

WHAT INFORMATION IS AVAILABLE ON THE 2009-10 UO with **ALL PARTICIPATING 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 ALL AAU Public Peers** overall average salary. Indication of relative standing in relationship to all **UO or ALL AAU Public Peers** faculty included in the study.

| Campus Unit | Rank | UO Average Salary | UO Full Time Equivalent UO FTE | UO Average Years in Rank | ALL AAU Public Peers Average Salary | ALL AAU Public Peers Full Time Equivalent ALL AAU Public Peers FTE | UO Average as % of ALL AAU Public Peers Average | UO Rank Average as % of UO Overall Average | ALL AAU Public Peers Rank Average as % of ALL AAU Public Peers Overall Average | UO Rank Differential | ALL AAU Public Peers Rank Differential | UO New Hire Average Salary | UO New Hire FTE | ALL AAU Public Peers New Hire Average Salary | ALL AAU Public Peers New Hire FTE |
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UO Average Salary. Based on salary data from October 2009.

Average salary for ALL AAU PUBLIC Peers. See Appendix II for list of institutions.

Difference between ranks as percent of UO or ALL 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 (**ALL AAU Public Peers**). However, the FTE distributions for the UO and the respective 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 **ALL 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 **ALL 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.