & Child Psychology</i>								
Professor	164,000	320,500	88,900	10	1			
Associate Professor	78,800	88,900	68,700	2	1			
Assistant Professor	78,200	78,200	78,200	1	1			
<i>Discipline: Neuroscience</i>								
Professor	104,400	108,400	101,700	3	1			
Associate Professor	96,300	96,300	96,300	1	1			
<i>Discipline: Psychology, General</i>								
Professor	144,200	446,400	61,900	644	33	156,800	6	4
Associate Professor	93,900	237,900	50,800	279	33	91,800	9	8
Assistant Professor	80,100	114,000	61,000	229	33	79,200	35	20

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CAS Social Sciences

ANTHROPOLOGY

Discipline: Anthropology

Professor	131,900	305,400	59,400	270	33	114,900	5	5
Associate Professor	84,900	190,200	57,100	214	33	89,000	8	5
Assistant Professor	74,100	106,600	59,000	111	32	74,600	17	11
Instructor	64,500	64,500	64,500	1	1	64,500	1	1

ECONOMICS

Discipline: Economics, General

Professor	216,200	400,000	92,400	382	32	246,000	10	7
Associate Professor	151,500	292,800	61,000	183	32	173,000	3	3
Assistant Professor	125,100	177,700	80,300	213	31	126,200	37	19

ENVIRONMENTAL STUDIES

Discipline: Environmental Studies

Professor	146,200	255,500	82,500	49	7			
Associate Professor	99,900	147,700	66,500	41	8	91,400	1	1
Assistant Professor	83,600	118,700	64,200	29	8	78,200	4	3

APPENDIX III

ALL AAU PUBLIC PEERS 2015-16 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
ETHNIC AND ASIAN STUDIES								
<i>Discipline: Afro-American (Black) Studies</i>								
Professor	132,900	298,000	86,700	47	16	170,000	4	3
Associate Professor	96,300	188,800	67,100	80	20	123,900	2	2
Assistant Professor	74,400	109,800	60,000	42	19	109,800	1	1
<i>Discipline: American Indian/Native American Studies</i>								
Professor	124,600	192,600	100,900	9	4	120,000	1	1
Associate Professor	83,100	115,000	70,800	8	5	115,000	1	1
Assistant Professor	73,900	85,000	64,300	6	4	85,000	1	1
<i>Discipline: Asian Studies/Civilization</i>								
Professor	112,800	150,300	94,300	15	6			
Associate Professor	84,300	136,000	70,600	37	7	93,500	1	1
Assistant Professor	67,700	82,500	61,200	14	6	61,500	1	1
<i>Discipline: Asian-American Studies</i>								
Professor	112,600	221,500	105,700	14	4	116,300	1	1
Associate Professor	92,100	121,800	83,500	16	5			
Assistant Professor	79,100	87,200	71,000	2	2	71,000	1	1
<i>Discipline: Ethnic Studies</i>								
Professor	136,700	298,000	73,000	7	2	73,000	1	1
Associate Professor	109,800	144,200	91,300	11	2			
Assistant Professor	81,900	121,800	73,000	7	2	97,400	2	2
<i>Discipline: Ethnic, Cultural Minority, and Gender Studies, Other</i>								
Professor	135,500	176,800	92,000	11	4			
Associate Professor	98,700	133,500	80,300	20	5			
Assistant Professor	76,000	101,400	65,300	11	4	66,300	3	2
<i>Discipline: Hispanic-American Studies</i>								
Professor	160,800	230,000	98,600	20	7	213,200	1	1
Associate Professor	94,500	132,300	71,300	29	7			
Assistant Professor	76,000	90,000	66,500	16	8	78,400	3	2
GEOGRAPHY								
<i>Discipline: Geography</i>								
Professor	136,700	258,800	73,000	150	23	174,400	4	2
Associate Professor	88,300	144,600	57,800	106	22	101,000	3	3
Assistant Professor	76,300	103,700	61,000	74	22	78,800	12	10

APPENDIX III

ALL AAU PUBLIC PEERS 2015-16 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	83,800	83,800	83,800	1	1			
<i>Discipline: History, General</i>								
Professor	134,600	298,900	63,300	538	33	159,500	9	8
Associate Professor	89,100	187,000	46,200	442	33	91,400	5	5
Assistant Professor	70,800	109,800	47,900	183	33	71,300	24	19
INTERNATIONAL STUDIES								
<i>Discipline: Area Studies, Other</i>								
Professor	179,000	179,000	179,000	1	1			
<i>Discipline: International Relations and Affairs</i>								
Professor	173,100	308,300	104,900	32	5	170,000	1	1
Associate Professor	109,800	156,300	82,900	14	4			
Assistant Professor	97,400	153,100	72,000	18	4	106,600	2	2
<i>Discipline: International/Global Studies</i>								
Professor	113,200	176,800	87,900	9	3			
Associate Professor	80,500	111,700	66,000	17	4			
Assistant Professor	72,600	84,000	63,000	11	3	78,300	4	2
POLITICAL SCIENCE								
<i>Discipline: Political Science and Government, General</i>								
Professor	160,500	310,000	76,400	365	33	213,200	1	1
Associate Professor	99,300	188,800	41,500	276	33	134,200	4	3
Assistant Professor	84,100	137,000	50,500	183	33	83,100	37	26
SOCIOLOGY								
<i>Discipline: Sociology</i>								
Professor	149,800	313,100	76,900	328	32	162,700	8	6
Associate Professor	93,400	175,900	41,500	221	32			
Assistant Professor	79,200	123,400	41,700	131	31	80,500	19	14
WOMEN'S & GENDER STUDIES								
<i>Discipline: Women's Studies</i>								
Professor	126,700	208,500	62,600	41	16	106,200	1	1
Associate Professor	85,200	109,500	50,000	58	17			
Assistant Professor	70,500	92,800	58,800	37	17	68,700	3	3

APPENDIX III

ALL AAU PUBLIC PEERS 2015-16 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: Clinical Psychology

Professor	142,900	262,200	111,500	22	2		
Associate Professor	99,100	112,700	77,900	14	3		
Assistant Professor	86,700	96,200	82,100	6	2	83,000	1

Discipline: Educational Psychology

Professor	120,300	226,200	62,800	105	13	127,300	2
Associate Professor	83,800	140,300	46,100	85	13	90,500	2
Assistant Professor	74,000	90,900	62,000	53	13	75,700	10

Discipline: Individual & Family Development Studies, General

Professor	137,000	209,700	93,600	30	6	186,500	2
Associate Professor	84,200	105,300	61,900	30	6	91,000	2
Assistant Professor	73,000	89,600	66,700	35	6	75,000	3

EDUCATION STUDIES

Discipline: Curriculum and Instruction

Professor	114,000	184,700	60,000	108	15	132,500	2
Associate Professor	82,200	126,200	22,700	146	15	78,600	3
Assistant Professor	71,300	84,400	60,300	86	15	71,400	14

Discipline: Education, General

Professor	135,800	273,600	82,000	190	15	146,000	3
Associate Professor	89,500	131,400	71,400	132	14	89,200	5
Assistant Professor	74,200	115,000	62,000	92	13	79,100	22

Discipline: Secondary Education & Teaching

Professor	107,800	107,800	107,800	1	1		
Associate Professor	82,600	94,700	76,500	10	1		
Assistant Professor	72,200	72,200	72,200	1	1		

Discipline: Teacher Education, Multiple Levels

Professor	121,700	167,600	90,900	4	1		
Associate Professor	95,200	113,700	71,700	8	1		
Assistant Professor	80,800	84,100	73,000	9	1	81,300	2

APPENDIX III

ALL AAU PUBLIC PEERS 2015-16 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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EDUCATIONAL METHODOLOGY, POLICY & LEADERSHI

Discipline: Education Leadership & Administration, General

Professor	124,500	218,600	90,400	71	13	120,000	1	1
Associate Professor	85,900	139,200	64,300	74	14	85,300	2	2
Assistant Professor	72,200	92,100	65,000	46	14	69,500	8	7

SPECIAL EDUCATION & CLINICAL SCIENCES

Discipline: Audiology/Audiologist & Hearing Sciences

Professor	153,600	179,800	129,500	4	1			
Associate Professor	89,400	93,200	86,800	3	1			
Assistant Professor	80,000	81,000	79,400	4	1			

Discipline: Communication Disorders, General

Professor	129,000	209,700	96,100	29	6			
Associate Professor	78,800	101,500	76,000	17	6	82,000	1	1
Assistant Professor	76,800	86,500	70,000	14	6	76,700	3	3

Discipline: School Psychology

Professor	128,500	128,500	128,500	1	1			
Associate Professor	91,900	92,900	89,400	4	1			
Assistant Professor	82,300	82,300	82,300	1	1			

Discipline: Special Education & Teaching, General

Professor	121,500	186,400	83,300	42	8	114,000	2	2
Associate Professor	82,500	107,700	66,200	29	8	94,000	1	1
Assistant Professor	72,000	79,000	65,000	29	8	73,300	3	3

Discipline: Speech Pathology and Audiology

Professor	129,300	200,700	81,200	35	8			
Associate Professor	87,200	114,900	72,200	23	7			
Assistant Professor	78,900	104,100	67,300	33	8	73,900	5	4

APPENDIX III

ALL AAU PUBLIC PEERS 2015-16 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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Lundquist College of Business

BUSINESS ADMINISTRATION

Discipline: Accounting

Professor	238,900	401,700	106,000	87	16	258,500	2	2
Associate Professor	193,100	263,500	64,500	64	16	209,700	1	1
Assistant Professor	195,900	227,100	134,400	103	16	203,100	13	6

Discipline: Business Administration, Management & Operations

Professor	241,600	441,200	87,000	356	23	248,000	1	1
Associate Professor	183,300	267,400	88,500	229	23	191,500	5	5
Assistant Professor	167,500	259,700	97,400	275	23	167,600	33	13

Discipline: Business/Commerce, General

Professor	226,500	400,000	105,300	159	6	290,500	5	3
Associate Professor	180,200	252,000	88,200	115	7	193,600	9	4
Assistant Professor	169,300	230,900	106,100	136	6	168,400	24	6

Discipline: Finance, General

Professor	242,100	508,700	61,600	90	16	285,000	1	1
Associate Professor	204,900	294,900	78,500	50	15	204,300	3	3
Assistant Professor	200,600	235,400	126,100	97	16	208,500	17	9

Discipline: Human Resource Management/Personnel Administration, General

Professor	231,900	298,800	142,100	8	1			
Associate Professor	177,800	200,900	148,100	6	1			
Assistant Professor	152,300	161,400	144,900	5	1	160,000	1	1

Discipline: Management Science, General

Professor	218,700	294,700	161,000	22	4			
Associate Professor	163,400	210,000	105,400	27	4	153,000	1	1
Assistant Professor	159,000	186,000	129,200	19	4	147,400	3	2

Discipline: Marketing/Marketing Management, General

Professor	224,200	388,100	130,700	73	13	195,000	1	1
Associate Professor	172,800	235,700	104,300	47	13	186,000	1	1
Assistant Professor	158,300	200,000	126,800	50	13	161,800	8	6

APPENDIX III

ALL AAU PUBLIC PEERS 2015-16 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

Discipline: Biology

Discipline: Biochemistry

Professor	153,400	330,200	79,300	71	10		
Associate Professor	95,400	118,100	65,800	47	10		
Assistant Professor	82,500	92,800	74,700	35	8	82,000	3

Discipline: Biology, General

Professor	139,400	298,900	86,400	188	16	168,200	3
Associate Professor	92,500	149,200	61,100	143	15	99,300	4
Assistant Professor	83,300	102,800	69,500	84	14	83,000	10

Discipline: Botany/Plant Biology

Professor	127,300	180,300	94,800	37	5		
Associate Professor	96,100	118,500	62,800	14	5		
Assistant Professor	80,200	91,400	75,000	16	5	84,000	2

Discipline: Ecology

Professor	128,000	202,000	81,400	62	6		
Associate Professor	95,800	129,600	79,400	39	6		
Assistant Professor	81,400	109,200	73,100	27	6	77,300	6

Discipline: Evolutionary Biology

Professor	144,100	254,000	85,500	27	1		
Associate Professor	92,300	103,800	77,700	5	1		
Assistant Professor	93,100	93,100	93,100	1	1		

Discipline: Marine Biology & Biological Oceanography

Professor	158,400	312,100	112,200	19	2		
Associate Professor	97,300	105,200	90,500	6	2	92,900	1
Assistant Professor	84,300	90,800	74,800	7	2		

Discipline: Microbiology, General

Professor	144,800	304,700	84,000	45	5	147,200	1
Associate Professor	87,100	111,300	66,400	24	5		
Assistant Professor	84,500	98,000	72,000	22	5	87,000	6

Discipline: Molecular Biology

Professor	141,600	269,700	88,300	56	4		
Associate Professor	91,700	129,300	68,200	36	4		
Assistant Professor	83,900	98,100	70,000	19	4		

APPENDIX III

ALL AAU PUBLIC PEERS 2015-16 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: Neuroscience								
Professor	104,400	108,400	101,700	3	1			
Associate Professor	96,300	96,300	96,300	1	1			
Discipline: Zoology, General								
Professor	120,400	186,000	63,700	34	3			
Associate Professor	87,300	101,300	64,300	18	3			
Assistant Professor	82,200	84,000	80,000	7	3	84,000	1	1
Discipline: Geology								
Discipline: Geology								
Professor	133,700	270,000	68,100	364	32	157,000	3	2
Associate Professor	91,900	163,000	62,600	135	32	125,800	1	1
Assistant Professor	79,400	113,000	62,000	104	30	76,800	20	17
Discipline: History								
Discipline: European History								
Associate Professor	83,800	83,800	83,800	1	1			
Discipline: History, General								
Professor	134,600	298,900	63,300	538	33	159,500	9	8
Associate Professor	89,100	187,000	46,200	442	33	91,400	5	5
Assistant Professor	70,800	109,800	47,900	183	33	71,300	24	19
Discipline: Literature								
Discipline: American Literature (U.S.)								
Professor	95,300	104,400	83,200	4	1			
Associate Professor	80,100	105,100	56,400	10	1			
Assistant Professor	63,500	66,800	58,300	5	1			
Discipline: Comparative Literature								
Professor	143,800	307,800	79,100	76	14	101,200	1	1
Associate Professor	85,800	134,300	56,200	60	14	73,300	1	1
Assistant Professor	69,500	92,300	60,900	32	11	71,100	9	7
Discipline: English								
Professor	126,600	304,500	54,300	626	32	110,800	5	4
Associate Professor	85,100	153,900	49,000	530	32	104,300	6	6
Assistant Professor	70,500	93,400	55,200	206	31	69,300	35	19

APPENDIX III

ALL AAU PUBLIC PEERS 2015-16 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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Discipline: Rhetoric

Discipline: Rhetoric and Composition

Professor	134,500	237,600	82,100	34	6			
Associate Professor	86,000	137,000	49,000	30	6			
Assistant Professor	74,200	90,200	61,000	19	5	76,000	4	3

Discipline: Speech Communication and Rhetoric

Professor	127,500	290,000	83,700	84	14	118,500	2	2
Associate Professor	87,500	138,900	52,100	77	15	99,000	2	1
Assistant Professor	73,500	93,000	57,800	78	15	74,600	9	8

School of Journalism and Communication

JOURNALISM & COMMUNICATION

Discipline: Advertising

Professor	114,800	145,000	97,600	10	4			
Associate Professor	90,800	117,000	73,400	27	6	85,000	1	1
Assistant Professor	75,200	84,000	67,000	18	5	71,000	3	3

Discipline: Broadcast Journalism

Professor	102,100	115,700	95,200	3	1			
Associate Professor	74,100	77,900	70,300	2	1			

Discipline: Journalism

Professor	126,300	203,600	86,500	76	15	130,000	2	1
Associate Professor	87,700	131,500	70,700	102	16	91,400	2	1
Assistant Professor	72,200	106,700	60,000	61	15	69,900	10	8

Discipline: Journalism & Mass Communications, Other

Professor	115,300	153,700	91,900	6	3			
Associate Professor	91,600	115,500	75,900	10	3			
Assistant Professor	83,900	92,500	70,000	6	2	70,000	1	1

Discipline: Mass Communications

Professor	149,400	265,300	89,200	24	5	97,100	3	2
Associate Professor	92,800	129,100	75,400	9	5	86,100	1	1
Assistant Professor	79,400	95,000	75,000	6	3	85,000	2	2

APPENDIX III

ALL AAU PUBLIC PEERS 2015-16 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 Law

LAW

Discipline: Law

Professor	209,500	412,900	92,300	674	23	217,800	13	6
Associate Professor	136,600	226,900	96,000	97	17	142,000	4	4
Assistant Professor	151,300	215,400	94,500	52	12	163,000	4	2

School of Music and Dance

DANCE

Discipline: Dance, General

Professor	93,200	136,700	67,100	30	8			
Associate Professor	74,100	114,200	61,500	24	10			
Assistant Professor	64,800	87,300	47,500	20	8	63,900	4	3

MUSIC

Discipline: Music Performance, General

Professor	116,700	171,000	81,300	20	2			
Associate Professor	81,100	108,300	67,400	40	2	74,000	1	1
Assistant Professor	70,800	77,200	65,300	19	2	73,800	2	1

Discipline: Music, General

Professor	108,300	235,500	60,100	517	29	112,600	6	5
Associate Professor	78,100	170,000	44,100	346	29	91,200	6	4
Assistant Professor	64,700	106,300	50,000	161	28	65,000	24	15