

WHAT INFORMATION IS AVAILABLE ON THE 2018-19 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. Indication of relative standing in relationship to all UO or **ALL AAU Public Peers** faculty included in the study.

Average salary by rank compared to UO or **ALL AAU Public Peers** average salary for that rank. Indication of relative standing in relationship to all UO or **ALL AAU Public Peers** faculty in the same rank. Calculated only on reports containing rank information.

Campus Unit	Rank	UO Average Salary	UO Full Time Equivalent	UO Average Years in Rank	ALL AAU Public Peers Average Salary	ALL AAU Public Peers Full Time Equivalent	UO Average as % of ALL AAU Public Peers Average	UO Rank Average as % of UO Overall Average	ALL AAU Public Peers Rank Average as % of ALL AAU Public Peers Overall Average	UO Rank Average as % of UO Overall Rank Average^	ALL AAU Public Peers Rank Average as % of ALL AAU Public Peers Overall Rank Average^	UO Rank Differential	ALL AAU Public Peers Rank Differential	UO New Hire Average Salary	UO New Hire FTE	ALL AAU Public Peers New Hire Average Salary	ALL AAU Public Peers New Hire FTE
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UO Average Salary. Based on salary data as of November 1, 2018.

Average salary for **ALL AAU Public Peers**. See Appendix II for list of institutions.

Difference between ranks as percent of UO or **ALL AAU Public Peers** overall salary [example: (UO Prof Avg-UO Assoc Avg)/UO Overall Avg]. Indicator of relative salary compression. Calculated only on reports containing rank information.

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 respective 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:
$$\frac{(\text{Full Professor Average Salary} * \text{Full Professor FTE}) + (\text{Associate Professor Average Salary} * \text{Associate Professor FTE}) + (\text{Assistant Professor Average Salary} * \text{Assistant Professor FTE})}{(\text{Full Professor FTE} + \text{Associate Professor FTE} + \text{Assistant Professor FTE})}$$

- 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:
$$\frac{(\text{Full Professor Average Salary} * .35) + (\text{Associate Professor Average Salary} * .30) + (\text{Assistant Professor Average Salary} * .30)}{\text{Sum of "traditional" weights for comparison group (.95 if averages are reported for all tenured/tenure-track ranks; if a rank has zero FTE, reduce the .95 by the rank's respective weight amount)}}$$

- 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:
$$\left(\frac{\text{UO Full Professor FTE}}{\text{UO Comparison Group FTE}} * \text{Full Professor Average Salary} \right) + \left(\frac{\text{UO Associate Professor FTE}}{\text{UO Comparison Group FTE}} * \text{Associate Professor Average Salary} \right) + \left(\frac{\text{UO Assistant Professor FTE}}{\text{UO Comparison Group FTE}} * \text{Assistant Professor Average Salary} \right)$$