

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2011-12 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 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg**	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
Architecture and Allied Arts																
Architecture, Interior & Landscape Arch																
Professor	95,900	14	14.5	113,500	138	84%	106%	105%	84%	85%	22%	30%			195,500	1
Associate Professor	76,200	18	8.5	81,000	201	94%	84%	75%	95%	93%	13%	14%			70,000	1
Assistant Professor	64,700	7	1.4	65,300	142	99%	71%	60%	85%	80%			64,000	2	63,600	22
Instructor				56,100	7					107%						
All Ranks ¹	81,200	39	9.3	85,700	481	95%	89%	79%					64,000	2	69,300	24
All Ranks Weighted ^{1,2}	79,800			88,000		91%	88%	88%								
Art, Art History, Arts & Administration																
Professor	99,300	4	10.9	100,300	368	99%	109%	92%	87%	75%	34%	27%				
Associate Professor	68,400	17	9.1	71,200	357	96%	75%	66%	85%	81%	12%	10%			81,400	6
Assistant Professor	57,500	16	3.2	60,300	204	95%	63%	56%	76%	74%			57,500	2	62,800	23
Instructor				41,200	4					78%					35,000	1
All Ranks ¹	67,000	37	6.7	80,300	929	83%	74%	74%					57,500	2	66,600	29
All Ranks Weighted ^{1,2}	76,300			78,500		97%	84%	78%								

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Architecture and Allied Arts																
Planning, Public Policy, & Mgmt																
Professor				134,700	202			124%		101%		39%			170,600	6
Associate Professor	89,700	6	4.1	92,000	162	98%	99%	85%	112%	105%	20%	14%			109,300	6
Assistant Professor	71,400	5	2.5	76,300	151	94%	79%	70%	94%	93%					76,300	28
Instructor				53,100	3			49%		101%						
All Ranks ¹	81,400	11	3.4	104,200	515	78%	90%	96%							95,400	40
All Ranks Weighted ^{1,2}	80,600			102,800		78%	88%	102%								
AAA Total																
Professor	96,700	18	13.7	112,700	708	86%	106%	104%	85%	84%	24%	31%			174,200	7
Associate Professor	74,900	41	8.1	78,600	720	95%	82%	72%	93%	90%	14%	11%			93,400	13
Assistant Professor	61,800	28	2.6	66,600	497	93%	68%	61%	82%	82%			60,800	4	68,200	73
Instructor				51,200	14			47%		98%					35,000	1
All Ranks ¹	75,200	87	7.5	88,000	1,925	85%	83%	81%					60,800	4	79,700	93
All Ranks Weighted ^{1,2}	78,800			87,400		90%	86%	87%								

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College of Arts and Sciences																
CAS Humanities																
Professor	97,500	35	8.8	113,800	1,970	86%	107%	105%	86%	85%	30%	35%			130,000	7
Associate Professor	70,300	56	6.3	75,300	1,678	93%	77%	69%	87%	86%	13%	12%	82,000	1	82,900	21
Assistant Professor	58,900	28	2.6	62,800	870	94%	65%	58%	78%	77%			57,400	7	62,100	103
Instructor	61,500	1	18.1	44,400	168	139%	68%	41%	92%	85%					42,000	17
All Ranks ¹	75,600	119	6.2	89,700	4,518	84%	83%	83%					60,400	8	69,000	131
All Ranks Weighted ^{1,2}	76,700			85,600		90%	84%	85%								
CAS Natural Sciences																
Professor	109,300	90	12.5	130,700	4,954	84%	120%	120%	96%	98%	31%	40%			144,600	27
Associate Professor	81,500	54	5.2	87,300	2,059	93%	90%	80%	101%	100%	12%	10%			100,200	18
Assistant Professor	70,800	32	1.7	76,900	1,581	92%	78%	71%	94%	94%			68,400	8	78,400	214
Instructor	68,200	5	11.3	47,400	121	144%	75%	44%	102%	90%					44,500	5
All Ranks ¹	93,800	176	8.3	110,400	8,594	85%	103%	102%					68,400	8	86,800	259
All Ranks Weighted ^{1,2}	88,400			100,000		88%	97%	100%								

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College of Arts and Sciences																
CAS Social Sciences																
Professor	117,400	41	10.0	136,900	2,333	86%	129%	126%	103%	102%	44%	47%			176,100	23
Associate Professor	77,000	50	7.1	86,400	1,730	89%	85%	80%	96%	99%	6%	10%	79,800	1	109,400	32
Assistant Professor	71,100	33	2.2	75,100	1,172	95%	78%	69%	94%	92%			67,500	6	80,600	141
Instructor				48,100	37			44%		92%					54,300	6
All Ranks ¹	88,800	124	6.8	106,400	5,235	83%	98%	98%					69,300	7	96,500	196
All Ranks Weighted ^{1,2}	90,000			101,500		89%	99%	101%								
CAS Total																
Professor	108,800	166	11.1	128,700	9,257	85%	120%	119%	96%	96%	36%	42%			155,500	57
Associate Professor	76,200	160	6.2	83,300	5,467	91%	84%	77%	95%	95%	10%	9%	80,900	2	99,200	71
Assistant Professor	67,300	93	2.2	73,000	3,623	92%	74%	67%	89%	89%			64,500	21	75,400	458
Instructor	67,100	6	12.5	45,900	326	146%	74%	42%	100%	87%					45,100	28
All Ranks ¹	87,100	419	7.2	104,200	18,347	84%	96%	96%					65,900	23	86,100	586
All Ranks Weighted ^{1,2}	85,400			96,300		89%	94%	96%								

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College of Education																	
Professor	132,100	12	5.8	113,700	705	116%	145%	105%	116%	85%	49%	32%	250,000	1	132,000	12	
Associate Professor	88,000	16	3.7	78,600	597	112%	97%	72%	109%	90%	21%	12%	76,500	2	85,100	15	
Assistant Professor	69,200	7	3.2	65,600	462	105%	76%	60%	91%	80%			69,000	2	67,400	62	
Instructor				46,500	30			43%		89%						40,000	1
All Ranks ¹	99,400	35	4.3	89,200	1,764	111%	109%	82%					108,200	5	79,100	89	
All Ranks Weighted ^{1,2}	98,300			87,400		112%	108%	87%									

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<u>Lundquist College of Business</u>																
Professor	177,000	9	10.1	201,200	814	88%	195%	185%	156%	151%	30%	41%			229,900	10
Associate Professor	150,000	13	4.3	157,200	535	95%	165%	145%	187%	180%	5%	3%			175,100	13
Assistant Professor	145,200	19	2.6	154,100	648	94%	160%	142%	192%	189%			175,000	2	158,200	85
Instructor				86,100	58			79%		164%					83,300	3
All Ranks ¹	153,700	41	4.8	174,200	1,997	88%	169%	160%					175,000	2	166,800	108
All Ranks Weighted ^{1,2}	158,400			172,500		92%	174%	172%								

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<u>School of Journalism and Communication</u>																	
Professor	103,500	9	7.3	116,000	138	89%	114%	107%	91%	87%		32%	33%			137,500	2
Associate Professor	74,800	9	13.4	80,100	174	93%	82%	74%	93%	92%		11%	11%			125,000	1
Assistant Professor	64,400	5	2.9	68,200	108	94%	71%	63%	85%	83%				64,500	2	68,000	14
Instructor				62,000	6			57%		118%						75,000	1
All Ranks ¹	83,800	23	8.8	88,800	420	94%	92%	82%						64,500	2	79,500	17
All Ranks Weighted ^{1,2}	82,100			89,600		92%	90%	89%									

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School of Law																
Professor	157,000	14	12.5	193,400	675	81%	173%	178%	138%	145%	26%	58%			183,400	8
Associate Professor	133,500	6	1.5	130,900	104	102%	147%	121%	166%	150%	31%	0%			118,900	10
Assistant Professor	105,400	7	2.1	131,000	107	80%	116%	121%	139%	160%					130,700	31
Instructor				67,500	30			62%		129%					49,500	2
All Ranks ¹	138,400	27	7.4	178,500	886	78%	152%	164%							136,900	49
All Ranks Weighted ^{1,2}	133,300			153,900		87%	146%	153%								
Associate & Assistant Combined																
Professor	157,000	14	12.5	193,400	675	81%	173%	178%	138%	145%	43%	58%			183,400	8
Assoc/Assist Combined	118,400	13	1.8	130,900	211	90%	130%	121%	151%	154%					127,800	41
All Ranks ¹	138,400	27	7.4	178,500	886	78%	152%	164%							136,900	49
All Ranks Weighted ^{1,2}	133,300			153,900		87%	146%	153%								

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	85,600	8	4.7	100,500	575	85%	94%	93%	75%	75%		25%	27%			101,000	5
Associate Professor	62,500	22	8.7	71,200	436	88%	69%	66%	78%	81%		12%	10%			83,900	8
Assistant Professor	51,900	11	2.3	59,800	190	87%	57%	55%	69%	73%				52,000	2	61,200	23
Instructor				45,300	18					86%						47,000	1
All Ranks ¹	64,100	41	6.2	83,400	1,201	77%	71%	77%						52,000	2	71,800	36
All Ranks Weighted ^{1,2}	67,700			78,400		86%	74%	78%									

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University Totals																
Professor	113,500	236	10.7	133,600	12,872	85%	125%	123%	100%	100%	36%	43%	250,000	1	160,500	101
Associate Professor	80,400	267	6.6	87,400	8,033	92%	89%	80%	100%	100%	5%	5%	78,700	4	105,300	131
Assistant Professor	75,700	170	2.4	81,700	5,635	93%	83%	75%	100%	100%			70,200	33	85,200	746
Instructor^	67,100	6	12.5	52,500	482	128%	74%	48%	100%	100%					48,900	37
All Institution ¹	90,800	673	7.0	108,600	26,540	84%	100%	100%					75,800	38	95,700	978
All Institution Weighted ^{1,2}	91,100			100,300		91%	100%	100%								

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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 2011-12.
 - 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.
 - h. As of the 2010-11 data submission, reporting definitions were clarified to limit Instructor data to only those who were tenured or tenure-track.**
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.

**New calculations added as of 2010-11 report.

^As of the 2010-11 data submission, only data for tenured and tenure-track Instructors are included for the UO and its AAU Public Peers.

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. Instructor data are provided for information only and are not included in any overall averages.

²All Ranks Weighted = 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.