WHAT INFORMATION IS AVAILABLE ON THE 2017-18 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.

### Average Salary by Rank Compared to UO or ALL AAU Public Peers Overall Average Salary

- **UO Average Salary**
- **ALL AAU Public Peers Average Salary**
- **UO Rank Average as % of ALL AAU Public Peers Average Salary**
- **ALL AAU Public Peers Rank Average as % of UO Overall Rank Average**

### Difference Between Ranks as Percent of UO or ALL AAU Public Peers Overall Average Salary

- **UO New Hire Average Salary**
- **UO New Hire Rank Differential**
- **ALL AAU Public Peers New Hire Average Salary**
- **ALL AAU Public Peers Rank Differential**

### 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 average 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, overall) are often not the same, often resulting in an overall UO average that is a lower percentage of the overall AAU average than any of the contributing averages by rank (see the Department of Art as an example). This is because the UO's distribution of ranks is different than the given peer group. 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 at 35% Professor, 30% Associate Professor, and 30% Assistant Professor for both the UO and each respective AAU Peer group. This weighting scheme is a standard scheme based on a "traditional" faculty distribution.

### UO FTE Distribution Averages:

Beginning with the 2016-17 reports, an additional average salary calculation has been added to reflect the UO's faculty distribution within comparison groups. Rather than making both the UO and the AAU peer group conform to the same FTE distribution as above, this keeps the UO average salaries as calculated and applies the UO ratio of Full, Associate, and Assistant Professors to the AAU data within a comparison group (department, division, school/college, overall).

### 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:
  
  \[
  \text{Weighted Average Salary} = \frac{\text{Full Professor Average Salary} \times \text{Full Professor FTE} + \text{Associate Professor Average Salary} \times \text{Associate Professor FTE} + \text{Assistant Professor Average Salary} \times \text{Assistant Professor FTE}}{\text{Total FTE}}
  \]

- **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 "traditional" weights of .35 for full professors and .30 for associate and assistant professors, sum these amounts, and divide by the total of the "traditional" weights.
  
  Example:
  
  \[
  \text{Weighted Average Salary} = \frac{\text{Full Professor Average Salary} \times .35 + \text{Associate Professor Average Salary} \times .30 + \text{Assistant Professor Average Salary} \times .30}{\text{Total of "traditional" weights}}
  \]

- **UO FTE Distribution average salaries**: Multiply the AAU Peers reported average salary for the tenure/tenure track ranks within a comparison group (department, division, school/college, or overall) by the corresponding UO ratio of Full, Associate, and Assistant Professors within the comparison group (rank FTE/total comparison group FTE) and sum these amounts.
  
  Example:
  
  \[
  \text{UO FTE Distribution Average Salary} = \left( \frac{\text{Full Professor FTE}}{\text{UO Comparison Group FTE}} \times \text{Full Professor Average Salary} \right) + \left( \frac{\text{Associate Professor FTE}}{\text{UO Comparison Group FTE}} \times \text{Associate Professor Average Salary} \right) + \left( \frac{\text{Assistant Professor FTE}}{\text{UO Comparison Group FTE}} \times \text{Assistant Professor Average Salary} \right)
  \]