

## APPENDIX III

### ALL AAU PUBLIC PEERS 2022-23 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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#### CAS Humanities

##### CINEMA STUDIES

**Discipline:** *Film/Cinema/Video Studies*

Professor	173,200	414,500	82,700	66	14	152,300	4	3
Associate Professor	98,700	212,100	68,000	69	13			
Assistant Professor	83,100	127,700	59,600	47	12	80,800	7	5

##### CLASSICS

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

Professor	155,100	355,400	93,900	97	21			
Associate Professor	100,400	148,300	68,100	69	23	105,800	5	4
Assistant Professor	82,600	115,000	63,300	45	21	76,600	6	4

**Discipline:** *Greek Language & Literature*

Professor	158,300	158,300	158,300	1	1			
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##### COMPARATIVE LITERATURE

**Discipline:** *Comparative Literature*

Professor	203,200	423,600	95,100	79	13	182,000	2	2
Associate Professor	113,800	168,900	76,900	61	11	86,000	1	1
Assistant Professor	92,400	124,400	71,200	29	9	87,900	3	3

##### CREATIVE WRITING

**Discipline:** *Creative Writing*

Professor	168,400	216,900	143,500	4	1			
Associate Professor	118,900	143,400	100,000	3	1	100,000	1	1
Assistant Professor	90,100	103,800	83,000	3	2			

**Discipline:** *Drama/Theater Arts, General*

Professor	146,400	329,300	74,200	114	26	111,000	2	1
Associate Professor	95,600	153,900	47,500	120	26	106,500	6	3
Assistant Professor	79,100	124,800	56,900	75	21	80,100	12	9

**Discipline:** *Writing, General*

Professor	171,100	212,200	136,000	3	1			
Associate Professor	122,400	131,600	116,400	3	1			

##### EAST ASIAN LANGUAGES & LITERATURE

**Discipline:** *Chinese Language & Literature*

Professor	135,100	171,700	123,200	8	1			
Associate Professor	101,400	111,300	93,400	4	1			
Assistant Professor	90,500	98,900	84,400	4	1			

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<b>Discipline: East Asian Languages, Literatures, &amp; Linguistics, General</b>								
Professor	179,000	339,800	90,400	50	10	169,500	4	2
Associate Professor	106,200	153,400	67,200	43	11			
Assistant Professor	93,600	128,100	71,100	29	7	95,400	1	1
<b>Discipline: East Asian Languages, Literatures, &amp; Linguistics, Other</b>								
Professor	124,700	141,000	107,000	7	2			
Associate Professor	89,000	96,400	75,700	13	2			
Assistant Professor	73,600	75,800	71,600	5	2	71,600	1	1
<b>Discipline: Japanese Language &amp; Literature</b>								
Professor	119,800	130,000	115,500	5	1			
Associate Professor	94,500	100,200	90,600	7	1			
Assistant Professor	84,500	85,900	83,000	2	1	85,900	1	1
<b>ENGLISH</b>								
<b>Discipline: American Literature</b>								
Professor	115,600	126,400	104,800	2	1			
Associate Professor	94,400	114,200	69,900	8	1			
Assistant Professor	88,200	88,200	88,200	1	1			
<b>Discipline: English</b>								
Professor	149,600	384,400	50,800	517	29	125,400	2	2
Associate Professor	102,800	190,300	65,800	416	29	99,000	5	4
Assistant Professor	85,400	134,400	65,000	130	27	82,100	14	8
<b>Discipline: English Composition</b>								
Associate Professor	120,000	120,000	120,000	1	1	120,000	1	1
<b>GERMAN &amp; SCANDINAVIAN</b>								
<b>Discipline: German Language &amp; Literature</b>								
Professor	137,100	304,000	72,000	43	11			
Associate Professor	92,200	115,700	76,000	22	10	104,600	1	1
Assistant Professor	85,500	111,500	72,500	14	8	89,500	2	2
<b>Discipline: German Languages, Literatures, &amp; Linguistics, General</b>								
Professor	126,300	205,300	96,900	21	3			
Associate Professor	81,400	110,000	70,700	14	3			
Assistant Professor	78,800	86,100	71,500	13	3	78,700	3	2
<b>Discipline: Scandinavian Languages, Literatures, &amp; Linguistics</b>								
Professor	186,100	260,600	109,600	4	2			
Associate Professor	114,100	139,900	91,800	4	2			
Assistant Professor	82,000	82,000	82,000	1	1			

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<b>LINGUISTICS</b>								
<b>Discipline:</b>	<b>Linguistics</b>							
Professor	149,600	314,600	79,200	141	25			
Associate Professor	99,800	167,800	38,800	70	24	95,000	3	3
Assistant Professor	92,500	121,800	61,700	57	23	88,800	7	7
<b>PHILOSOPHY</b>								
<b>Discipline:</b>	<b>Philosophy</b>							
Professor	174,200	411,500	80,600	254	31	207,700	3	3
Associate Professor	108,600	200,200	64,500	133	30	129,000	4	4
Assistant Professor	88,900	128,000	69,700	72	28	84,000	16	9
<b>RELIGIOUS STUDIES</b>								
<b>Discipline:</b>	<b>Religion/Religious Studies</b>							
Professor	159,200	331,300	91,900	63	13	137,000	1	1
Associate Professor	102,000	156,800	69,800	75	14	115,000	1	1
Assistant Professor	83,500	93,200	72,000	22	11	84,500	2	2
<b>ROMANCE LANGUAGES</b>								
<b>Discipline:</b>	<b>French Language &amp; Literature</b>							
Professor	128,400	301,800	74,700	48	11			
Associate Professor	96,200	140,500	64,600	68	13			
Assistant Professor	78,300	98,100	65,000	13	9	80,700	3	3
<b>Discipline:</b>	<b>Hispanic and Latin American Languages, Literatures, and Linguistics, General</b>							
Professor	193,300	336,400	114,500	32	5			
Associate Professor	117,800	135,700	106,800	13	5			
Assistant Professor	98,500	118,500	75,100	10	4			
<b>Discipline:</b>	<b>Italian Language &amp; Literature</b>							
Associate Professor	123,500	130,900	109,600	4	1			
Assistant Professor	101,800	101,800	101,800	1	1	101,800	1	1
<b>Discipline:</b>	<b>Romance Languages, Literatures, &amp; Linguistics, General</b>							
Professor	141,900	270,100	99,300	40	7			
Associate Professor	96,500	131,600	78,400	37	7	89,800	2	1
Assistant Professor	76,600	96,400	70,000	21	7	79,800	4	4
<b>Discipline:</b>	<b>Romance Languages, Literatures, &amp; Linguistics, Other</b>							
Professor	118,100	195,400	77,400	12	2			
Associate Professor	86,900	91,400	79,200	8	2			
Assistant Professor	75,300	78,900	65,000	7	2			
<b>Discipline:</b>	<b>Spanish Language &amp; Literature</b>							
Professor	123,000	255,400	81,200	100	15			
Associate Professor	90,500	135,800	67,000	98	15	120,000	1	1
Assistant Professor	74,400	87,500	64,300	27	12	69,900	5	5

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<b>RUSSIAN, EAST EUROPEAN, &amp; EURASIAN STUDIES</b>								
<b>Discipline:</b>	<b>Russian Language &amp; Literature</b>							
Professor	114,000	141,000	101,900	8	2			
Associate Professor	104,600	133,700	89,900	3	2			
Assistant Professor	82,500	82,500	82,500	1	1	82,500	1	1
<b>Discipline:</b>	<b>Russian Studies</b>							
Associate Professor	89,900	90,200	89,600	2	2			
Assistant Professor	68,700	70,400	66,800	3	1			
<b>Discipline:</b>	<b>Slavic Languages, Literatures, &amp; Linguistics, General</b>							
Professor	146,800	253,000	86,000	22	9	186,600	1	1
Associate Professor	98,100	147,200	69,800	25	9	83,500	1	1
Assistant Professor	86,700	109,400	67,600	10	5			
<b>THEATRE ARTS</b>								
<b>Discipline:</b>	<b>Drama and Dramatics/Theatre Arts, General</b>							
Professor	146,400	329,300	74,200	114	26	111,000	2	1
Associate Professor	95,600	153,900	47,500	120	26	106,500	6	3
Assistant Professor	79,100	124,800	56,900	75	21	80,100	12	9

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#### CAS Natural Sciences

##### BIOLOGY

###### **Discipline: Biochemistry**

Professor	170,500	372,500	102,200	78	8	183,500	2	1
Associate Professor	109,000	154,000	81,200	34	7			
Assistant Professor	92,800	111,300	87,500	26	8	97,000	1	1

###### **Discipline: Biology, General**

Professor	153,900	333,800	50,900	256	17	134,200	1	1
Associate Professor	107,800	171,800	65,000	125	17			
Assistant Professor	96,100	121,500	77,900	101	17	94,800	15	9

###### **Discipline: Botany/Plant Biology**

Professor	189,400	431,400	117,600	51	6			
Associate Professor	125,900	161,100	90,600	29	6			
Assistant Professor	105,600	127,000	85,400	32	6	94,100	4	4

###### **Discipline: Ecology**

Professor	150,100	261,200	101,700	45	4	127,400	3	1
Associate Professor	106,700	125,600	91,000	19	4			
Assistant Professor	93,000	110,000	78,000	18	4	100,000	3	1

###### **Discipline: Evolutionary Biology**

Professor	202,800	307,100	141,900	18	1			
Associate Professor	128,900	149,900	101,900	5	1			
Assistant Professor	103,900	112,000	99,600	7	1			

###### **Discipline: Marine Biology & Biological Oceanography**

Professor	117,100	164,300	94,100	7	1			
Associate Professor	93,700	114,600	82,800	3	1			
Assistant Professor	77,200	88,700	72,900	4	1			

###### **Discipline: Microbiology, General**

Professor	179,200	349,600	113,300	33	4			
Associate Professor	122,500	138,700	103,200	13	4			
Assistant Professor	104,200	140,800	86,400	15	4			

###### **Discipline: Molecular Biology**

Professor	184,700	328,900	96,500	65	4			
Associate Professor	113,000	142,400	80,000	31	4			
Assistant Professor	102,100	118,900	80,000	15	4	97,300	3	3

###### **Discipline: Molecular Genetics**

Professor	143,100	207,800	111,300	14	1			
Associate Professor	108,800	127,200	78,200	7	1			

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<b>Discipline: Zoology, General</b>								
Professor	144,300	212,400	112,700	14	2			
Associate Professor	116,400	128,000	101,600	11	2	125,000	1	1
Assistant Professor	95,200	110,200	88,000	9	2			
<b>CHEMISTRY</b>								
<b>Discipline: Biochemistry</b>								
Professor	170,500	372,500	102,200	78	8	183,500	2	1
Associate Professor	109,000	154,000	81,200	34	7			
Assistant Professor	92,800	111,300	87,500	26	8	97,000	1	1
<b>Discipline: Chemistry, General</b>								
Professor	185,900	428,300	94,300	621	30	172,700	12	9
Associate Professor	114,200	148,000	76,200	168	28	116,400	9	7
Assistant Professor	102,200	141,800	78,000	178	30	97,900	24	22
<b>COMPUTER &amp; INFORMATION SCIENCE</b>								
<b>Discipline: Computer Programming/Programmer, General</b>								
Professor	200,900	358,600	120,900	218	12	260,500	2	2
Associate Professor	146,000	209,000	98,900	127	12	144,800	12	5
Assistant Professor	128,900	157,500	103,300	154	11	126,200	22	7
<b>Discipline: Computer Science</b>								
Professor	198,800	386,600	123,600	265	15	199,100	2	2
Associate Professor	137,700	215,500	60,600	94	15	137,000	3	3
Assistant Professor	125,700	182,100	11,500	143	15	121,600	19	10
<b>Discipline: Information Technology</b>								
Professor	200,900	241,500	161,900	6	1			
Associate Professor	154,900	167,500	145,700	4	1			
Assistant Professor	132,800	146,900	119,600	13	1	133,200	1	1
<b>EARTH SCIENCES</b>								
<b>Discipline: Geology/Earth Science, General</b>								
Professor	169,600	354,500	61,300	315	28	132,500	1	1
Associate Professor	110,200	167,800	76,600	118	28	106,200	2	2
Assistant Professor	97,800	138,300	76,500	111	28	100,000	10	9
<b>HUMAN PHYSIOLOGY</b>								
<b>Discipline: Anatomy</b>								
Professor	134,600	187,300	97,200	11	1			
Associate Professor	106,900	110,000	103,700	4	1			
Assistant Professor	102,200	121,900	90,000	3	1			

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<b>Discipline: Exercise Physiology</b>								
Professor	149,500	178,800	131,500	4	2			
Associate Professor	104,500	135,000	62,100	7	2			
Assistant Professor	88,000	100,000	75,000	11	2	86,300	3	2
<b>Discipline: Kinesiology and Exercise Science</b>								
Professor	162,900	272,600	80,100	56	9			
Associate Professor	109,400	155,300	79,300	66	10	107,200	4	4
Assistant Professor	88,000	107,500	74,700	54	9	85,100	11	5
<b>Discipline: Physiology, General</b>								
Professor	191,000	295,700	119,100	41	5			
Associate Professor	125,500	184,700	98,900	24	5			
Assistant Professor	100,000	128,200	84,900	12	5	103,100	2	2
<b>MATHEMATICS</b>								
<b>Discipline: Mathematics, General</b>								
Professor	168,800	556,500	55,900	834	31	220,400	4	3
Associate Professor	114,300	222,500	57,800	246	31	132,600	6	6
Assistant Professor	105,200	150,000	71,700	203	31	102,100	37	21
Instructor	59,400	59,400	59,400	1	1	59,400	1	1
<b>Discipline: Statistics, General</b>								
Professor	186,000	342,100	108,300	157	20	201,600	2	2
Associate Professor	125,400	215,800	89,500	82	20	138,000	2	2
Assistant Professor	114,800	139,700	87,100	104	20	115,900	18	12
<b>PHYSICS</b>								
<b>Discipline: Astronomy</b>								
Professor	163,000	284,300	102,400	103	12	156,100	3	2
Associate Professor	116,700	157,400	85,700	34	11	110,000	1	1
Assistant Professor	100,400	141,600	77,000	39	12	95,200	7	5
<b>Discipline: Astrophysics</b>								
Professor	147,200	182,200	121,100	10	1			
Associate Professor	111,800	123,100	107,200	6	1			
Assistant Professor	100,600	102,700	98,900	9	1			
<b>Discipline: Optics/Optical Sciences</b>								
Professor	161,400	256,300	113,000	16	1			
Associate Professor	118,900	129,600	113,700	5	1	118,000	1	1
Assistant Professor	106,000	113,200	99,900	6	1			
<b>Discipline: Physics, General</b>								
Professor	171,900	484,000	66,300	863	32	199,800	5	5
Associate Professor	119,000	183,900	77,500	205	31	106,100	2	2
Assistant Professor	105,200	140,100	79,300	191	31	96,500	24	17

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<b>PSYCHOLOGY</b>								
<b>Discipline:</b>	<b>Psychology, General</b>							
Professor	175,900	442,000	80,300	589	28	167,200	7	5
Associate Professor	110,900	170,000	72,600	231	28	114,700	10	5
Assistant Professor	100,100	158,100	68,000	170	28	97,000	30	19



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#### CAS Social Sciences

##### ANTHROPOLOGY

**Discipline: Anthropology**

Professor	158,900	360,700	69,800	280	31	135,300	2	2
Associate Professor	105,600	205,300	49,000	186	31	97,900	4	2
Assistant Professor	91,600	144,500	68,000	102	27	86,900	12	9

##### ECONOMICS

**Discipline: Economics, General**

Professor	272,900	590,400	68,700	379	30	323,000	7	5
Associate Professor	185,800	330,700	83,000	171	29	245,800	5	4
Assistant Professor	154,800	237,000	108,000	195	30	149,100	23	15

##### ENVIRONMENTAL STUDIES

**Discipline: Environmental Sciences**

Professor	193,600	387,400	107,200	93	8			
Associate Professor	129,300	249,900	103,100	45	8			
Assistant Professor	110,900	178,500	87,000	39	8	108,800	6	6

**Discipline: Environmental Studies**

Professor	179,800	314,900	70,200	57	7			
Associate Professor	124,500	156,500	49,300	38	7			
Assistant Professor	112,700	165,100	83,000	38	7	94,600	2	2

##### GEOGRAPHY

**Discipline: Geography**

Professor	160,700	475,600	97,200	145	19			
Associate Professor	103,600	171,700	65,500	87	19	96,500	2	2
Assistant Professor	91,600	143,400	58,600	70	18	89,900	3	3

##### GLOBAL STUDIES AND LANGUAGES

**Discipline: International/Global Studies**

Professor	259,500	259,500	259,500	1	1			
Associate Professor	112,500	171,800	87,500	3	3			
Assistant Professor	108,400	120,100	101,600	10	1	106,000	1	1

##### HISTORY

**Discipline: European History**

Professor	148,600	148,600	148,600	1	1			
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**Discipline: History, General**

Professor	164,800	409,100	76,000	462	30	186,700	7	7
Associate Professor	108,600	192,500	59,500	382	30	132,300	8	7
Assistant Professor	88,800	129,300	68,300	124	29	87,200	22	16

## APPENDIX III

### ALL AAU PUBLIC PEERS 2022-23 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

Only disciplines in AAU data with matches to departments in UO's submitted data were included. See Appendix I for a more detailed explanation. UO data were not included.

**NOTE: Because of changes to how tenure-related faculty in the Robert D. Clark Honors College are assigned, the Honors College has been removed and faculty have been assigned to home departments based on their discipline.**

	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
<b>INDIGENOUS, RACE &amp; ETHNIC STUDIES</b>								
<b>Discipline: African-American/Black Studies</b>								
Professor	177,600	361,400	104,200	61	17	108,500	1	1
Associate Professor	128,000	280,500	83,500	60	19	117,100	1	1
Assistant Professor	91,100	115,200	68,500	49	20	95,300	10	7
<b>Discipline: American Indian/Native American Studies</b>								
Professor	159,500	203,000	104,000	10	4			
Associate Professor	105,900	136,100	84,400	16	7			
Assistant Professor	84,200	94,100	73,800	8	6	84,000	5	3
<b>Discipline: American/United States Studies/Civilization</b>								
Professor	153,200	258,400	85,800	26	8	177,200	1	1
Associate Professor	107,700	142,400	83,600	36	10	120,000	1	1
Assistant Professor	87,600	104,000	71,000	24	8	80,000	4	3
<b>Discipline: Asian-American Studies</b>								
Professor	179,100	370,900	136,000	25	5			
Associate Professor	132,200	191,500	98,400	11	4			
Assistant Professor	105,400	127,700	87,000	14	5	93,000	1	1
<b>Discipline: Ethnic Studies</b>								
Professor	195,500	349,100	141,000	12	3	143,700	1	1
Associate Professor	139,300	181,500	115,000	14	3	127,800	2	2
Assistant Professor	95,100	108,200	82,800	10	3	104,300	1	1
<b>Discipline: Ethnic, Cultural Minority, and Gender Studies, Other</b>								
Professor	197,700	348,900	103,600	19	5	157,500	1	1
Associate Professor	131,500	180,500	93,300	14	6	106,100	1	1
Assistant Professor	103,700	142,000	78,400	18	6	100,000	1	1
<b>Discipline: Hispanic-American, Puerto Rican, and Mexican-American/Chicano Studies</b>								
Professor	185,600	297,100	104,600	29	9	185,300	1	1
Associate Professor	121,700	198,500	83,400	25	8			
Assistant Professor	98,800	118,400	75,600	21	7	97,200	2	2
<b>POLITICAL SCIENCE</b>								
<b>Discipline: Political Science and Government, General</b>								
Professor	190,300	411,800	94,900	378	31	197,200	6	5
Associate Professor	126,200	280,300	45,400	240	31	111,300	2	2
Assistant Professor	100,100	171,600	71,400	168	31	98,700	26	16
<b>SOCIOLOGY</b>								
<b>Discipline: Sociology</b>								
Professor	183,300	397,600	91,700	297	29	211,600	1	1
Associate Professor	115,800	280,500	50,200	175	30	132,900	2	2
Assistant Professor	100,500	145,700	71,000	127	29	92,000	18	12

## **APPENDIX III**

### **ALL AAU PUBLIC PEERS 2022-23 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank**

Only disciplines in AAU data with matches to departments in UO's submitted data were included. See Appendix I for a more detailed explanation. UO data were not included.

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<b>WOMEN'S, GENDER, &amp; SEXUALITY STUDIES</b>								
<b>Discipline:</b>	<b>Women's Studies</b>							
Professor	148,500	318,900	94,700	53	17	170,400	2	2
Associate Professor	102,700	150,800	70,400	68	19	105,000	1	1
Assistant Professor	87,800	145,700	66,000	45	18	83,100	10	6
Instructor	72,000	72,000	72,000	1	1	72,000	1	1

## APPENDIX III

### ALL AAU PUBLIC PEERS 2022-23 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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#### DSGN Dept of the History of Art & Architecture

##### HISTORY OF ART & ARCHITECTURE

**Discipline:** *Art History, Criticism and Conservation*

Professor	152,300	315,600	93,500	90	16	111,200	1	1
Associate Professor	103,400	184,900	71,300	76	16			
Assistant Professor	86,700	129,200	65,000	43	15	84,700	8	8

#### DSGN School of Architecture & Environment

##### ARCHITECTURE

**Discipline:** *Architectural and Building Sciences/Technology*

Professor	145,500	145,500	145,500	1	1			
Associate Professor	110,100	110,100	110,100	1	1			
Assistant Professor	85,600	91,700	80,000	3	1	82,500	2	1

**Discipline:** *Architecture*

Professor	145,500	233,900	78,600	105	15	130,000	1	1
Associate Professor	103,500	147,200	75,600	157	15	110,100	6	5
Assistant Professor	84,500	110,700	67,200	73	15	80,800	16	10

##### HISTORIC PRESERVATION

**Discipline:** *Historic Preservation and Conservation*

Professor	157,300	174,000	140,600	2	2			
Associate Professor	105,700	111,300	100,000	2	1			
Assistant Professor	83,000	83,000	83,000	1	1			

##### LANDSCAPE ARCHITECTURE

**Discipline:** *Landscape Architecture*

Professor	153,600	195,500	119,300	14	6			
Associate Professor	112,900	150,400	82,900	15	6	145,000	1	1
Assistant Professor	85,500	118,200	67,000	17	6	73,500	2	2

## APPENDIX III

### ALL AAU PUBLIC PEERS 2022-23 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
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#### DSGN School of Art & Design

##### ART

**Discipline: Art/Art Studies, General**

Professor	130,600	356,700	78,800	141	14	111,300	2	2
Associate Professor	95,000	131,800	68,200	94	14			
Assistant Professor	78,500	111,100	60,000	60	14	82,800	9	5

**Discipline: Fine/Studio Arts, General**

Professor	145,500	244,100	86,800	58	8	128,000	1	1
Associate Professor	91,100	144,500	72,800	39	7			
Assistant Professor	80,100	106,900	68,000	25	7	74,200	8	5

##### PRODUCT DESIGN

**Discipline: Design & Applied Arts, Other**

Professor	214,500	214,500	214,500	1	1			
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**Discipline: Design & Visual Communications**

Professor	152,900	224,200	84,900	27	5	202,500	1	1
Associate Professor	94,000	131,600	66,900	37	6	107,900	2	2
Assistant Professor	86,500	111,700	62,700	23	6	100,200	1	1

**Discipline: Industrial and Product Design**

Professor	155,900	167,300	147,400	3	1			
Associate Professor	89,600	89,600	89,600	1	1			
Assistant Professor	85,200	92,200	76,700	8	3	80,000	1	1

#### DSGN School of Planning, Public Policy, & Mgmt

##### PLANNING, PUBLIC POLICY, & MGMT

**Discipline: City/Urban, Community and Regional Planning**

Professor	172,600	443,900	82,000	77	18			
Associate Professor	116,700	200,100	81,800	80	17	113,600	6	6
Assistant Professor	98,400	130,800	63,700	58	17	97,100	5	5

**Discipline: Public Administration**

Professor	181,700	347,300	104,400	44	5			
Associate Professor	132,300	171,800	94,200	48	5	134,500	3	2
Assistant Professor	100,300	140,000	76,100	28	5	96,200	8	3

**Discipline: Public Policy Analysis**

Professor	217,900	382,600	117,600	88	11	175,000	1	1
Associate Professor	148,400	245,800	100,100	85	11	123,100	4	2
Assistant Professor	115,600	178,500	84,100	57	11	128,600	5	5

## APPENDIX III

### **ALL AAU PUBLIC PEERS 2022-23 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank**

Only disciplines in AAU data with matches to departments in UO's submitted data were included. See Appendix I for a more detailed explanation. UO data were not included.

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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
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#### **COUNSELING PSYCHOLOGY & HUMAN SERVICES**

**Discipline: Clinical Psychology**

Professor	176,900	238,000	135,300	16	1	238,000	1	1
Associate Professor	124,600	148,000	106,000	9	1			

**Discipline: Individual & Family Development Studies, General**

Professor	154,300	244,300	109,100	40	5	200,000	1	1
Associate Professor	103,800	126,500	66,800	32	5	100,000	1	1
Assistant Professor	92,100	112,200	81,600	25	5	90,500	2	2

## APPENDIX III

### ALL AAU PUBLIC PEERS 2022-23 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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#### College of Education

##### COUNSELING PSYCHOLOGY & HUMAN SERVICES

**Discipline: Clinical Psychology**

Assistant Professor	105,200	108,000	102,400	2	1			
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**Discipline: Counseling Psychology**

Professor	156,800	167,900	150,800	4	1			
Associate Professor	112,400	113,300	111,500	2	1			
Assistant Professor	92,200	104,400	82,200	3	1	90,000	1	1

**Discipline: Educational Psychology**

Professor	144,400	262,900	88,500	72	11	109,000	1	1
Associate Professor	101,400	149,600	78,900	66	11	101,300	4	3
Assistant Professor	83,100	132,100	72,900	53	10	80,300	15	5

##### EDUCATION STUDIES

**Discipline: Curriculum and Instruction**

Professor	133,400	186,000	84,900	81	11	145,000	2	2
Associate Professor	96,100	143,500	66,200	78	11	113,300	3	3
Assistant Professor	82,300	95,800	70,000	81	11	79,500	16	9

**Discipline: Education, General**

Professor	161,300	361,400	70,000	236	16	137,800	3	3
Associate Professor	108,100	190,600	80,300	180	14	104,700	8	5
Assistant Professor	88,800	132,700	66,000	84	14	87,100	10	9

**Discipline: Teacher Education, Multiple Levels**

Professor	136,600	155,300	120,100	5	1			
Associate Professor	102,100	108,800	95,600	4	1			
Assistant Professor	90,700	92,900	90,000	7	1	90,000	3	1

##### EDUCATIONAL METHODOLOGY, POLICY & LEADERSHIP

**Discipline: Education Leadership & Administration, General**

Professor	145,800	239,700	90,300	76	14	150,000	2	2
Associate Professor	99,600	135,600	62,800	79	14	107,500	2	2
Assistant Professor	84,500	104,600	75,000	51	13	84,100	7	7

##### SPECIAL EDUCATION & CLINICAL SCIENCES

**Discipline: Audiology/Audiologist & Hearing Sciences**

Professor	148,900	209,300	117,600	7	2			
Associate Professor	101,400	117,000	93,500	8	2			
Assistant Professor	85,500	85,500	85,500	1	1			

## APPENDIX III

### ALL AAU PUBLIC PEERS 2022-23 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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<b>Discipline: Communication Disorders, General</b>								
Professor	162,500	230,700	86,100	16	5	140,000	2	2
Associate Professor	113,200	144,800	85,500	11	5	142,500	1	1
Assistant Professor	96,500	147,800	82,300	24	5	110,000	1	1
<b>Discipline: Special Education &amp; Teaching, General</b>								
Professor	148,800	243,000	90,300	38	8	113,500	1	1
Associate Professor	104,000	147,000	67,200	27	8			
Assistant Professor	84,500	102,200	64,500	27	8	77,700	3	3
<b>Discipline: Speech Pathology and Audiology</b>								
Professor	160,900	306,600	102,700	38	10	150,000	1	1
Associate Professor	104,800	131,600	82,900	39	10			
Assistant Professor	89,400	107,000	80,000	39	11	86,300	9	5

### **Knight Campus**

#### **KNIGHT CAMPUS**

<b>Discipline: Biomedical/Medical Engineering</b>								
Professor	195,900	420,600	117,500	194	24	223,200	3	3
Associate Professor	132,100	176,800	99,900	117	24	143,000	3	3
Assistant Professor	113,000	148,000	85,600	114	24	113,500	18	11
<b>Discipline: Genetics, General</b>								
Professor	101,600	169,300	141,700	3	1			
Assistant Professor	97,800	98,800	96,900	4	1			



## APPENDIX III

### ALL AAU PUBLIC PEERS 2022-23 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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#### Lundquist College of Business

##### BUSINESS ADMINISTRATION

###### **Discipline: Accounting**

Professor	312,100	509,900	158,400	73	13			
Associate Professor	250,100	328,700	64,900	57	13			
Assistant Professor	237,000	261,300	186,100	85	13	233,400	7	5
Instructor	243,000	243,000	243,000	1	1			

###### **Discipline: Business Administration, Management & Operations**

Professor	298,400	606,700	126,500	346	21	271,800	5	4
Associate Professor	224,700	358,000	102,700	229	20	217,200	5	4
Assistant Professor	205,800	291,400	132,000	295	20	194,200	32	12

###### **Discipline: Business/Commerce, General**

Professor	290,500	485,000	85,700	151	5	266,200	6	2
Associate Professor	223,600	298,000	140,600	120	5	219,300	14	5
Assistant Professor	200,400	260,000	135,200	181	5	191,300	23	5

###### **Discipline: Finance, General**

Professor	322,200	598,300	62,500	93	14			
Associate Professor	259,700	294,900	111,400	53	13			
Assistant Professor	238,500	273,400	181,400	85	14	234,700	6	4
Instructor	257,000	257,000	257,000	1	1	257,000	1	1

###### **Discipline: Human Resource Management/Personnel Administration, General**

Professor	284,000	509,600	211,200	13	1			
Associate Professor	220,600	246,100	200,200	3	1			
Assistant Professor	177,800	187,400	171,700	8	1			

###### **Discipline: Management Science, General**

Professor	256,300	369,500	117,500	51	4	290,000	1	1
Associate Professor	208,400	277,000	71,700	25	4			
Assistant Professor	189,000	210,000	176,100	26	4	200,000	3	2

###### **Discipline: Marketing/Marketing Management, General**

Professor	288,900	468,400	141,000	72	12			
Associate Professor	215,300	280,000	162,500	30	11	280,000	1	1
Assistant Professor	196,300	220,900	167,800	60	12	203,300	3	3

## APPENDIX III

### **ALL AAU PUBLIC PEERS 2022-23 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	151,300	228,500	104,400	24	4	137,000	1	1
Associate Professor	108,600	143,000	90,400	22	4	111,500	2	2
Assistant Professor	90,800	110,000	80,000	17	4	92,300	3	3

###### ***Discipline: Journalism***

Professor	148,300	279,600	58,000	72	15	164,000	2	2
Associate Professor	102,400	151,000	78,300	89	15	112,000	1	1
Assistant Professor	86,500	124,000	68,900	47	14	81,900	9	7

###### ***Discipline: Mass Communication/Media Studies***

Professor	218,600	362,900	133,500	24	4			
Associate Professor	119,200	144,300	77,100	15	4			
Assistant Professor	92,200	110,200	79,300	16	4	90,500	2	1

###### ***Discipline: Public Relations/Image Management***

Professor	109,200	110,900	107,400	2	1			
Associate Professor	91,800	91,800	91,800	1	1			
Assistant Professor	81,400	82,000	80,900	2	1	82,000	1	1

#### **School of Law**

##### **LAW**

###### ***Discipline: Law***

Professor	249,100	536,600	104,300	694	24	259,800	25	13
Associate Professor	159,100	280,300	104,000	79	18	147,900	9	8
Assistant Professor	162,400	220,000	125,000	33	8	166,600	10	5

## APPENDIX III

### **ALL AAU PUBLIC PEERS 2022-23 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank**

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#### **School of Music and Dance**

##### **DANCE**

###### **Discipline: Dance, General**

Professor	118,500	229,700	82,700	32	9			
Associate Professor	89,600	119,600	66,400	22	9	85,000	1	1
Assistant Professor	77,200	100,800	58,500	24	8	72,800	4	3

##### **MUSIC**

###### **Discipline: Jazz/Jazz Studies**

Professor	239,800	259,600	219,900	2	1			
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###### **Discipline: Music Performance, General**

Professor	129,100	195,600	94,200	35	2			
Associate Professor	92,000	147,900	37,900	37	2			
Assistant Professor	83,700	113,000	69,000	10	2	91,000	2	1

###### **Discipline: Music, General**

Professor	131,500	303,700	63,700	462	27	150,700	9	5
Associate Professor	90,900	152,700	45,000	266	26	98,900	13	7
Assistant Professor	77,300	116,700	58,000	152	25	77,100	37	17