

APPENDIX III

ALL AAU PUBLIC PEERS 2014-15 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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AAU PUBLIC PEERS <i>Average Salary</i>	AAU PUBLIC PEERS <i>High Salary</i>	AAU PUBLIC PEERS <i>Low Salary</i>	AAU PUBLIC PEERS <i>FTE</i>	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS <i>New Hire Avg Salary</i>	AAU PUBLIC PEERS <i>New Hire FTE</i>	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
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Architecture and Allied Arts

ARCHITECTURE & INTERIOR ARCH

Discipline: Architecture

Professor	126,800	205,400	82,500	108	16			
Associate Professor	86,900	144,900	54,300	143	16	78,800	1	1
Assistant Professor	70,600	99,900	53,900	106	16	66,900	13	8

Discipline: Interior Architecture

Professor	106,900	106,900	106,900	1	1			
Associate Professor	59,600	61,000	58,200	2	1			

ART

Discipline: Art/Art Studies, General

Professor	96,200	157,700	64,300	140	12			
Associate Professor	76,400	114,600	52,900	121	13	110,000	2	1
Assistant Professor	63,600	82,200	46,000	66	12	64,600	14	9

Discipline: Fine/Studio Arts, General

Professor	117,200	204,900	73,200	85	12	106,400	1	1
Associate Professor	76,000	103,900	40,000	83	11	97,900	1	1
Assistant Professor	57,000	84,100	40,000	46	11	67,600	5	4

ART HISTORY

Discipline: Art History, Criticism and Conservation

Professor	117,300	225,100	73,600	98	17			
Associate Professor	80,700	121,200	60,400	87	17	80,000	1	1
Assistant Professor	65,900	90,000	52,000	49	16	68,400	8	7

HISTORIC PRESERVATION

Discipline: Historic Preservation and Conservation

Professor	142,700	142,700	142,700	1	1			
Associate Professor	94,700	102,000	84,000	4	1			
Assistant Professor	78,900	78,900	78,900	1	1			

LANDSCAPE ARCHITECTURE

Discipline: Landscape Architecture

Professor	116,800	153,700	93,600	17	5			
Associate Professor	86,800	110,300	78,300	26	7			
Assistant Professor	69,600	89,300	60,000	14	8	68,300	4	4

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PLANNING, PUBLIC POLICY, & MGMT								
<i>Discipline: City/Urban, Community and Regional Planning</i>								
Professor	133,000	264,200	88,600	73	19	147,500	2	2
Associate Professor	87,900	124,300	69,200	67	18			
Assistant Professor	74,500	105,900	63,200	55	17	76,200	6	5
<i>Discipline: Public Administration</i>								
Professor	158,800	235,900	94,300	28	6	175,500	1	1
Associate Professor	106,400	156,600	80,600	26	6	110,400	1	1
Assistant Professor	87,900	128,700	74,000	33	5	91,800	4	3
<i>Discipline: Public Policy Analysis</i>								
Professor	171,000	314,500	86,600	74	10	241,700	1	1
Associate Professor	113,100	225,500	74,800	59	9	148,500	5	4
Assistant Professor	98,900	162,900	70,200	57	9	103,300	9	5
PRODUCT DESIGN								
<i>Discipline: Design & Visual Communications</i>								
Professor	116,300	201,800	80,100	26	4			
Associate Professor	79,500	98,200	54,900	20	3	66,500	1	1
Assistant Professor	69,000	78,100	59,000	9	3	67,000	1	1
<i>Discipline: Industrial and Product Design</i>								
Professor	107,400	126,100	91,500	3	2			
Associate Professor	80,000	80,000	80,000	1	1			
Assistant Professor	63,800	72,900	60,000	6	2	60,000	2	1

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CAS Humanities

CLASSICS

Discipline: Classics and Classical Languages, Literatures, & Linguistics

Professor	123,100	227,500	71,100	93	20		
Associate Professor	81,700	127,100	51,300	73	22		
Assistant Professor	67,600	88,600	56,600	45	19	67,600	10

Discipline: Latin Language & Literature

Professor	129,300	135,300	123,300	2	1		
Associate Professor	77,600	81,000	72,800	3	1		
Assistant Professor	61,300	70,000	53,500	5	1	70,000	1

COMPARATIVE LITERATURE

Discipline: Comparative Literature

Professor	140,100	293,300	79,100	75	13	90,600	1
Associate Professor	83,000	130,900	56,200	53	13		
Assistant Professor	69,500	90,000	60,500	25	10	70,400	8

CREATIVE WRITING

Discipline: Creative Writing

Professor	157,500	174,400	149,800	4	2		
Associate Professor	137,000	137,000	137,000	1	1		
Assistant Professor	76,000	76,000	76,000	1	1		

Discipline: Drama/Theater Arts, General

Professor	112,700	192,500	67,300	122	24	120,200	2
Associate Professor	78,500	112,200	62,100	132	25	82,400	6
Assistant Professor	65,000	80,000	52,000	74	24	64,100	12

EAST ASIAN LANGUAGES & LITERATURE

Discipline: East Asian Languages, Literatures, & Linguistics, General

Professor	125,000	241,600	77,000	62	13		
Associate Professor	82,400	113,200	62,300	53	13	88,000	1
Assistant Professor	65,900	98,300	52,300	35	13	64,800	3

Discipline: East Asian Languages, Literatures, & Linguistics, Other

Professor	113,900	154,200	93,900	7	2		
Associate Professor	81,800	102,400	71,700	13	2		
Assistant Professor	68,500	78,000	62,200	7	2	78,000	1

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ENGLISH								
<i>Discipline: English</i>								
Professor	123,100	277,200	57,900	609	30	112,400	6	5
Associate Professor	82,500	147,900	46,000	500	30	88,200	10	8
Assistant Professor	67,800	92,500	55,200	202	30	68,900	31	18
GERMAN & SCANDINAVIAN								
<i>Discipline: German Language & Literature</i>								
Professor	108,000	204,000	60,000	55	13			
Associate Professor	76,800	111,000	58,200	49	13			
Assistant Professor	66,100	71,700	59,600	17	9	64,500	2	2
<i>Discipline: German Languages, Literatures, & Linguistics, General</i>								
Professor	136,500	220,600	76,700	19	4			
Associate Professor	82,400	102,200	51,200	12	4			
Assistant Professor	70,700	89,600	55,900	3	3			
<i>Discipline: Scandinavian Languages, Literatures, & Linguistics</i>								
Professor	118,300	187,000	88,000	8	3			
Associate Professor	91,200	103,400	79,100	2	2			
Assistant Professor	93,200	93,200	93,200	1	1			
LINGUISTICS								
<i>Discipline: Linguistics</i>								
Professor	125,200	220,900	73,000	122	23			
Associate Professor	80,500	121,600	50,300	78	21			
Assistant Professor	71,100	95,000	56,200	43	18	73,200	9	7
PHILOSOPHY								
<i>Discipline: Philosophy</i>								
Professor	138,200	309,700	56,700	260	31	142,500	2	2
Associate Professor	84,500	156,200	55,000	132	31	89,400	6	4
Assistant Professor	71,700	110,600	53,100	88	30	69,400	16	12
RELIGIOUS STUDIES								
<i>Discipline: Religion/Religious Studies</i>								
Professor	126,600	240,500	85,900	56	12	240,500	1	1
Associate Professor	79,100	120,000	60,300	64	15			
Assistant Professor	67,200	85,200	50,000	47	14	70,200	10	8

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ROMANCE LANGUAGES

Discipline: *French Language & Literature*

Professor	116,400	247,300	69,900	73	14			
Associate Professor	78,300	112,800	59,300	74	15			
Assistant Professor	66,800	86,200	55,000	31	14	66,600	7	6

Discipline: *Hispanic and Latin American Languages, Literatures, and Linguis*

Professor	138,800	242,700	84,200	44	6			
Associate Professor	84,700	106,900	65,900	22	6	78,700	1	1
Assistant Professor	69,000	71,600	63,900	5	3	69,400	1	1

Discipline: *Italian Language & Literature*

Professor	165,800	188,400	116,400	4	2		
Associate Professor	97,200	97,200	97,200	1	1		
Assistant Professor	77,000	78,000	76,000	2	2		

Discipline: *Romance Languages, Literatures, & Linguistics, General*

Professor	113,000	180,600	66,500	47	7			
Associate Professor	72,600	100,000	57,100	41	7	83,800	1	1
Assistant Professor	63,900	70,000	55,700	19	6	61,700	3	2

Discipline: *Romance Languages, Literatures, & Linguistics, Other*

Professor	110,500	134,100	85,600	7	2			
Associate Professor	78,000	93,800	66,800	13	2	80,000	1	1
Assistant Professor	65,600	67,500	63,800	7	2	65,000	1	1

Discipline: *Spanish Language & Literature*

Professor	108,800	202,800	75,600	73	14			
Associate Professor	78,500	110,900	58,600	113	14	80,000	1	1
Assistant Professor	66,900	85,000	51,500	53	13	66,400	7	6

THEATRE ARTS

Discipline: *Drama and Dramatics/Theatre Arts, General*

Professor	112,700	192,500	67,300	122	24	120,200	2	2
Associate Professor	78,500	112,200	62,100	132	25	82,400	6	5
Assistant Professor	65,000	80,000	52,000	74	24	64,100	12	11

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CAS Natural Sciences

BIOLOGY

Discipline: Biochemistry

Professor	155,700	317,500	89,200	60	9	183,600	1	1
Associate Professor	93,400	128,000	63,900	45	9			
Assistant Professor	81,000	93,100	59,000	33	7	80,500	6	6

Discipline: Biology, General

Professor	137,700	263,400	85,900	231	14			
Associate Professor	90,700	146,300	60,800	150	15	85,300	3	2
Assistant Professor	83,500	96,700	69,300	95	14	84,400	17	7

Discipline: Botany/Plant Biology

Professor	119,600	171,900	94,800	36	5	97,000	1	1
Associate Professor	83,500	114,000	62,800	14	4	114,000	1	1
Assistant Professor	80,200	100,800	74,000	15	5	76,500	2	2

Discipline: Ecology

Professor	119,600	173,600	78,400	37	4			
Associate Professor	91,800	126,600	78,600	26	4			
Assistant Professor	79,600	82,400	72,400	12	4			

Discipline: Evolutionary Biology

Professor	143,000	244,300	85,500	23	1			
Associate Professor	91,600	97,500	77,700	8	1			
Assistant Professor	84,800	84,800	84,800	1	1			

Discipline: Marine Biology & Biological Oceanography

Professor	123,900	194,400	74,000	29	3			
Associate Professor	83,100	100,300	62,200	22	3			
Assistant Professor	74,800	93,600	63,000	15	3	72,500	5	3

Discipline: Microbiology, General

Professor	142,300	285,900	81,600	45	5			
Associate Professor	85,300	107,600	69,400	24	5			
Assistant Professor	82,900	96,100	72,500	17	5	78,200	4	3

Discipline: Molecular Biology

Professor	136,100	261,900	88,300	51	3			
Associate Professor	91,100	126,000	54,900	39	3			
Assistant Professor	81,700	90,900	68,600	20	3	75,000	1	1

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Discipline: Neuroscience								
Professor	102,800	107,300	98,800	3	1			
Associate Professor	96,300	96,300	96,300	1	1			
Discipline: Zoology, General								
Professor	120,100	215,000	87,600	35	3			
Associate Professor	83,600	97,500	61,000	20	3			
Assistant Professor	79,200	82,800	75,200	6	3			
CHEMISTRY								
Discipline: Biochemistry								
Professor	155,700	317,500	89,200	60	9	183,600	1	1
Associate Professor	93,400	128,000	63,900	45	9			
Assistant Professor	81,000	93,100	59,000	33	7	80,500	6	6
Discipline: Chemistry, General								
Professor	151,000	268,000	51,200	565	30	145,800	2	2
Associate Professor	92,400	147,200	70,700	184	30			
Assistant Professor	82,000	104,300	69,000	188	30	82,600	32	17
COMPUTER & INFORMATION SCIENCE								
Discipline: Computer Programming/Programmer, General								
Professor	152,200	277,000	107,200	191	14			
Associate Professor	112,700	145,900	76,200	124	14	125,300	3	2
Assistant Professor	97,100	108,200	81,100	81	11	96,300	23	8
Discipline: Computer Science								
Professor	155,400	275,500	105,700	189	12	169,500	2	2
Associate Professor	112,800	142,000	93,600	102	12	114,800	2	2
Assistant Professor	97,900	114,800	90,000	56	12	96,700	18	10
Discipline: Information Technology								
Professor	211,400	272,800	160,300	8	1			
Associate Professor	128,400	170,000	106,100	3	1			
Assistant Professor	152,600	164,800	139,100	5	1	160,000	2	1
GEOLOGICAL SCIENCES								
Discipline: Geology								
Professor	131,200	259,600	68,100	334	30	123,300	3	2
Associate Professor	90,100	132,500	68,200	121	30	92,600	2	2
Assistant Professor	80,000	116,600	62,200	102	28	79,700	16	14

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HUMAN PHYSIOLOGY								
<i>Discipline: Anatomy</i>								
Professor	116,600	116,600	116,600	1	1			
Associate Professor	67,700	67,700	67,700	1	1			
<i>Discipline: Exercise Physiology</i>								
Professor	149,600	198,300	107,100	5	2			
Associate Professor	91,500	104,400	75,900	10	2			
Assistant Professor	74,100	82,700	66,800	8	2	69,000	2	1
<i>Discipline: Kinesiology and Exercise Science</i>								
Professor	124,600	216,400	75,200	89	13	167,900	1	1
Associate Professor	89,500	130,000	60,000	64	13	98,600	4	2
Assistant Professor	75,100	101,500	59,900	66	13	73,000	16	7
<i>Discipline: Physiology, General</i>								
Professor	149,700	249,400	93,200	35	6	136,000	1	1
Associate Professor	92,100	126,100	73,600	32	7			
Assistant Professor	82,500	100,800	73,300	12	5	80,000	2	2
MATHEMATICS								
<i>Discipline: Mathematics, General</i>								
Professor	135,400	394,000	37,000	822	31	137,200	4	3
Associate Professor	91,200	151,900	54,200	258	31	106,100	6	4
Assistant Professor	84,300	106,400	12,000	189	30	84,900	43	23
<i>Discipline: Statistics, General</i>								
Professor	147,500	288,800	90,600	156	20	200,000	1	1
Associate Professor	96,200	154,700	74,000	81	20	96,500	2	2
Assistant Professor	85,500	128,800	60,000	76	19	91,400	22	14

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PHYSICS								
<i>Discipline: Astronomy</i>								
Professor	129,700	231,600	67,000	107	11			
Associate Professor	91,000	113,500	77,200	32	11			
Assistant Professor	82,600	110,400	70,500	25	9	77,500	2	2
<i>Discipline: Astrophysics</i>								
Professor	133,100	176,200	97,900	14	1			
Associate Professor	95,400	100,700	90,000	5	1			
Assistant Professor	81,400	83,000	80,100	4	1			
<i>Discipline: Optics/Optical Sciences</i>								
Professor	145,700	314,800	101,600	16	1			
Associate Professor	96,000	100,900	92,700	6	1			
Assistant Professor	82,900	87,600	77,300	3	1			
<i>Discipline: Physics, General</i>								
Professor	137,100	430,500	66,300	781	32	162,200	8	5
Associate Professor	94,200	131,300	57,700	235	31	103,200	3	3
Assistant Professor	86,100	114,300	70,900	156	31	86,100	25	15
PSYCHOLOGY								
<i>Discipline: Neuroscience</i>								
Professor	102,800	107,300	98,800	3	1			
Associate Professor	96,300	96,300	96,300	1	1			
<i>Discipline: Psychology, General</i>								
Professor	141,200	435,300	61,900	600	31	174,500	7	5
Associate Professor	90,700	210,100	50,500	263	31	99,700	7	6
Assistant Professor	78,300	105,300	61,000	206	31	78,700	32	18

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CAS Social Sciences

ANTHROPOLOGY

Discipline: Anthropology

Professor	126,200	290,200	62,200	259	31	152,000	1	1
Associate Professor	81,500	182,900	56,000	196	31	95,800	4	4
Assistant Professor	71,600	119,000	55,800	108	31	75,000	19	15

ECONOMICS

Discipline: Economics, General

Professor	208,500	389,200	89,900	347	30	254,000	3	3
Associate Professor	148,700	288,500	61,000	172	30	166,700	8	7
Assistant Professor	121,200	160,700	89,000	199	29	125,400	45	23

ENVIRONMENTAL STUDIES

Discipline: Environmental Studies

Professor	143,800	243,300	91,900	37	7			
Associate Professor	93,200	145,500	43,700	33	6	43,700	1	1
Assistant Professor	81,000	113,300	64,200	28	6	86,400	6	5

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ETHNIC AND ASIAN STUDIES								
<i>Discipline: Afro-American (Black) Studies</i>								
Professor	129,500	293,600	86,700	35	14	156,300	2	2
Associate Professor	92,300	157,000	59,100	70	19	113,000	4	4
Assistant Professor	74,200	108,200	60,500	45	18	70,900	9	7
<i>Discipline: American Indian/Native American Studies</i>								
Professor	115,700	147,300	98,800	6	3			
Associate Professor	81,500	97,200	72,400	8	4			
Assistant Professor	66,100	70,800	63,100	5	3	65,700	3	2
<i>Discipline: Asian Studies/Civilization</i>								
Professor	112,000	129,600	95,000	9	3			
Associate Professor	80,300	104,500	67,100	26	4			
Assistant Professor	64,700	70,000	56,100	7	4	68,500	2	2
<i>Discipline: Asian-American Studies</i>								
Professor	121,900	199,600	102,100	12	4	130,800	1	1
Associate Professor	94,400	113,300	75,000	15	5			
Assistant Professor	74,000	78,800	71,500	3	2	71,600	1	1
<i>Discipline: Ethnic Studies</i>								
Professor	145,100	293,600	92,500	8	2			
Associate Professor	107,700	136,600	88,400	10	2	136,600	1	1
Assistant Professor	77,700	91,000	72,200	5	2			
<i>Discipline: Ethnic, Cultural Minority, and Gender Studies, Other</i>								
Professor	142,100	175,000	97,300	7	3			
Associate Professor	103,100	131,500	79,100	13	3	84,400	1	1
Assistant Professor	68,300	92,000	61,100	11	2	61,100	1	1
<i>Discipline: Hispanic-American Studies</i>								
Professor	140,100	226,600	95,100	17	6	95,100	1	1
Associate Professor	93,100	130,300	71,200	25	7			
Assistant Professor	69,300	102,200	45,000	13	6	75,600	1	1
GEOGRAPHY								
<i>Discipline: Geography</i>								
Professor	133,600	233,700	71,700	125	20	153,800	4	2
Associate Professor	83,300	125,700	57,600	99	19	95,800	5	4
Assistant Professor	74,500	100,300	48,000	75	19	70,100	12	8

APPENDIX III

ALL AAU PUBLIC PEERS 2014-15 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

Only disciplines in departments with matches to submitted UO data were included; UO data were not included.

	AAU PUBLIC PEERS <i>Average Salary</i>	AAU PUBLIC PEERS <i>High Salary</i>	AAU PUBLIC PEERS <i>Low Salary</i>	AAU PUBLIC PEERS <i>FTE</i>	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS <i>New Hire Avg Salary</i>	AAU PUBLIC PEERS <i>New Hire FTE</i>	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
HISTORY								
Discipline: European History								
Associate Professor	83,800	83,800	83,800	1	1			
Discipline: History, General								
Professor	131,300	284,000	62,000	507	31	136,900	9	7
Associate Professor	85,800	184,200	46,200	402	31	94,000	5	3
Assistant Professor	69,200	104,200	47,000	179	30	70,100	28	20
INTERNATIONAL STUDIES								
Discipline: Area Studies, Other								
Professor	170,200	170,200	170,200	1	1			
Discipline: International Relations and Affairs								
Professor	170,900	283,000	104,400	33	5	173,300	2	1
Associate Professor	102,400	140,700	79,900	13	4	140,700	1	1
Assistant Professor	96,000	147,100	68,900	21	4	102,400	6	3
Discipline: International/Global Studies								
Professor	104,200	185,000	80,700	14	3	185,000	1	1
Associate Professor	78,400	111,500	54,800	24	4	83,300	2	2
Assistant Professor	66,300	78,000	57,200	11	3	70,500	2	2
POLITICAL SCIENCE								
Discipline: Political Science and Government, General								
Professor	154,400	295,800	63,500	346	31	203,100	2	2
Associate Professor	97,200	223,500	65,800	264	31	117,400	3	3
Assistant Professor	83,100	147,300	61,900	170	31	84,400	29	19
SOCIOLOGY								
Discipline: Sociology								
Professor	145,200	308,500	68,200	309	30	142,200	5	4
Associate Professor	92,700	170,300	60,000	204	30	125,400	5	4
Assistant Professor	77,400	115,000	60,200	127	29	77,900	21	15
WOMEN'S & GENDER STUDIES								
Discipline: Women's Studies								
Professor	124,700	211,000	89,500	34	16			
Associate Professor	83,100	114,400	66,700	58	17	90,000	1	1
Assistant Professor	66,200	91,800	58,800	37	15	68,500	5	5

APPENDIX III

ALL AAU PUBLIC PEERS 2014-15 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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AAU PUBLIC PEERS <i>Average Salary</i>	AAU PUBLIC PEERS <i>High Salary</i>	AAU PUBLIC PEERS <i>Low Salary</i>	AAU PUBLIC PEERS <i>FTE</i>	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS <i>New Hire Avg Salary</i>	AAU PUBLIC PEERS <i>New Hire FTE</i>	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
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College of Education

COUNSELING PSYCHOLOGY & HUMAN SERVICES

Discipline: Clinical Psychology

Professor	130,600	173,300	108,800	12	1		
Associate Professor	101,200	122,700	92,000	10	1		
Assistant Professor	82,500	93,400	80,000	7	2	80,000	1 1

Discipline: Educational Psychology

Professor	117,400	184,200	76,200	84	11		
Associate Professor	81,900	136,900	61,400	57	11	95,000	4 3
Assistant Professor	73,500	89,200	60,000	40	9	73,700	8 5

Discipline: Individual & Family Development Studies, General

Professor	133,600	202,200	90,100	25	6		
Associate Professor	85,900	104,200	61,600	31	6	85,000	1 1
Assistant Professor	71,900	90,000	66,700	35	6	72,700	6 3

EDUCATION STUDIES

Discipline: Curriculum and Instruction

Professor	113,400	220,300	60,000	119	15	127,500	2 2
Associate Professor	81,000	126,200	61,800	137	15	86,700	7 5
Assistant Professor	69,900	87,900	56,100	92	15	68,400	21 10

Discipline: Education, General

Professor	131,600	264,000	82,000	180	15	167,500	7 5
Associate Professor	87,800	131,000	65,000	137	14	95,000	4 4
Assistant Professor	72,400	108,200	61,700	99	14	71,800	23 8

Discipline: Teacher Education, Multiple Levels

Professor	115,700	163,500	88,700	5	1		
Associate Professor	91,900	111,400	71,000	9	1		
Assistant Professor	79,900	82,500	76,700	5	1		

EDUCATIONAL METHODOLOGY, POLICY & LEADERSHI

Discipline: Education Leadership & Administration, General

Professor	127,100	204,300	75,000	67	13	121,900	3 2
Associate Professor	83,100	135,800	64,300	73	14	78,700	3 2
Assistant Professor	71,800	88,000	64,400	52	13	68,100	5 4

APPENDIX III

ALL AAU PUBLIC PEERS 2014-15 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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AAU PUBLIC PEERS <i>Average Salary</i>	AAU PUBLIC PEERS <i>High Salary</i>	AAU PUBLIC PEERS <i>Low Salary</i>	AAU PUBLIC PEERS <i>FTE</i>	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS <i>New Hire Avg Salary</i>	AAU PUBLIC PEERS <i>New Hire FTE</i>	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
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SPECIAL EDUCATION & CLINICAL SCIENCES

Discipline: Audiology/Audiologist & Hearing Sciences

Professor	148,400	177,500	127,400	4	1		
Associate Professor	86,200	91,700	80,700	2	1		
Assistant Professor	79,100	80,100	78,100	5	1	80,000	1
Instructor	62,700	62,700	62,700	1	1		

Discipline: Communication Disorders, General

Professor	123,300	209,700	88,100	31	6	186,000	1
Associate Professor	81,000	93,400	71,800	16	6		
Assistant Professor	74,900	90,000	69,600	16	6		

Discipline: Special Education & Teaching, General

Professor	122,700	192,800	82,700	43	8		
Associate Professor	81,300	97,500	65,100	28	7		
Assistant Professor	71,100	80,100	65,000	28	8	72,500	4

Discipline: Speech Pathology and Audiology

Professor	126,600	201,600	81,100	36	8	181,100	1
Associate Professor	86,700	109,700	72,200	26	8		
Assistant Professor	78,100	99,000	65,000	31	8	83,000	4

APPENDIX III

ALL AAU PUBLIC PEERS 2014-15 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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AAU PUBLIC PEERS <i>Average Salary</i>	AAU PUBLIC PEERS <i>High Salary</i>	AAU PUBLIC PEERS <i>Low Salary</i>	AAU PUBLIC PEERS <i>FTE</i>	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS <i>New Hire Avg Salary</i>	AAU PUBLIC PEERS <i>New Hire FTE</i>	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
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Lundquist College of Business

BUSINESS ADMINISTRATION

Discipline: Accounting

Professor	229,700	401,700	106,000	84	16		
Associate Professor	188,100	258,300	64,500	72	16	216,000	1
Assistant Professor	190,200	224,500	131,800	103	16	195,400	17

Discipline: Business Administration, Management & Operations

Professor	235,400	406,900	87,000	367	23	260,800	6
Associate Professor	177,500	288,400	83,500	230	23	185,100	10
Assistant Professor	162,600	252,100	95,000	270	23	164,500	50

Discipline: Business/Commerce, General

Professor	212,100	344,200	105,300	135	6	237,500	2
Associate Professor	171,200	235,000	86,900	90	7	190,000	2
Assistant Professor	161,600	220,000	98,500	106	6	157,400	14

Discipline: Finance, General

Professor	248,200	497,500	95,100	91	16		
Associate Professor	201,300	290,600	77,200	61	16	225,600	3
Assistant Professor	194,200	230,800	120,000	95	16	198,500	23
Instructor	210,000	210,000	210,000	1	1		

Discipline: Human Resource Management/Personnel Administration, General

Professor	208,400	267,800	141,400	9	1		
Associate Professor	167,700	181,800	146,300	6	1		
Assistant Professor	147,900	161,000	140,600	6	1		

Discipline: Management Science, General

Professor	202,100	252,600	157,600	16	3		
Associate Professor	154,800	190,000	104,400	20	3	162,500	1
Assistant Professor	150,800	186,000	128,500	12	3	138,000	2

Discipline: Marketing/Marketing Management, General

Professor	222,100	385,500	130,700	69	13	260,000	2
Associate Professor	166,500	235,600	100,100	46	13	180,000	1
Assistant Professor	150,100	186,000	125,500	54	13	150,800	8

APPENDIX III

ALL AAU PUBLIC PEERS 2014-15 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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AAU PUBLIC PEERS <i>Average Salary</i>	AAU PUBLIC PEERS <i>High Salary</i>	AAU PUBLIC PEERS <i>Low Salary</i>	AAU PUBLIC PEERS <i>FTE</i>	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS <i>New Hire Avg Salary</i>	AAU PUBLIC PEERS <i>New Hire FTE</i>	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
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Robert D. Clark Honors College

Discipline: Biology

Discipline: Biochemistry

Professor	155,700	317,500	89,200	60	9	183,600	1	1
Associate Professor	93,400	128,000	63,900	45	9			
Assistant Professor	81,000	93,100	59,000	33	7	80,500	6	6

Discipline: Biology, General

Professor	137,700	263,400	85,900	231	14			
Associate Professor	90,700	146,300	60,800	150	15	85,300	3	2
Assistant Professor	83,500	96,700	69,300	95	14	84,400	17	7

Discipline: Botany/Plant Biology

Professor	119,600	171,900	94,800	36	5	97,000	1	1
Associate Professor	83,500	114,000	62,800	14	4	114,000	1	1
Assistant Professor	80,200	100,800	74,000	15	5	76,500	2	2

Discipline: Ecology

Professor	119,600	173,600	78,400	37	4			
Associate Professor	91,800	126,600	78,600	26	4			
Assistant Professor	79,600	82,400	72,400	12	4			

Discipline: Evolutionary Biology

Professor	143,000	244,300	85,500	23	1			
Associate Professor	91,600	97,500	77,700	8	1			
Assistant Professor	84,800	84,800	84,800	1	1			

Discipline: Marine Biology & Biological Oceanography

Professor	123,900	194,400	74,000	29	3			
Associate Professor	83,100	100,300	62,200	22	3			
Assistant Professor	74,800	93,600	63,000	15	3	72,500	5	3

Discipline: Microbiology, General

Professor	142,300	285,900	81,600	45	5			
Associate Professor	85,300	107,600	69,400	24	5			
Assistant Professor	82,900	96,100	72,500	17	5	78,200	4	3

Discipline: Molecular Biology

Professor	136,100	261,900	88,300	51	3			
Associate Professor	91,100	126,000	54,900	39	3			
Assistant Professor	81,700	90,900	68,600	20	3	75,000	1	1

APPENDIX III

ALL AAU PUBLIC PEERS 2014-15 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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	AAU PUBLIC PEERS <i>Average Salary</i>	AAU PUBLIC PEERS <i>High Salary</i>	AAU PUBLIC PEERS <i>Low Salary</i>	AAU PUBLIC PEERS <i>FTE</i>	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS <i>New Hire Avg Salary</i>	AAU PUBLIC PEERS <i>New Hire FTE</i>	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
Discipline: Neuroscience								
Professor	102,800	107,300	98,800	3	1			
Associate Professor	96,300	96,300	96,300	1	1			
Discipline: Zoology, General								
Professor	120,100	215,000	87,600	35	3			
Associate Professor	83,600	97,500	61,000	20	3			
Assistant Professor	79,200	82,800	75,200	6	3			
Discipline: Geology								
Discipline: Geology								
Professor	131,200	259,600	68,100	334	30	123,300	3	2
Associate Professor	90,100	132,500	68,200	121	30	92,600	2	2
Assistant Professor	80,000	116,600	62,200	102	28	79,700	16	14
Discipline: History								
Discipline: European History								
Associate Professor	83,800	83,800	83,800	1	1			
Discipline: History, General								
Professor	131,300	284,000	62,000	507	31	136,900	9	7
Associate Professor	85,800	184,200	46,200	402	31	94,000	5	3
Assistant Professor	69,200	104,200	47,000	179	30	70,100	28	20
Discipline: Literature								
Discipline: American Literature (U.S.)								
Professor	98,600	119,400	83,200	5	1			
Associate Professor	76,700	101,100	53,800	11	1			
Assistant Professor	60,900	63,100	57,500	6	1	63,000	1	1
Discipline: Comparative Literature								
Professor	140,100	293,300	79,100	75	13	90,600	1	1
Associate Professor	83,000	130,900	56,200	53	13			
Assistant Professor	69,500	90,000	60,500	25	10	70,400	8	5
Discipline: English								
Professor	123,100	277,200	57,900	609	30	112,400	6	5
Associate Professor	82,500	147,900	46,000	500	30	88,200	10	8
Assistant Professor	67,800	92,500	55,200	202	30	68,900	31	18

APPENDIX III

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Discipline: Rhetoric

Discipline: Rhetoric and Composition

Professor	126,100	226,500	82,100	26	5	186,000	1	1
Associate Professor	90,500	137,000	49,000	26	5	137,000	1	1
Assistant Professor	71,400	83,400	60,000	16	5	75,500	3	3

Discipline: Speech Communication and Rhetoric

Professor	128,400	287,500	81,700	78	14	155,000	1	1
Associate Professor	83,000	137,300	52,100	81	14	110,000	1	1
Assistant Professor	70,600	91,600	55,400	71	14	68,200	9	7

School of Journalism and Communication

JOURNALISM & COMMUNICATION

Discipline: Advertising

Professor	111,000	140,000	85,000	14	5	120,000	1	1
Associate Professor	88,000	117,000	73,400	27	6			
Assistant Professor	75,000	82,400	66,100	17	5			

Discipline: Broadcast Journalism

Professor	100,600	113,800	92,500	3	1			
Associate Professor	70,600	75,900	65,400	2	1			

Discipline: Journalism

Professor	123,000	200,600	86,500	84	15	132,000	5	4
Associate Professor	87,000	128,300	69,600	101	16	74,000	1	1
Assistant Professor	72,400	100,900	60,000	59	15	70,200	14	8

Discipline: Journalism & Mass Communications, Other

Professor	89,800	89,800	89,800	1	1			
Associate Professor	82,800	104,500	66,400	5	1			

Discipline: Mass Communications

Professor	154,200	258,800	88,700	22	4			
Associate Professor	80,700	125,300	65,500	21	4	81,500	2	1
Assistant Professor	68,600	92,700	51,000	8	3	70,000	2	1

APPENDIX III

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School of Law

LAW

Discipline: Law

Professor	206,900	487,100	90,500	627	21	210,400	10	8
Associate Professor	138,700	223,500	96,000	99	15	135,600	7	4
Assistant Professor	150,700	211,500	78,700	72	14	149,800	10	5

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School of Music and Dance

DANCE

Discipline: Dance, General

Professor	94,800	133,700	67,100	29	8			
Associate Professor	76,400	111,500	60,800	23	9			
Assistant Professor	62,300	85,900	47,500	16	6	62,300	3	2

MUSIC

Discipline: Conducting

Professor	126,500	127,300	125,700	2	1			
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Discipline: Jazz/Jazz Studies

Professor	106,700	151,300	77,800	3	1			
Associate Professor	59,800	61,000	58,600	2	1			

Discipline: Music History, Literature, & Theory

Professor	92,100	109,600	78,400	4	1			
Associate Professor	75,000	75,000	75,000	1	1			

Discipline: Music Pedagogy

Professor	102,500	102,500	102,500	1	1			
Associate Professor	71,700	80,400	62,700	4	1			
Assistant Professor	52,500	52,500	52,500	1	1			

Discipline: Music Performance, General

Professor	105,700	170,900	77,000	60	3			
Associate Professor	80,000	105,700	62,200	48	3	66,000	1	1
Assistant Professor	66,100	72,200	42,700	23	3	68,000	5	2

Discipline: Music Theory & Composition

Professor	98,800	112,700	83,500	7	1			
Associate Professor	67,300	75,300	61,600	6	1			
Assistant Professor	52,300	57,200	43,100	4	1			

Discipline: Music, General

Professor	107,700	234,500	61,000	430	27	110,900	5	5
Associate Professor	76,200	165,400	44,100	309	27	97,000	8	6
Assistant Professor	63,200	91,000	43,100	130	26	63,500	24	16
Instructor	40,000	40,000	40,000	1	1			