

APPENDIX III

ALL AAU PUBLIC PEERS 2017-18 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 Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
--	---	--	---	-------------------------------	---	--	---	--

CAS Humanities

CINEMA STUDIES

Discipline: *Film/Cinema/Video Studies*

Professor	145,200	278,500	88,600	51	12			
Associate Professor	87,800	155,400	67,400	54	12	98,200	3	3
Assistant Professor	78,500	95,000	60,000	26	11	78,800	4	2

CLASSICS

Discipline: *Classics and Classical Languages, Literatures, & Linguistics*

Professor	125,200	274,200	76,300	108	24	140,000	1	1
Associate Professor	87,000	155,600	56,000	66	24			
Assistant Professor	71,500	99,100	62,000	50	21	72,300	5	5

COMPARATIVE LITERATURE

Discipline: *Comparative Literature*

Professor	152,700	342,300	90,500	146	14	143,300	2	1
Associate Professor	90,300	155,200	56,200	114	14	90,900	6	3
Assistant Professor	75,400	104,000	63,800	66	13	104,000	2	1

CREATIVE WRITING

Discipline: *Creative Writing*

Professor	159,600	182,900	147,000	6	2	149,500	2	1
Associate Professor	114,800	141,000	88,600	2	2			

Discipline: *Drama/Theater Arts, General*

Professor	120,700	224,800	67,800	264	27	103,200	6	3
Associate Professor	82,600	117,300	60,400	258	27	79,900	4	2
Assistant Professor	69,500	90,700	55,500	180	25	67,500	30	12

EAST ASIAN LANGUAGES & LITERATURE

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

Professor	137,600	283,400	76,400	134	13			
Associate Professor	91,100	128,900	60,000	122	12			
Assistant Professor	74,900	103,100	55,000	58	10	75,800	8	4

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

Professor	125,100	167,500	96,600	6	2			
Associate Professor	81,800	105,100	76,700	8	2			
Assistant Professor	71,500	85,300	65,000	9	2	65,000	1	1

Discipline: *Japanese Language & Literature*

Professor	104,300	111,000	98,400	5	1			
Associate Professor	88,100	90,700	80,300	6	1			
Assistant Professor	77,200	77,800	76,500	3	1			

APPENDIX III

ALL AAU PUBLIC PEERS 2017-18 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 Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
ENGLISH								
Discipline: American Literature								
Professor	105,700	148,900	84,200	14	1	92,000	2	1
Associate Professor	83,400	108,600	56,400	14	1			
Assistant Professor	70,000	77,200	60,700	10	1			
Discipline: English								
Professor	131,700	313,700	74,000	1,178	31	157,500	12	6
Associate Professor	90,200	238,000	50,100	1,016	31	104,000	18	8
Assistant Professor	73,800	110,000	59,500	372	31	72,700	48	16
GERMAN & SCANDINAVIAN								
Discipline: German Language & Literature								
Professor	115,300	202,400	80,700	49	14	99,400	1	1
Associate Professor	84,700	117,000	62,200	39	14			
Assistant Professor	71,800	80,000	61,200	21	12	73,000	4	4
Discipline: German Languages, Literatures, & Linguistics, General								
Professor	130,300	271,300	88,800	30	5			
Associate Professor	86,800	121,000	58,200	18	5			
Assistant Professor	66,800	78,000	57,400	9	3	78,000	1	1
Discipline: Scandinavian Languages, Literatures, & Linguistics								
Professor	136,800	194,700	92,500	6	3			
Associate Professor	102,300	122,000	82,600	2	2			
Assistant Professor	86,500	104,600	72,100	4	2	73,000	1	1
LINGUISTICS								
Discipline: Linguistics								
Professor	133,300	253,300	84,000	145	25	139,600	3	3
Associate Professor	88,700	125,800	60,700	75	22			
Assistant Professor	80,100	105,000	58,100	51	22	86,400	5	5
PHILOSOPHY								
Discipline: Philosophy								
Professor	155,900	339,000	70,800	283	32	164,000	5	5
Associate Professor	95,500	171,500	54,400	124	31	130,000	1	1
Assistant Professor	75,900	105,700	59,200	89	29	72,500	6	6
RELIGIOUS STUDIES								
Discipline: Religion/Religious Studies								
Professor	135,000	286,000	88,800	66	14	120,400	2	2
Associate Professor	85,600	118,700	62,000	68	15	74,100	2	1
Assistant Professor	72,000	116,100	60,300	44	15	77,600	3	2

APPENDIX III

ALL AAU PUBLIC PEERS 2017-18 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 Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
ROMANCE LANGUAGES								
Discipline: French Language & Literature								
Professor	127,100	269,700	81,800	74	16			
Associate Professor	85,900	122,000	63,900	71	16			
Assistant Professor	72,200	95,000	59,100	28	15	64,800	3	2
Discipline: Hispanic and Latin American Languages, Literatures, and Linguistics, General								
Professor	156,100	279,100	105,100	42	6			
Associate Professor	99,500	116,200	66,600	12	6			
Assistant Professor	82,000	104,000	73,300	15	6	83,400	4	4
Discipline: Italian Language & Literature								
Professor	157,600	220,600	111,800	7	3			
Associate Professor	101,500	103,700	97,800	4	2			
Assistant Professor	91,700	96,300	87,200	2	2			
Discipline: Romance Languages, Literatures, & Linguistics, General								
Professor	119,700	213,000	66,500	55	8	100,400	3	2
Associate Professor	78,500	109,900	57,100	59	8			
Assistant Professor	71,100	82,000	57,100	24	8	75,000	1	1
Discipline: Romance Languages, Literatures, & Linguistics, Other								
Professor	111,800	155,200	89,800	9	2			
Associate Professor	81,100	89,500	71,800	11	2			
Assistant Professor	69,300	74,800	65,000	6	2	65,000	1	1
Discipline: Spanish Language & Literature								
Professor	120,200	233,300	79,100	75	15			
Associate Professor	84,000	147,600	62,300	105	14			
Assistant Professor	71,200	87,500	60,000	36	13	63,500	2	2
THEATRE ARTS								
Discipline: Drama and Dramatics/Theatre Arts, General								
Professor	120,700	224,800	67,800	264	27	103,200	6	3
Associate Professor	82,600	117,300	60,400	258	27	79,900	4	2
Assistant Professor	69,500	90,700	55,500	180	25	67,500	30	12

APPENDIX III

ALL AAU PUBLIC PEERS 2017-18 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 Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
CAS Natural Sciences								
BIOLOGY								
Discipline: Biochemistry								
Professor	155,800	343,400	86,500	246	8	175,000	3	1
Associate Professor	97,400	192,000	67,100	111	7			
Assistant Professor	86,200	100,000	74,500	102	7	88,700	15	5
Discipline: Biology, General								
Professor	152,100	315,600	86,600	556	17	158,600	14	5
Associate Professor	97,600	161,300	61,700	302	17	122,000	2	1
Assistant Professor	89,700	133,900	71,400	204	17	84,500	22	9
Discipline: Botany/Plant Biology								
Professor	135,100	242,500	97,100	82	5	195,000	2	1
Associate Professor	104,300	151,200	82,100	26	5			
Assistant Professor	82,900	98,100	75,000	38	5	80,900	2	1
Discipline: Ecology								
Professor	136,800	251,400	96,900	112	5	117,000	2	1
Associate Professor	102,900	137,000	89,900	50	5			
Assistant Professor	82,000	112,800	78,100	46	5	81,000	2	1
Discipline: Evolutionary Biology								
Professor	156,300	264,600	97,300	48	1			
Associate Professor	98,900	115,900	78,500	12	1			
Assistant Professor	87,500	87,500	87,500	2	1			
Discipline: Marine Biology & Biological Oceanography								
Professor	171,000	326,800	118,800	32	1			
Associate Professor	105,200	112,900	96,200	10	1			
Assistant Professor	98,200	98,200	98,200	2	1			
Discipline: Microbiology, General								
Professor	155,600	313,900	104,600	58	4			
Associate Professor	91,200	116,200	88,200	20	4			
Assistant Professor	90,600	104,900	80,200	28	4			
Discipline: Molecular Biology								
Professor	148,500	315,600	90,400	112	4			
Associate Professor	99,000	136,500	68,600	66	4			
Assistant Professor	88,600	104,700	72,700	42	4	83,000	4	2
Discipline: Zoology, General								
Professor	122,400	185,900	77,200	64	3			
Associate Professor	95,600	111,300	75,900	28	3			
Assistant Professor	84,900	92,100	81,200	26	3			

APPENDIX III

ALL AAU PUBLIC PEERS 2017-18 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 Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
CHEMISTRY								
<i>Discipline: Biochemistry</i>								
Professor	155,800	343,400	86,500	246	8	175,000	3	1
Associate Professor	97,400	192,000	67,100	111	7			
Assistant Professor	86,200	100,000	74,500	102	7	88,700	15	5
<i>Discipline: Chemistry, General</i>								
Professor	163,400	335,400	75,500	625	31	165,500	12	6
Associate Professor	100,900	184,200	71,400	185	31	114,000	4	4
Assistant Professor	89,200	120,000	74,500	200	31	89,800	23	15
COMPUTER & INFORMATION SCIENCE								
<i>Discipline: Computer Programming/Programmer, General</i>								
Professor	166,900	311,200	86,700	230	15	208,300	2	2
Associate Professor	124,200	172,300	78,500	102	15	146,200	6	4
Assistant Professor	108,600	132,600	74,600	119	13	109,800	13	9
<i>Discipline: Computer Science</i>								
Professor	174,700	325,300	108,700	239	14	164,700	4	3
Associate Professor	119,800	176,700	97,000	84	14	123,700	4	3
Assistant Professor	108,200	163,200	92,700	96	14	103,300	17	8
<i>Discipline: Information Technology</i>								
Professor	241,100	333,000	180,300	7	1			
Associate Professor	136,600	185,000	106,100	3	1			
Assistant Professor	168,700	178,000	160,000	6	1			
GEOLOGICAL SCIENCES								
<i>Discipline: Geology</i>								
Professor	142,600	293,500	80,700	714	31	149,300	6	3
Associate Professor	98,700	168,600	63,200	246	28	99,700	8	3
Assistant Professor	84,300	113,900	64,600	198	30	85,500	14	7
HUMAN PHYSIOLOGY								
<i>Discipline: Exercise Physiology</i>								
Professor	157,900	213,400	110,500	8	2	158,000	2	1
Associate Professor	91,600	108,900	62,100	10	2			
Assistant Professor	75,900	89,500	70,000	5	2	78,000	1	1
<i>Discipline: Kinesiology and Exercise Science</i>								
Professor	129,200	239,900	77,000	89	13	183,600	3	3
Associate Professor	97,000	141,500	71,800	74	14	93,200	1	1
Assistant Professor	78,100	95,100	62,900	80	14	77,800	13	6

APPENDIX III

ALL AAU PUBLIC PEERS 2017-18 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 Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
Discipline: Physiology, General								
Professor	164,000	380,000	108,300	30	4	257,500	2	2
Associate Professor	108,600	167,500	78,300	22	5			
Assistant Professor	90,400	114,100	80,300	11	4	85,000	1	1

MATHEMATICS

Discipline: Mathematics, General								
Professor	147,300	458,300	73,200	901	32	153,800	5	4
Associate Professor	98,900	159,000	57,800	263	32	109,600	8	6
Assistant Professor	90,200	122,800	55,000	190	32	89,700	24	18
Discipline: Statistics, General								
Professor	162,100	303,100	101,300	185	23	194,200	3	3
Associate Professor	111,900	315,900	74,000	86	22	135,000	3	2
Assistant Professor	99,200	180,000	81,000	104	23	98,600	16	11

PHYSICS

Discipline: Astronomy								
Professor	138,200	258,600	76,500	115	13			
Associate Professor	100,200	142,900	80,800	33	13			
Assistant Professor	90,000	107,500	73,500	35	12	91,800	8	6
Discipline: Astrophysics								
Professor	142,100	186,300	111,500	13	1			
Associate Professor	104,200	110,800	99,700	5	1			
Assistant Professor	96,100	105,900	92,000	7	1			
Discipline: Optics/Optical Sciences								
Professor	150,900	324,800	106,200	16	1			
Associate Professor	112,500	127,400	96,900	6	1	121,200	2	1
Assistant Professor	90,100	91,100	88,600	3	1			
Discipline: Physics, General								
Professor	148,300	475,900	66,300	893	33	148,600	4	3
Associate Professor	102,300	159,200	70,800	196	32	89,600	2	2
Assistant Professor	93,500	136,200	73,000	202	32	87,700	18	15

PSYCHOLOGY

Discipline: Psychology, General								
Professor	153,600	404,700	56,000	661	32	165,400	4	3
Associate Professor	104,000	581,200	51,300	274	32	118,200	6	6
Assistant Professor	85,500	139,500	61,400	215	32	89,000	19	16

APPENDIX III

ALL AAU PUBLIC PEERS 2017-18 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 Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
--	---	--	---	-------------------------------	---	--	---	--

CAS Social Sciences

ANTHROPOLOGY

Discipline: Anthropology

Professor	138,000	333,800	78,200	265	31	172,200	5	5
Associate Professor	90,300	200,200	57,600	214	31	97,100	5	5
Assistant Professor	80,500	132,400	61,200	108	31	78,600	12	11

ECONOMICS

Discipline: Economics, General

Professor	232,500	436,100	104,500	377	31	267,500	3	3
Associate Professor	160,600	375,000	63,200	176	31	182,700	5	4
Assistant Professor	133,200	192,900	95,900	205	31	134,800	30	20

ENVIRONMENTAL STUDIES

Discipline: Environmental Studies

Professor	153,400	240,600	87,300	48	6			
Associate Professor	106,900	128,000	83,100	28	8	107,300	1	1
Assistant Professor	88,100	126,100	70,000	27	8	87,600	5	5

ETHNIC STUDIES

Discipline: African-American/Black Studies

Professor	142,000	340,100	91,200	41	15	300,000	1	1
Associate Professor	102,200	175,000	72,300	68	19			
Assistant Professor	77,700	119,200	62,800	37	15	80,100	7	6

Discipline: American Indian/Native American Studies

Professor	129,700	205,000	95,000	9	4			
Associate Professor	93,900	119,900	76,500	8	6			
Assistant Professor	85,200	88,400	81,700	5	2			

Discipline: American/United States Studies/Civilization

Professor	132,900	214,000	91,000	32	10	92,800	1	1
Associate Professor	94,000	155,400	69,900	40	10	95,500	2	2
Assistant Professor	78,000	97,500	64,200	25	9	78,000	3	3

Discipline: Asian-American Studies

Professor	134,100	257,600	124,700	12	4			
Associate Professor	107,100	134,200	93,500	14	4			

Discipline: Ethnic Studies

Professor	159,800	307,100	110,700	6	2			
Associate Professor	120,300	155,900	95,300	10	2			
Assistant Professor	86,900	129,400	76,300	8	2	79,000	1	1

APPENDIX III

ALL AAU PUBLIC PEERS 2017-18 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 Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
--	---	--	---	-------------------------------	---	--	---	--

Discipline: Ethnic, Cultural Minority, and Gender Studies, Other

Professor	153,000	270,100	103,300	12	4			
Associate Professor	111,100	172,900	84,400	17	4			
Assistant Professor	93,000	109,000	75,000	11	3	90,300	3	2

Discipline: Hispanic-American, Puerto Rican, and Mexican-American/Chicano Studies

Professor	172,000	248,200	104,600	19	9			
Associate Professor	103,200	135,400	75,800	34	9	103,900	2	2
Assistant Professor	78,700	104,400	70,000	21	9			

GEOGRAPHY

Discipline: Geography

Professor	143,800	285,300	77,300	149	22	180,000	1	1
Associate Professor	92,600	133,900	60,600	106	22	98,900	2	2
Assistant Professor	81,200	109,600	66,500	80	21	79,700	9	7

HISTORY

Discipline: American History

Professor	132,000	166,000	98,000	34	1			
Associate Professor	99,100	127,800	83,500	22	1			
Assistant Professor	82,300	86,700	77,900	4	1			

Discipline: European History

Associate Professor	110,400	110,400	110,400	2	1			
---------------------	---------	---------	---------	---	---	--	--	--

Discipline: History, General

Professor	141,100	340,100	64,100	1,006	31	160,400	14	5
Associate Professor	93,900	170,700	46,200	830	31	107,000	18	8
Assistant Professor	75,200	119,200	47,900	304	31	79,400	28	11

INTERNATIONAL STUDIES

Discipline: International/Global Studies

Professor	131,400	216,500	90,200	16	5			
Associate Professor	87,000	141,300	66,700	23	3	88,800	1	1
Assistant Professor	75,100	85,700	62,900	15	3	85,000	1	1

POLITICAL SCIENCE

Discipline: Political Science and Government, General

Professor	168,200	332,400	81,900	365	32	200,300	4	3
Associate Professor	106,900	208,300	65,800	276	32	140,300	5	5
Assistant Professor	88,800	152,400	63,000	177	32	87,700	29	20

APPENDIX III

ALL AAU PUBLIC PEERS 2017-18 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 Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
SOCIOLOGY								
<i>Discipline:</i>	Sociology							
Professor	155,100	336,700	79,100	353	31	151,500	4	3
Associate Professor	99,800	186,000	60,600	176	31	107,400	3	3
Assistant Professor	83,800	140,800	64,000	147	31	82,100	24	19
WOMEN'S & GENDER STUDIES								
<i>Discipline:</i>	Women's Studies							
Professor	135,200	220,700	92,500	55	20	123,000	2	2
Associate Professor	94,400	140,000	62,800	64	20	113,300	3	3
Assistant Professor	75,100	88,400	61,800	46	20	77,000	7	6

APPENDIX III

ALL AAU PUBLIC PEERS 2017-18 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 Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
<u>DSGN Dept of the History of Art & Architecture</u>								
HISTORY OF ART & ARCHITECTURE								
<i>Discipline:</i>	<i>Art History, Criticism and Conservation</i>							
Professor	129,900	255,400	84,400	103	16			
Associate Professor	86,900	116,300	66,900	99	18	86,300	2	2
Assistant Professor	72,700	88,200	60,400	47	17	74,400	7	6
<u>DSGN School of Architecture & Environment</u>								
ARCHITECTURE & INTERIOR ARCH								
<i>Discipline:</i>	<i>Architecture</i>							
Professor	132,700	226,100	84,100	107	16	136,500	1	1
Associate Professor	93,300	129,900	63,500	152	16	93,000	1	1
Assistant Professor	75,000	96,000	65,000	88	16	77,500	8	7
HISTORIC PRESERVATION								
<i>Discipline:</i>	<i>Historic Preservation and Conservation</i>							
Professor	151,600	151,600	151,600	1	1			
Associate Professor	95,800	104,900	88,800	3	1			
Assistant Professor	92,000	92,000	92,000	1	1	92,000	1	1
LANDSCAPE ARCHITECTURE								
<i>Discipline:</i>	<i>Landscape Architecture</i>							
Professor	115,800	156,100	88,500	21	9	128,600	1	1
Associate Professor	97,300	125,100	73,200	35	10	102,000	4	2
Assistant Professor	77,300	97,300	63,600	22	9	83,300	4	3

APPENDIX III

ALL AAU PUBLIC PEERS 2017-18 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 Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
<u>DSGN School of Art & Design</u>								
ART								
<i>Discipline: Art/Art Studies, General</i>								
Professor	106,100	242,300	70,000	141	13			
Associate Professor	82,200	119,500	54,800	125	13	94,000	1	1
Assistant Professor	70,200	110,400	53,700	54	13	69,900	9	7
<i>Discipline: Fine/Studio Arts, General</i>								
Professor	128,800	208,100	79,300	58	6	156,500	2	1
Associate Professor	81,200	117,300	62,100	52	7			
Assistant Professor	72,300	97,600	59,500	20	6	71,300	5	4
PRODUCT DESIGN								
<i>Discipline: Design & Applied Arts, Other</i>								
Professor	191,000	191,000	191,000	1	1			
<i>Discipline: Design & Visual Communications</i>								
Professor	137,500	211,100	81,600	22	4			
Associate Professor	82,900	105,300	60,700	16	3	86,400	1	1
Assistant Professor	75,900	90,000	62,500	15	4	78,700	3	3
<i>Discipline: Industrial and Product Design</i>								
Professor	134,800	160,700	107,400	3	2			
Associate Professor	94,400	106,500	77,000	4	3			
Assistant Professor	67,000	75,000	63,600	6	3	75,000	1	1
<u>DSGN School of Planning, Public Policy, & Mgmt</u>								
PLANNING, PUBLIC POLICY, & MGMT								
<i>Discipline: City/Urban, Community and Regional Planning</i>								
Professor	141,500	340,100	88,500	65	17	121,800	1	1
Associate Professor	92,400	147,600	74,900	51	16			
Assistant Professor	77,900	113,500	62,100	53	17	76,700	9	6
<i>Discipline: Public Administration</i>								
Professor	157,200	314,900	85,000	34	5			
Associate Professor	114,000	155,200	72,400	29	5			
Assistant Professor	87,900	117,900	70,000	23	6	82,600	2	1
<i>Discipline: Public Policy Analysis</i>								
Professor	173,700	337,500	104,300	111	13	180,000	1	1
Associate Professor	125,800	210,100	77,100	88	12	129,000	6	4
Assistant Professor	104,000	163,500	74,700	68	12	103,400	9	6

APPENDIX III

ALL AAU PUBLIC PEERS 2017-18 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 Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
--	---	--	---	-------------------------------	---	--	---	--

College of Education

COUNSELING PSYCHOLOGY & HUMAN SERVICES

Discipline: Clinical Psychology

Professor	151,900	283,500	112,500	19	2
Associate Professor	101,900	150,000	83,200	12	3
Assistant Professor	87,800	100,000	82,100	6	1

Discipline: Educational Psychology

Professor	124,100	254,300	77,000	94	11			
Associate Professor	89,600	145,800	66,100	69	10			
Assistant Professor	78,400	110,000	64,400	45	11	77,300	11	5

Discipline: Individual & Family Development Studies, General

Professor	140,200	197,600	98,500	32	6	145,000	1	1
Associate Professor	90,000	110,000	61,900	31	6	110,000	1	1
Assistant Professor	78,600	94,300	69,200	33	6	78,900	6	4

EDUCATION STUDIES

Discipline: Curriculum and Instruction

Professor	115,800	174,400	68,200	104	14	129,700	3	3
Associate Professor	85,600	124,000	63,000	121	14	93,000	1	1
Assistant Professor	72,900	90,000	63,000	86	14	72,400	18	10

Discipline: Education, General

Professor	147,200	306,700	87,000	202	18	136,700	2	2
Associate Professor	94,300	147,100	71,700	129	16	94,900	4	3
Assistant Professor	78,000	104,200	64,000	99	14	75,900	10	8

Discipline: Teacher Education, Multiple Levels

Professor	108,800	117,400	94,500	3	1			
Associate Professor	94,200	109,700	73,400	6	1			
Assistant Professor	82,700	86,800	74,700	7	1	82,000	2	1

EDUCATIONAL METHODOLOGY, POLICY & LEADERSHIP

Discipline: Education Leadership & Administration, General

Professor	133,900	287,000	91,200	69	13			
Associate Professor	90,600	172,100	65,300	89	14	105,000	3	2
Assistant Professor	74,500	86,600	66,000	48	14	74,300	6	4

SPECIAL EDUCATION & CLINICAL SCIENCES

Discipline: Audiology/Audiologist & Hearing Sciences

Professor	161,800	185,800	134,900	4	1			
Associate Professor	92,100	97,100	89,500	5	1			
Assistant Professor	83,400	86,300	82,000	4	1	82,000	1	1

APPENDIX III

ALL AAU PUBLIC PEERS 2017-18 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 Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
Discipline: Communication Disorders, General								
Professor	144,700	224,500	100,100	22	6	184,500	1	1
Associate Professor	93,700	119,300	79,800	14	6			
Assistant Professor	81,100	95,300	74,800	24	6	83,000	6	4
Discipline: School Psychology								
Professor	137,500	137,500	137,500	1	1			
Associate Professor	98,600	100,400	97,100	5	1			
Assistant Professor	81,700	81,700	81,700	1	1			
Discipline: Special Education & Teaching, General								
Professor	132,000	200,700	87,400	41	7			
Associate Professor	87,300	135,800	67,200	29	7	85,000	1	1
Assistant Professor	78,600	106,600	70,000	18	6	72,000	4	3
Discipline: Speech Pathology and Audiology								
Professor	154,200	279,800	107,800	28	8			
Associate Professor	94,900	133,600	74,500	25	7			
Assistant Professor	83,100	105,000	72,500	34	8	82,500	7	5

APPENDIX III

ALL AAU PUBLIC PEERS 2017-18 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 Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
Lundquist College of Business								
BUSINESS ADMINISTRATION								
Discipline: Accounting								
Professor	253,300	445,000	145,300	90	16			
Associate Professor	211,400	267,100	64,500	72	16	229,500	2	2
Assistant Professor	208,800	227,100	149,400	111	16	214,900	14	5
Instructor	215,000	215,000	215,000	2	1			
Discipline: Business Administration, Management & Operations								
Professor	259,900	454,500	113,000	344	24	250,000	2	2
Associate Professor	196,500	295,000	91,200	254	24	201,400	6	6
Assistant Professor	177,000	252,800	97,400	282	24	172,900	42	19
Discipline: Business/Commerce, General								
Professor	239,300	435,000	105,800	140	6	228,500	3	3
Associate Professor	187,000	253,500	89,900	89	6	193,000	5	3
Assistant Professor	176,400	236,800	100,000	106	6	167,600	17	5
Discipline: Finance, General								
Professor	265,400	531,600	61,600	105	16	289,800	2	2
Associate Professor	217,300	294,900	100,100	66	15	265,000	1	1
Assistant Professor	212,400	245,000	161,500	95	16	220,400	12	8
Instructor	225,000	225,000	225,000	1	1	225,000	1	1
Discipline: Human Resource Management/Personnel Administration, General								
Professor	271,600	457,900	143,800	10	1			
Associate Professor	190,100	206,000	173,600	8	1	195,000	1	1
Assistant Professor	158,100	164,800	147,500	3	1	162,000	1	1
Instructor	162,000	162,000	162,000	1	1			
Discipline: Management Science, General								
Professor	241,100	315,500	168,500	20	3			
Associate Professor	183,100	220,700	131,300	19	3			
Assistant Professor	175,200	190,000	160,000	16	3	171,700	3	3
Discipline: Marketing/Marketing Management, General								
Professor	235,600	401,600	133,800	84	14			
Associate Professor	182,500	247,700	112,100	45	14	194,800	2	2
Assistant Professor	167,800	205,000	141,400	58	14	172,000	8	5

APPENDIX III

ALL AAU PUBLIC PEERS 2017-18 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 Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
Robert D. Clark Honors College								
Faculty Discipline: Biology								
Discipline: Biochemistry								
Professor	155,800	343,400	86,500	246	8	175,000	3	1
Associate Professor	97,400	192,000	67,100	111	7			
Assistant Professor	86,200	100,000	74,500	102	7	88,700	15	5
Discipline: Biology, General								
Professor	152,100	315,600	86,600	556	17	158,600	14	5
Associate Professor	97,600	161,300	61,700	302	17	122,000	2	1
Assistant Professor	89,700	133,900	71,400	204	17	84,500	22	9
Discipline: Botany/Plant Biology								
Professor	135,100	242,500	97,100	82	5	195,000	2	1
Associate Professor	104,300	151,200	82,100	26	5			
Assistant Professor	82,900	98,100	75,000	38	5	80,900	2	1
Discipline: Ecology								
Professor	136,800	251,400	96,900	112	5	117,000	2	1
Associate Professor	102,900	137,000	89,900	50	5			
Assistant Professor	82,000	112,800	78,100	46	5	81,000	2	1
Discipline: Evolutionary Biology								
Professor	156,300	264,600	97,300	48	1			
Associate Professor	98,900	115,900	78,500	12	1			
Assistant Professor	87,500	87,500	87,500	2	1			
Discipline: Marine Biology & Biological Oceanography								
Professor	171,000	326,800	118,800	32	1			
Associate Professor	105,200	112,900	96,200	10	1			
Assistant Professor	98,200	98,200	98,200	2	1			
Discipline: Microbiology, General								
Professor	155,600	313,900	104,600	58	4			
Associate Professor	91,200	116,200	88,200	20	4			
Assistant Professor	90,600	104,900	80,200	28	4			
Discipline: Molecular Biology								
Professor	148,500	315,600	90,400	112	4			
Associate Professor	99,000	136,500	68,600	66	4			
Assistant Professor	88,600	104,700	72,700	42	4	83,000	4	2
Discipline: Zoology, General								
Professor	122,400	185,900	77,200	64	3			
Associate Professor	95,600	111,300	75,900	28	3			
Assistant Professor	84,900	92,100	81,200	26	3			

APPENDIX III

ALL AAU PUBLIC PEERS 2017-18 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 Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
Faculty Discipline: Geology								
<i>Discipline: Geology</i>								
Professor	142,600	293,500	80,700	714	31	149,300	6	3
Associate Professor	98,700	168,600	63,200	246	28	99,700	8	3
Assistant Professor	84,300	113,900	64,600	198	30	85,500	14	7
Faculty Discipline: History								
<i>Discipline: American History</i>								
Professor	132,000	166,000	98,000	34	1			
Associate Professor	99,100	127,800	83,500	22	1			
Assistant Professor	82,300	86,700	77,900	4	1			
<i>Discipline: European History</i>								
Associate Professor	110,400	110,400	110,400	2	1			
<i>Discipline: History, General</i>								
Professor	141,100	340,100	64,100	1,006	31	160,400	14	5
Associate Professor	93,900	170,700	46,200	830	31	107,000	18	8
Assistant Professor	75,200	119,200	47,900	304	31	79,400	28	11
Faculty Discipline: Literature								
<i>Discipline: American Literature (U.S.)</i>								
Professor	105,700	148,900	84,200	14	1	92,000	2	1
Associate Professor	83,400	108,600	56,400	14	1			
Assistant Professor	70,000	77,200	60,700	10	1			
<i>Discipline: Comparative Literature</i>								
Professor	152,700	342,300	90,500	146	14	143,300	2	1
Associate Professor	90,300	155,200	56,200	114	14	90,900	6	3
Assistant Professor	75,400	104,000	63,800	66	13	104,000	2	1
<i>Discipline: English</i>								
Professor	131,700	313,700	74,000	1,178	31	157,500	12	6
Associate Professor	90,200	238,000	50,100	1,016	31	104,000	18	8
Assistant Professor	73,800	110,000	59,500	372	31	72,700	48	16
Faculty Discipline: Rhetoric								
<i>Discipline: Rhetoric and Composition</i>								
Professor	141,000	238,000	82,100	36	6	126,000	1	1
Associate Professor	92,700	120,000	67,000	26	6			
Assistant Professor	79,100	89,800	67,900	10	4			

APPENDIX III

ALL AAU PUBLIC PEERS 2017-18 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 Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
Discipline: Speech Communication and Rhetoric								
Professor	129,200	322,300	84,600	92	15	125,000	2	2
Associate Professor	91,100	141,700	52,100	86	15	104,000	1	1
Assistant Professor	78,000	96,100	60,600	73	15	76,300	9	5

School of Journalism and Communication

JOURNALISM & COMMUNICATION

Discipline: Advertising								
Professor	129,800	206,100	97,600	16	4			
Associate Professor	97,400	126,000	73,400	22	5			
Assistant Professor	80,900	92,300	72,000	20	4	80,600	3	3
Discipline: Journalism								
Professor	127,900	209,800	86,800	76	16	130,000	1	1
Associate Professor	90,600	137,600	70,700	89	17	95,500	1	1
Assistant Professor	75,800	98,000	61,700	69	16	76,700	12	7
Discipline: Journalism & Mass Communications, Other								
Professor	125,700	159,500	97,100	6	2			
Associate Professor	98,600	115,800	78,900	10	2	94,000	1	1
Assistant Professor	80,400	96,700	71,500	6	2	82,000	2	2
Discipline: Mass Communications								
Professor	162,400	262,500	107,700	25	4			
Associate Professor	103,600	135,100	81,000	9	4			
Assistant Professor	82,900	100,000	74,000	11	4	77,300	4	3

School of Law

LAW

Discipline: Law								
Professor	216,500	406,800	95,200	683	23	208,100	7	5
Associate Professor	143,500	200,300	100,000	82	16	129,900	9	3
Assistant Professor	135,300	175,400	110,000	24	6			

APPENDIX III

ALL AAU PUBLIC PEERS 2017-18 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 Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
School of Music and Dance								
DANCE								
<i>Discipline: Dance, General</i>								
Professor	100,500	195,800	69,400	33	9			
Associate Professor	75,900	109,300	49,500	26	10			
Assistant Professor	69,100	90,100	50,100	16	8	65,000	2	2
MUSIC								
<i>Discipline: Conducting</i>								
Professor	147,000	165,000	129,000	2	1	165,000	1	1
<i>Discipline: Jazz/Jazz Studies</i>								
Professor	87,400	93,800	81,000	2	1			
Associate Professor	49,800	90,000	66,000	3	1	90,000	1	1
Assistant Professor	60,000	60,000	60,000	1	1	60,000	1	1
<i>Discipline: Music History, Literature, & Theory</i>								
Professor	102,400	122,700	83,400	3	1			
Associate Professor	72,200	78,200	66,200	2	1	66,200	1	1
<i>Discipline: Music Pedagogy</i>								
Professor	91,300	105,300	77,300	2	1			
Associate Professor	76,100	85,600	66,600	4	1			
Assistant Professor	60,000	60,000	60,000	1	1			
<i>Discipline: Music Performance, General</i>								
Professor	119,900	171,000	91,400	25	3	125,000	1	1
Associate Professor	83,800	121,500	66,000	47	3	76,700	3	1
Assistant Professor	70,300	77,700	60,000	22	3	63,000	5	2
<i>Discipline: Music Theory & Composition</i>								
Professor	99,800	115,800	79,600	8	1			
Associate Professor	68,700	76,000	65,800	7	1			
<i>Discipline: Music, General</i>								
Professor	116,200	272,300	61,000	451	28	139,000	5	5
Associate Professor	82,600	175,800	44,100	283	27	82,300	4	4
Assistant Professor	67,900	121,900	52,500	154	26	66,500	17	13