

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2015-16 Comparison of Faculty Salaries

BY SCHOOL/COLLEGE/DIVISION WITH WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2015 AAU Data Exchange (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 Avg	UO School Avg vs. UO Avg	AAU Publics School Avg vs. AAU Publics Avg	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
AAA Architecture, Interior & Landscape Arch	99,200	35	11.0	95,300	422	104%	96%	80%	110,000	1	81,300	12
<i>Weighted Averages</i>	<i>94,300</i>			<i>97,600</i>		<i>97%</i>	<i>91%</i>	<i>87%</i>				
AAA Art, Art History, Arts & Administration	77,800	41	5.0	91,200	842	85%	75%	76%	71,600	9	73,400	33
<i>Weighted Averages</i>	<i>87,500</i>			<i>87,800</i>		<i>100%</i>	<i>85%</i>	<i>79%</i>				
AAA Planning, Public Policy, & Mgmt	96,100	10	3.4	119,700	499	80%	93%	100%			118,500	27
<i>Weighted Averages</i>	<i>103,800</i>			<i>118,600</i>		<i>88%</i>	<i>101%</i>	<i>106%</i>				
Architecture and Allied Arts (AAA) Total	88,700	86	7.3	100,300	1,763	88%	85%	84%	75,400	10	91,600	72
<i>Weighted Averages</i>	<i>92,600</i>			<i>98,900</i>		<i>94%</i>	<i>90%</i>	<i>88%</i>				
CAS Humanities	86,200	125	6.0	100,500	4,503	86%	83%	84%	69,000	6	78,100	189
<i>Weighted Averages</i>	<i>85,100</i>			<i>95,300</i>		<i>89%</i>	<i>83%</i>	<i>85%</i>				
CAS Natural Sciences	105,800	187	8.2	122,400	8,460	86%	102%	102%	79,600	15	95,300	341
<i>Weighted Averages</i>	<i>100,300</i>			<i>110,800</i>		<i>91%</i>	<i>97%</i>	<i>99%</i>				
CAS Social Sciences	103,100	130	7.3	120,800	5,150	85%	99%	101%	88,000	5	107,500	246
<i>Weighted Averages</i>	<i>102,700</i>			<i>115,300</i>		<i>89%</i>	<i>100%</i>	<i>103%</i>				
College of Arts and Sciences (CAS) Total	99,400	442	7.3	116,500	18,113	85%	96%	97%	78,800	26	95,000	776
<i>Weighted Averages</i>	<i>96,400</i>			<i>108,100</i>		<i>89%</i>	<i>94%</i>	<i>97%</i>				

Calculations include Professor, Associate Professor, and Assistant Professor ranks only.

Weighted Averages = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

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College of Education	119,900	38	5.5	99,000	1,626	121%	116%	83%	98,200	5	85,000	99
<i>Weighted Averages</i>	<i>113,800</i>			<i>97,200</i>		<i>117%</i>	<i>110%</i>	<i>87%</i>				
Lundquist College of Business	177,000	44	4.5	201,600	2,018	88%	171%	168%	156,100	7	187,700	129
<i>Weighted Averages</i>	<i>186,700</i>			<i>200,500</i>		<i>93%</i>	<i>181%</i>	<i>179%</i>				
Robert D. Clark Honors College*	92,200	12	5.4	107,600	4,731	86%	89%	90%			86,800	173
<i>Weighted Averages</i>	<i>101,000</i>			<i>100,800</i>		<i>100%</i>	<i>98%</i>	<i>90%</i>				
School of Journalism and Communication	91,000	36	6.6	98,200	360	93%	88%	82%	77,200	5	82,300	25
<i>Weighted Averages</i>	<i>97,800</i>			<i>98,900</i>		<i>99%</i>	<i>95%</i>	<i>88%</i>				
School of Law	157,300	25	7.9	197,200	823	80%	152%	165%			192,900	21
<i>Weighted Averages</i>	<i>148,500</i>			<i>168,100</i>		<i>88%</i>	<i>144%</i>	<i>150%</i>				
School of Music and Dance	73,600	45	5.5	90,300	1,177	82%	71%	75%	56,500	2	75,800	43
<i>Weighted Averages</i>	<i>72,400</i>			<i>85,000</i>		<i>85%</i>	<i>70%</i>	<i>76%</i>				
All Schools/Colleges	103,800	728	6.9	119,800	30,611	87%	100%	100%	88,800	55	102,600	1,338
<i>Weighted Averages</i>	<i>103,100</i>			<i>111,800</i>		<i>92%</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 2015-16.
 - c. Faculty with research contracts were not included.
 - d. Only employees with 9-month appointments were included. Employees in 12-month administrative positions were not included.
 - e. Visitors were included only if their salaries are representative of salaries for that department. (The UO data contain no visitors.)
 - f. Faculty with post-retirement appointments were not included.
 - g. Instructor data include only tenured or tenure-track faculty.
2. Endowed Chairs, Department Head stipends, Teaching Awards, and Faculty Excellence Awards were included in UO reported salaries. Inclusion of regularly occurring stipends in faculty salaries varies among AAU peers depending on their data system capabilities.
3. Full-time equivalent salaries were used for all calculations.
4. Average and weighted average 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 note 1a).
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.

**Data for the Robert D. Clark Honors College peer comparators are based on disciplines represented in the College's faculty, and not the traditional 'Honors College' discipline located within the Humanities.*

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