

APPENDIX IV

Elimination of Weighted Average Salaries Measure and Renaming of Weighted Average Salaries based on UO FTE Distribution.

The 2022-23 UO with All AAU Public Peers Comparison of Faculty Salary report eliminates the Weighted Average Salaries calculation for departments, schools and colleges and the university overall. This measure was established over twenty years ago and has become less informative as faculty populations have shifted at both the University of Oregon and its public AAU peers. The report retains a weighting by UO FTE distribution which was introduced in 2016 and retitles it for clarity as “All Ranks Weighted by UO FTE Distribution.” This is a more accurate comparison of departmental, college and university level average salaries for tenured and tenure track faculty at the University of Oregon and those at other public AAU institutions.

The historical Weighted Average Salaries calculation methodology was as follows:

Multiply the reported average salary for the tenure/tenure track ranks within a comparison group (department, division, school/college, or overall) by the corresponding "traditional" weights of .35 for full professors and .30 for associate and assistant professors, sum these amounts, and divide by the total of the "traditional" weights.

This methodology utilizes a pre-set weighting for each faculty rank which is not aligned with the University of Oregon or public AAU institutions ratios of Full Professor, Associate Professor, Assistant Professor and Instructor ranks. Utilizing the 2021-22 survey data these ratios are as follows¹:

Rank	UO FTE	UO FTE Proportion	AAU FTE	AAU Proportion	Assigned Proportion
Full Professor	286	38.2%	13,009	50.0%	35%
Associate Professor	285	38.1%	7,459	28.6%	30%
Assistant Professor	174	23.2%	5,568	21.4%	30%
Instructor	4	0.5%	1	0.0%	0%
Total	749	100%	26,037	100%	95%

This methodology was originally developed in order to adjust for differences in faculty composition between the UO and other AAU schools. While it can help to provide more meaningful data than simple comparisons of average salaries in some situations, we are eliminating it for three reasons:

1. As can be seen from the chart above the 35%/30%/30% faculty composition breakdown used is not reflective of either current UO or average AAU faculty compositions
2. The metric has proven problematic for those departments that do not have faculty in all ranks (see examples below).

¹ See 2021-22 Comparison of Faculty Salaries by School/College/Division, University Totals found here: https://ir.uoregon.edu/sites/ir1.uoregon.edu/files/UO_with_AAU_Publics_by_School_Rk_2021-22.pdf

3. The metric we have developed and reported on for the last seven years (All Ranks Weighted by UO FTE Distribution) is a more accurate reflection of comparative salary levels.

The All Ranks Weighted metric has been particularly problematic for those departments that are missing faculty in a particular rank. For example, using the 2021-22 analysis Cinema Studies All Ranks Weighted understates the UO's salary to its AAU peers by 23%, and Dept. of German & Scandinavian was overstated by 10% because the first did not have a full professor and the second did not have an assistant professor. These are only two such examples. Details for these two departments are included below:

CAS Humanities						CAS Humanities						
UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	
CINEMA STUDIES						GERMAN & SCANDINAVIAN						
Professor			164,000	59		Professor	133,400	3	15.4	136,500	71	98%
Associate Professor	89,700	7	95,700	58	94%	Associate Professor	82,200	3	9.8	88,200	43	93%
Assistant Professor	76,500	2	81,700	34	94%	Assistant Professor			79,400	37		
Instructor						Instructor						
All Ranks ¹	86,800	9	119,200	151	73%	All Ranks ¹	107,800	6	12.6	108,800	151	99%
All Ranks Weighted ^{1,2}	83,100		116,500		71%	All Ranks Weighted ^{1,2}	109,800		103,200		106%	
UO FTE Distribution ³	86,800		92,600		94%	UO FTE Distribution ³	107,800		112,400		96%	