

UNIVERSITY OF OREGON AND OUS DEFINED PEER INSTITUTIONS*

2007-08 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 2007 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	79,500	12	11.1	105,800	16	75%	101%	106%	26%	28%				
Associate Professor	58,800	16	7.5	77,800	39	76%	75%	78%	12%	17%			80,000	2
Assistant Professor	49,600	8	3.4	61,100	20	81%	63%	61%				1	58,000	1
Instructor														
All Ranks ¹	63,600	36	7.8	79,300	75	80%	81%	79%				1	72,700	3
All Ranks Weighted ^{1,2}	63,500			82,800		77%	81%	88%						
Art, Art History, Arts & Administration														
Professor	85,600	5	11.3	99,200	96	86%	109%	99%	39%	31%			140,000	1
Associate Professor	54,900	13	9.4	68,400	90	80%	70%	68%	8%	12%			68,100	2
Assistant Professor	48,700	10	2.7	56,800	63	86%	62%	57%				2	59,300	6
Instructor				37,300	5			37%						
All Ranks ¹	58,200	28	7.4	77,400	249	75%	74%	77%				2	70,300	9
All Ranks Weighted ^{1,2}	64,300			76,100		84%	82%	81%						

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Architecture and Allied Arts														
Planning, Public Policy, & Mgmt														
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 ¹	70,900	11	5.6	101,100	120	70%	90%	101%			55,800	3	83,800	8
All Ranks Weighted ^{1,2}	79,700			98,500		81%	102%	105%						
AAA Total														
Professor	84,400	19	11.4	109,300	162	77%	108%	109%	33%	34%			125,000	2
Associate Professor	58,500	34	8.0	74,900	165	78%	75%	75%	10%	13%			81,300	5
Assistant Professor	50,400	22	2.7	62,200	117	81%	64%	62%			51,900	6	66,500	13
Instructor				37,300	5			37%						
All Ranks ¹	62,700	75	7.3	84,100	444	75%	80%	84%			51,900	6	76,000	20
All Ranks Weighted ^{1,2}	65,500			83,500		78%	84%	89%						

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College of Arts and Sciences														
CAS Humanities														
Professor	85,800	30	8.3	106,200	538	81%	109%	106%	29%	36%			108,400	4
Associate Professor	63,000	48	6.0	70,700	481	89%	80%	71%	12%	13%			83,400	8
Assistant Professor	53,200	29	2.8	58,000	297	92%	68%	58%			53,300	3	57,600	59
Instructor	32,500	39	6.8	41,600	125	78%	41%	42%				2	45,100	6
All Ranks ¹	66,700	107	5.8	82,300	1,316	81%	85%	82%			53,300	3	63,300	71
All Ranks Weighted ^{1,2}	68,300			79,800		86%	88%	85%						
CAS Natural Sciences														
Professor	90,500	93	10.7	117,800	1,040	77%	115%	118%	24%	34%			142,300	8
Associate Professor	71,900	47	4.6	83,400	374	86%	92%	83%	10%	13%			90,100	10
Assistant Professor	64,300	31	3.5	70,200	401	92%	82%	70%			63,400	3	67,400	67
Instructor	50,800	20	6.8	47,100	33	108%	65%	47%				1	44,900	4
All Ranks ¹	80,700	171	7.7	100,200	1,815	81%	103%	100%			63,400	3	77,100	85
All Ranks Weighted ^{1,2}	76,400			91,900		83%	98%	98%						

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College of Arts and Sciences														
CAS Social Sciences														
Professor	98,800	40	10.0	122,800	587	80%	126%	123%	37%	43%			146,400	12
Associate Professor	69,700	47	6.8	79,800	372	87%	89%	80%	13%	10%			96,700	10
Assistant Professor	59,200	30	2.7	70,000	324	85%	75%	70%			58,200	8	67,100	58
Instructor		2	1.1	42,400	17			42%					60,000	1
All Ranks ¹	77,000	117	6.9	97,000	1,283	79%	98%	97%			58,200	8	82,700	80
All Ranks Weighted ^{1,2}	77,100			92,500		83%	99%	99%						
CAS Total														
Professor	91,700	163	10.1	116,300	2,165	79%	117%	116%	30%	39%			138,700	24
Associate Professor	68,200	142	5.8	77,300	1,227	88%	87%	77%	12%	11%			90,500	28
Assistant Professor	59,000	90	3.0	66,600	1,022	89%	75%	67%			58,300	14	64,200	184
Instructor	38,500	61	6.6	42,700	175	90%	49%	43%			35,300	3	46,400	11
All Ranks ¹	75,800	395	6.9	93,900	4,414	81%	97%	94%			58,300	14	74,900	236
All Ranks Weighted ^{1,2}	73,900			88,800		83%	95%	95%						

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College of Education														
Professor	119,400	9	6.8	109,500	143	109%	152%	110%	54%	30%			168,000	1
Associate Professor	76,800	11	6.5	79,200	102	97%	98%	79%	17%	16%			87,700	4
Assistant Professor	63,800	9	2.4	63,500	95	100%	81%	64%			64,800	3	63,000	23
Instructor	52,500	5	3.5	46,800	3	112%	67%	47%				2	51,000	1
All Ranks ¹	86,000	29	5.3	87,500	340	98%	110%	88%			64,800	3	70,300	28
All Ranks Weighted ^{1,2}	88,400			85,400		104%	113%	91%						

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<u>Lundquist College of Business</u>														
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 ¹	126,300	39	6.5	158,200	535	80%	161%	158%			113,700	3	152,400	35
All Ranks Weighted ^{1,2}	125,300			156,300		80%	161%	167%						

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<u>School of Journalism and Communication</u>														
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 ¹	73,800	19	8.4	80,900	89	91%	94%	81%				1	65,800	6
All Ranks Weighted ^{1,2}	73,600			84,000		88%	94%	90%						

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School of Law														
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 ¹	117,600	28	10.3	163,000	262	72%	150%	163%				1	121,700	10
All Ranks Weighted ^{1,2}	109,600			144,000		76%	141%	154%						
Associate & Assistant Combined														
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 ¹	117,600	28	10.3	163,000	262	72%	150%	163%				1	121,700	10
All Ranks Weighted ^{1,2}	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.

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School of Music and Dance														
Professor	74,700	9	6.0	96,400	187	77%	95%	96%	25%	25%			106,800	5
Associate Professor	55,100	21	8.3	71,500	126	77%	70%	72%	11%	14%			95,600	5
Assistant Professor	46,800	10	2.2	57,900	80	81%	60%	58%					54,700	7
Instructor	42,000	6	5.5	42,800	9	98%	54%	43%				1	56,500	1
All Ranks ¹	57,400	40	6.3	80,600	393	71%	73%	81%					82,000	17
All Ranks Weighted ^{1,2}	59,700			76,400		78%	77%	81%						

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University Totals														
Professor	97,300	237	10.3	122,900	3,088	79%	124%	123%	37%	40%			141,100	35
Associate Professor	68,300	231	6.5	82,900	1,846	82%	87%	83%	4%	8%		1	98,400	53
Assistant Professor	65,100	157	2.9	74,700	1,543	87%	83%	75%			62,800	27	73,300	264
Instructor	44,800	95	6.0	48,600	235	92%	57%	49%			45,100	8	66,000	20
All Institution	78,500	625	7.0	100,00	6,477	77%	100%	100%			64,500	28	83,800	352
<i>All Institution Weighted</i>	<i>78,000</i>			<i>93,800</i>		<i>83%</i>	<i>100%</i>	<i>100%</i>						

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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.

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