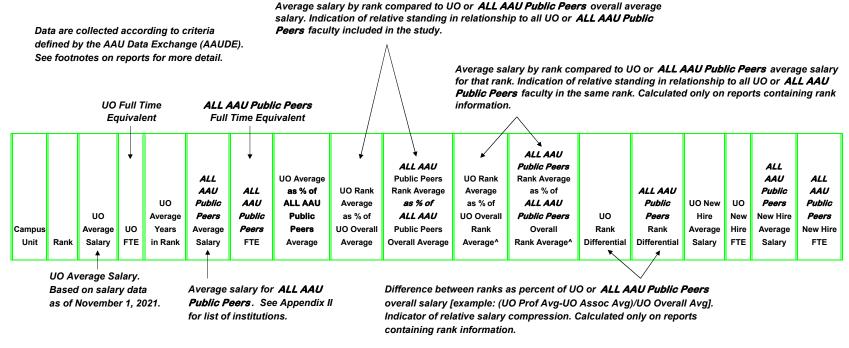
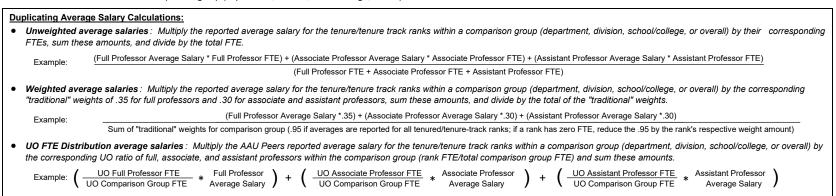
WHAT INFORMATION IS AVAILABLE ON THE 2021-22 UO with ALL AAU PUBLIC PEERS COMPARISON OF FACULTY SALARIES?



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).



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