

UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2008-09 Comparison of Faculty Salaries

BY SCHOOL/COLLEGE/DIVISION WITH WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2008 AAUDE Faculty Salary Survey

*Eight AAU Public institutions defined by the Oregon University System as University of Oregon Peers. See Appendix II for specific institutions.

	UO Avg Salary	UO FTE	UO Avg Years in Rank	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of SELECT AAU Peers Avg	UO School Avg vs. UO Avg	SELECT AAU Peers School Avg vs. SELECT AAU Peers Avg	UO New Hire Avg Salary	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
AAA Architecture, Interior & Landscape Arch <i>Weighted Averages</i>	69,000 68,300	40	7.7	83,500 89,800	77	83% 76%	84% 84%	81% 93%	52,700	3	61,800	4
AAA Art, Art History, Arts & Administration <i>Weighted Averages</i>	57,700 68,600	32	5.9	79,100 78,400	258	73% 88%	71% 84%	76% 81%	53,000	7	66,500	17
AAA Planning, Public Policy, & Mgmt <i>Weighted Averages</i>	76,200 84,200	10	4.8	105,700 102,600	123	72% 82%	93% 104%	102% 106%			120,500	6
Architecture and Allied Arts (AAA) Total <i>Weighted Averages</i>	65,500 69,400	82	6.6	87,000 86,800	458	75% 80%	80% 85%	84% 90%	52,900	10	77,800	27
CAS Humanities <i>Weighted Averages</i>	69,300 71,100	112	5.7	84,200 82,100	1,314	82% 87%	85% 87%	81% 85%	54,900	8	68,100	71
CAS Natural Sciences <i>Weighted Averages</i>	84,900 79,700	167	8.0	103,800 95,300	1,844	82% 84%	104% 98%	100% 99%	73,200	6	79,900	90
CAS Social Sciences <i>Weighted Averages</i>	80,500 79,800	119	6.7	100,200 95,900	1,318	80% 83%	98% 98%	97% 99%	74,900	6	85,200	81
College of Arts and Sciences (CAS) Total <i>Weighted Averages</i>	79,200 76,900	398	6.9	97,000 91,700	4,476	82% 84%	97% 95%	94% 95%	66,400	20	78,200	242

Calculations include Professor, Associate Professor, and Assistant Professor ranks only.

Weighted Averages = average salaries weighted by rank and discipline.

Please see additional notes on last page of report.

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College of Education	89,600	31	5.2	89,800	353	100%	110%	87%	68,000	2	68,100	24
<i>Weighted Averages</i>	<i>90,200</i>			<i>87,500</i>		<i>103%</i>	<i>111%</i>	<i>91%</i>				
Lundquist College of Business	136,100	37	6.1	164,900	564	83%	166%	159%	152,300	6	155,000	43
<i>Weighted Averages</i>	<i>136,900</i>			<i>164,600</i>		<i>83%</i>	<i>168%</i>	<i>171%</i>				
School of Journalism and Communication	76,700	19	8.3	83,800	90	92%	94%	81%	65,000	1	93,500	7
<i>Weighted Averages</i>	<i>76,100</i>			<i>87,000</i>		<i>87%</i>	<i>94%</i>	<i>90%</i>				
School of Law	129,000	24	9.1	173,200	263	74%	158%	167%	111,700	3	126,400	4
<i>Weighted Averages</i>	<i>125,500</i>			<i>153,300</i>		<i>82%</i>	<i>154%</i>	<i>159%</i>				
School of Music and Dance	59,300	41	6.1	83,200	401	71%	72%	80%	45,300	3	72,000	25
<i>Weighted Averages</i>	<i>61,200</i>			<i>78,900</i>		<i>78%</i>	<i>75%</i>	<i>82%</i>				
All Schools/Colleges	81,800	632	6.8	103,700	6,605	79%	100%	100%	76,500	45	86,800	372
<i>Weighted Averages</i>	<i>81,300</i>			<i>96,500</i>		<i>84%</i>	<i>100%</i>	<i>100%</i>				

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Please see additional notes on last page of report.

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NOTES:

1. Definitions of faculty included in AAU salary data:
 - a. Regular, full-time (.50 FTE or greater) tenure and tenure track faculty in instructional departments.
 - b. Regular, full-time tenure and tenure track faculty on sabbatical or partial leave without pay in 2008-09.
 - c. Regular, full-time (1.0 FTE) non-tenure track faculty in instructional departments.
 - d. Faculty with research contracts were not included.
 - e. Only employees with 9-month appointments were included. Employees in 12-month administrative positions were not included.
 - f. Visitors were included only if their salaries are representative of salaries for that department. (The UO data contain no visitors.)
 - g. Faculty with post-retirement appointments were not included.
2. Endowed Chairs, Department Head stipends, Teaching Awards, and Faculty Excellence Awards were included in reported salaries.
3. Full-time equivalent salaries were used for all calculations.
4. Average and weighted salaries were rounded to the nearest 100 after calculations. Percentages were calculated using the rounded amounts.
5. FTEs were rounded to the nearest full number prior to average salary calculations. If a peer institution reported less than .50 FTE in a discipline, data for that instance were excluded. The UO data contain no FTEs less than .50 (see notes 1a and 1c).
6. Only UO departments reported to the AAU Data Exchange were included.
7. AAU data were selected based on similarity to disciplines at UO, not exact CIP code match. See Appendix I for details.
8. Because of selection criteria, averages in this comparison may differ from averages in other salary comparison reports.
9. See Appendix II for institutions included in this analysis.
10. This report was previously titled "UNIVERSITY OF OREGON AND OUS DEFINED PEER INSTITUTIONS".

Calculations include Professor, Associate Professor, and Assistant Professor ranks only.

Weighted Averages = average salaries weighted by rank and discipline.

Please see additional notes on last page of report.