

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2010-11 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 2010 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 Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Overall Rank Avg**	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg**	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	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	92,400	15	12.8	111,000	127	83%	107%	105%	87%	85%	29%	28%			127,000	4
Associate Professor	67,700	16	8.5	81,100	187	83%	78%	77%	89%	95%	8%	16%			82,200	3
Assistant Professor	61,000	7	2.4	64,600	127	94%	71%	61%	83%	82%			63,300	3	60,900	9
Instructor^				60,500	7					117%					60,000	1
All Ranks ¹	76,200	38	9.1	85,000	441	90%	88%	80%					63,300	3	81,400	16
All Ranks Weighted ^{1,2}	74,700			86,900		86%	87%	88%								
Art, Art History, Arts & Administration																
Professor	97,100	3	12.1	98,700	344	98%	112%	93%	92%	76%	40%	27%			99,600	3
Associate Professor	62,200	16	8.6	70,500	335	88%	72%	67%	82%	82%	9%	10%			71,300	6
Assistant Professor	54,100	15	2.6	59,500	205	91%	63%	56%	74%	75%			58,000	3	57,100	21
Instructor^				39,700	7					77%					41,000	2
All Ranks ¹	61,700	34	6.3	78,900	884	78%	71%	74%					58,000	3	64,200	30
All Ranks Weighted ^{1,2}	72,500			77,400		94%	84%	79%								

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Architecture and Allied Arts																
Planning, Public Policy, & Mgmt																
Professor				130,600	175			123%		100%		37%			155,700	5
Associate Professor	81,700	5	3.9	91,600	135	89%	94%	86%	108%	107%	14%	15%			123,400	5
Assistant Professor	69,300	6	1.8	75,300	129	92%	80%	71%	95%	95%			68,700	3	74,700	30
Instructor^				60,000	1			57%		116%					60,000	1
All Ranks ¹	75,000	11	2.8	102,300	439	73%	87%	97%					68,700	3	90,900	40
All Ranks Weighted ^{1,2}	75,500			100,800		75%	88%	103%								
AAA Total																
Professor	93,200	18	12.7	109,800	646	85%	108%	104%	88%	84%	30%	30%			132,100	12
Associate Professor	67,200	37	7.9	77,900	657	86%	78%	73%	89%	91%	9%	12%			92,200	14
Assistant Professor	59,100	28	2.4	65,300	461	91%	68%	62%	81%	83%			63,300	9	66,500	60
Instructor^				50,800	15			48%		98%					50,500	4
All Ranks ¹	70,100	83	7.1	86,300	1,764	81%	81%	81%					63,300	9	79,800	86
All Ranks Weighted ^{1,2}	74,200			85,700		87%	86%	87%								

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College of Arts and Sciences																
CAS Humanities																
Professor	91,100	35	8.4	111,000	1,854	82%	105%	105%	86%	85%	27%	35%			115,400	21
Associate Professor	67,500	51	6.1	73,900	1,571	91%	78%	70%	89%	86%	12%	12%	77,000	1	87,900	16
Assistant Professor	56,700	28	3.1	61,500	881	92%	66%	58%	77%	78%			58,400	5	61,400	96
Instructor^	57,200	1	17.1	43,400	167	132%	66%	41%	89%	84%					45,200	8
All Ranks ¹	72,100	114	6.1	87,400	4,306	82%	83%	82%					61,500	6	73,100	133
All Ranks Weighted ^{1,2}	72,800			83,700		87%	84%	85%								
CAS Natural Sciences																
Professor	101,400	95	12.0	127,600	4,523	79%	117%	120%	96%	98%	27%	39%			146,800	40
Associate Professor	78,400	54	5.0	85,900	1,858	91%	91%	81%	104%	100%	14%	10%			90,900	33
Assistant Professor	66,300	27	2.0	75,200	1,536	88%	77%	71%	90%	95%			69,300	7	74,900	194
Instructor^	65,900	5	10.3	48,200	105	137%	76%	45%	102%	93%					49,800	10
All Ranks ¹	89,000	176	8.3	107,600	7,917	83%	103%	102%					69,300	7	87,700	267
All Ranks Weighted ^{1,2}	83,100			97,900		85%	96%	100%								

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College of Arts and Sciences																
CAS Social Sciences																
Professor	107,600	44	10.1	133,200	2,201	81%	124%	126%	101%	102%	40%	46%			144,000	22
Associate Professor	72,700	47	6.9	84,700	1,558	86%	84%	80%	96%	99%	7%	11%			97,200	24
Assistant Professor	66,800	31	2.4	72,900	1,166	92%	77%	69%	91%	92%			75,300	8	80,600	126
Instructor^				48,100	36			45%		93%					68,700	3
All Ranks ¹	83,800	122	6.9	103,600	4,925	81%	97%	98%					75,300	8	91,000	172
All Ranks Weighted ^{1,2}	83,700			98,800		85%	97%	101%								
CAS Total																
Professor	100,900	174	10.8	125,400	8,578	80%	117%	118%	95%	96%	32%	41%			138,100	83
Associate Professor	73,000	152	6.0	81,700	4,987	89%	84%	77%	96%	95%	11%	10%	77,000	1	92,300	73
Assistant Professor	63,400	86	2.5	71,100	3,583	89%	73%	67%	86%	90%			69,000	20	73,500	416
Instructor^	64,500	6	11.5	45,600	308	141%	75%	43%	100%	88%					50,800	21
All Ranks ¹	82,800	412	7.3	101,400	17,148	82%	96%	96%					69,300	21	85,300	572
All Ranks Weighted ^{1,2}	80,200			94,200		85%	93%	96%								

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College of Education																
Professor	118,800	12	6.5	110,700	630	107%	137%	104%	112%	85%	43%	31%			132,300	2
Associate Professor	81,900	13	3.9	77,900	536	105%	95%	73%	108%	91%	15%	13%			80,800	8
Assistant Professor	68,600	6	3.8	64,100	422	107%	79%	60%	94%	81%					65,400	45
Instructor^				44,100	36					85%					49,700	4
All Ranks ¹	93,600	31	4.9	87,200	1,588	107%	108%	82%							70,100	55
All Ranks Weighted ^{1,2}	91,300			85,600		107%	106%	87%								

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<u>Lundquist College of Business</u>																
Professor	174,000	11	10.3	196,400	772	89%	201%	185%	164%	150%	34%	41%	196,000	1	254,900	9
Associate Professor	144,700	11	4.1	153,400	482	94%	167%	145%	191%	179%	4%	4%	142,500	1	186,800	13
Assistant Professor	141,000	20	2.1	148,900	629	95%	163%	140%	192%	188%			137,000	5	154,800	91
Instructor^				80,700	58			76%		156%					113,000	8
All Ranks ¹	150,600	42	4.7	169,500	1,883	89%	174%	160%					146,200	7	166,400	113
All Ranks Weighted ^{1,2}	154,300			167,800		92%	179%	171%								

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<u>School of Journalism and Communication</u>																
Professor	96,600	9	6.3	115,300	118	84%	112%	109%	91%	88%	30%	35%	100,000	1	133,300	3
Associate Professor	70,700	8	13.2	78,000	148	91%	82%	74%	93%	91%	9%	12%			67,000	1
Assistant Professor	62,500	4	3.9	64,800	85	96%	72%	61%	85%	82%			60,000	1	69,500	10
Instructor^				61,600	5					119%					70,000	1
All Ranks ¹	80,200	21	8.5	87,300	351	92%	93%	82%					80,000	2	83,000	14
All Ranks Weighted ^{1,2}	77,700			87,600		89%	90%	89%								

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School of Law																
Professor	151,600	13	12.8	187,200	693	81%	175%	177%	143%	143%	28%	57%			183,000	25
Associate Professor	127,300	5	2.0	127,300	97	100%	147%	120%	168%	149%	24%	5%			125,900	5
Assistant Professor	106,500	9	2.3	122,300	58	87%	123%	115%	145%	155%			105,000	2	117,200	13
Instructor [^]				67,400	27					131%					72,000	2
All Ranks ¹	132,100	27	7.3	175,900	848	75%	153%	166%					105,000	2	156,500	43
All Ranks Weighted ^{1,2}	129,700			147,800		88%	150%	151%								
Associate & Assistant Combined																
Professor	151,600	13	12.8	187,200	693	81%	175%	177%	143%	143%	43%	58%			183,000	25
Assoc/Assist Combined	114,000	14	2.2	125,400	155	91%	132%	118%	153%	151%			105,000	2	119,600	18
All Ranks ¹	132,100	27	7.3	175,900	848	75%	153%	166%					105,000	2	156,500	43
All Ranks Weighted ^{1,2}	129,700			147,800		88%	150%	151%								

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	76,200	9	5.3	97,800	534	78%	88%	92%	72%	75%	19%	27%			108,100	5
Associate Professor	59,700	20	9.3	69,400	412	86%	69%	65%	79%	81%	11%	11%			81,700	3
Assistant Professor	49,800	14	2.7	58,200	205	86%	58%	55%	68%	74%			50,000	2	60,000	20
Instructor^				48,700	17					94%					46,900	4
All Ranks ¹	59,900	43	6.3	80,600	1,151	74%	69%	76%					50,000	2	70,900	28
All Ranks Weighted ^{1,2}	62,600			76,300		82%	73%	78%								

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University Totals																
Professor	106,100	246	10.4	130,600	11,971	81%	123%	123%	100%	100%	35%	42%	148,000	2	151,900	139
Associate Professor	75,700	246	6.5	85,700	7,319	88%	88%	81%	100%	100%	3%	6%	109,800	2	103,000	117
Assistant Professor	73,300	167	2.5	79,000	5,443	93%	85%	75%	100%	100%			77,000	39	84,000	655
Instructor^	64,500	6	11.5	51,600	466	125%	75%	49%	100%	100%					63,000	44
All Institution ¹	86,500	659	7.0	106,000	24,733	82%	100%	100%					81,800	43	96,800	911
All Institution Weighted ^{1,2}	86,200			98,200		88%	100%	100%								

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Based on data from the Fall 2010 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 Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Overall Rank Avg**	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg**	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
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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 2010-11.
 - 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.