WHAT INFORMATION IS AVAILABLE ON THE 2013-14 UO with ALL 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.

All AAU Public Peers as % of UO Rank

<table>
<thead>
<tr>
<th>Campus Unit</th>
<th>Rank</th>
<th>UO Average Salary</th>
<th>UO FTE</th>
<th>UO Average Years in Rank</th>
<th>ALL AAU Public Peers Average Salary</th>
<th>ALL AAU Public Peers FTE</th>
<th>UO Rank Average as % of ALL AAU Public Peers Average</th>
<th>UO Rank Average as % of UO Overall Average</th>
<th>ALL AAU Public Peers Rank Average as % of ALL AAU Public Peers Overall Average</th>
<th>UO Rank Differential</th>
<th>ALL AAU Public Peers Rank Differential</th>
<th>UO New Hire Average Salary</th>
<th>UO New Hire FTE</th>
<th>ALL AAU Public Peers New Hire Salary</th>
<th>ALL AAU Public Peers New Hire FTE</th>
</tr>
</thead>
</table>

Weighted Averages: The departmental, division, school/college, and overall averages on these reports are weighted by the FTE distribution within each department, division, school/college, 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, division, school/college, or overall) are often not the same. The "All Ranks Weighted" line is intended 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, division, school/college, or the institution as a whole were weighted as follows:

- Assistant Professor: 30%
- Associate Professor: 30%
- Full Professor: 35%

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.

Duplicating Average Salary Calculations:

- **Unweighted average salaries**: Multiply the reported average salary for the tenure/tenure track ranks within a comparison group (department, division, school/college, or overall) by their corresponding FTEs, sum these amounts, and divide by the total FTE.

  Example:
  \[(\text{Full Professor Average Salary} \times \text{Full Professor FTE}) + (\text{Associate Professor Average Salary} \times \text{Associate Professor FTE}) + (\text{Assistant Professor Average Salary} \times \text{Assistant Professor FTE})\]

  \[\text{Total FTE} \times \text{Total Average Salary}\]

- **Weighted average salaries**: Multiply the reported average salary for the tenure/tenure track ranks within a comparison group (department, division, school/college, or overall) by the corresponding "ideal" weights of .35 for full professors and .30 for associate and assistant professors, sum these amounts, and divide by the total of the "ideal" weights.

  Example:
  \[(\text{Full Professor Average Salary} \times .35) + (\text{Associate Professor Average Salary} \times .30) + (\text{Assistant Professor Average Salary} \times .30)\]

  \[\text{Sum of "ideal" weights for comparison group (.95 if averages are reported for all tenured/tenure-track ranks; if a rank has zero FTE, reduce the .95 by the rank's respective "ideal" weight amount)}\]