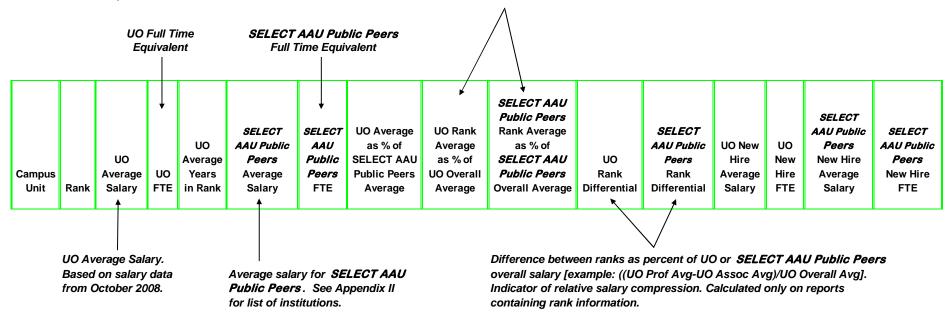# WHAT INFORMATION IS AVAILABLE ON THE 2008-09
UO with *SELECT AAU PUBLIC PEERS** COMPARISON OF FACULTY SALARIES?

Data are collected according to criteria defined by the AAU Data Exchange (AAUDE). See footnotes on reports for more detail.

*Average salary by rank compared to UO or **SELECT AAU Public Peers** overall average salary. Indication of relative standing in relationship to all UO or **SELECT AAU Public Peers** faculty included in the study.*

UO Full Time Equivalent

SELECT AAU Public Peers Full Time Equivalent

Campus Unit	Rank	UO Average Salary	UO FTE	UO Average Years in Rank	*SELECT AAU Public Peers* Average Salary	*SELECT AAU Public Peers* FTE	UO Average as % of SELECT AAU Public Peers Average	UO Rank Average as % of UO Overall Average	*SELECT AAU Public Peers* Rank Average as % of *SELECT AAU Public Peers* Overall Average	UO Rank Differential	*SELECT AAU Public Peers* Rank Differential	UO New Hire Average Salary	UO New Hire FTE	*SELECT AAU Public Peers* New Hire Average Salary	*SELECT AAU Public Peers* New Hire FTE

UO Average Salary. Based on salary data from October 2008.

*Average salary for **SELECT AAU Public Peers**. See Appendix II for list of institutions.*

*Difference between ranks as percent of UO or **SELECT AAU Public Peers** overall salary [example: ((UO Prof Avg-UO Assoc Avg)/UO Overall Avg]. Indicator of relative salary compression. Calculated only on reports containing rank information.*

Weighted Averages: Prior to 2006, only average salaries were presented on these reports. The departmental, school or college, and overall averages were, and continue to be, weighted by the FTE distribution within a department, school or division, or the UO as a whole. This is also true for the respective AAU peer group being compared (**SELECT AAU Public Peers*** or **ALL AAU Public Peers**). However, the FTE distributions for the UO and the respctive AAU peer group within a comparison group (department, school/college, overall) are often not the same. The "All Ranks Weighted" line was added to provide analogous data for the UO and the respective AAU peer group by making both groups "look" the same. The FTE distributions within a department, school/college or division, or the institution as a whole were weighted at 35% Professor, 30% Associate Professor, and 30% Assistant Professor for both the UO and each respective AAU Peer group. This weighting scheme is a standard scheme based on the "ideal" faculty distribution.

In addition, the overall **SELECT AAU Public Peers** average salary for the College of Arts and Sciences was weighted by the UO FTE distribution across the Humanities, Natural Science, and Social Science discipline groups. The overall institutional average salary for the **SELECT AAU Public Peers** was also weighted by discipline, using the UO FTE distribution across all schools, colleges, and CAS divisions. Data from the Robert D. Clark Honors College were not included in this particular weighting scheme.

*Previously titled "OUS Defined Peer Group."