

University of Oregon

Comparison of UO Faculty Salaries and Increases to AAUDE Public Peers

Rank	2012-13			2013-14					% Change from 2012-13 to 2013-14		2014-15			% Change from 2013-14 to 2014-15	
	UO Average Salary	AAU Average Salary	UO Avg as % of AAU Avg	ORIGINAL UO Average Salary	FINAL UO Average Salary	AAU Average Salary	ORIGINAL UO Avg as % of AAU Avg	FINAL UO Avg as % of AAU Avg	UO	AAU	UO Average Salary	AAU ESTIMATED Average Salary	UO Avg as % of AAU Avg	UO	AAU
Full Professor	112,700	137,400	82.0%	114,800	117,200	138,400	82.9%	84.7%	4.0%	0.7%	126,900	143,000	88.7%	8.3%	3.3%
Associate Professor	80,800	89,900	89.9%	83,700	85,900	91,200	91.8%	94.2%	6.3%	1.4%	91,800	93,900	97.8%	6.9%	3.0%
Assistant Professor	75,500	84,500	89.3%	76,500	78,700	85,400	89.6%	92.2%	4.2%	1.1%	83,800	88,600	94.6%	6.5%	3.7%
All Ranks	91,000	111,700	81.5%	92,700	95,000	113,200	81.9%	83.9%	4.4%	1.3%	102,500	116,800	87.8%	7.9%	3.2%
All Ranks Weighted	90,900	105,700	86.0%	92,900	95,200	106,700	87.1%	89.2%	4.7%	0.9%	102,200	110,300	92.7%	7.4%	3.4%

~ Weighted Averages are calculated for both the UO and AAU Peers using a standard ratio of 35% Full/30% Associate/30% Assistant .

~ AAU Weighted Average methodology has previously adjusted for the UO's CAS distribution before applying the 35/30/30 weightings. Beginning with 2014-15, the CAS adjustment will be removed to make the calculation more replicable.

2012-13 and 2013-14 AAU weighted averages on this report have been recalculated with the new methodology.

~ 2014-15 AAU Average Salaries were estimated using reported anticipated salary increases weighted by institutional FTE for missing institutions.

2013-14 Updates

Because of timing issues related to the deadline for data submission and ongoing salary negotiations, the original University of Oregon Fall 2013 data set used to produce the AAUDE Faculty Salary Comparison Reports included only about 25% of the salary increases that would ultimately be given to faculty for the 2013-14 academic year (FY14). This data set has been updated, and the Original and Final FY 2013-14 UO average salaries are shown below. Comparing the original reports to the 2012-13 (FY13) reports showed increases of less than 2% overall, but the actual overall increase with all salary increases included was 4.4% as seen above.

2014-15 AAU Public Peers Data

As of the most recent update, only 24 of the expected 32 AAU public peer institutions have submitted faculty salary data for 2014-15 (FY15). The missing institutions include all of the UC schools, the University of Arizona, and the University of Michigan but Arizona are higher paying institutions, so the resulting averages without their data are approximately 2.3% below the averages for 2013-14 (FY14). All of these institutions submitted estimated overall salary increase amounts for 2014-15 in another data collection (all UCs = 4.78%, Arizona = 0%, Michigan = 2.9%), so estimates were produced using these percentages with previous year FTE weights by institution and rank. The missing institutions will complete their submission by the end of June.

Why Weight?

The UO overall average (all ranks combined) as an average of the AAU overall average has historically been lower than the percentage calculation by rank. This is because the UO has a different distribution of ranks than does the AAU public peer group. As shown in the FTE comparison below, the AAU is much more heavily weighted with full professors while the UO is more heavily weighted with associate and assistant professors. Because salary generally increases with rank, the AAU non-weighted average is based on more salaries at the high end and fewer salaries at the low end than the UO's non-weighted average. To balance these differences, a weighted average was incorporated into the annual salary comparison reports several years ago. The UO weighted average is typically close to the unweighted average because the UO faculty distribution is more similar to the 35/30/30 weights, while the AAU weighted average is lower than the AAU unweighted average.

Rank	UO & AAU FTEs by Rank											
	2012-13				2013-14				2014-15			
	UO		AAU Publics		UO		AAU Publics		UO		AAU Publics - Estimated	
	FTE	% of Total	FTE	% of Total	FTE	% of Total	FTE	% of Total	FTE	% of Total	FTE	% of Total
Full Professor	252	36.3%	11,715	48.3%	246	35.4%	14,330	49.0%	259	36.6%	14,830	48.8%
Associate Professor	261	37.6%	7,449	30.7%	252	36.3%	9,156	31.3%	258	36.5%	9,497	31.2%
Assistant Professor	182	26.2%	5,066	20.9%	197	28.3%	5,771	19.7%	190	26.9%	6,064	20.0%
All Ranks	695	100.0%	24,230	100.0%	695	100.0%	29,257	100.0%	707	100.0%	30,391	100.0%

University of Oregon

Comparison of UO Faculty and Administrative Salaries to AAUDE Public Peers

2014-15 Average Faculty Salaries by Rank			
Faculty	UO Average Salary	AAU ESTIMATED Average Salary	UO Avg as % of AAU Avg
Full Professor	126,900	143,000	88.7%
Associate Professor	91,800	93,900	97.8%
Assistant Professor	83,800	88,600	94.6%
All Ranks	102,500	116,800	87.8%
All Ranks Weighted	102,200	110,300	92.7%

2014-15 Average Administrator Salaries by Type			
Administrators	UO Average Salary	AAU Average Salary	UO Avg as % of AAU Avg
Top Executives	257,700	288,200	89.4%
Institutional Administrators	162,200	185,500	87.4%
Academic Deans	241,800	269,100	89.9%
Academic Associate/Asst. Deans	155,300	163,200	95.2%
Heads of Divisions, Departments, & Centers	121,400	139,500	87.0%

Faculty Salary Data Source: 2014-15 AAU Data Exchange Faculty Salary by CIP Survey

Administrative Salary Data Source: 2014-15 CUPA-HR Administrators in Higher Education and Professionals in Higher Education Salary Surveys