

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU 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

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU Publics Avg Salary	AAU Publics FTE	UO Avg as % of AAU Publics Avg	UO Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
Architecture and Allied Arts														
Architecture, Interior & Landscape Arch														
Professor	74,900	9	13.8	98,200	125	76%	103%	105%	26%	26%				
Associate Professor	56,300	18	7.2	73,800	175	76%	77%	79%	15%	17%			83,000	2
Assistant Professor	45,400	8	3.1	57,500	128	79%	62%	62%					55,800	14
Instructor				47,300	5			51%					37,900	2
All Ranks ¹	58,600	35	8.0	76,000	428	77%	81%	81%					59,200	16
All Ranks Weighted ^{1,2}	59,700			77,600		77%	82%	88%						
Art, Art History, Arts & Administration														
Professor	78,100	5	10.3	90,300	348	86%	107%	97%	37%	28%			107,700	2
Associate Professor	51,400	15	9.7	64,400	322	80%	71%	69%	8%	11%			73,600	11
Assistant Professor	45,400	11	2.8	54,200	217	84%	62%	58%					52,700	46
Instructor				41,300	20			44%					43,900	6
All Ranks ¹	53,600	31	7.4	72,100	887	74%	74%	77%					58,500	59
All Ranks Weighted ^{1,2}	59,300			70,700		84%	82%	80%						

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Architecture and Allied Arts														
Planning, Public Policy, & Mgmt														
Professor		2	12.1	119,700	178			128%		40%			130,800	2
Associate Professor	58,000	4	6.4	82,400	124	70%	80%	88%	9%	15%			92,000	5
Assistant Professor		2	4.1	68,100	127			73%					73,800	15
Instructor				47,900	1			51%						
All Ranks ¹	67,400	8	7.3	93,600	429	72%	93%	100%					83,100	22
All Ranks Weighted ^{1,2}	72,200			91,600		79%	99%	104%						
AAA Total														
Professor	79,300	16	12.5	99,800	651	79%	109%	107%	34%	31%			119,200	4
Associate Professor	54,500	37	8.1	70,600	621	77%	75%	76%	12%	13%			79,700	18
Assistant Professor	46,000	21	3.1	58,800	472	78%	63%	63%					57,500	75
Instructor				42,700	26			46%					42,400	8
All Ranks ¹	57,400	74	7.6	78,300	1,744	73%	79%	84%					64,200	97
All Ranks Weighted ^{1,2}	60,900			77,700		78%	84%	88%						

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College of Arts and Sciences														
CAS Humanities														
Professor	79,900	28	7.9	100,600	2,013	79%	110%	108%	29%	36%			114,400	38
Associate Professor	58,900	47	5.8	67,100	1,659	88%	81%	72%	12%	13%			73,100	49
Assistant Professor	50,100	32	2.8	54,800	1,124	91%	69%	59%			51,900	6	55,100	226
Instructor	31,500	37	7.0	38,900	211	81%	43%	42%					37,600	27
All Ranks ¹	61,800	107	5.4	78,300	4,796	79%	85%	84%			51,900	6	65,100	313
All Ranks Weighted ^{1,2}	63,900			75,600		85%	88%	86%						
CAS Natural Sciences														
Professor	83,900	89	10.3	114,500	4,790	73%	115%	123%	24%	40%		1	130,200	54
Associate Professor	66,600	46	4.5	77,500	1,766	86%	92%	83%	9%	11%	81,000	3	87,000	31
Assistant Professor	60,100	36	3.3	67,100	1,903	90%	83%	72%			57,000	4	67,000	294
Instructor	48,100	18	6.3	43,200	142	111%	66%	46%				1	44,400	12
All Ranks ¹	74,200	171	7.3	96,100	8,459	77%	102%	103%			67,900	8	77,700	379
All Ranks Weighted ^{1,2}	70,900			87,800		81%	98%	100%						

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College of Arts and Sciences														
CAS Social Sciences														
Professor	90,200	41	9.7	118,600	2,309	76%	124%	127%	35%	46%			134,500	45
Associate Professor	65,100	45	6.8	76,000	1,397	86%	90%	81%	13%	11%		1	87,300	48
Assistant Professor	55,900	28	3.2	65,500	1,288	85%	77%	70%			63,700	3	66,700	259
Instructor		1	1.1	39,100	47			42%					36,800	8
All Ranks ¹	71,900	114	6.9	93,000	4,994	77%	99%	100%			64,000	4	78,200	352
All Ranks Weighted ^{1,2}	71,500			88,400		81%	98%	100%						
CAS Total														
Professor	84,800	158	9.7	112,500	9,112	75%	117%	120%	29%	42%		1	127,200	137
Associate Professor	63,500	138	5.7	73,500	4,822	86%	87%	79%	11%	11%	77,000	4	81,800	128
Assistant Professor	55,500	96	3.1	63,400	4,315	88%	76%	68%			56,200	13	63,400	779
Instructor	37,000	56	6.6	40,500	400	91%	51%	43%				1	39,200	47
All Ranks ¹	70,100	392	6.7	90,600	18,249	77%	96%	97%			61,700	18	74,100	1,044
All Ranks Weighted ^{1,2}	68,800			84,600		81%	95%	96%						

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College of Education														
Professor	114,400	9	7.2	102,800	668	111%	157%	110%	61%	34%			104,700	16
Associate Professor	70,300	12	4.7	71,500	588	98%	97%	77%	15%	14%	69,500	3	76,800	12
Assistant Professor	59,300	6	2.6	58,200	513	102%	82%	62%				1	58,600	93
Instructor	50,900	3	4.7	40,700	32	125%	70%	44%					38,500	3
All Ranks ¹	82,500	27	5.0	79,500	1,769	104%	113%	85%			67,100	4	66,500	121
All Ranks Weighted ^{1,2}	83,000			78,800		105%	114%	90%						

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<u>Lundquist College of Business</u>														
Professor	128,900	15	10.9	166,800	804	77%	177%	179%	27%	38%			191,400	17
Associate Professor	109,100	6	6.3	131,100	478	83%	150%	140%	-11%	5%			163,100	15
Assistant Professor	117,400	17	2.8	126,100	583	93%	161%	135%			134,300	4	132,100	104
Instructor	57,300	17	4.9	73,800	42	78%	79%	79%					120,300	7
All Ranks ¹	120,600	38	6.5	144,900	1,865	83%	166%	155%			134,300	4	142,900	136
All Ranks Weighted ^{1,2}	119,000			142,700		83%	164%	162%						

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<u>School of Journalism and Communication</u>														
Professor	88,200	5	6.1	100,700	123	88%	121%	108%	36%	31%		2	96,800	3
Associate Professor	62,200	10	10.5	72,000	132	86%	86%	77%	3%	12%			52,800	4
Assistant Professor	60,300	4	2.8	60,500	112	100%	83%	65%				1	57,500	12
Instructor	46,200	3	4.4	49,400	11	94%	64%	53%					57,000	1
All Ranks ¹	68,700	19	7.7	78,100	367	88%	94%	84%			89,700	3	62,700	19
All Ranks Weighted ^{1,2}	71,200			78,900		90%	98%	90%						

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School of Law														
Professor	122,500	18	13.7	161,800	466	76%	169%	173%	42%	51%			169,600	7
Associate Professor		2	1.2	114,100	104			122%		9%			112,800	13
Assistant Professor	82,800	8	3.5	106,000	54	78%	114%	113%				1	96,100	7
Instructor	48,700	3	4.2	70,300	19	69%	67%	75%					59,300	2
All Ranks ¹	109,000	28	9.8	149,100	624	73%	150%	160%				1	123,200	27
All Ranks Weighted ^{1,2}	100,300			129,100		78%	138%	147%						
Associate & Assistant Combined														
Professor	122,500	18	13.7	161,800	466	76%	169%	173%	52%	54%			169,600	7
Assoc/Assist Combined	84,600	10	3.0	111,400	158	76%	116%	119%				1	107,000	20
All Ranks ¹	109,000	28	9.8	149,100	624	73%	150%	160%				1	123,200	27
All Ranks Weighted ^{1,2}	100,300			129,100		78%	138%	147%						

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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<u>School of Music and Dance</u>														
Professor	70,500	8	5.8	90,600	518	78%	97%	97%	27%	26%			101,600	16
Associate Professor	51,200	21	8.0	66,100	402	77%	70%	71%	9%	13%			74,400	12
Assistant Professor	44,500	15	1.7	53,800	253	83%	61%	58%			44,100	5	54,500	40
Instructor	38,300	7	4.9	43,500	24	88%	53%	47%					40,600	4
All Ranks ¹	52,400	44	5.4	74,300	1,173	71%	72%	80%			44,100	5	69,100	68
All Ranks Weighted ^{1,2}	56,200			71,300		79%	77%	81%						

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University Totals														
Professor	91,000	229	10.0	115,600	12,342	79%	126%	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	93,400	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>						

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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 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.

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