

# UNIVERSITY OF OREGON AND OUS DEFINED PEER INSTITUTIONS\*

## 2007-08 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2007 AAU Data Exchange (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 Avg	UO Rank Avg vs. UO Avg	OUS Peers Rank Avg vs. OUS Peers Avg	UO Rank Differential	OUS Peer Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	OUS Peers New Hire Avg Salary	OUS Peers New Hire FTE
<b>Architecture and Allied Arts</b>														
<b>ARCHITECTURE &amp; INTERIOR ARCH</b>														
Professor	79,700	8	8.7	105,800	16	75%	102%	106%	26%	27%				
Associate Professor	59,300	14	7.6	78,500	28	76%	76%	79%	12%	17%			75,000	1
Assistant Professor	49,600	6	3.0	61,300	19	81%	63%	61%				1		
Instructor														
All Ranks <sup>1</sup>	63,100	28	6.9	80,200	63	79%	80%	80%				1	75,000	1
All Ranks Weighted <sup>1,2</sup>	63,800			83,100		77%	82%	89%						
<b>ART</b>														
Professor		1	4.1	94,900	74			95%		27%			140,000	1
Associate Professor	53,900	9	10.2	68,300	68	79%	69%	68%	5%	13%			66,300	1
Assistant Professor	49,800	5	2.3	55,700	45	89%	63%	56%				2	59,400	5
Instructor				37,300	5			37%						
All Ranks <sup>1</sup>	53,400	15	7.2	75,800	187	70%	68%	76%				2	71,900	7
All Ranks Weighted <sup>1,2</sup>	57,200			74,100		77%	73%	79%						

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<sup>1</sup>All 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.

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<b><u>Architecture and Allied Arts</u></b>														
<b>ART HISTORY</b>														
Professor	90,400	4	13.1	113,600	22	80%	115%	114%	42%	46%				
Associate Professor	57,200	4	7.6	67,600	21	85%	73%	68%	8%	8%			70,000	1
Assistant Professor		2	2.1	59,500	18			60%					59,000	1
Instructor														
All Ranks <sup>1</sup>	69,200	10	8.7	81,800	61	85%	88%	82%					64,500	2
All Ranks Weighted <sup>1,2</sup>	67,500			82,000		82%	87%	87%						
<b>ARTS &amp; ADMINISTRATION</b>														
Professor														
Associate Professor				93,200	1			93%						
Assistant Professor	45,400	3	3.8				58%							
Instructor														
All Ranks <sup>1</sup>	45,400	3	3.8	93,200	1	49%	58%	93%						
All Ranks Weighted <sup>1,2</sup>	45,400			93,200		49%	58%	99%						

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<b>Architecture and Allied Arts</b>														
<b>LANDSCAPE ARCHITECTURE</b>														
Professor	78,900	4	15.9				101%		30%					
Associate Professor		2	6.6	76,000	11			76%		18%			85,000	1
Assistant Professor		2	4.6	58,000	1			58%					58,000	1
Instructor														
All Ranks <sup>1</sup>	65,600	8	10.7	74,500	12	88%	84%	75%					71,500	2
All Ranks Weighted <sup>1,2</sup>	62,100			67,000		93%	80%	71%						
<b>PLANNING, PUBLIC POLICY, &amp; MGMT</b>														
Professor		2	13.1	129,700	50			130%		42%			110,000	1
Associate Professor	66,800	5	5.9	87,900	36	76%	85%	88%	14%	15%			110,000	1
Assistant Professor	56,000	4	1.4	72,900	34	77%	71%	73%			55,800	3	75,000	6
Instructor														
All Ranks <sup>1</sup>	70,900	11	5.6	101,100	120	70%	90%	101%			55,800	3	83,800	8
All Ranks Weighted <sup>1,2</sup>	79,700			98,500		81%	102%	105%						

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<b>CAS Humanities</b>														
<b>CLASSICS AND HUMANITIES</b>														
Professor				106,000	35			106%		34%				
Associate Professor	64,700	3	8.1	71,600	30	90%	82%	72%		15%			90,000	1
Assistant Professor				56,800	21			57%					56,900	5
Instructor														
All Ranks <sup>1</sup>	64,700	3	8.1	82,000	86	79%	82%	82%					62,400	6
All Ranks Weighted <sup>1,2</sup>	64,700			79,600		81%	83%	85%						
<b>COMPARATIVE LITERATURE</b>														
Professor				99,300	11			99%		33%				
Associate Professor		2	0.6	66,500	9			67%		8%				
Assistant Professor		1	6.1	58,100	8			58%					60,200	1
Instructor				44,000	1			44%						
All Ranks <sup>1</sup>	54,500	3	2.4	77,000	28	71%	69%	77%					60,200	1
All Ranks Weighted <sup>1,2</sup>	53,300			76,000		70%	68%	81%						

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<b>CAS Humanities</b>														
<b>CREATIVE WRITING</b>														
Professor		2	8.1	100,400	37			100%		35%				
Associate Professor		2	6.1	65,800	39			66%		11%				
Assistant Professor		1	3.1	54,600	19			55%					55,000	5
Instructor				44,300	5			44%						
All Ranks <sup>1</sup>	79,400	5	6.3	77,000	95	103%	101%	77%					55,000	5
All Ranks Weighted <sup>1,2</sup>	76,800			75,000		102%	98%	80%						
<b>EAST ASIAN LANGUAGES &amp; LITERATURE</b>														
Professor		1	12.1	104,900	25			105%		36%			106,000	1
Associate Professor	63,700	4	8.7	68,900	19	92%	81%	69%	13%	8%				
Assistant Professor	53,400	3	2.1	60,600	20	88%	68%	61%					57,800	5
Instructor	34,800	8	3.8	42,900	13	81%	44%	43%				2	43,700	3
All Ranks <sup>1</sup>	65,100	8	6.7	80,300	64	81%	83%	80%					65,800	6
All Ranks Weighted <sup>1,2</sup>	76,100			79,500		96%	98%	85%						

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<b>CAS Humanities</b>														
<b>ENGLISH</b>														
Professor	80,200	11	8.6	110,200	167	73%	102%	110%	22%	37%			90,000	1
Associate Professor	63,000	15	8.4	73,000	142	86%	80%	73%	12%	15%			81,000	2
Assistant Professor	53,500	10	2.4	57,800	58	93%	68%	58%				1	58,600	8
Instructor	28,600	7	5.6	41,600	69	69%	36%	42%					50,400	1
All Ranks <sup>1</sup>	65,700	36	6.8	87,500	367	75%	84%	88%				1	65,500	11
All Ranks Weighted <sup>1,2</sup>	66,400			81,900		81%	85%	87%						
<b>GERMAN &amp; SCANDINAVIAN</b>														
Professor	81,300	3	5.1	95,000	31	86%	104%	95%	30%	23%				
Associate Professor	57,900	4	3.4	71,900	29	81%	74%	72%	5%	15%				
Assistant Professor		1	0.1	57,400	18			57%				1	57,100	3
Instructor		1	8.0	40,800	8			41%					48,000	1
All Ranks <sup>1</sup>	66,200	8	3.6	77,800	78	85%	84%	78%				1	57,100	3
All Ranks Weighted <sup>1,2</sup>	65,300			75,800		86%	84%	81%						

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<b>CAS Humanities</b>														
<b>JUDAIC STUDIES</b>														
Professor		1	7.1	112,600	3			113%		37%				
Associate Professor				75,600	4			76%		18%				
Assistant Professor				57,300	2			57%						
Instructor														
All Ranks <sup>1</sup>		1	7.1	83,900	9			84%						
All Ranks Weighted <sup>1,2</sup>				83,400				89%						
<b>LINGUISTICS</b>														
Professor		2	10.1	104,700	25			105%		31%				
Associate Professor	66,600	4	5.6	74,100	24	90%	85%	74%	18%	10%			84,000	1
Assistant Professor		1	5.1	63,800	15			64%					61,000	5
Instructor														
All Ranks <sup>1</sup>	67,800	7	6.8	83,600	64	81%	86%	84%					64,800	6
All Ranks Weighted <sup>1,2</sup>	66,400			82,100		81%	85%	88%						

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<b>CAS Humanities</b>														
<b>PHILOSOPHY</b>														
Professor	105,700	3	12.1	120,500	60	88%	135%	121%	49%	46%			110,000	1
Associate Professor		2	3.6	74,600	36			75%		11%			83,700	3
Assistant Professor	51,100	3	3.1	63,300	21	81%	65%	63%					57,400	3
Instructor				36,600	5			37%						
All Ranks <sup>1</sup>	75,600	8	6.6	96,100	117	79%	96%	96%					76,200	7
All Ranks Weighted <sup>1,2</sup>	76,200			87,900		87%	98%	94%						
<b>RELIGIOUS STUDIES</b>														
Professor				110,600	27			111%		44%			127,500	1
Associate Professor	63,100	3	2.4	66,300	23	95%	80%	66%	12%	8%				
Assistant Professor		2	2.6	58,500	23			59%					55,900	5
Instructor				57,000	1			57%						
All Ranks <sup>1</sup>	59,400	5	2.5	80,200	73	74%	76%	80%					67,900	6
All Ranks Weighted <sup>1,2</sup>	58,500			80,200		73%	75%	86%						

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<b>CAS Humanities</b>														
<b>ROMANCE LANGUAGES</b>														
Professor	78,100	6	5.8	102,300	73	76%	99%	102%	22%	32%				
Associate Professor	60,900	7	5.1	69,900	77	87%	78%	70%	10%	13%			80,000	1
Assistant Professor	53,100	5	3.9	56,800	62	93%	68%	57%					58,500	13
Instructor	31,800	21	8.0	40,000	18	80%	41%	40%					41,400	1
All Ranks <sup>1</sup>	64,500	18	5.0	77,200	212	84%	82%	77%					60,000	14
All Ranks Weighted <sup>1,2</sup>	64,800			77,700		83%	83%	83%						
<b>RUSSIAN &amp; EASTERN EUROPEAN STUDIES</b>														
Professor				83,700	13			84%		16%				
Associate Professor				67,600	10			68%		9%				
Assistant Professor				58,200	11			58%					55,000	1
Instructor		1	4.1											
All Ranks <sup>1</sup>				70,700	34			71%					55,000	1
All Ranks Weighted <sup>1,2</sup>				70,500				75%						

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<b>CAS Humanities</b>														
<b>THEATRE ARTS</b>														
Professor		1	13.1	94,800	31			95%		29%				
Associate Professor		2	1.6	65,800	39			66%		11%				
Assistant Professor		2	0.6	54,600	19			55%				1	55,000	5
Instructor		1	14.1	44,300	5			44%						
All Ranks <sup>1</sup>	58,400	5	3.5	73,500	89	79%	74%	74%				1	55,000	5
All Ranks Weighted <sup>1,2</sup>	60,700			72,900		83%	78%	78%						

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<b>CAS Natural Sciences</b>														
<b>BIOLOGY</b>														
Professor	88,200	20	8.2	112,400	101	78%	112%	112%	20%	34%				
Associate Professor		2	0.6	78,800	44			79%		10%			87,700	2
Assistant Professor	64,300	6	3.5	69,200	51	93%	82%	69%				1	70,900	4
Instructor	56,000	6	7.8				71%					1		
All Ranks <sup>1</sup>	81,900	28	6.7	93,600	196	88%	104%	94%				1	76,500	6
All Ranks Weighted <sup>1,2</sup>	75,700			88,200		86%	97%	94%						
<b>CHEMISTRY</b>														
Professor	94,700	15	11.7	131,900	141	72%	121%	132%	32%	42%			126,200	1
Associate Professor	69,400	5	4.5	89,600	44	77%	88%	90%	10%	17%			100,000	1
Assistant Professor	61,900	4	4.8	72,400	54	85%	79%	72%					70,400	8
Instructor	58,000	3	5.2	50,200	4	116%	74%	50%					48,000	1
All Ranks <sup>1</sup>	84,000	24	9.1	110,700	239	76%	107%	111%					78,900	10
All Ranks Weighted <sup>1,2</sup>	76,400			99,800		77%	98%	106%						

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<sup>1</sup>All 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.

<sup>2</sup>All 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\*

## 2007-08 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2007 AAU Data Exchange (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 Avg	UO Rank Avg vs. UO Avg	OUS Peers Rank Avg vs. OUS Peers Avg	UO Rank Differential	OUS Peer Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	OUS Peers New Hire Avg Salary	OUS Peers New Hire FTE
<b>CAS Natural Sciences</b>														
<b>COMPUTER &amp; INFORMATION SCIENCE</b>														
Professor	104,900	9	10.0	122,300	64	86%	134%	122%	18%	24%			181,200	1
Associate Professor	90,900	5	8.9	98,600	34	92%	116%	99%	-1%	10%				
Assistant Professor	92,000	3	4.4	88,600	22	104%	117%	89%					78,900	2
Instructor		2	7.5	117,200	1			117%						
All Ranks <sup>1</sup>	98,500	17	8.7	109,400	120	90%	125%	109%					113,000	3
All Ranks Weighted <sup>1,2</sup>	96,400			104,200		93%	124%	111%						
<b>GEOLOGICAL SCIENCES</b>														
Professor	82,100	8	9.1	109,900	77	75%	105%	110%	17%	35%				
Associate Professor		2	1.6	75,100	29			75%		8%				
Assistant Professor	58,200	5	2.7	67,100	24	87%	74%	67%					63,000	1
Instructor		1	3.1	39,400	1			39%					39,400	1
All Ranks <sup>1</sup>	72,400	15	6.0	94,200	130	77%	92%	94%					63,000	1
All Ranks Weighted <sup>1,2</sup>	70,400			85,400		82%	90%	91%						

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<b>CAS Natural Sciences</b>														
<b>HUMAN PHYSIOLOGY</b>														
Professor		2	15.1	107,200	16			107%		28%			145,000	1
Associate Professor	67,000	4	2.1	78,800	18	85%	85%	79%	11%	11%				
Assistant Professor		2	2.6	68,200	12			68%				1	63,200	2
Instructor		2	12.6	40,300	9			40%						
All Ranks <sup>1</sup>	72,500	8	5.5	85,900	46	84%	92%	86%				1	90,500	3
All Ranks Weighted <sup>1,2</sup>	75,500			85,900		88%	97%	92%						
<b>MATHEMATICS</b>														
Professor	82,500	12	10.5	113,300	228	73%	105%	113%	19%	31%			151,000	3
Associate Professor	67,300	10	4.2	81,900	71	82%	86%	82%	8%	16%			91,000	2
Assistant Professor	60,700	4	2.6	66,100	108	92%	77%	66%				1	63,200	28
Instructor	42,800	3	4.7	45,500	11	94%	55%	46%					45,000	1
All Ranks <sup>1</sup>	73,300	26	6.9	95,300	407	77%	93%	95%				1	72,800	33
All Ranks Weighted <sup>1,2</sup>	70,800			88,500		80%	91%	94%						

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<b>CAS Natural Sciences</b>														
<b>PHYSICS</b>														
Professor	89,500	16	14.5	113,700	238	79%	114%	114%	25%	29%				
Associate Professor	70,000	8	4.5	84,900	57	82%	89%	85%	10%	10%			89,300	3
Assistant Professor	62,500	3	2.8	74,700	62	84%	80%	75%					72,600	14
Instructor		2	6.5	48,200	3			48%					47,300	1
All Ranks <sup>1</sup>	80,700	27	10.2	102,400	357	79%	103%	102%					75,500	17
All Ranks Weighted <sup>1,2</sup>	74,800			92,300		81%	96%	98%						
<b>PSYCHOLOGY</b>														
Professor	92,200	11	9.4	123,700	175	75%	117%	124%	25%	44%			116,500	2
Associate Professor	72,400	11	5.4	80,000	77	91%	92%	80%	14%	13%			88,000	2
Assistant Professor	61,500	4	4.4	67,200	68	92%	78%	67%					67,300	8
Instructor		1	4.1	47,400	4			47%						
All Ranks <sup>1</sup>	79,100	26	6.9	101,200	320	78%	101%	101%					78,900	12
All Ranks Weighted <sup>1,2</sup>	76,300			92,100		83%	98%	98%						

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<b>CAS Social Sciences</b>														
<b>ANTHROPOLOGY</b>														
Professor	87,600	8	8.9	102,100	70	86%	112%	102%	35%	29%			95,000	1
Associate Professor	60,000	5	2.9	73,500	50	82%	76%	74%	10%	12%				
Assistant Professor	52,500	4	2.4	61,500	42	85%	67%	62%				1	64,000	6
Instructor				33,100	1			33%						
All Ranks <sup>1</sup>	71,200	17	5.6	82,800	162	86%	91%	83%				1	68,400	7
All Ranks Weighted <sup>1,2</sup>	67,800			80,300		84%	87%	86%						
<b>ECONOMICS</b>														
Professor	120,100	12	9.8	152,200	95	79%	153%	152%	37%	43%			183,900	3
Associate Professor	90,700	5	4.9	109,500	31	83%	116%	110%	14%	17%			129,300	3
Assistant Professor	79,400	3	2.8	92,700	62	86%	101%	93%					86,300	4
Instructor				53,200	2			53%						
All Ranks <sup>1</sup>	106,600	20	7.5	125,500	188	85%	136%	126%					128,500	10
All Ranks Weighted <sup>1,2</sup>	98,000			119,900		82%	126%	128%						

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<b>CAS Social Sciences</b>														
<b>ENVIRONMENTAL STUDIES</b>														
Professor				127,900	13			128%		46%				
Associate Professor		1	4.9	82,000	8			82%		11%				
Assistant Professor		1	4.1	70,700	8			71%					73,800	1
Instructor		1	2.1	47,000	1			47%						
All Ranks <sup>1</sup>		2	4.5	99,500	29			100%					73,800	1
All Ranks Weighted <sup>1,2</sup>				95,400				102%						
<b>ETHNIC STUDIES</b>														
Professor				112,200	26			112%		37%			116,200	2
Associate Professor				75,500	28			76%		11%				
Assistant Professor		2	2.1	65,000	20			65%				1	63,500	4
Instructor				47,900	2			48%					60,000	1
All Ranks <sup>1</sup>		2	2.1	85,600	74			86%				1	81,000	6
All Ranks Weighted <sup>1,2</sup>				85,700				91%						

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<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline.

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# UNIVERSITY OF OREGON AND OUS DEFINED PEER INSTITUTIONS\*

## 2007-08 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

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	UO Avg Salary	UO FTE	UO Avg Years in Rank	OUS Peers Avg Salary	OUS Peers FTE	UO Avg as % of OUS Avg	UO Rank Avg vs. UO Avg	OUS Peers Rank Avg vs. OUS Peers Avg	UO Rank Differential	OUS Peer Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	OUS Peers New Hire Avg Salary	OUS Peers New Hire FTE
<b>CAS Social Sciences</b>														
<b>GEOGRAPHY</b>														
Professor	96,100	5	9.1	116,500	44	82%	122%	117%	48%	41%				
Associate Professor		2	4.1	75,400	21			75%		9%				
Assistant Professor	53,200	4	2.9	66,800	17	80%	68%	67%				1	65,800	4
Instructor				56,600	2			57%						
All Ranks <sup>1</sup>	73,700	11	5.9	95,700	82	77%	94%	96%				1	65,800	4
All Ranks Weighted <sup>1,2</sup>	70,800			87,800		81%	91%	94%						
<b>HISTORY</b>														
Professor	87,600	9	11.1	113,600	145	77%	112%	114%	24%	40%			99,500	2
Associate Professor	69,000	16	10.0	73,900	107	93%	88%	74%	23%	13%			72,000	3
Assistant Professor		1	2.1	60,900	60			61%					61,600	13
Instructor				37,000	3			37%						
All Ranks <sup>1</sup>	74,800	26	10.1	89,900	312	83%	95%	90%					67,500	18
All Ranks Weighted <sup>1,2</sup>	70,100			84,400		83%	90%	90%						

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# UNIVERSITY OF OREGON AND OUS DEFINED PEER INSTITUTIONS\*

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<b>CAS Social Sciences</b>														
<b>INTERNATIONAL STUDIES</b>														
Professor		1	8.1	139,300	2			139%						
Associate Professor		2	9.1											
Assistant Professor		2	3.1	63,300	4			63%				1	68,000	2
Instructor														
All Ranks <sup>1</sup>	63,400	5	6.5	88,700	6	71%	81%	89%				1	68,000	2
All Ranks Weighted <sup>1,2</sup>	65,900			104,200		63%	84%	111%						
<b>POLITICAL SCIENCE</b>														
Professor		1	2.1	130,200	99			130%		47%			169,800	4
Associate Professor	74,000	6	8.4	82,800	71	89%	94%	83%	18%	15%			94,300	3
Assistant Professor	60,200	8	2.9	68,100	51	88%	77%	68%			62,700	3	68,600	13
Instructor		1	0.1	39,200	3			39%						
All Ranks <sup>1</sup>	67,800	15	5.0	100,600	221	67%	86%	101%			62,700	3	92,700	20
All Ranks Weighted <sup>1,2</sup>	76,400			95,600		80%	98%	102%						

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<b>CAS Social Sciences</b>														
<b>SOCIOLOGY</b>														
Professor	93,900	4	13.9	119,900	83	78%	120%	120%	38%	38%				
Associate Professor	64,400	8	3.4	81,500	35	79%	82%	82%	3%	14%				
Assistant Professor	61,700	3	1.8	67,100	47	92%	79%	67%				1	68,600	9
Instructor				32,500	3			33%						
All Ranks <sup>1</sup>	71,700	15	5.9	96,700	165	74%	91%	97%				1	68,600	9
All Ranks Weighted <sup>1,2</sup>	74,400			91,100		82%	95%	97%						
<b>WOMEN'S &amp; GENDER STUDIES</b>														
Professor				116,000	10			116%		40%				
Associate Professor		2	6.7	76,400	21			76%		15%			80,000	1
Assistant Professor		2	4.1	61,400	13			61%					63,500	2
Instructor														
All Ranks <sup>1</sup>	60,900	4	5.4	81,000	44	75%	78%	81%					69,000	3
All Ranks Weighted <sup>1,2</sup>	60,900			86,300		71%	78%	92%						

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<b>College of Education</b>														
<b>COUNSELING PSYCHOLOGY &amp; HUMAN SERVICES</b>														
Professor		1	5.9											
Associate Professor	76,800	3	6.1				98%		15%					
Assistant Professor		1	4.1											
Instructor														
All Ranks <sup>1</sup>	79,100	5	5.7				101%							
All Ranks Weighted <sup>1,2</sup>	81,700						105%							
<b>EDUCATIONAL LEADERSHIP</b>														
Professor	123,600	4	4.1	110,500	15	112%	157%	111%		38%				
Associate Professor				72,400	16			72%		13%				
Assistant Professor	62,900	3	2.0	59,700	10	105%	80%	60%				1	63,800	2
Instructor														
All Ranks <sup>1</sup>	97,600	7	3.2	83,200	41	117%	124%	83%				1	63,800	2
All Ranks Weighted <sup>1,2</sup>	95,600			82,400		116%	123%	88%						

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<b>College of Education</b>														
<b>SPECIAL EDUCATION</b>														
Professor	120,100	4	9.8	105,700	9	114%	153%	106%	56%	27%				
Associate Professor	76,200	4	5.9	78,900	7	97%	97%	79%	19%	11%				
Assistant Professor		2	2.1	67,900	9			68%				1		
Instructor	52,500	5	3.5	42,900	2	122%	67%	43%				2	51,000	1
All Ranks <sup>1</sup>	90,700	10	6.7	84,600	25	107%	116%	85%				1		
All Ranks Weighted <sup>1,2</sup>	87,600			85,300		103%	112%	91%						
<b>TEACHER EDUCATION</b>														
Professor				109,600	119			110%		29%			168,000	1
Associate Professor	77,400	4	7.7	80,600	79	96%	99%	81%	14%	17%			87,700	4
Assistant Professor	66,300	3	2.4	63,500	76	104%	84%	64%				1	62,900	21
Instructor				54,500	1			55%						
All Ranks <sup>1</sup>	72,600	7	5.1	88,500	274	82%	92%	89%				1	70,800	26
All Ranks Weighted <sup>1,2</sup>	71,800			85,900		84%	92%	92%						

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	UO Avg Salary	UO FTE	UO Avg Years in Rank	OUS Peers Avg Salary	OUS Peers FTE	UO Avg as % of OUS Avg	UO Rank Avg vs. UO Avg	OUS Peers Rank Avg vs. OUS Peers Avg	UO Rank Differential	OUS Peer Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	OUS Peers New Hire Avg Salary	OUS Peers New Hire FTE
<b><u>Lundquist College of Business</u></b>														
<b>BUSINESS ADMINISTRATION</b>														
Professor	136,400	14	11.6	182,900	223	75%	174%	183%	31%	39%			300,000	1
Associate Professor	112,300	9	4.9	143,500	136	78%	143%	144%	-16%	5%		1	169,800	5
Assistant Professor	125,200	16	2.9	138,100	176	91%	159%	138%				2	144,300	29
Instructor	62,600	17	5.5	84,300	21	74%	80%	84%				1	108,800	6
All Ranks <sup>1</sup>	126,300	39	6.5	158,200	535	80%	161%	158%			113,700	3	152,400	35
All Ranks Weighted <sup>1,2</sup>	125,300			156,300		80%	161%	167%						

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

<sup>1</sup>All 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.

<sup>2</sup>All 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\*

## 2007-08 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2007 AAU Data Exchange (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 Avg	UO Rank Avg vs. UO Avg	OUS Peers Rank Avg vs. OUS Peers Avg	UO Rank Differential	OUS Peer Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	OUS Peers New Hire Avg Salary	OUS Peers New Hire FTE
<b><u>School of Journalism and Communication</u></b>														
<b>JOURNALISM &amp; COMMUNICATION</b>														
Professor	95,800	6	6.1	105,700	23	91%	122%	106%	38%	29%				
Associate Professor	66,300	10	11.5	77,100	38	86%	84%	77%	15%	12%			75,000	1
Assistant Professor	54,900	3	2.8	65,600	28	84%	70%	66%				1	64,000	5
Instructor	52,000	4	4.1	59,100	4	88%	66%	59%						
All Ranks <sup>1</sup>	73,800	19	8.4	80,900	89	91%	94%	81%				1	65,800	6
All Ranks Weighted <sup>1,2</sup>	73,600			84,000		88%	94%	90%						

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

<sup>1</sup>All 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.

<sup>2</sup>All 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\*

## 2007-08 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2007 AAU Data Exchange (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 Avg	UO Rank Avg vs. UO Avg	OUS Peers Rank Avg vs. OUS Peers Avg	UO Rank Differential	OUS Peer Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	OUS Peers New Hire Avg Salary	OUS Peers New Hire FTE
<b>School of Law</b>														
<b>LAW</b>														
Professor	133,600	17	15.2	179,700	185	74%	170%	180%	35%	57%			178,000	2
Associate Professor	105,900	4	1.2	122,700	52	86%	135%	123%	26%	-1%			103,700	5
Assistant Professor	85,500	7	3.8	123,800	25	69%	109%	124%				1	114,300	3
Instructor		2	2.2	68,300	18			68%				1	48,500	1
All Ranks <sup>1</sup>	117,600	28	10.3	163,000	262	72%	150%	163%				1	121,700	10
All Ranks Weighted <sup>1,2</sup>	109,600			144,000		76%	141%	154%						
<b>LAW--Associate &amp; Assistant Combined</b>														
Professor	133,600	17	15.2	179,700	185	74%	170%	180%	52%	57%			178,000	2
Assoc/Assist Combined	92,900	11	2.8	123,000	77	76%	118%	123%				1	107,700	8
All Ranks <sup>1</sup>	117,600	28	10.3	163,000	262	72%	150%	163%				1	121,700	10
All Ranks Weighted <sup>1,2</sup>	109,600			144,000		76%	141%	154%						

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.

<sup>1</sup>All 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.

<sup>2</sup>All 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\*

## 2007-08 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2007 AAU Data Exchange (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 Avg	UO Rank Avg vs. UO Avg	OUS Peers Rank Avg vs. OUS Peers Avg	UO Rank Differential	OUS Peer Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	OUS Peers New Hire Avg Salary	OUS Peers New Hire FTE
<b>School of Music and Dance</b>														
<b>DANCE</b>														
Professor				84,300	8			84%		20%			120,000	1
Associate Professor	50,600	5	6.9	64,500	6	78%	64%	65%		8%				
Assistant Professor				56,700	5			57%						
Instructor														
All Ranks <sup>1</sup>	50,600	5	6.9	70,800	19	71%	64%	71%					120,000	1
All Ranks Weighted <sup>1,2</sup>	50,600			69,300		73%	65%	74%						
<b>MUSIC</b>														
Professor	74,700	9	6.0	96,900	179	77%	95%	97%	23%	25%			103,500	4
Associate Professor	56,500	16	8.7	71,800	120	79%	72%	72%	12%	14%			95,600	5
Assistant Professor	46,800	10	2.2	57,900	75	81%	60%	58%					54,700	7
Instructor	42,000	6	5.5	42,800	9	98%	54%	43%				1	56,500	1
All Ranks <sup>1</sup>	58,400	35	6.2	81,100	374	72%	74%	81%					79,700	16
All Ranks Weighted <sup>1,2</sup>	60,200			76,700		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.

<sup>1</sup>All 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.

<sup>2</sup>All 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\*

## 2007-08 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

#### Based on data from the Fall 2007 AAU Data Exchange (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 Avg	UO Rank Avg vs. UO Avg	OUS Peers Rank Avg vs. OUS Peers Avg	UO Rank Differential	OUS Peer Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	OUS Peers New Hire Avg Salary	OUS Peers New Hire FTE
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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 2007-08.
  - 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.**

<sup>1</sup>All 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.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline.

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