

UNIVERSITY OF OREGON AND OUS DEFINED PEER INSTITUTIONS*

2006-07 Comparison of Faculty Salaries

BY SCHOOL/COLLEGE/DIVISION AND RANK WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2006 AAUDE Faculty Salary Survey

*Eight 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	OUS Peers Avg Salary	OUS Peers FTE	UO Avg as % of OUS Peers Avg	UO Rank Avg vs. UO Avg	OUS Peers Rank Avg vs. OUS Peers Avg	UO Rank Differential	OUS Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	OUS Peers New Hire Avg Salary	OUS Peers New Hire FTE
Architecture and Allied Arts														
Architecture, Interior & Landscape Arch														
Professor	74,900	9	13.8	104,400	16	72%	103%	110%	26%	30%				
Associate Professor	56,300	18	7.2	76,100	34	74%	77%	80%	15%	20%			76,300	1
Assistant Professor	45,400	8	3.1	57,200	27	79%	62%	60%					56,500	2
Instructor														
All Ranks ¹	58,600	35	8.0	75,300	77	78%	81%	80%					63,100	3
All Ranks Weighted ^{1,2}	59,700			80,500		74%	82%	91%						
Art, Art History, Arts & Administration														
Professor	78,100	5	10.3	91,700	102	85%	107%	97%	37%	27%				
Associate Professor	51,400	15	9.7	66,200	88	78%	71%	70%	8%	11%			76,700	3
Assistant Professor	45,400	11	2.8	55,700	59	82%	62%	59%					52,800	8
Instructor				40,200	5			42%						
All Ranks ¹	53,600	31	7.4	74,200	249	72%	74%	78%					59,300	11
All Ranks Weighted ^{1,2}	59,300			72,300		82%	82%	82%						

UO salary information has been masked in instances where only 1 or 2 FTEs are reported for a particular rank or discipline.

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. Instructor data are provided for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline.

Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND OUS DEFINED PEER INSTITUTIONS*

2006-07 Comparison of Faculty Salaries

BY SCHOOL/COLLEGE/DIVISION AND RANK WITH SALARY COMPRESSION,WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2006 AAUDE Faculty Salary Survey

*Eight 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	OUS Peers Avg Salary	OUS Peers FTE	UO Avg as % of OUS Peers Avg	UO Rank Avg vs. UO Avg	OUS Peers Rank Avg vs. OUS Peers Avg	UO Rank Differential	OUS Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	OUS Peers New Hire Avg Salary	OUS Peers New Hire FTE
Architecture and Allied Arts														
Planning, Public Policy, & Mgmt														
Professor		2	12.1	115,900	49			123%		35%				
Associate Professor	58,000	4	6.4	83,200	37	70%	80%	88%	9%	15%			90,000	1
Assistant Professor		2	4.1	68,800	36			73%					82,500	2
Instructor														
All Ranks ¹	67,400	8	7.3	92,100	122	73%	93%	97%					85,000	3
All Ranks Weighted ^{1,2}	72,200			90,700		80%	99%	103%						
AAA Total														
Professor	79,300	16	12.5	100,000	167	79%	109%	106%	34%	29%				
Associate Professor	54,500	37	8.1	72,200	159	75%	75%	76%	12%	13%			79,300	5
Assistant Professor	46,000	21	3.1	59,900	122	77%	63%	63%					58,300	12
Instructor				40,200	5			42%						
All Ranks ¹	57,400	74	7.6	79,200	448	72%	79%	84%					64,500	17
All Ranks Weighted ^{1,2}	60,900			78,600		77%	84%	89%						

UO salary information has been masked in instances where only 1 or 2 FTEs are reported for a particular rank or discipline.

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. Instructor data are provided for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline.

Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND OUS DEFINED PEER INSTITUTIONS*

2006-07 Comparison of Faculty Salaries

BY SCHOOL/COLLEGE/DIVISION AND RANK WITH SALARY COMPRESSION,WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2006 AAUDE Faculty Salary Survey

*Eight 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	OUS Peers Avg Salary	OUS Peers FTE	UO Avg as % of OUS Peers Avg	UO Rank Avg vs. UO Avg	OUS Peers Rank Avg vs. OUS Peers Avg	UO Rank Differential	OUS Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	OUS Peers New Hire Avg Salary	OUS Peers New Hire FTE
College of Arts and Sciences														
CAS Humanities														
Professor	79,900	28	7.9	99,400	542	80%	110%	105%	29%	35%			112,600	8
Associate Professor	58,900	47	5.8	66,400	452	89%	81%	70%	12%	12%			74,700	11
Assistant Professor	50,100	32	2.8	55,500	296	90%	69%	59%			51,900	6	55,200	53
Instructor	31,500	37	7.0	38,300	124	82%	43%	40%					36,600	16
All Ranks ¹	61,800	107	5.4	77,700	1,290	80%	85%	82%			51,900	6	64,600	72
All Ranks Weighted ^{1,2}	63,900			75,100		85%	88%	85%						
CAS Natural Sciences														
Professor	83,900	89	10.3	111,300	1,041	75%	115%	118%	24%	36%			136,700	17
Associate Professor	66,600	46	4.5	77,600	368	86%	92%	82%	9%	12%	81,000	3	90,800	8
Assistant Professor	60,100	36	3.3	66,700	385	90%	83%	71%			57,000	4	70,300	52
Instructor	48,100	18	6.3	45,100	29	107%	66%	48%					45,500	3
All Ranks ¹	74,200	171	7.3	94,800	1,794	78%	102%	100%			67,900	8	87,100	77
All Ranks Weighted ^{1,2}	70,900			86,600		82%	98%	98%						

UO salary information has been masked in instances where only 1 or 2 FTEs are reported for a particular rank or discipline.

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. Instructor data are provided for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline.

Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND OUS DEFINED PEER INSTITUTIONS*

2006-07 Comparison of Faculty Salaries

BY SCHOOL/COLLEGE/DIVISION AND RANK WITH SALARY COMPRESSION,WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2006 AAUDE Faculty Salary Survey

*Eight 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	OUS Peers Avg Salary	OUS Peers FTE	UO Avg as % of OUS Peers Avg	UO Rank Avg vs. UO Avg	OUS Peers Rank Avg vs. OUS Peers Avg	UO Rank Differential	OUS Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	OUS Peers New Hire Avg Salary	OUS Peers New Hire FTE
College of Arts and Sciences														
CAS Social Sciences														
Professor	90,200	41	9.7	115,200	613	78%	124%	122%	35%	43%			132,600	7
Associate Professor	65,100	45	6.8	74,300	340	88%	90%	79%	13%	8%		1	75,900	14
Assistant Professor	55,900	28	3.2	66,700	297	84%	77%	71%			63,700	3	67,500	60
Instructor		1	1.1	37,900	22			40%					45,000	1
All Ranks ¹	71,900	114	6.9	92,600	1,250	78%	99%	98%			64,000	4	74,600	81
All Ranks Weighted ^{1,2}	71,500			87,000		82%	98%	99%						
CAS Total														
Professor	84,800	158	9.7	109,400	2,196	78%	117%	116%	29%	39%		1	129,800	32
Associate Professor	63,500	138	5.7	72,300	1,160	88%	87%	76%	11%	10%	77,000	4	79,100	33
Assistant Professor	55,500	96	3.1	63,300	978	88%	76%	67%			56,200	13	64,400	165
Instructor	37,000	56	6.6	39,400	175	94%	51%	42%				1	38,400	20
All Ranks ¹	70,100	392	6.7	89,100	4,334	79%	96%	94%			61,700	18	75,600	230
All Ranks Weighted ^{1,2}	68,800			83,600		82%	95%	95%						

UO salary information has been masked in instances where only 1 or 2 FTEs are reported for a particular rank or discipline.

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. Instructor data are provided for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline.

Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND OUS DEFINED PEER INSTITUTIONS*

2006-07 Comparison of Faculty Salaries

BY SCHOOL/COLLEGE/DIVISION AND RANK WITH SALARY COMPRESSION,WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2006 AAUDE Faculty Salary Survey

*Eight 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	OUS Peers Avg Salary	OUS Peers FTE	UO Avg as % of OUS Peers Avg	UO Rank Avg vs. UO Avg	OUS Peers Rank Avg vs. OUS Peers Avg	UO Rank Differential	OUS Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	OUS Peers New Hire Avg Salary	OUS Peers New Hire FTE
College of Education														
Professor	114,400	9	7.2	105,300	136	109%	157%	111%	61%	32%			93,600	2
Associate Professor	70,300	12	4.7	74,800	107	94%	97%	79%	15%	16%	69,500	3	80,300	3
Assistant Professor	59,300	6	2.6	59,600	83	99%	82%	63%				1	59,900	13
Instructor	50,900	3	4.7	44,500	3	114%	70%	47%						
All Ranks ¹	82,500	27	5.0	83,600	326	99%	113%	88%			67,100	4	67,000	18
All Ranks Weighted ^{1,2}	83,000			81,200		102%	114%	92%						

UO salary information has been masked in instances where only 1 or 2 FTEs are reported for a particular rank or discipline.

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. Instructor data are provided for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline.

Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND OUS DEFINED PEER INSTITUTIONS*

2006-07 Comparison of Faculty Salaries

BY SCHOOL/COLLEGE/DIVISION AND RANK WITH SALARY COMPRESSION,WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2006 AAUDE Faculty Salary Survey

*Eight 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	OUS Peers Avg Salary	OUS Peers FTE	UO Avg as % of OUS Peers Avg	UO Rank Avg vs. UO Avg	OUS Peers Rank Avg vs. OUS Peers Avg	UO Rank Differential	OUS Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	OUS Peers New Hire Avg Salary	OUS Peers New Hire FTE
<u>Lundquist College of Business</u>														
Professor	128,900	15	10.9	170,300	229	76%	177%	180%	27%	38%			235,000	3
Associate Professor	109,100	6	6.3	134,500	136	81%	150%	142%	-11%	5%			170,400	3
Assistant Professor	117,400	17	2.8	129,600	160	91%	161%	137%			134,300	4	133,800	24
Instructor	57,300	17	4.9	77,000	13	74%	79%	81%					119,000	3
All Ranks ¹	120,600	38	6.5	148,600	525	81%	166%	157%			134,300	4	147,600	30
All Ranks Weighted ^{1,2}	119,000			146,100		81%	164%	166%						

UO salary information has been masked in instances where only 1 or 2 FTEs are reported for a particular rank or discipline.

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. Instructor data are provided for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline.

Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND OUS DEFINED PEER INSTITUTIONS*

2006-07 Comparison of Faculty Salaries

BY SCHOOL/COLLEGE/DIVISION AND RANK WITH SALARY COMPRESSION,WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2006 AAUDE Faculty Salary Survey

*Eight 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	OUS Peers Avg Salary	OUS Peers FTE	UO Avg as % of OUS Peers Avg	UO Rank Avg vs. UO Avg	OUS Peers Rank Avg vs. OUS Peers Avg	UO Rank Differential	OUS Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	OUS Peers New Hire Avg Salary	OUS Peers New Hire FTE
School of Journalism and Communication														
Professor	88,200	5	6.1	96,500	22	91%	121%	102%	36%	26%		2		
Associate Professor	62,200	10	10.5	72,200	32	86%	86%	76%	3%	11%				
Assistant Professor	60,300	4	2.8	61,800	29	98%	83%	65%				1	59,500	2
Instructor	46,200	3	4.4	47,700	5	97%	64%	50%					57,000	1
All Ranks ¹	68,700	19	7.7	75,000	83	92%	94%	79%			89,700	3	59,500	2
All Ranks Weighted ^{1,2}	71,200			77,900		91%	98%	89%						

UO salary information has been masked in instances where only 1 or 2 FTEs are reported for a particular rank or discipline.

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. Instructor data are provided for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline.

Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND OUS DEFINED PEER INSTITUTIONS*

2006-07 Comparison of Faculty Salaries

BY SCHOOL/COLLEGE/DIVISION AND RANK WITH SALARY COMPRESSION,WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2006 AAUDE Faculty Salary Survey

*Eight 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	OUS Peers Avg Salary	OUS Peers FTE	UO Avg as % of OUS Peers Avg	UO Rank Avg vs. UO Avg	OUS Peers Rank Avg vs. OUS Peers Avg	UO Rank Differential	OUS Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	OUS Peers New Hire Avg Salary	OUS Peers New Hire FTE
School of Law														
Professor	122,500	18	13.7	166,000	185	74%	169%	175%	42%	51%			193,300	3
Associate Professor		2	1.2	117,300	51			124%		3%			119,300	5
Assistant Professor	82,800	8	3.5	114,600	24	72%	114%	121%				1	93,400	6
Instructor	48,700	3	4.2	67,700	17	72%	67%	72%					59,300	2
All Ranks ¹	109,000	28	9.8	151,700	260	72%	150%	160%				1	124,100	14
All Ranks Weighted ^{1,2}	100,300			134,400		75%	138%	153%						
Associate & Assistant Combined														
Professor	122,500	18	13.7	166,000	185	74%	169%	175%	52%	52%			193,300	3
Assoc/Assist Combined	84,600	10	3.0	116,400	75	73%	116%	123%				1	105,200	11
All Ranks ¹	109,000	28	9.8	151,700	260	72%	150%	160%				1	124,100	14
All Ranks Weighted ^{1,2}	100,300			134,400		75%	138%	153%						

Note: Combined averages for associate and assistant professors are provided to allow comparison with institutions that use only two ranks for Law professors.

UO salary information has been masked in instances where only 1 or 2 FTEs are reported for a particular rank or discipline.

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. Instructor data are provided for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline.

Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND OUS DEFINED PEER INSTITUTIONS*

2006-07 Comparison of Faculty Salaries

BY SCHOOL/COLLEGE/DIVISION AND RANK WITH SALARY COMPRESSION,WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2006 AAUDE Faculty Salary Survey

*Eight 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	OUS Peers Avg Salary	OUS Peers FTE	UO Avg as % of OUS Peers Avg	UO Rank Avg vs. UO Avg	OUS Peers Rank Avg vs. OUS Peers Avg	UO Rank Differential	OUS Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	OUS Peers New Hire Avg Salary	OUS Peers New Hire FTE
School of Music and Dance														
Professor	70,500	8	5.8	92,100	187	77%	97%	97%	27%	26%			110,900	7
Associate Professor	51,200	21	8.0	67,100	123	76%	70%	71%	9%	13%			68,700	5
Assistant Professor	44,500	15	1.7	54,900	77	81%	61%	58%			44,100	5	54,600	13
Instructor	38,300	7	4.9	41,400	12	93%	53%	44%					38,000	2
All Ranks ¹	52,400	44	5.4	76,800	387	68%	72%	81%			44,100	5	73,200	25
All Ranks Weighted ^{1,2}	56,200			72,500		78%	77%	82%						

UO salary information has been masked in instances where only 1 or 2 FTEs are reported for a particular rank or discipline.

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. Instructor data are provided for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline.

Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND OUS DEFINED PEER INSTITUTIONS*

2006-07 Comparison of Faculty Salaries

BY SCHOOL/COLLEGE/DIVISION AND RANK WITH SALARY COMPRESSION,WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2006 AAUDE Faculty Salary Survey

*Eight 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	OUS Peers Avg Salary	OUS Peers FTE	UO Avg as % of OUS Peers Avg	UO Rank Avg vs. UO Avg	OUS Peers Rank Avg vs. OUS Peers Avg	UO Rank Differential	OUS Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	OUS Peers New Hire Avg Salary	OUS Peers New Hire FTE
University Totals														
Professor	91,000	229	10.0	115,600	12,342	79%	125%	124%	39%	41%	84,700	3	129,700	200
Associate Professor	62,600	226	6.4	77,100	7,147	81%	86%	83%	2%	9%	73,800	7	88,300	202
Assistant Professor	61,200	167	2.9	68,400	6,302	89%	84%	73%			68,700	25	68,900	1,110
Instructor	42,200	89	6.0	44,500	554	95%	58%	48%				1	48,300	72
All Institution	72,700	622	6.8	93,3400	25,791	78%	100%	100%			71,100	35	79,500	1,512
<i>All Institution Weighted</i>	<i>72,600</i>			<i>88,000</i>		<i>83%</i>	<i>100%</i>	<i>100%</i>						

UO salary information has been masked in instances where only 1 or 2 FTEs are reported for a particular rank or discipline.

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. Instructor data are provided for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline.

Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND OUS DEFINED PEER INSTITUTIONS*

2006-07 Comparison of Faculty Salaries

BY SCHOOL/COLLEGE/DIVISION AND RANK WITH SALARY COMPRESSION,WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2006 AAUDE Faculty Salary Survey

*Eight 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	OUS Peers Avg Salary	OUS Peers FTE	UO Avg as % of OUS Peers Avg	UO Rank Avg vs. UO Avg	OUS Peers Rank Avg vs. OUS Peers Avg	UO Rank Differential	OUS Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	OUS Peers New Hire Avg Salary	OUS Peers New Hire FTE
---------------	--------	----------------------	----------------------	---------------	------------------------------	------------------------	--------------------------------------	----------------------	-----------------------------	------------------------	-----------------	-------------------------------	------------------------

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 2006-07.
 - 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.

UO salary information has been masked in instances where only 1 or 2 FTEs are reported for a particular rank or discipline.

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. Instructor data are provided for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline.

Please see additional notes on last page of report.