

# UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS\*

## 2009-10 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2009 AAU Data Exchange (AAUDE) Faculty Salary Survey

\*Eight AAU Public institutions defined by the Oregon University System as University of Oregon Peers. See Appendix II for specific institutions.

	UO Avg Salary	UO FTE	UO Avg Years in Rank	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of SELECT AAU Peers	UO Rank Avg vs. UO Avg	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers Avg	UO Rank Differential	SELECT AAU Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
<b><u>Architecture and Allied Arts</u></b>														
<b>ARCHITECTURE &amp; INTERIOR ARCH</b>														
Professor	89,000	10	8.8	115,100	11	77%	104%	109%	29%	31%				
Associate Professor	64,000	13	8.6	82,200	30	78%	75%	78%	10%	15%			72,000	2
Assistant Professor	55,700	5	4.0	66,700	19	84%	65%	63%					67,400	4
Instructor														
All Ranks <sup>1</sup>	71,500	28	7.9	83,300	60	86%	84%	79%					69,000	6
All Ranks Weighted <sup>1,2</sup>	70,600			89,400		79%	83%	92%						
<b>ART</b>														
Professor	85,900	2	7.1	95,800	67	90%	101%	91%	31%	23%			130,000	1
Associate Professor	59,700	10	8.7	72,100	67	83%	70%	69%	9%	12%				
Assistant Professor	52,300	8	2.5	59,200	49	88%	61%	56%					68,400	3
Instructor				43,300	2			41%						
All Ranks <sup>1</sup>	59,300	20	6.1	77,300	183	77%	70%	73%					83,800	4
All Ranks Weighted <sup>1,2</sup>	67,000			76,700		87%	79%	79%						

<sup>1</sup>All 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.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline.

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<b><u>Architecture and Allied Arts</u></b>														
<b>ART HISTORY</b>														
Professor	107,800	2	19.1	118,100	25	91%	126%	112%	51%	43%				
Associate Professor	64,700	4	9.6	73,000	22	89%	76%	69%	11%	9%			75,000	1
Assistant Professor	55,300	3	1.4	63,900	19	87%	65%	61%			55,000	2	62,300	3
Instructor														
All Ranks <sup>1</sup>	71,100	9	9.0	87,500	66	81%	83%	83%			55,000	2	65,500	4
All Ranks Weighted <sup>1,2</sup>	77,600			86,800		89%	92%	89%						
<b>ARTS &amp; ADMINISTRATION</b>														
Professor														
Associate Professor	68,000	1	0.1				80%		20%					
Assistant Professor	50,800	3	3.4				60%							
Instructor														
All Ranks <sup>1</sup>	55,100	4	2.6				65%							
All Ranks Weighted <sup>1,2</sup>	59,400						70%							

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<b>Architecture and Allied Arts</b>														
<b>LANDSCAPE ARCHITECTURE</b>														
Professor	95,500	5	17.7				112%		42%					
Associate Professor	59,500	3	6.1	79,400	10	75%	70%	75%	2%	19%				
Assistant Professor	57,600	1	5.1	59,100	4	97%	68%	56%						
Instructor														
All Ranks <sup>1</sup>	79,300	9	12.4	73,600	14	108%	93%	70%						
All Ranks Weighted <sup>1,2</sup>	72,200			69,200		104%	85%	71%						
<b>PLANNING, PUBLIC POLICY, &amp; MGMT</b>														
Professor	95,700	1	15.1	130,800	52	73%	112%	124%	23%	36%			130,000	1
Associate Professor	76,300	5	2.9	93,100	39	82%	89%	88%	20%	17%				
Assistant Professor	59,400	3	2.4	75,100	39	79%	70%	71%					80,300	11
Instructor				75,000	1			71%					75,000	1
All Ranks <sup>1</sup>	72,800	9	4.1	102,800	130	71%	85%	98%					84,400	12
All Ranks Weighted <sup>1,2</sup>	78,100			101,300		77%	92%	104%						

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<b>CAS Humanities</b>														
<b>CLASSICS AND HUMANITIES</b>														
Professor	80,500	1	1.1	108,500	37	74%	94%	103%	11%	32%			112,000	1
Associate Professor	71,400	2	9.1	74,400	31	96%	84%	71%	23%	16%			122,000	1
Assistant Professor	52,000	1	1.1	57,600	19	90%	61%	55%						
Instructor														
All Ranks <sup>1</sup>	68,800	4	5.1	85,200	87	81%	81%	81%					117,000	2
All Ranks Weighted <sup>1,2</sup>	68,600			81,700		84%	81%	84%						
<b>COMPARATIVE LITERATURE</b>														
Professor				100,800	12			96%		30%				
Associate Professor	63,600	3	2.1	69,500	10	92%	75%	66%	11%	8%				
Assistant Professor	54,000	1	1.1	60,600	9	89%	63%	58%					59,000	2
Instructor				43,500	2			41%						
All Ranks <sup>1</sup>	61,200	4	1.9	79,000	31	77%	72%	75%					59,000	2
All Ranks Weighted <sup>1,2</sup>	58,800			78,200		75%	69%	81%						

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<b>CAS Humanities</b>														
<b>CREATIVE WRITING</b>														
Professor	111,900	2	9.1	96,700	28	116%	131%	92%	32%	27%				
Associate Professor	84,600	1	6.1	68,000	36	124%	99%	65%	27%	11%				
Assistant Professor	61,700	2	3.6	56,000	27	110%	72%	53%					55,000	2
Instructor				41,000	7			39%						
All Ranks <sup>1</sup>	86,300	5	6.3	73,300	91	118%	101%	70%					55,000	2
All Ranks Weighted <sup>1,2</sup>	87,400			74,800		117%	103%	77%						
<b>EAST ASIAN LANGUAGES &amp; LITERATURE</b>														
Professor				110,200	28			105%		36%				
Associate Professor	71,600	5	8.6	72,300	20	99%	84%	69%	19%	10%				
Assistant Professor	55,700	5	2.7	61,400	20	91%	65%	58%					63,500	6
Instructor	38,300	8	4.3	45,900	11	83%	45%	44%					40,000	1
All Ranks <sup>1</sup>	63,600	10	5.7	84,700	68	75%	75%	81%					63,500	6
All Ranks Weighted <sup>1,2</sup>	63,600			82,800		77%	75%	85%						

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<b>CAS Humanities</b>														
<b>ENGLISH</b>														
Professor	88,500	11	9.3	112,600	160	79%	104%	107%	25%	36%			90,700	1
Associate Professor	67,500	18	8.2	74,700	142	90%	79%	71%	12%	11%			82,000	3
Assistant Professor	57,200	8	3.5	62,800	64	91%	67%	60%					62,600	8
Instructor	30,200	3	4.1	43,600	64	69%	35%	41%						
All Ranks <sup>1</sup>	71,500	37	7.5	89,200	366	80%	84%	85%					69,800	12
All Ranks Weighted <sup>1,2</sup>	72,000			84,900		85%	85%	87%						
<b>GERMAN &amp; SCANDINAVIAN</b>														
Professor	85,800	4	5.6	102,400	28	84%	101%	97%	27%	29%			130,000	1
Associate Professor	63,100	3	3.8	71,700	34	88%	74%	68%	8%	12%				
Assistant Professor	56,200	1	2.1	58,900	13	95%	66%	56%					63,000	1
Instructor	39,500	1	10.0	43,600	7	91%	46%	41%						
All Ranks <sup>1</sup>	73,600	8	4.5	81,000	75	91%	86%	77%					96,500	2
All Ranks Weighted <sup>1,2</sup>	69,300			79,000		88%	82%	81%						

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<b>CAS Humanities</b>														
<b>LINGUISTICS</b>														
Professor	81,400	3	8.4	97,700	26	83%	95%	93%	10%	21%				
Associate Professor	73,100	4	4.6	76,100	20	96%	86%	72%	19%	9%				
Assistant Professor	57,000	1	0.1	66,500	15	86%	67%	63%			57,000	1	58,000	1
Instructor														
All Ranks <sup>1</sup>	74,200	8	5.5	82,900	61	90%	87%	79%			57,000	1	58,000	1
All Ranks Weighted <sup>1,2</sup>	71,100			81,000		88%	84%	83%						
<b>PHILOSOPHY</b>														
Professor	109,800	4	10.9	119,900	61	92%	129%	114%	55%	39%			107,500	1
Associate Professor	63,200	3	1.4	78,500	37	81%	74%	75%		12%				
Assistant Professor				65,900	19			63%					76,300	3
Instructor				40,100	5			38%					40,000	1
All Ranks <sup>1</sup>	89,800	7	6.8	98,000	117	92%	105%	93%					84,100	4
All Ranks Weighted <sup>1,2</sup>	88,300			89,700		98%	104%	92%						

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<b>CAS Humanities</b>														
<b>RELIGIOUS STUDIES</b>														
Professor				111,700	20			106%		36%				
Associate Professor	77,600	4	3.4	73,400	23	106%	91%	70%	21%	12%				
Assistant Professor	59,500	1	6.1	61,100	20	97%	70%	58%					60,800	4
Instructor				49,500	1			47%						
All Ranks <sup>1</sup>	74,000	5	3.9	81,700	63	91%	87%	78%					60,800	4
All Ranks Weighted <sup>1,2</sup>	68,600			83,600		82%	81%	86%						
<b>ROMANCE LANGUAGES</b>														
Professor	90,400	6	7.8	102,900	73	88%	106%	98%	29%	30%				
Associate Professor	65,300	10	5.2	71,700	76	91%	77%	68%	12%	13%			77,700	3
Assistant Professor	55,400	3	4.4	58,000	61	96%	65%	55%					62,400	7
Instructor	34,500	19	7.4	43,100	19	80%	40%	41%						
All Ranks <sup>1</sup>	71,700	19	5.9	78,500	210	91%	84%	75%					67,000	10
All Ranks Weighted <sup>1,2</sup>	71,400			78,800		91%	84%	81%						

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<b>CAS Humanities</b>														
<b>RUSSIAN &amp; EASTERN EUROPEAN STUDIES</b>														
Professor				104,000	9			99%		30%				
Associate Professor				72,500	12			69%		13%			80,000	1
Assistant Professor				58,500	9			56%						
Instructor	38,500	1	6.1				45%							
All Ranks <sup>1</sup>				77,800	30			74%					80,000	1
All Ranks Weighted <sup>1,2</sup>				79,700				82%						
<b>THEATRE ARTS</b>														
Professor	75,700	1	15.1	96,700	28	78%	89%	92%	14%	27%				
Associate Professor	64,000	2	3.6	68,000	36	94%	75%	65%	11%	11%				
Assistant Professor	55,000	3	2.4	56,000	27	98%	64%	53%					55,000	2
Instructor	55,300	1	16.1	41,000	7	135%	65%	39%						
All Ranks <sup>1</sup>	61,400	6	4.9	73,300	91	84%	72%	70%					55,000	2
All Ranks Weighted <sup>1,2</sup>	65,500			74,800		88%	77%	77%						

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<b>CAS Natural Sciences</b>														
<b>BIOLOGY</b>														
Professor	96,000	20	10.2	118,300	101	81%	113%	112%	15%	34%			157,500	2
Associate Professor	83,300	4	1.9	82,300	47	101%	98%	78%	18%	9%				
Assistant Professor	67,800	6	3.4	72,600	54	93%	79%	69%					71,000	6
Instructor	59,500	6	8.4				70%							
All Ranks <sup>1</sup>	88,700	30	7.7	97,700	202	91%	104%	93%					92,600	8
All Ranks Weighted <sup>1,2</sup>	83,100			92,500		90%	98%	95%						
<b>CHEMISTRY</b>														
Professor	108,100	13	12.2	136,800	156	79%	127%	130%	38%	42%				
Associate Professor	75,800	6	4.4	92,800	38	82%	89%	88%	12%	15%				
Assistant Professor	65,700	2	2.1	77,300	60	85%	77%	73%					79,300	6
Instructor	63,500	3	7.2	54,800	4	116%	74%	52%						
All Ranks <sup>1</sup>	94,800	21	9.0	116,200	254	82%	111%	110%					79,300	6
All Ranks Weighted <sup>1,2</sup>	84,500			104,100		81%	100%	107%						

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<b>CAS Natural Sciences</b>														
<b>COMPUTER &amp; INFORMATION SCIENCE</b>														
Professor	116,200	8	12.6	131,600	72	88%	136%	125%	18%	28%				
Associate Professor	101,200	6	8.9	102,300	36	99%	119%	97%	12%	10%				
Assistant Professor	90,800	2	2.6	91,400	22	99%	106%	87%			85,000	1	91,100	7
Instructor	57,300	1	9.0	120,500	1	48%	67%	115%						
All Ranks <sup>1</sup>	107,400	16	10.0	116,700	130	92%	126%	111%			85,000	1	91,100	7
All Ranks Weighted <sup>1,2</sup>	103,400			109,600		94%	122%	113%						
<b>GEOLOGICAL SCIENCES</b>														
Professor	92,500	8	11.1	118,700	59	78%	108%	113%	24%	41%				
Associate Professor	72,000	5	1.5	75,300	30	96%	84%	72%	13%	5%				
Assistant Professor	61,000	2	3.6	69,700	23	88%	72%	66%					69,700	3
Instructor	40,800	1	5.1	44,800	1	91%	48%	43%						
All Ranks <sup>1</sup>	81,400	15	6.9	97,000	112	84%	95%	92%					69,700	3
All Ranks Weighted <sup>1,2</sup>	76,100			89,500		85%	90%	92%						

<sup>1</sup>All 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.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS\*

## 2009-10 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2009 AAU Data Exchange (AAUDE) Faculty Salary Survey

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	UO Avg Salary	UO FTE	UO Avg Years in Rank	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of SELECT AAU Peers	UO Rank Avg vs. UO Avg	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers Avg	UO Rank Differential	SELECT AAU Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
<b>CAS Natural Sciences</b>														
<b>HUMAN PHYSIOLOGY</b>														
Professor	104,500	2	17.1	118,100	27	88%	123%	112%	35%	32%			180,000	1
Associate Professor	74,800	5	3.5	84,300	26	89%	88%	80%	17%	12%				
Assistant Professor	60,700	2	1.1	71,500	14	85%	71%	68%			60,000	1	62,000	1
Instructor	53,700	2	3.6	42,500	9	126%	63%	40%			51,000	1		
All Ranks <sup>1</sup>	78,300	9	6.0	95,300	67	82%	92%	91%			60,000	1	121,000	2
All Ranks Weighted <sup>1,2</sup>	81,300			92,700		88%	96%	95%						
<b>MATHEMATICS<sup>A</sup></b>														
Professor	90,700	11	12.6	118,700	233	76%	106%	113%	19%	32%			175,000	1
Associate Professor	74,500	10	4.2	85,200	65	87%	87%	81%	11%	8%			91,300	4
Assistant Professor	65,200	5	1.3	76,800	51	85%	76%	73%			65,300	3	80,100	8
Instructor	48,400	3	2.8	50,900	5	95%	57%	48%			45,000	1	51,000	1
All Ranks <sup>1</sup>	79,600	26	7.2	106,400	349	75%	93%	101%			65,300	3	90,800	13
All Ranks Weighted <sup>1,2</sup>	77,600			94,900		82%	92%	98%						

<sup>A</sup>Assistant Professor of Mathematics data from the University of Michigan were excluded from AAU Peers Average Salary calculations (Assistants & All Ranks) to account for definitional differences.

<sup>1</sup>All 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.

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# UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS\*

## 2009-10 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

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<b>CAS Natural Sciences</b>														
<b>PHYSICS</b>														
Professor	96,500	18	12.7	119,500	233	81%	113%	114%	25%	30%			127,500	1
Associate Professor	75,100	5	4.9	88,100	57	85%	88%	84%	9%	11%			100,000	1
Assistant Professor	67,200	2	4.6	76,700	66	88%	79%	73%					77,300	7
Instructor	54,000	3	5.7	87,800	3	62%	63%	83%						
All Ranks <sup>1</sup>	89,900	25	10.5	106,500	356	84%	105%	101%					85,400	9
All Ranks Weighted <sup>1,2</sup>	80,500			96,100		84%	95%	99%						
<b>PSYCHOLOGY</b>														
Professor	104,100	13	9.7	129,700	183	80%	122%	123%	32%	45%				
Associate Professor	76,700	8	7.2	82,700	65	93%	90%	79%	13%	11%			94,000	4
Assistant Professor	65,800	6	4.6	71,500	57	92%	77%	68%					73,000	5
Instructor	56,200	2	3.1	46,700	5	120%	66%	44%						
All Ranks <sup>1</sup>	87,500	27	7.8	108,800	305	80%	103%	103%					82,300	9
All Ranks Weighted <sup>1,2</sup>	83,400			96,500		86%	98%	99%						

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<b>CAS Social Sciences</b>														
<b>ANTHROPOLOGY</b>														
Professor	97,800	6	10.2	108,200	70	90%	115%	103%	38%	32%			163,300	1
Associate Professor	65,700	6	4.1	74,900	46	88%	77%	71%	9%	11%			68,000	1
Assistant Professor	57,600	4	3.8	63,500	43	91%	68%	60%					64,700	7
Instructor				44,800	1			43%						
All Ranks <sup>1</sup>	75,700	16	6.3	86,500	159	88%	89%	82%					76,000	9
All Ranks Weighted <sup>1,2</sup>	74,900			83,500		90%	88%	86%						
<b>ECONOMICS</b>														
Professor	130,700	12	11.2	164,700	101	79%	153%	157%	39%	46%			186,900	4
Associate Professor	97,300	4	5.6	116,600	28	83%	114%	111%	11%	16%			174,000	1
Assistant Professor	88,300	3	2.7	100,200	69	88%	104%	95%			95,000	2	100,100	7
Instructor				56,300	2			54%						
All Ranks <sup>1</sup>	117,000	19	8.7	135,400	198	86%	137%	129%			95,000	2	135,200	12
All Ranks Weighted <sup>1,2</sup>	106,800			129,100		83%	126%	133%						

<sup>1</sup>All 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.

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<b>CAS Social Sciences</b>														
<b>ENVIRONMENTAL STUDIES</b>														
Professor	86,000	1	1.1	134,700	12	64%	101%	128%	21%	51%				
Associate Professor	68,400	1	0.1	81,500	5	84%	80%	77%		12%				
Assistant Professor				68,900	11			65%					67,000	1
Instructor	45,400	2	2.1	45,000	1	101%	53%	43%			44,000	1		
All Ranks <sup>1</sup>	77,200	2	0.6	99,300	28	78%	91%	94%					67,000	1
All Ranks Weighted <sup>1,2</sup>	77,900			97,100		80%	92%	100%						
<b>ETHNIC AND ASIAN STUDIES</b>														
Professor				108,500	30			103%		31%			119,000	1
Associate Professor	85,100	2	4.1	76,300	39	112%	100%	73%	26%	12%	95,000	1	90,000	1
Assistant Professor	63,100	4	2.9	64,200	24	98%	74%	61%					62,800	2
Instructor				50,000	2			48%						
All Ranks <sup>1</sup>	70,400	6	3.3	83,600	93	84%	83%	79%			95,000	1	83,600	4
All Ranks Weighted <sup>1,2</sup>	74,100			84,300		88%	87%	87%						

<sup>1</sup>All 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.

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<b>CAS Social Sciences</b>														
<b>GEOGRAPHY</b>														
Professor	106,100	5	11.1	120,000	48	88%	124%	114%	49%	35%				
Associate Professor	64,500	4	3.4	83,000	25	78%	76%	79%	10%	13%			86,000	1
Assistant Professor	55,900	2	2.6	69,500	21	80%	66%	66%					71,200	6
Instructor				51,900	1			49%						
All Ranks <sup>1</sup>	81,900	11	6.7	98,900	94	83%	96%	94%					73,300	7
All Ranks Weighted <sup>1,2</sup>	77,100			92,400		83%	91%	95%						
<b>HISTORY</b>														
Professor	97,500	12	10.1	116,700	137	84%	114%	111%	30%	38%			138,800	2
Associate Professor	71,800	11	11.8	76,800	109	93%	84%	73%	19%	13%			90,000	3
Assistant Professor	56,000	1	0.1	62,600	58	89%	66%	60%			56,000	1	62,800	8
Instructor				41,500	1			39%						
All Ranks <sup>1</sup>	84,000	24	10.5	92,100	304	91%	98%	88%			56,000	1	80,800	13
All Ranks Weighted <sup>1,2</sup>	76,300			87,000		88%	90%	90%						

<sup>1</sup>All 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.

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# UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS\*

## 2009-10 Comparison of Faculty Salaries

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<b>CAS Social Sciences</b>														
<b>INTERNATIONAL STUDIES</b>														
Professor	89,900	1	10.1	102,500	15	88%	105%	97%	22%	24%			165,000	1
Associate Professor	70,800	2	11.1	76,800	13	92%	83%	73%	15%	9%				
Assistant Professor	58,300	2	5.1	67,400	10	86%	68%	64%						
Instructor				47,000	1			45%						
All Ranks <sup>1</sup>	69,600	5	8.5	84,500	38	82%	82%	80%					165,000	1
All Ranks Weighted <sup>1,2</sup>	73,900			83,300		89%	87%	86%						
<b>POLITICAL SCIENCE</b>														
Professor	111,900	4	4.1	137,600	97	81%	131%	131%	38%	50%			192,500	2
Associate Professor	79,400	6	7.3	85,000	64	93%	93%	81%	18%	12%				
Assistant Professor	64,300	4	3.4	72,200	57	89%	75%	69%			65,000	1	70,700	12
Instructor	54,100	1	2.1	52,400	4	103%	63%	50%					75,000	1
All Ranks <sup>1</sup>	84,400	14	5.2	105,100	218	80%	99%	100%			65,000	1	88,100	14
All Ranks Weighted <sup>1,2</sup>	86,600			100,400		86%	102%	103%						

<sup>1</sup>All 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.

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<b>CAS Social Sciences</b>														
<b>SOCIOLOGY</b>														
Professor	97,200	3	13.1	125,700	89	77%	114%	119%	31%	41%			110,400	3
Associate Professor	70,900	9	4.9	82,600	38	86%	83%	79%	9%	10%			106,100	9
Assistant Professor	62,800	6	1.4	72,100	41	87%	74%	69%			65,000	2	68,700	3
Instructor	29,900	2	7.1	40,000	3	75%	35%	38%						
All Ranks <sup>1</sup>	72,600	18	5.1	102,900	168	71%	85%	98%			65,000	2	99,500	15
All Ranks Weighted <sup>1,2</sup>	78,000			95,200		82%	92%	98%						
<b>WOMEN'S &amp; GENDER STUDIES</b>														
Professor				107,500	10			102%		27%				
Associate Professor	69,700	3	6.1	79,600	24	88%	82%	76%	10%	15%			94,000	1
Assistant Professor	61,400	1	3.1	63,900	13	96%	72%	61%					60,000	1
Instructor														
All Ranks <sup>1</sup>	67,600	4	5.4	81,200	47	83%	79%	77%					77,000	2
All Ranks Weighted <sup>1,2</sup>	65,600			84,900		77%	77%	87%						

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<b>College of Education</b>														
<b>COUNSELING PSYCHOLOGY &amp; HUMAN SERVICES</b>														
Professor	102,200	3	3.4				120%		25%					
Associate Professor	81,300	4	1.9				95%		16%		74,000	1		
Assistant Professor	68,000	1	1.1				80%							
Instructor														
All Ranks <sup>1</sup>	87,500	8	2.3				103%				74,000	1		
All Ranks Weighted <sup>1,2</sup>	84,800						100%							
<b>EDUCATIONAL LEADERSHIP</b>														
Professor	126,800	5	4.9	108,800	13	117%	149%	103%		32%	92,000	1	107,800	1
Associate Professor				75,000	16			71%		13%				
Assistant Professor	68,100	2	3.1	61,700	9	110%	80%	59%						
Instructor	61,400	1	17.1				72%							
All Ranks <sup>1</sup>	110,000	7	4.4	83,400	38	132%	129%	79%			92,000	1	107,800	1
All Ranks Weighted <sup>1,2</sup>	99,700			83,300		120%	118%	86%						

<sup>1</sup>All 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.

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<b>College of Education</b>														
<b>SPECIAL EDUCATION</b>														
Professor	132,800	4	11.8	115,500	19	115%	156%	110%	55%	31%			120,000	1
Associate Professor	85,800	5	6.3	83,000	8	103%	101%	79%	22%	14%	79,000	1	89,600	1
Assistant Professor	66,700	5	2.1	67,800	11	98%	78%	64%			67,000	1	65,000	1
Instructor	57,200	5	4.7	48,100	4	119%	67%	46%			48,000	1		
All Ranks <sup>1</sup>	92,400	14	6.4	94,900	38	97%	108%	90%			73,000	2	91,500	3
All Ranks Weighted <sup>1,2</sup>	97,100			90,200		108%	115%	93%						
<b>TEACHER EDUCATION</b>														
Professor	92,000	1	0.1	113,700	126	81%	108%	108%	8%	31%			140,300	2
Associate Professor	84,900	4	7.6	81,300	75	104%	100%	77%	17%	15%			95,000	2
Assistant Professor	70,500	2	3.1	65,100	62	108%	83%	62%					61,900	6
Instructor	59,800	3	2.0	53,500	7	112%	70%	51%					52,800	2
All Ranks <sup>1</sup>	81,800	7	5.2	93,000	263	88%	96%	88%					84,200	10
All Ranks Weighted <sup>1,2</sup>	83,000			88,100		94%	98%	91%						

<sup>1</sup>All 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.

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<b><u>Lundquist College of Business</u></b>														
<b>BUSINESS ADMINISTRATION</b>														
Professor	159,400	10	10.9	196,400	217	81%	187%	187%	20%	41%	210,000	1	250,000	2
Associate Professor	142,300	10	4.7	153,400	149	93%	167%	146%	-1%	5%			177,300	3
Assistant Professor	143,100	16	1.9	147,800	182	97%	168%	140%			146,300	4	148,900	22
Instructor	69,700	18	7.2	86,800	27	80%	82%	83%						
All Ranks <sup>1</sup>	147,400	36	5.2	168,600	548	87%	173%	160%			159,000	5	159,600	27
All Ranks Weighted <sup>1,2</sup>	148,900			167,500		89%	176%	173%						

<sup>1</sup>All 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.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS\*

## 2009-10 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

#### Based on data from the Fall 2009 AAU Data Exchange (AAUDE) Faculty Salary Survey

\*Eight AAU Public institutions defined by the Oregon University System as University of Oregon Peers. See Appendix II for specific institutions.

	UO Avg Salary	UO FTE	UO Avg Years in Rank	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of SELECT AAU Peers	UO Rank Avg vs. UO Avg	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers Avg	UO Rank Differential	SELECT AAU Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
<b><u>School of Journalism and Communication</u></b>														
<b>JOURNALISM &amp; COMMUNICATION</b>														
Professor	96,100	8	6.1	111,900	33	86%	113%	106%	30%	32%			116,600	1
Associate Professor	70,700	8	13.1	77,800	46	91%	83%	74%	9%	12%				
Assistant Professor	63,300	3	2.4	65,100	38	97%	74%	62%					65,000	2
Instructor	55,200	4	2.6	58,400	4	95%	65%	56%					72,000	1
All Ranks <sup>1</sup>	80,300	19	8.5	83,300	117	96%	94%	79%					82,200	3
All Ranks Weighted <sup>1,2</sup>	77,800			86,400		90%	92%	89%						

<sup>1</sup>All 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.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS\*

## 2009-10 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2009 AAU Data Exchange (AAUDE) Faculty Salary Survey

\*Eight AAU Public institutions defined by the Oregon University System as University of Oregon Peers. See Appendix II for specific institutions.

	UO Avg Salary	UO FTE	UO Avg Years in Rank	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of SELECT AAU Peers	UO Rank Avg vs. UO Avg	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers Avg	UO Rank Differential	SELECT AAU Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
<b>School of Law</b>														
<b>LAW</b>														
Professor	146,600	12	12.5	191,600	201	77%	172%	182%	20%	54%			184,900	6
Associate Professor	129,400	3	2.2	134,500	58	96%	152%	128%	25%	-2%			133,000	11
Assistant Professor	108,200	9	2.1	137,100	18	79%	127%	130%			105,000	4	110,500	1
Instructor	67,800	3	3.5	62,900	12	108%	79%	60%						
All Ranks <sup>1</sup>	130,100	24	7.3	176,100	277	74%	153%	167%			105,000	4	149,100	18
All Ranks Weighted <sup>1,2</sup>	129,100			156,400		83%	152%	161%						
<b>LAW--Associate &amp; Assistant Combined</b>														
Professor	146,600	12	12.5	191,600	201	77%	172%	182%	39%	54%			184,900	6
Assoc/Assist Combined	113,500	12	2.1	135,100	76	84%	133%	128%			105,000	4	131,100	12
All Ranks <sup>1</sup>	130,100	24	7.3	176,100	277	74%	153%	167%			105,000	4	149,100	18
All Ranks Weighted <sup>1,2</sup>	129,100			156,400		83%	152%	161%						

Note: Combined averages for associate and assistant professors are provided to allow comparison with institutions that use only two ranks for Law professors.

<sup>1</sup>All 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.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS\*

## 2009-10 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2009 AAU Data Exchange (AAUDE) Faculty Salary Survey

\*Eight AAU Public institutions defined by the Oregon University System as University of Oregon Peers. See Appendix II for specific institutions.

	UO Avg Salary	UO FTE	UO Avg Years in Rank	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of SELECT AAU Peers	UO Rank Avg vs. UO Avg	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers Avg	UO Rank Differential	SELECT AAU Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
<b>School of Music and Dance</b>														
<b>DANCE</b>														
Professor				86,900	9			83%		17%				
Associate Professor	59,300	4	9.9	69,100	5	86%	70%	66%	20%	10%				
Assistant Professor	42,500	2	0.6	58,500	5	73%	50%	56%			45,000	1		
Instructor	41,100	1	9.9				48%							
All Ranks <sup>1</sup>	53,700	6	6.8	74,700	19	72%	63%	71%			45,000	1		
All Ranks Weighted <sup>1,2</sup>	50,900			72,300		70%	60%	74%						
<b>MUSIC</b>														
Professor	75,200	9	6.9	102,700	172	73%	88%	98%	18%	28%			137,100	2
Associate Professor	60,200	16	8.7	73,700	129	82%	71%	70%	11%	14%			80,300	1
Assistant Professor	50,800	12	2.7	58,600	76	87%	60%	56%			48,500	2	59,300	9
Instructor	38,400	9	12.2	51,900	8	74%	45%	49%					40,000	1
All Ranks <sup>1</sup>	60,800	37	6.3	83,900	377	72%	71%	80%			48,500	2	74,000	12
All Ranks Weighted <sup>1,2</sup>	62,800			79,600		79%	74%	82%						

<sup>1</sup>All 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.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline.

Please see additional notes on last page of report.



# UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS\*

## 2009-10 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

#### Based on data from the Fall 2009 AAU Data Exchange (AAUDE) Faculty Salary Survey

\*Eight AAU Public institutions defined by the Oregon University System as University of Oregon Peers. See Appendix II for specific institutions.

UO Avg Salary	UO FTE	UO Avg Years in Rank	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of SELECT AAU Peers	UO Rank Avg vs. UO Avg	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers Avg	UO Rank Differential	SELECT AAU Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU 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 2009-10.
  - 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.
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.
10. This report was previously titled "UNIVERSITY OF OREGON AND OUS DEFINED PEER INSTITUTIONS".

<sup>1</sup>All 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.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline.

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