

APPENDIX III

ALL AAU PUBLIC PEERS 2018-19 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

Only disciplines in AAU departments with matches to UO submitted data were included (see Appendix I for detailed explanation). 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
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CAS Humanities

CINEMA STUDIES

Discipline: *Film/Cinema/Video Studies*

Professor	150,900	287,300	91,900	54	12	142,200	5	2
Associate Professor	94,800	161,600	67,400	50	12	88,400	5	3
Assistant Professor	79,600	98,300	60,000	28	11	77,200	5	3

CLASSICS

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

Professor	131,400	282,400	77,300	114	24	170,200	4	2
Associate Professor	89,300	128,200	56,800	60	24	86,000	3	2
Assistant Professor	74,100	93,000	63,000	51	20	72,600	11	7

COMPARATIVE LITERATURE

Discipline: *Comparative Literature*

Professor	156,400	356,000	91,400	136	13	118,900	8	1
Associate Professor	92,000	160,200	61,300	114	14	85,700	4	1
Assistant Professor	78,200	107,100	63,800	52	11	72,600	10	4

CREATIVE WRITING

Discipline: *Creative Writing*

Professor	155,100	166,300	144,500	6	2			
Associate Professor	111,900	130,000	93,800	2	1	130,000	1	1

Discipline: *Drama/Theater Arts, General*

Professor	125,900	257,300	75,400	268	27	110,800	8	2
Associate Professor	85,800	125,600	62,500	260	27	81,800	24	5
Assistant Professor	71,200	90,200	60,000	148	24	68,600	22	9

EAST ASIAN LANGUAGES & LITERATURE

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

Professor	139,800	280,100	84,800	61	13			
Associate Professor	94,400	133,700	60,000	64	12			
Assistant Professor	79,600	104,600	62,200	27	9	77,500	7	4

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

Professor	124,400	168,800	97,500	5	2	120,800	2	1
Associate Professor	83,300	106,100	72,600	9	2	82,400	4	2
Assistant Professor	73,600	86,300	64,900	10	2	68,200	3	1

Discipline: *Japanese Language & Literature*

Professor	106,400	110,700	101,300	4	1			
Associate Professor	91,600	102,800	81,900	9	1			
Assistant Professor	78,000	78,000	78,000	1	1			

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ALL AAU PUBLIC PEERS 2018-19 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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ENGLISH								
<i>Discipline: American Literature</i>								
Professor	111,200	152,000	84,600	8	1			
Associate Professor	84,000	110,900	60,400	18	1			
Assistant Professor	76,000	80,700	73,400	8	1	75,000	2	1
<i>Discipline: English</i>								
Professor	135,600	323,100	77,200	1,154	31	132,100	44	6
Associate Professor	92,200	238,000	53,900	1,046	31	95,000	70	8
Assistant Professor	75,600	106,300	48,100	336	30	78,600	62	13
Instructor	75,000	75,000	75,000	2	1	75,000	2	1
GERMAN & SCANDINAVIAN								
<i>Discipline: German Language & Literature</i>								
Professor	121,000	202,600	86,100	51	14	108,500	4	1
Associate Professor	84,900	118,000	64,800	38	14	86,100	1	1
Assistant Professor	69,400	86,600	61,200	21	12	71,100	4	4
<i>Discipline: German Languages, Literatures, & Linguistics, General</i>								
Professor	137,200	264,100	90,600	28	5			
Associate Professor	87,900	128,100	52,200	16	4			
Assistant Professor	74,000	89,200	61,400	10	3	77,800	4	2
<i>Discipline: Scandinavian Languages, Literatures, & Linguistics</i>								
Professor	143,500	201,400	99,100	6	3			
Associate Professor	111,200	126,200	89,300	3	3			
Assistant Professor	84,800	102,800	75,400	3	2			
LINGUISTICS								
<i>Discipline: Linguistics</i>								
Professor	140,100	294,500	81,000	143	25	126,400	5	2
Associate Professor	90,300	130,100	61,300	72	22	90,300	6	1
Assistant Professor	85,100	114,200	57,500	51	21	75,100	8	6
PHILOSOPHY								
<i>Discipline: Philosophy</i>								
Professor	163,200	349,200	72,000	286	31	205,400	10	6
Associate Professor	98,100	184,300	58,000	130	31	97,200	8	5
Assistant Professor	79,700	108,800	60,700	80	29	80,600	13	9
RELIGIOUS STUDIES								
<i>Discipline: Religion/Religious Studies</i>								
Professor	139,400	297,400	89,700	67	14	115,300	5	3
Associate Professor	87,500	123,400	62,000	72	15	82,600	3	2
Assistant Professor	74,700	126,700	60,300	34	15	74,200	4	3

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ALL AAU PUBLIC PEERS 2018-19 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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ROMANCE LANGUAGES								
Discipline: French Language & Literature								
Professor	129,800	301,600	87,600	74	16	141,300	1	1
Associate Professor	91,300	152,000	66,400	70	16	88,700	5	1
Assistant Professor	72,200	97,900	59,100	33	13	70,700	9	5
Discipline: Hispanic and Latin American Languages, Literatures, and Linguistics, General								
Professor	154,300	284,700	106,800	40	6			
Associate Professor	98,300	125,600	95,700	11	6			
Assistant Professor	85,200	107,100	70,000	17	6	76,700	2	2
Discipline: Italian Language & Literature								
Professor	164,000	227,200	109,100	7	3			
Associate Professor	101,100	106,400	95,900	3	2			
Assistant Professor	95,000	104,800	85,200	2	2			
Discipline: Romance Languages, Literatures, & Linguistics, General								
Professor	119,700	221,500	66,500	58	8	96,700	3	1
Associate Professor	80,500	114,300	59,400	59	8	81,000	3	1
Assistant Professor	70,200	89,900	58,000	19	8	71,000	2	2
Discipline: Romance Languages, Literatures, & Linguistics, Other								
Professor	108,200	141,800	92,600	7	2			
Associate Professor	82,400	89,500	71,800	11	2			
Assistant Professor	70,300	75,000	65,000	7	2	75,000	1	1
Discipline: Spanish Language & Literature								
Professor	119,900	240,300	72,700	81	15	136,300	4	1
Associate Professor	85,800	135,000	52,800	106	14	86,800	9	2
Assistant Professor	72,200	86,800	60,000	28	11	69,400	4	2
THEATRE ARTS								
Discipline: Drama and Dramatics/Theatre Arts, General								
Professor	125,900	257,300	75,400	268	27	110,800	8	2
Associate Professor	85,800	125,600	62,500	260	27	81,800	24	5
Assistant Professor	71,200	90,200	60,000	148	24	68,600	22	9

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CAS Natural Sciences								
BIOLOGY								
Discipline: Biochemistry								
Professor	152,000	355,100	88,700	255	9	150,700	27	3
Associate Professor	99,000	124,900	68,500	105	7	97,500	3	1
Assistant Professor	88,900	100,000	82,300	99	8	86,200	15	2
Discipline: Biology, General								
Professor	154,700	328,200	85,600	574	18	147,300	2	1
Associate Professor	100,700	166,200	62,100	302	18	105,400	6	1
Assistant Professor	91,900	139,300	71,400	222	17	86,600	26	8
Discipline: Botany/Plant Biology								
Professor	143,500	259,600	99,100	86	5	133,500	12	1
Associate Professor	103,300	155,000	83,700	26	5	90,700	6	1
Assistant Professor	86,800	108,100	78,800	44	5	84,800	12	4
Discipline: Ecology								
Professor	137,900	253,200	97,600	114	5	116,400	14	1
Associate Professor	103,200	137,500	84,900	48	5	92,800	4	2
Assistant Professor	85,400	98,500	80,000	38	5	82,800	8	3
Discipline: Evolutionary Biology								
Professor	169,900	280,100	103,300	44	1			
Associate Professor	114,200	135,000	88,500	10	1			
Assistant Professor	88,700	93,000	85,000	6	1	86,500	4	1
Discipline: Marine Biology & Biological Oceanography								
Professor	164,500	326,800	93,200	42	2			
Associate Professor	93,700	112,100	79,300	18	2	80,000	2	1
Assistant Professor	77,100	89,600	70,400	12	2			
Discipline: Microbiology, General								
Professor	148,300	304,000	106,200	66	4	141,700	24	1
Associate Professor	101,000	113,500	89,100	12	3			
Assistant Professor	94,200	113,500	84,200	28	5	84,800	4	1
Discipline: Molecular Biology								
Professor	156,000	328,200	90,400	108	4			
Associate Professor	102,900	141,200	68,700	70	4	96,000	2	1
Assistant Professor	90,300	112,600	72,000	40	4	82,000	6	3
Discipline: Zoology, General								
Professor	129,500	189,800	97,800	40	2			
Associate Professor	93,700	113,200	59,600	18	2			
Assistant Professor	85,700	94,900	80,000	26	2	81,000	4	1

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CHEMISTRY								
<i>Discipline: Biochemistry</i>								
Professor	152,000	355,100	88,700	255	9	150,700	27	3
Associate Professor	99,000	124,900	68,500	105	7	97,500	3	1
Assistant Professor	88,900	100,000	82,300	99	8	86,200	15	2
<i>Discipline: Chemistry, General</i>								
Professor	167,800	348,800	82,100	606	31	172,900	24	4
Associate Professor	102,300	158,800	67,500	178	31	110,300	6	4
Assistant Professor	92,700	124,800	74,500	203	31	88,600	30	18
COMPUTER & INFORMATION SCIENCE								
<i>Discipline: Computer Programming/Programmer, General</i>								
Professor	170,400	316,300	0	231	15	135,000	4	4
Associate Professor	127,900	178,100	78,100	103	14	128,900	2	2
Assistant Professor	111,900	142,500	77,900	130	13	110,700	21	7
<i>Discipline: Computer Science</i>								
Professor	178,700	357,400	109,800	240	14	172,300	40	3
Associate Professor	122,000	192,000	99,100	92	14	130,200	15	6
Assistant Professor	111,200	177,600	90,000	121	14	109,500	42	11
Instructor	105,000	105,000	105,000	1	1	105,000	1	1
<i>Discipline: Information Technology</i>								
Professor	250,900	338,000	184,000	6	1			
Associate Professor	113,500	121,000	106,100	2	1			
Assistant Professor	172,100	179,800	163,500	6	1			
EARTH SCIENCES								
<i>Discipline: Geology/Earth Science, General</i>								
Professor	145,800	309,300	77,700	708	31	154,100	22	6
Associate Professor	103,300	173,700	71,100	236	29	97,300	6	1
Assistant Professor	87,500	120,200	72,000	216	30	84,500	48	18
HUMAN PHYSIOLOGY								
<i>Discipline: Anatomy</i>								
Professor	153,000	228,000	102,800	12	1			
Associate Professor	100,300	137,000	90,100	9	1			
Assistant Professor	76,200	78,000	74,400	2	1			
<i>Discipline: Exercise Physiology</i>								
Professor	163,000	213,400	110,500	6	2			
Associate Professor	92,600	108,900	62,100	10	2			
Assistant Professor	72,400	78,000	70,000	4	2			

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Discipline: Kinesiology and Exercise Science								
Professor	136,800	247,100	77,000	88	14	147,300	13	4
Associate Professor	99,300	143,100	72,700	75	14	93,200	9	3
Assistant Professor	78,500	94,300	63,500	75	13	77,400	25	7
Discipline: Physiology, General								
Professor	169,700	435,400	107,100	39	5	136,200	4	1
Associate Professor	107,900	171,300	79,700	23	6	111,500	5	1
Assistant Professor	90,500	117,900	73,500	15	5	84,700	5	2

MATHEMATICS

Discipline: Mathematics, General								
Professor	152,100	472,000	73,700	896	32	136,300	51	4
Associate Professor	101,000	175,000	57,800	274	32	111,100	15	5
Assistant Professor	93,500	126,900	73,900	210	32	92,400	54	23
Discipline: Statistics, General								
Professor	166,100	313,700	82,300	179	23	155,600	6	1
Associate Professor	111,300	178,100	81,400	81	22	102,900	3	2
Assistant Professor	103,000	185,400	39,800	122	23	102,000	35	18

PHYSICS

Discipline: Astronomy								
Professor	145,100	266,300	73,100	111	12	111,000	6	1
Associate Professor	104,500	145,800	80,900	29	11	85,700	2	2
Assistant Professor	92,900	115,000	81,500	40	10	85,300	10	5
Discipline: Astrophysics								
Professor	142,100	190,200	102,800	14	1			
Associate Professor	109,800	114,000	106,000	3	1			
Assistant Professor	95,900	100,200	90,000	8	1	92,000	2	1
Discipline: Optics/Optical Sciences								
Professor	153,400	331,100	108,100	17	1			
Associate Professor	116,100	154,700	99,900	7	1	105,000	1	1
Assistant Professor	90,500	92,100	90,000	5	1	90,000	2	1
Discipline: Physics, General								
Professor	153,500	503,000	66,300	911	33	156,300	45	6
Associate Professor	105,200	172,500	72,300	204	32	115,700	7	4
Assistant Professor	96,000	155,000	73,000	197	32	97,200	34	17

PSYCHOLOGY

Discipline: Psychology, General								
Professor	157,900	408,800	62,500	656	32	143,500	35	5
Associate Professor	99,800	145,900	61,700	264	32	94,300	12	3
Assistant Professor	87,400	120,400	63,200	222	32	85,000	41	20

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CAS Social Sciences

ANTHROPOLOGY

Discipline: Anthropology

Professor	141,100	313,600	79,700	278	30	110,500	15	2
Associate Professor	92,700	206,300	58,900	217	31	103,000	10	4
Assistant Professor	82,500	136,500	64,000	109	29	78,400	17	12

ECONOMICS

Discipline: Economics, General

Professor	242,200	447,700	109,200	384	31	251,600	15	8
Associate Professor	163,700	375,000	78,100	171	31	183,200	14	7
Assistant Professor	138,600	203,500	98,000	206	31	143,000	35	15

ENVIRONMENTAL STUDIES

Discipline: Environmental Studies

Professor	161,600	276,000	90,100	50	8			
Associate Professor	110,800	136,300	83,100	27	8			
Assistant Professor	95,200	132,000	72,600	34	7	104,900	3	2

ETHNIC STUDIES

Discipline: African-American/Black Studies

Professor	145,900	350,300	93,100	47	16	158,200	4	3
Associate Professor	111,000	250,000	52,500	65	18	104,600	6	3
Assistant Professor	80,200	101,700	63,700	44	17	78,300	8	6

Discipline: American Indian/Native American Studies

Professor	134,900	209,100	99,800	9	4			
Associate Professor	100,600	122,300	81,300	8	5	95,000	1	1
Assistant Professor	86,500	89,900	80,000	5	3	80,000	1	1

Discipline: American/United States Studies/Civilization

Professor	138,800	214,000	91,000	32	10	92,400	1	1
Associate Professor	96,900	155,400	69,900	44	10	97,100	2	2
Assistant Professor	74,700	93,000	64,200	22	9	77,600	5	4

Discipline: Asian-American Studies

Professor	141,200	288,300	116,500	14	4			
Associate Professor	116,100	163,700	92,000	13	5	116,900	2	2

Discipline: Ethnic Studies

Professor	170,000	316,300	110,700	6	2			
Associate Professor	127,200	160,600	94,200	10	2			
Assistant Professor	80,400	88,800	74,000	7	2			

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Discipline: Ethnic, Cultural Minority, and Gender Studies, Other								
Professor	149,300	278,200	107,400	16	6	142,600	1	1
Associate Professor	113,300	178,000	86,100	20	6			
Assistant Professor	91,000	116,400	79,100	17	6	84,000	3	3
Discipline: Hispanic-American, Puerto Rican, and Mexican-American/Chicano Studies								
Professor	169,900	265,900	108,800	19	9	133,900	1	1
Associate Professor	104,400	165,000	79,000	36	10	102,000	6	3
Assistant Professor	84,800	107,800	72,000	19	9	81,000	4	3

GEOGRAPHY

Discipline: Geography								
Professor	147,300	294,400	83,000	144	22	138,500	9	2
Associate Professor	94,500	144,300	63,100	115	22	83,500	3	2
Assistant Professor	81,700	119,100	65,000	68	20	76,100	13	7

HISTORY

Discipline: American History								
Professor	138,500	176,900	106,900	34	1			
Associate Professor	100,200	130,100	85,100	20	1			
Assistant Professor	81,900	81,900	81,900	2	1			
Discipline: European History								
Associate Professor	113,500	113,500	113,500	2	1			
Discipline: History, General								
Professor	145,500	350,300	68,200	978	31	134,500	54	5
Associate Professor	96,000	169,000	46,200	824	31	104,800	38	9
Assistant Professor	78,500	116,700	47,900	282	31	79,300	54	18

INTERNATIONAL STUDIES

Discipline: International/Global Studies								
Professor	135,000	221,200	92,300	16	5	110,800	1	1
Associate Professor	93,800	142,400	67,800	25	5	140,000	2	1
Assistant Professor	74,800	86,700	62,900	18	3	70,000	1	1

POLITICAL SCIENCE

Discipline: Political Science and Government, General								
Professor	174,300	345,700	55,400	372	32	182,300	12	4
Associate Professor	111,500	216,600	48,200	279	32	113,800	13	7
Assistant Professor	91,100	162,200	64,000	174	32	90,900	33	19

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SOCIOLOGY								
<i>Discipline:</i>	Sociology							
Professor	161,200	525,100	76,600	366	31	155,400	10	5
Associate Professor	101,600	187,500	61,200	175	31	97,200	7	2
Assistant Professor	89,600	145,100	65,000	141	30	90,800	19	16
WOMEN'S & GENDER STUDIES								
<i>Discipline:</i>	Women's Studies							
Professor	138,400	251,700	92,700	50	18	152,200	2	1
Associate Professor	96,400	150,000	67,800	66	18	99,900	6	2
Assistant Professor	77,200	94,600	65,000	38	17	73,400	6	4

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DSGN Dept of the History of Art & Architecture

HISTORY OF ART & ARCHITECTURE

Discipline: *Art History, Criticism and Conservation*

Professor	134,400	265,900	83,000	108	17	135,200	1	1
Associate Professor	87,700	159,600	68,200	104	18	83,000	2	1
Assistant Professor	74,800	93,800	60,400	48	18	77,700	6	6

DSGN School of Architecture & Environment

ARCHITECTURE & INTERIOR ARCH

Discipline: *Architecture*

Professor	132,400	232,900	84,100	107	16	128,200	2	2
Associate Professor	95,600	140,400	63,500	143	16	95,000	3	3
Assistant Professor	77,500	110,000	65,000	101	16	77,500	14	7

HISTORIC PRESERVATION

Discipline: *Historic Preservation and Conservation*

Associate Professor	100,100	108,600	91,500	2	1			
Assistant Professor	92,000	92,000	92,000	1	1			

LANDSCAPE ARCHITECTURE

Discipline: *Landscape Architecture*

Professor	115,600	160,700	94,100	24	8	124,600	3	1
Associate Professor	98,000	133,700	74,000	32	10	88,900	2	1
Assistant Professor	78,000	106,100	63,000	20	8	72,000	4	3

APPENDIX III

ALL AAU PUBLIC PEERS 2018-19 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

Only disciplines in AAU departments with matches to UO submitted data were included (see Appendix I for detailed explanation). 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								
Discipline: Art/Art Studies, General								
Professor	110,200	249,600	73,900	138	13	150,000	1	1
Associate Professor	83,500	122,500	54,300	116	13	74,800	2	2
Assistant Professor	73,100	113,900	57,000	56	13	71,700	13	10
Discipline: Digital Arts								
Associate Professor	89,200	102,800	79,800	3	1			
Assistant Professor	74,300	74,300	74,300	1	1			
Discipline: Fine/Studio Arts, General								
Professor	131,500	197,800	79,300	57	6	111,700	13	1
Associate Professor	80,900	125,600	66,500	50	6	79,600	17	2
Assistant Professor	76,000	100,900	61,500	27	7	71,800	14	6
PRODUCT DESIGN								
Discipline: Design & Applied Arts, Other								
Professor	195,800	195,800	195,800	1	1			
Discipline: Design & Visual Communications								
Professor	142,700	218,400	81,600	24	4			
Associate Professor	79,400	107,100	55,900	15	3			
Assistant Professor	78,700	91,800	63,600	17	4	70,100	4	2
Discipline: Industrial and Product Design								
Professor	136,100	160,700	108,400	3	2			
Associate Professor	96,000	107,600	80,100	4	3	100,000	1	1
Assistant Professor	68,900	78,500	64,200	6	3	67,500	1	1
<u>DSGN School of Planning, Public Policy, & Mgmt</u>								
PLANNING, PUBLIC POLICY, & MGMT								
Discipline: City/Urban, Community and Regional Planning								
Professor	148,400	350,100	88,500	61	17	125,800	5	2
Associate Professor	96,300	160,000	79,400	55	16	90,400	5	2
Assistant Professor	81,500	130,000	62,700	54	17	79,800	11	6
Discipline: Public Administration								
Professor	169,000	276,000	92,000	29	5			
Associate Professor	115,600	159,000	72,400	33	6			
Assistant Professor	93,000	130,000	70,000	28	6	94,100	9	4
Discipline: Public Policy Analysis								
Professor	183,200	347,600	104,300	111	14	220,300	7	5
Associate Professor	129,600	216,400	89,000	88	12	143,200	5	3
Assistant Professor	106,900	161,300	78,000	77	12	107,700	16	8

APPENDIX III

ALL AAU PUBLIC PEERS 2018-19 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

Only disciplines in AAU departments with matches to UO submitted data were included (see Appendix I for detailed explanation).
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
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College of Education

COUNSELING PSYCHOLOGY & HUMAN SERVICES

Discipline: Clinical Psychology

Professor	160,500	283,500	117,900	16	2			
Associate Professor	109,100	158,200	83,300	13	2	98,000	1	1
Assistant Professor	90,700	95,000	83,000	7	2	90,800	4	2

Discipline: Educational Psychology

Professor	129,200	254,300	77,000	98	11	125,600	11	2
Associate Professor	90,200	145,800	66,100	67	10	101,300	2	2
Assistant Professor	80,000	113,300	64,400	54	11	78,400	16	8

Discipline: Individual & Family Development Studies, General

Professor	147,000	207,500	104,500	31	6			
Associate Professor	93,500	123,100	62,600	33	6			
Assistant Professor	79,500	97,100	70,400	32	6	84,100	3	2

EDUCATION STUDIES

Discipline: Curriculum and Instruction

Professor	119,200	182,000	80,800	98	14	126,300	7	3
Associate Professor	89,200	130,000	63,000	121	14	90,700	15	8
Assistant Professor	75,300	93,100	63,000	91	14	76,500	23	9

Discipline: Education, General

Professor	151,900	314,300	86,700	194	18	140,700	6	4
Associate Professor	99,700	151,500	74,600	138	16	113,700	8	5
Assistant Professor	81,600	111,100	65,000	99	14	79,700	10	7

Discipline: Teacher Education, Multiple Levels

Professor	112,000	121,400	97,300	3	1			
Associate Professor	94,000	103,100	74,800	7	1	93,500	1	1
Assistant Professor	83,000	88,000	75,800	4	1			

EDUCATIONAL METHODOLOGY, POLICY & LEADERSHIP

Discipline: Education Leadership & Administration, General

Professor	139,700	287,000	93,000	70	13	142,600	15	2
Associate Professor	91,600	155,400	72,200	95	14	89,000	15	4
Assistant Professor	76,400	94,100	66,000	50	14	75,500	11	6

SPECIAL EDUCATION & CLINICAL SCIENCES

Discipline: Audiology/Audiologist & Hearing Sciences

Professor	168,300	193,300	137,600	4	1			
Associate Professor	89,900	108,900	61,900	4	1			
Assistant Professor	84,100	88,200	79,800	5	1			

APPENDIX III

ALL AAU PUBLIC PEERS 2018-19 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

Only disciplines in AAU departments with matches to UO submitted data were included (see Appendix I for detailed explanation).
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
<i>Discipline: Communication Disorders, General</i>								
Professor	151,900	224,500	103,300	19	6	180,000	1	1
Associate Professor	95,800	127,300	80,600	14	6			
Assistant Professor	83,100	101,300	74,800	29	6	82,100	7	3
<i>Discipline: School Psychology</i>								
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			
<i>Discipline: Special Education & Teaching, General</i>								
Professor	133,800	219,200	89,700	37	7	125,300	5	3
Associate Professor	89,600	135,800	67,200	32	7	91,800	3	1
Assistant Professor	80,400	114,000	71,400	19	6	77,300	6	5
<i>Discipline: Speech Pathology and Audiology</i>								
Professor	152,000	285,400	101,900	26	8	175,200	2	2
Associate Professor	95,100	117,900	74,500	27	8	93,800	8	2
Assistant Professor	83,800	107,600	72,500	36	8	80,500	12	5

APPENDIX III

ALL AAU PUBLIC PEERS 2018-19 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

Only disciplines in AAU departments with matches to UO submitted data were included (see Appendix I for detailed explanation). 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>Lundquist College of Business</u>								
BUSINESS ADMINISTRATION								
<i>Discipline: Accounting</i>								
Professor	265,900	457,200	154,400	78	14	289,000	8	1
Associate Professor	219,100	275,900	64,500	72	15	228,100	14	4
Assistant Professor	213,700	234,200	161,300	100	15	218,100	26	4
Instructor	220,000	220,000	220,000	3	1			
<i>Discipline: Business Administration, Management & Operations</i>								
Professor	267,300	468,100	118,000	323	22	225,100	19	3
Associate Professor	200,000	312,100	93,800	233	22	191,900	23	6
Assistant Professor	182,000	259,800	103,400	268	22	173,500	44	13
Instructor	200,000	225,000	175,000	2	1	200,000	2	1
<i>Discipline: Business/Commerce, General</i>								
Professor	250,000	447,000	105,800	145	7	230,500	2	2
Associate Professor	190,900	252,000	90,400	89	6	205,000	2	2
Assistant Professor	182,600	243,000	75,000	114	6	175,600	21	6
<i>Discipline: Finance, General</i>								
Professor	283,800	546,200	61,600	97	15	298,100	11	2
Associate Professor	223,400	302,000	101,600	66	15	245,100	6	1
Assistant Professor	219,500	247,800	178,100	82	15	218,800	21	9
Instructor	230,000	230,000	230,000	1	1			
<i>Discipline: Human Resource Management/Personnel Administration, General</i>								
Professor	286,600	470,500	194,300	10	1			
Associate Professor	194,600	210,500	181,700	7	1			
Assistant Professor	161,900	167,300	149,700	4	1			
Instructor	165,600	165,600	165,600	1	1			
<i>Discipline: Management Science, General</i>								
Professor	243,700	325,100	173,600	22	3			
Associate Professor	187,700	219,000	132,600	18	3			
Assistant Professor	177,500	203,000	164,100	19	3	185,700	3	2
<i>Discipline: Marketing/Marketing Management, General</i>								
Professor	243,900	401,600	136,500	80	13	250,600	2	2
Associate Professor	184,400	247,700	115,100	37	13	189,800	2	2
Assistant Professor	170,300	203,000	144,300	54	13	169,400	8	7

APPENDIX III

ALL AAU PUBLIC PEERS 2018-19 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

Only disciplines in AAU departments with matches to UO submitted data were included (see Appendix I for detailed explanation).
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	152,000	355,100	88,700	255	9	150,700	27	3
Associate Professor	99,000	124,900	68,500	105	7	97,500	3	1
Assistant Professor	88,900	100,000	82,300	99	8	86,200	15	2
Discipline: Biology, General								
Professor	154,700	328,200	85,600	574	18	147,300	2	1
Associate Professor	100,700	166,200	62,100	302	18	105,400	6	1
Assistant Professor	91,900	139,300	71,400	222	17	86,600	26	8
Discipline: Botany/Plant Biology								
Professor	143,500	259,600	99,100	86	5	133,500	12	1
Associate Professor	103,300	155,000	83,700	26	5	90,700	6	1
Assistant Professor	86,800	108,100	78,800	44	5	84,800	12	4
Discipline: Ecology								
Professor	137,900	253,200	97,600	114	5	116,400	14	1
Associate Professor	103,200	137,500	84,900	48	5	92,800	4	2
Assistant Professor	85,400	98,500	80,000	38	5	82,800	8	3
Discipline: Evolutionary Biology								
Professor	169,900	280,100	103,300	44	1			
Associate Professor	114,200	135,000	88,500	10	1			
Assistant Professor	88,700	93,000	85,000	6	1	86,500	4	1
Discipline: Marine Biology & Biological Oceanography								
Professor	164,500	326,800	93,200	42	2			
Associate Professor	93,700	112,100	79,300	18	2	80,000	2	1
Assistant Professor	77,100	89,600	70,400	12	2			
Discipline: Microbiology, General								
Professor	148,300	304,000	106,200	66	4	141,700	24	1
Associate Professor	101,000	113,500	89,100	12	3			
Assistant Professor	94,200	113,500	84,200	28	5	84,800	4	1
Discipline: Molecular Biology								
Professor	156,000	328,200	90,400	108	4			
Associate Professor	102,900	141,200	68,700	70	4	96,000	2	1
Assistant Professor	90,300	112,600	72,000	40	4	82,000	6	3
Discipline: Zoology, General								
Professor	129,500	189,800	97,800	40	2			
Associate Professor	93,700	113,200	59,600	18	2			
Assistant Professor	85,700	94,900	80,000	26	2	81,000	4	1

APPENDIX III

ALL AAU PUBLIC PEERS 2018-19 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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	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: Earth Sciences								
Discipline: Geology/Earth Science, General								
Professor	145,800	309,300	77,700	708	31	154,100	22	6
Associate Professor	103,300	173,700	71,100	236	29	97,300	6	1
Assistant Professor	87,500	120,200	72,000	216	30	84,500	48	18
Faculty Discipline: History								
Discipline: American History								
Professor	138,500	176,900	106,900	34	1			
Associate Professor	100,200	130,100	85,100	20	1			
Assistant Professor	81,900	81,900	81,900	2	1			
Discipline: European History								
Associate Professor	113,500	113,500	113,500	2	1			
Discipline: History, General								
Professor	145,500	350,300	68,200	978	31	134,500	54	5
Associate Professor	96,000	169,000	46,200	824	31	104,800	38	9
Assistant Professor	78,500	116,700	47,900	282	31	79,300	54	18
Faculty Discipline: Literature								
Discipline: American Literature (U.S.)								
Professor	111,200	152,000	84,600	8	1			
Associate Professor	84,000	110,900	60,400	18	1			
Assistant Professor	76,000	80,700	73,400	8	1	75,000	2	1
Discipline: Comparative Literature								
Professor	156,400	356,000	91,400	136	13	118,900	8	1
Associate Professor	92,000	160,200	61,300	114	14	85,700	4	1
Assistant Professor	78,200	107,100	63,800	52	11	72,600	10	4
Discipline: English								
Professor	135,600	323,100	77,200	1,154	31	132,100	44	6
Associate Professor	92,200	238,000	53,900	1,046	31	95,000	70	8
Assistant Professor	75,600	106,300	48,100	336	30	78,600	62	13
Instructor	75,000	75,000	75,000	2	1	75,000	2	1
Faculty Discipline: Rhetoric								
Discipline: Rhetoric and Composition								
Professor	141,900	257,300	88,100	38	7	143,300	14	1
Associate Professor	96,700	132,000	70,000	29	7	98,300	3	2
Assistant Professor	79,800	89,200	69,200	15	6	80,700	7	2
Discipline: Speech Communication and Rhetoric								
Professor	136,000	331,900	55,400	90	15	115,000	1	1
Associate Professor	91,600	144,800	52,100	96	15	92,300	2	2
Assistant Professor	78,100	96,900	64,500	70	14	74,000	14	9

APPENDIX III

ALL AAU PUBLIC PEERS 2018-19 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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School of Journalism and Communication

JOURNALISM & COMMUNICATION

Discipline: Advertising

Professor	136,200	210,200	108,100	18	4	149,700	5	2
Associate Professor	99,800	121,600	84,500	25	5	98,500	6	1
Assistant Professor	80,400	92,000	69,300	24	5	79,500	12	5

Discipline: Journalism

Professor	134,600	205,000	92,800	71	16	135,300	8	3
Associate Professor	92,000	130,000	71,700	101	17	93,800	9	6
Assistant Professor	76,700	97,500	64,400	64	16	75,700	10	8

Discipline: Journalism & Mass Communications, Other

Professor	129,200	160,000	100,100	6	2	160,000	1	1
Associate Professor	97,700	115,800	82,000	10	2			
Assistant Professor	82,300	96,700	74,100	7	2			

Discipline: Mass Communications

Professor	172,900	300,400	107,500	27	4	288,400	1	1
Associate Professor	103,900	140,100	85,500	7	3			
Assistant Professor	87,800	101,900	77,500	13	4	98,800	1	1

School of Law

LAW

Discipline: Law

Professor	219,800	444,100	97,600	706	24	207,600	39	8
Associate Professor	140,900	195,500	103,000	90	18	132,600	7	5
Assistant Professor	137,700	170,600	111,500	31	9	135,200	7	6

APPENDIX III

ALL AAU PUBLIC PEERS 2018-19 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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	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	107,800	203,600	74,900	32	8	107,400	7	2
Associate Professor	81,700	113,700	59,800	22	9	78,700	3	1
Assistant Professor	69,800	88,000	56,000	19	9	70,400	7	5
MUSIC								
<i>Discipline: Conducting</i>								
Professor	147,800	165,000	130,600	2	1			
<i>Discipline: Jazz/Jazz Studies</i>								
Professor	88,000	94,500	81,500	2	1			
Associate Professor	68,800	70,000	67,500	2	1			
Assistant Professor	61,000	61,000	61,000	1	1			
<i>Discipline: Music History, Literature, & Theory</i>								
Professor	103,000	123,200	84,000	3	1			
Associate Professor	72,900	78,900	67,000	2	1			
<i>Discipline: Music Pedagogy</i>								
Professor	92,000	105,800	78,300	2	1			
Associate Professor	80,100	86,500	76,200	3	1			
Assistant Professor	60,800	60,800	60,800	1	1			
<i>Discipline: Music Performance, General</i>								
Professor	116,000	181,500	82,200	33	3	107,000	4	2
Associate Professor	84,600	121,500	67,000	46	3	74,200	3	2
Assistant Professor	69,900	170,700	60,800	17	3			
<i>Discipline: Music Theory & Composition</i>								
Professor	100,400	116,400	80,500	8	1			
Associate Professor	69,600	77,000	66,400	7	1			
<i>Discipline: Music, General</i>								
Professor	118,500	278,400	61,000	456	28	104,800	37	3
Associate Professor	85,400	179,800	44,100	278	27	83,600	21	2
Assistant Professor	69,000	124,600	56,000	155	27	69,400	25	13