

APPENDIX III

ALL AAU PUBLIC PEERS 2012-13 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
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Architecture and Allied Arts

ARCHITECTURE & INTERIOR ARCH

Discipline: Architecture

Professor	119,100	204,200	78,200	108	17	110,800	2	2
Associate Professor	81,900	118,900	47,200	146	17	83,500	2	2
Assistant Professor	66,900	96,700	52,900	109	17	68,500	16	10
Instructor	53,300	55,800	50,800	2	2			

Discipline: Interior Architecture

Professor	101,500	101,500	101,500	1	1			
Associate Professor	64,000	78,600	55,700	3	1			

ART

Discipline: Art/Art Studies, General

Professor	95,400	187,500	63,400	153	14	125,000	2	1
Associate Professor	72,000	110,700	41,100	150	14	88,700	2	1
Assistant Professor	60,100	84,400	42,000	71	13	55,500	11	6
Instructor	30,000	30,000	30,000	1	1			

Discipline: Fine/Studio Arts, General

Professor	104,700	163,600	67,200	78	11			
Associate Professor	70,900	99,000	57,800	74	10	85,000	1	1
Assistant Professor	57,200	82,800	37,000	43	9	59,300	4	3
Instructor	49,100	49,100	49,100	1	1			

ART HISTORY

Discipline: Art History, Criticism and Conservation

Professor	113,100	214,200	69,300	89	17	115,000	1	1
Associate Professor	77,000	115,400	55,500	80	17	97,900	1	1
Assistant Professor	60,900	81,700	45,000	47	16	63,200	6	5

HISTORIC PRESERVATION

Discipline: Historic Preservation and Conservation

Professor	111,900	130,700	93,000	2	1			
Associate Professor	89,200	103,700	83,000	4	2			
Assistant Professor	68,500	72,000	65,000	2	2			

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LANDSCAPE ARCHITECTURE

Discipline: Landscape Architecture

Professor	108,900	146,300	92,000	19	6			
Associate Professor	82,100	110,500	62,400	30	8	85,000	2	1
Assistant Professor	64,100	78,500	56,300	18	10	64,000	1	1
Instructor	63,100	72,300	53,800	2	2			

PLANNING, PUBLIC POLICY, & MGMT

Discipline: City/Urban, Community and Regional Planning

Professor	125,000	230,700	84,000	65	18			
Associate Professor	84,400	113,000	64,100	73	18	87,400	4	4
Assistant Professor	68,500	100,800	61,400	57	17	69,900	8	6
Instructor	59,600	60,000	59,300	2	1			

Discipline: Public Administration

Professor	145,800	244,400	98,000	28	6	105,000	1	1
Associate Professor	107,600	168,400	69,400	27	6			
Assistant Professor	83,300	119,500	71,000	40	6	84,500	9	4

Discipline: Public Policy Analysis

Professor	153,900	265,800	86,600	89	11	165,300	3	2
Associate Professor	105,000	210,000	66,000	57	10	160,000	1	1
Assistant Professor	88,300	125,600	52,000	53	10	83,800	2	1
Instructor	97,500	100,000	95,000	2	2	95,000	1	1

PRODUCT DESIGN

Discipline: Design & Visual Communications

Professor	110,000	192,100	75,000	25	4			
Associate Professor	77,800	96,000	54,900	18	4			
Assistant Professor	66,900	76,200	58,000	7	3	61,000	2	2

Discipline: Industrial and Product Design

Professor	100,500	114,400	91,500	4	2			
Associate Professor	76,400	76,400	76,400	1	1			
Assistant Professor	63,100	66,500	60,000	5	3			

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CAS Humanities

CLASSICS

Discipline: Classics and Classical Languages, Literatures, & Linguistics

Professor	115,400	216,600	67,800	99	22	95,000	1	1
Associate Professor	77,900	130,300	54,300	68	22			
Assistant Professor	63,300	86,400	47,400	35	17	65,700	6	5
Instructor	32,800	42,000	23,800	2	2	23,800	1	1

Discipline: Latin Language & Literature

Professor	97,200	119,100	75,300	2	1			
Associate Professor	74,100	76,200	70,900	3	1			
Assistant Professor	56,800	62,700	50,000	4	1			

COMPARATIVE LITERATURE

Discipline: Comparative Literature

Professor	129,400	257,500	80,100	69	13			
Associate Professor	77,000	153,100	55,100	47	13			
Assistant Professor	66,900	82,500	58,100	18	8	65,600	3	3

CREATIVE WRITING

Discipline: Creative Writing

Professor	152,700	160,100	143,500	5	1			
Associate Professor	130,500	130,500	130,500	1	1			

Discipline: Drama/Theater Arts, General

Professor	104,100	183,500	66,500	126	25	100,000	1	1
Associate Professor	73,500	108,200	57,400	142	26	81,200	2	2
Assistant Professor	61,100	80,000	49,200	78	24	60,600	10	8
Instructor	50,500	60,100	40,000	13	5	40,400	2	2

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EAST ASIAN LANGUAGES & LITERATURE								
<i>Discipline: East Asian Languages, Literatures, & Linguistics, General</i>								
Professor	118,200	230,000	67,700	57	13			
Associate Professor	77,900	101,700	57,200	49	13			
Assistant Professor	63,100	90,000	50,700	44	13	60,800	4	3
Instructor	46,600	51,700	41,900	10	1	47,000	3	1
<i>Discipline: East Asian Languages, Literatures, & Linguistics, Other</i>								
Professor	113,500	146,400	91,000	8	2			
Associate Professor	76,700	98,700	66,200	14	2			
Assistant Professor	62,000	68,600	57,000	7	2	62,000	2	2
ENGLISH								
<i>Discipline: English</i>								
Professor	116,900	263,800	64,300	600	30	65,000	1	1
Associate Professor	78,200	128,800	49,000	501	30	87,400	8	5
Assistant Professor	65,300	88,100	53,500	205	30	66,200	35	18
Instructor	45,100	58,000	31,800	6	3	45,000	1	1
<i>Discipline: English Composition</i>								
Instructor	42,400	45,500	40,000	16	1			
GERMAN & SCANDINAVIAN								
<i>Discipline: German Language & Literature</i>								
Professor	97,800	152,700	58,800	44	13			
Associate Professor	74,900	108,200	57,000	48	13			
Assistant Professor	61,000	67,000	52,600	18	9	65,300	3	2
Instructor	45,800	51,900	41,700	7	1	44,000	1	1
<i>Discipline: German Languages, Literatures, & Linguistics, General</i>								
Professor	128,400	210,000	75,000	18	4	170,000	1	1
Associate Professor	79,800	92,700	62,400	11	4			
Assistant Professor	64,300	80,500	51,700	6	3			
<i>Discipline: Scandinavian Languages, Literatures, & Linguistics</i>								
Professor	122,900	164,800	77,400	7	3			
Associate Professor	88,900	93,100	77,500	4	3			
Assistant Professor	85,500	85,500	85,500	1	1	85,500	1	1

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LINGUISTICS								
<i>Discipline: Linguistics</i>								
Professor	118,500	210,300	71,500	117	23	113,300	1	1
Associate Professor	79,100	116,700	57,600	70	20			
Assistant Professor	67,800	77,300	55,000	40	18	65,300	6	5
Instructor	32,200	48,300	26,400	7	2			
PHILOSOPHY								
<i>Discipline: Philosophy</i>								
Professor	131,000	278,100	66,700	262	31	154,800	4	4
Associate Professor	79,600	233,500	48,600	129	30	90,800	8	7
Assistant Professor	69,400	118,000	50,700	82	26	66,400	12	8
Instructor	42,000	42,700	40,000	4	1	40,000	1	1
RELIGIOUS STUDIES								
<i>Discipline: Religion/Religious Studies</i>								
Professor	115,900	185,100	75,800	57	12	150,000	1	1
Associate Professor	74,900	103,500	58,100	63	15	85,500	2	2
Assistant Professor	61,500	73,300	40,000	37	14	59,500	4	4
Instructor	59,900	59,900	59,900	1	1			

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ROMANCE LANGUAGES								
<i>Discipline: French Language & Literature</i>								
Professor	107,200	207,800	70,100	69	15			
Associate Professor	72,500	103,200	54,000	83	16			
Assistant Professor	63,600	78,100	53,600	34	15	68,100	7	6
Instructor	43,600	48,900	41,500	4	1			
<i>Discipline: Hispanic and Latin American Languages, Literatures, and Linguistics</i>								
Professor	130,800	231,000	80,100	42	6			
Associate Professor	79,300	98,900	64,500	21	6			
Assistant Professor	69,100	80,000	65,000	6	5	66,500	2	2
<i>Discipline: Italian Language & Literature</i>								
Professor	145,700	179,300	103,300	5	2			
Associate Professor	89,600	92,700	83,700	2	1			
Assistant Professor	69,100	69,100	69,100	1	1	69,100	1	1
<i>Discipline: Romance Languages, Literatures, & Linguistics, General</i>								
Professor	106,300	171,900	66,900	40	7			
Associate Professor	72,000	93,800	51,700	42	7			
Assistant Professor	61,400	71,300	54,600	20	6	61,000	3	3
<i>Discipline: Romance Languages, Literatures, & Linguistics, Other</i>								
Professor	112,400	141,800	87,500	8	2			
Associate Professor	74,400	90,500	60,900	11	2			
Assistant Professor	63,100	68,900	56,800	9	2			
Instructor	40,800	50,000	35,300	8	1			
<i>Discipline: Spanish Language & Literature</i>								
Professor	107,900	172,700	73,800	68	14			
Associate Professor	74,500	132,000	57,900	119	14	85,000	1	1
Assistant Professor	61,300	80,000	52,300	54	14	67,400	7	5
Instructor	46,300	58,100	41,100	13	2	49,000	1	1
THEATRE ARTS								
<i>Discipline: Drama and Dramatics/Theatre Arts, General</i>								
Professor	104,100	183,500	66,500	126	25	100,000	1	1
Associate Professor	73,500	108,200	57,400	142	26	81,200	2	2
Assistant Professor	61,100	80,000	49,200	78	24	60,600	10	8
Instructor	50,500	60,100	40,000	13	5	40,400	2	2

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<u>CAS Natural Sciences</u>								
BIOLOGY								
<i>Discipline: Biochemistry</i>								
Professor	149,000	289,300	69,000	61	10	150,000	1	1
Associate Professor	90,900	120,000	64,000	42	9			
Assistant Professor	75,400	92,300	55,400	34	8	76,100	2	2
<i>Discipline: Biology, General</i>								
Professor	130,600	255,000	83,400	234	14			
Associate Professor	86,800	137,100	59,200	139	15	92,700	3	2
Assistant Professor	77,100	94,300	68,000	98	14	80,200	12	8
Instructor	47,700	54,100	41,300	2	2			
<i>Discipline: Botany/Plant Biology</i>								
Professor	119,900	190,200	87,100	34	5			
Associate Professor	81,300	99,100	59,800	13	4	85,000	1	1
Assistant Professor	74,100	80,900	70,000	9	4			
<i>Discipline: Ecology</i>								
Professor	113,800	185,500	75,000	36	4			
Associate Professor	81,900	105,000	75,800	24	4			
Assistant Professor	72,900	82,000	68,200	18	4	73,900	5	2
<i>Discipline: Evolutionary Biology</i>								
Professor	139,100	245,300	80,500	20	1	190,000	1	1
Associate Professor	90,500	95,100	76,200	10	1			
Assistant Professor	93,100	93,100	93,100	1	1			
<i>Discipline: Marine Biology & Biological Oceanography</i>								
Professor	123,400	150,500	110,100	3	1			
Assistant Professor	49,600	80,500	70,600	3	1	75,200	1	1
<i>Discipline: Microbiology, General</i>								
Professor	143,200	329,500	76,900	52	6	150,000	1	1
Associate Professor	86,700	130,000	65,700	29	6			
Assistant Professor	76,400	95,000	61,300	25	6	95,000	1	1
<i>Discipline: Molecular Biology</i>								
Professor	108,900	164,200	86,100	12	1			
Associate Professor	74,500	107,900	54,500	17	1			
Assistant Professor	71,400	81,300	67,000	3	1			

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Discipline: Neuroscience								
Professor	105,100	112,000	98,700	3	1			
Associate Professor	91,700	95,300	89,600	3	1			
Discipline: Zoology, General								
Professor	115,600	209,300	87,600	34	3			
Associate Professor	80,200	95,800	64,500	18	3			
Assistant Professor	76,900	81,800	72,800	11	3	75,800	2	1

CHEMISTRY

Discipline: Biochemistry								
Professor	149,000	289,300	69,000	61	10	150,000	1	1
Associate Professor	90,900	120,000	64,000	42	9			
Assistant Professor	75,400	92,300	55,400	34	8	76,100	2	2
Discipline: Chemistry, General								
Professor	142,800	290,700	49,100	581	30	185,400	5	5
Associate Professor	86,800	168,800	64,600	170	30			
Assistant Professor	77,800	102,100	65,500	199	30	78,800	28	17
Instructor	54,900	67,800	42,200	4	2			

COMPUTER & INFORMATION SCIENCE

Discipline: Computer Programming/Programmer, General								
Professor	146,400	268,600	100,600	194	15			
Associate Professor	106,700	139,800	74,400	123	15			
Assistant Professor	92,000	106,900	78,100	65	11	91,200	6	5
Instructor	53,800	53,800	53,800	1	1			
Discipline: Computer Science								
Professor	147,900	262,300	101,400	162	11			
Associate Professor	107,700	131,500	90,500	99	11	115,000	1	1
Assistant Professor	94,700	114,000	84,600	47	11	95,200	8	6
Instructor	67,600	76,500	58,700	2	1			
Discipline: Information Technology								
Professor	214,100	306,000	126,500	7	1			
Associate Professor	123,300	160,000	104,000	3	1			
Assistant Professor	135,400	160,000	111,700	4	1	160,000	1	1

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GEOLOGICAL SCIENCES								
<i>Discipline: Geology</i>								
Professor	122,700	240,900	63,500	315	30			
Associate Professor	84,500	130,500	58,300	135	30	90,500	2	2
Assistant Professor	73,900	108,500	60,600	103	29	71,200	11	8
Instructor	49,900	52,000	47,700	2	2			
HUMAN PHYSIOLOGY								
<i>Discipline: Anatomy</i>								
Professor	112,100	112,100	112,100	1	1			
Associate Professor	65,100	65,100	65,100	1	1			
<i>Discipline: Exercise Physiology</i>								
Professor	136,800	162,100	121,500	4	1			
Associate Professor	89,000	139,000	68,000	11	2	139,000	1	1
Assistant Professor	73,100	88,000	62,900	6	2			
Instructor	50,500	50,500	50,500	1	1			
<i>Discipline: Kinesiology and Exercise Science</i>								
Professor	121,200	200,500	73,000	80	12	160,000	1	1
Associate Professor	84,500	114,600	60,000	73	12	82,000	1	1
Assistant Professor	73,500	94,100	59,000	56	12	74,500	8	6
Instructor	48,700	202,300	37,800	17	2			
<i>Discipline: Physiology, General</i>								
Professor	139,900	239,200	88,300	32	6			
Associate Professor	87,000	112,500	69,200	30	7			
Assistant Professor	80,900	93,200	69,200	12	5	90,600	1	1
Instructor	44,400	53,000	41,100	9	1			
MATHEMATICS								
<i>Discipline: Mathematics, General</i>								
Professor	128,300	333,200	49,500	832	31	162,800	7	6
Associate Professor	85,600	142,800	33,000	280	31	92,200	5	4
Assistant Professor	79,100	102,800	41,000	178	31	81,200	32	19
Instructor	43,700	65,100	34,300	32	5	45,000	2	2
<i>Discipline: Statistics, General</i>								
Professor	140,900	265,200	79,800	160	22			
Associate Professor	91,400	142,500	71,600	84	21	103,800	2	2
Assistant Professor	83,800	108,200	60,000	58	20	86,400	11	8
Instructor	55,800	65,200	47,400	7	2	50,000	1	1

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PHYSICS								
<i>Discipline: Astronomy</i>								
Professor	123,000	206,900	67,000	105	12			
Associate Professor	86,300	108,800	63,200	43	12			
Assistant Professor	78,800	94,300	60,000	25	10	78,600	4	4
<i>Discipline: Astrophysics</i>								
Professor	129,400	168,400	94,800	13	1			
Associate Professor	91,000	103,300	80,700	7	1			
Assistant Professor	84,000	91,500	76,500	2	1			
Instructor	94,900	134,300	55,400	2	1			
<i>Discipline: Optics/Optical Sciences</i>								
Professor	138,000	305,600	93,000	17	1			
Associate Professor	93,000	98,000	90,000	8	1			
Assistant Professor	80,000	85,000	75,000	3	1			
<i>Discipline: Physics, General</i>								
Professor	129,000	410,800	65,800	763	32	190,300	2	2
Associate Professor	87,800	125,300	57,700	214	31	101,000	2	2
Assistant Professor	81,700	114,700	67,400	166	30	83,300	33	20
Instructor	61,800	90,400	40,000	3	2			
PSYCHOLOGY								
<i>Discipline: Developmental & Child Psychology</i>								
Professor	161,600	309,500	84,400	10	1			
Associate Professor	81,400	93,300	64,600	4	1			
<i>Discipline: Neuroscience</i>								
Professor	105,100	112,000	98,700	3	1			
Associate Professor	91,700	95,300	89,600	3	1			
<i>Discipline: Psychology, General</i>								
Professor	135,100	421,600	61,600	610	32	140,600	3	3
Associate Professor	85,600	145,000	50,000	290	32	93,400	4	4
Assistant Professor	74,700	100,000	40,000	226	32	74,600	33	18
Instructor	48,700	57,100	43,700	7	2			

APPENDIX III

ALL AAU PUBLIC PEERS 2012-13 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
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CAS Social Sciences

ANTHROPOLOGY

Discipline: Anthropology

Professor	118,200	276,200	63,200	254	31	130,000	1	1
Associate Professor	77,300	120,000	52,800	198	31	107,500	2	1
Assistant Professor	65,800	107,100	50,400	116	31	69,400	16	12
Instructor	46,900	46,900	46,900	1	1			

ECONOMICS

Discipline: Economics, General

Professor	192,200	375,000	80,500	357	30	243,400	6	4
Associate Professor	140,000	260,000	59,800	144	30	188,800	4	4
Assistant Professor	111,300	150,000	60,000	192	30	116,100	31	17
Instructor	76,800	108,000	52,200	3	2	108,000	1	1

ENVIRONMENTAL STUDIES

Discipline: Environmental Studies

Professor	129,200	217,500	69,000	37	8	150,000	1	1
Associate Professor	95,000	138,500	70,100	25	5			
Assistant Professor	76,500	104,400	62,000	28	6	73,000	4	4
Instructor	47,600	47,600	47,600	1	1			

APPENDIX III

ALL AAU PUBLIC PEERS 2012-13 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
ETHNIC AND ASIAN STUDIES								
Discipline: Afro-American (Black) Studies								
Professor	124,900	267,900	84,400	39	16	132,400	1	1
Associate Professor	87,800	145,000	60,600	65	19	87,200	5	4
Assistant Professor	69,300	92,500	40,000	32	14	68,300	2	2
Instructor	40,000	40,000	40,000	1	1			
Discipline: American Indian/Native American Studies								
Professor	114,100	175,200	92,600	11	5			
Associate Professor	78,600	89,700	70,500	7	4	89,700	1	1
Assistant Professor	67,200	76,800	61,500	7	4	66,600	1	1
Discipline: Asian Studies/Civilization								
Professor	113,100	149,000	91,600	6	3			
Associate Professor	77,700	93,600	64,500	17	3			
Assistant Professor	54,200	68,100	56,100	7	3	63,200	1	1
Discipline: Asian-American Studies								
Professor	108,800	180,300	96,100	10	4			
Associate Professor	83,800	119,500	75,400	17	5	86,200	2	1
Assistant Professor	73,300	82,000	68,000	3	3	70,000	1	1
Discipline: Ethnic Studies								
Professor	143,400	267,900	105,000	5	2	203,500	1	1
Associate Professor	96,100	129,000	81,900	11	2			
Assistant Professor	70,200	80,800	64,800	6	2			
Instructor	49,200	49,200	49,200	1	1			
Discipline: Ethnic, Cultural Minority, and Gender Studies, Other								
Professor	127,200	153,000	86,300	5	2			
Associate Professor	93,500	119,500	71,400	12	3	97,800	1	1
Assistant Professor	73,300	89,300	61,300	11	2	74,200	1	1
Discipline: Hispanic-American Studies								
Professor	146,000	200,900	99,300	12	6			
Associate Professor	88,200	123,600	70,400	19	6			
Assistant Professor	63,400	83,000	45,000	17	8	61,400	3	3
Instructor	47,000	47,000	47,000	1	1			

APPENDIX III

ALL AAU PUBLIC PEERS 2012-13 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
GEOGRAPHY								
<i>Discipline: Geography</i>								
Professor	124,400	220,000	69,500	132	21	123,000	2	2
Associate Professor	80,900	115,000	57,300	99	20	115,000	1	1
Assistant Professor	69,200	93,700	48,000	86	21	74,800	10	9
HISTORY								
<i>Discipline: European History</i>								
Associate Professor	77,500	77,500	77,500	1	1			
Instructor	46,400	59,000	40,000	5	1	40,000	1	1
<i>Discipline: History, General</i>								
Professor	124,000	265,900	61,200	501	31	146,000	5	4
Associate Professor	80,800	166,000	46,200	413	31	107,600	3	3
Assistant Professor	65,400	100,000	44,700	175	31	63,500	31	17
Instructor	60,900	74,800	40,700	3	2			
INTERNATIONAL STUDIES								
<i>Discipline: Area Studies, Other</i>								
Associate Professor	154,500	154,500	154,500	1	1			
<i>Discipline: International Relations and Affairs</i>								
Professor	160,300	269,400	98,600	27	4			
Associate Professor	99,600	166,900	75,100	12	3			
Assistant Professor	84,800	123,600	65,000	14	3	85,200	3	3
<i>Discipline: International/Global Studies</i>								
Professor	121,000	150,000	96,600	4	2			
Associate Professor	85,700	108,800	64,000	13	4			
Assistant Professor	62,500	65,900	59,600	7	2			
Instructor	49,400	49,400	49,400	1	1			
POLITICAL SCIENCE								
<i>Discipline: Political Science and Government, General</i>								
Professor	145,700	292,300	63,600	340	31	179,500	2	1
Associate Professor	92,400	175,100	59,000	270	31	107,500	2	2
Assistant Professor	77,000	135,000	57,600	180	30	77,700	30	18
Instructor	51,400	58,300	47,400	4	2			

APPENDIX III

ALL AAU PUBLIC PEERS 2012-13 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
SOCIOLOGY								
<i>Discipline:</i>	Sociology							
Professor	137,300	293,600	66,600	325	30	132,500	2	2
Associate Professor	85,800	163,800	57,800	202	30	93,600	6	6
Assistant Professor	71,700	97,100	54,600	128	30	73,700	18	13
Instructor	40,900	43,500	33,300	4	1			
WOMEN'S & GENDER STUDIES								
<i>Discipline:</i>	Women's Studies							
Professor	116,800	170,800	79,100	40	17	135,000	1	1
Associate Professor	80,100	115,000	64,600	57	19	93,800	2	2
Assistant Professor	66,800	90,000	57,200	39	17	68,700	5	4

APPENDIX III

ALL AAU PUBLIC PEERS 2012-13 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
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College of Education

COUNSELING PSYCHOLOGY & HUMAN SERVICES

Discipline: Counseling Psychology

Professor	131,400	142,700	113,400	4	1
Associate Professor	86,300	107,300	73,300	7	1
Assistant Professor	68,300	70,600	67,000	3	1

Discipline: Educational Psychology

Professor	107,300	169,100	74,900	81	10			
Associate Professor	79,300	105,800	61,400	49	9	81,700	1	1
Assistant Professor	67,600	87,400	55,100	40	9	74,400	8	5

Discipline: Individual & Family Development Studies, General

Professor	128,100	189,700	87,700	29	7	100,000	1	1
Associate Professor	83,000	123,600	61,100	34	6	95,300	1	1
Assistant Professor	70,400	83,000	63,000	30	7	70,000	7	4
Instructor	53,400	66,200	42,000	6	1	54,800	4	1

EDUCATIONAL LEADERSHIP

Discipline: Education Leadership & Administration, General

Professor	119,100	200,000	73,800	69	14	200,000	1	1
Associate Professor	80,800	172,200	62,600	73	15			
Assistant Professor	66,700	78,000	59,300	58	14	69,000	14	8

APPENDIX III

ALL AAU PUBLIC PEERS 2012-13 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
SPECIAL EDUCATION								
<i>Discipline: Audiology/Audiologist & Hearing Sciences</i>								
Professor	129,700	144,200	109,000	5	1			
Associate Professor	100,400	155,100	67,500	3	1			
Assistant Professor	77,400	78,400	76,700	4	1	77,000	1	1
Instructor	62,000	62,000	62,000	1	1			
<i>Discipline: Communication Disorders, General</i>								
Professor	114,100	199,800	89,000	20	5			
Associate Professor	82,300	95,800	70,400	12	5			
Assistant Professor	71,900	83,600	62,300	20	5	73,300	3	2
Instructor	41,400	41,400	41,400	1	1			
<i>Discipline: Special Education & Teaching, General</i>								
Professor	115,000	212,800	73,600	39	8	146,600	2	1
Associate Professor	77,000	93,300	52,500	28	8			
Assistant Professor	66,600	75,400	60,000	25	8	67,700	9	4
Instructor	57,500	57,500	57,500	1	1			
<i>Discipline: Speech Pathology and Audiology</i>								
Professor	117,700	190,700	78,100	43	9			
Associate Professor	83,600	122,600	58,600	35	9			
Assistant Professor	71,500	92,600	62,900	27	9	70,700	7	4
Instructor	45,100	45,100	45,100	1	1			

APPENDIX III

ALL AAU PUBLIC PEERS 2012-13 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
TEACHER EDUCATION								
<i>Discipline: Curriculum and Instruction</i>								
Professor	106,300	193,500	58,800	138	17	110,000	2	2
Associate Professor	77,900	118,000	54,500	153	17	75,500	2	2
Assistant Professor	66,200	85,800	42,000	112	17	66,100	12	7
Instructor	45,900	54,000	40,000	4	2	54,000	1	1
<i>Discipline: Education, General</i>								
Professor	123,600	238,700	73,900	174	15	139,500	7	4
Associate Professor	84,700	165,000	57,800	133	15	89,100	6	3
Assistant Professor	67,100	107,500	42,800	100	14	66,200	16	8
Instructor	46,900	68,000	33,100	16	4	58,500	1	1
<i>Discipline: Secondary Education & Teaching</i>								
Professor	107,700	112,200	103,200	2	1			
Associate Professor	79,000	92,000	73,600	11	1			
Assistant Professor	67,600	68,000	67,200	2	1	68,000	1	1
<i>Discipline: Teacher Education, Multiple Levels</i>								
Professor	115,200	154,200	84,200	3	1			
Associate Professor	88,200	106,600	70,200	11	1			
Assistant Professor	77,500	86,000	72,700	4	1			

APPENDIX III

ALL AAU PUBLIC PEERS 2012-13 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
<u>Lundquist College of Business</u>								
BUSINESS ADMINISTRATION								
<i>Discipline: Accounting</i>								
Professor	213,100	341,500	111,000	89	17	302,500	1	1
Associate Professor	170,300	236,500	64,500	66	17	201,300	3	3
Assistant Professor	175,700	210,600	120,000	95	17	178,300	17	11
Instructor	106,200	195,000	67,600	9	3	195,000	1	1
<i>Discipline: Business Administration, Management & Operations</i>								
Professor	213,700	381,100	83,600	346	22	273,200	3	3
Associate Professor	163,400	264,000	65,700	205	22	193,200	9	7
Assistant Professor	153,600	210,000	95,600	268	22	152,400	41	15
Instructor	71,900	73,900	70,000	3	1	70,000	1	1
<i>Discipline: Business/Commerce, General</i>								
Professor	201,100	333,300	100,000	128	6	211,300	2	2
Associate Professor	161,400	245,000	86,400	98	7	195,000	1	1
Assistant Professor	154,100	202,300	96,200	91	7	157,600	23	6
Instructor	80,700	105,200	61,100	31	3	77,400	5	1
<i>Discipline: Finance, General</i>								
Professor	224,600	476,700	61,600	95	17	275,000	1	1
Associate Professor	183,100	252,100	75,800	58	16	232,000	1	1
Assistant Professor	181,400	223,200	100,000	93	17	184,600	13	9
Instructor	98,100	150,000	62,200	6	2			
<i>Discipline: Human Resource Management/Personnel Administration, General</i>								
Professor	194,300	263,600	119,700	9	1			
Associate Professor	176,600	212,400	143,000	8	1	162,000	1	1
Assistant Professor	145,400	149,400	140,300	8	1	145,000	1	1
<i>Discipline: Management Science, General</i>								
Professor	190,500	341,100	137,100	24	4			
Associate Professor	143,400	181,600	101,500	22	4			
Assistant Professor	148,100	185,000	120,000	13	4	150,000	1	1
Instructor	81,300	90,000	73,100	4	1			
<i>Discipline: Marketing/Marketing Management, General</i>								
Professor	203,100	354,700	118,100	71	14			
Associate Professor	150,300	209,100	79,900	48	14	180,000	1	1
Assistant Professor	142,900	185,000	119,500	54	14	146,300	8	6
Instructor	67,200	74,000	62,500	3	1			

APPENDIX III

ALL AAU PUBLIC PEERS 2012-13 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
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School of Journalism and Communication

JOURNALISM & COMMUNICATION

Discipline: Advertising

Professor	108,700	140,200	76,100	15	4			
Associate Professor	83,200	104,600	66,900	19	6			
Assistant Professor	72,300	85,000	59,400	23	6	72,600	4	3

Discipline: Broadcast Journalism

Professor	94,100	112,500	83,500	3	1		
Associate Professor	66,700	72,600	60,800	2	1		

Discipline: Journalism

Professor	115,100	167,800	73,800	93	16	125,000	2	1
Associate Professor	83,000	127,900	56,900	107	16	95,000	1	1
Assistant Professor	68,900	92,700	54,900	69	16	67,900	16	11
Instructor	63,000	76,500	50,900	6	3	54,000	1	1

Discipline: Journalism & Mass Communications, Other

Professor	85,700	85,700	85,700	1	1		
Associate Professor	78,300	101,000	61,800	6	1		
Assistant Professor	56,100	56,100	56,100	1	1		

Discipline: Mass Communications

Professor	147,700	220,000	86,800	22	4			
Associate Professor	82,100	130,600	61,700	18	4			
Assistant Professor	56,200	62,000	48,000	5	2	56,000	1	1

School of Law

LAW

Discipline: Law

Professor	199,900	346,600	89,200	640	22	205,500	10	6
Associate Professor	133,200	188,800	96,000	114	15	131,000	12	6
Assistant Professor	136,900	177,900	50,000	81	13	153,000	8	5
Instructor	67,500	100,100	48,000	27	4	54,000	3	2

APPENDIX III

ALL AAU PUBLIC PEERS 2012-13 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
<u>School of Music and Dance</u>								
DANCE								
<i>Discipline: Dance, General</i>								
Professor	88,200	130,200	65,000	32	8			
Associate Professor	73,400	92,000	59,700	22	7			
Assistant Professor	58,500	68,000	46,000	16	7	60,200	4	3
Instructor	41,500	41,500	41,500	1	1			
MUSIC								
<i>Discipline: Conducting</i>								
Professor	123,500	124,200	122,700	2	1			
<i>Discipline: Jazz/Jazz Studies</i>								
Professor	119,100	149,800	88,400	2	1			
Associate Professor	65,300	65,300	65,300	1	1			
Assistant Professor	53,100	54,000	52,100	2	1			
<i>Discipline: Music History, Literature, & Theory</i>								
Professor	86,100	106,600	76,100	6	1			
<i>Discipline: Music Pedagogy</i>								
Professor	98,400	107,500	87,800	3	1			
Associate Professor	69,000	78,000	60,300	4	1			
<i>Discipline: Music Performance, General</i>								
Professor	101,000	166,800	75,800	51	2	115,000	1	1
Associate Professor	73,000	99,400	42,700	39	2	90,000	1	1
Assistant Professor	62,500	70,000	54,500	19	2	62,000	4	2
Instructor	51,400	84,100	30,000	9	1			
<i>Discipline: Music Theory & Composition</i>								
Professor	98,800	110,000	90,300	4	1			
Associate Professor	66,300	79,000	56,800	6	1			
Assistant Professor	50,600	58,500	42,700	5	1			
<i>Discipline: Music, General</i>								
Professor	103,000	234,500	55,600	438	27	126,400	4	3
Associate Professor	72,000	159,500	38,900	326	26	80,600	4	2
Assistant Professor	61,800	100,000	42,700	135	26	57,800	21	14
Instructor	42,800	60,000	28,000	8	3	51,900	2	2