

UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2008-09 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2008 AAU Data Exchange (AAUDE) Faculty Salary Survey

*Eight AAU Public institutions defined by the Oregon University System as University of Oregon Peers. See Appendix II for specific institutions.

	UO Avg Salary	UO FTE	UO Avg Years in Rank	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of SELECT AAU Peers	UO Rank Avg vs. UO Avg	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers Avg	UO Rank Differential	SELECT AAU Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
Architecture and Allied Arts														
ARCHITECTURE & INTERIOR ARCH														
Professor	84,900	10	7.8	119,500	16	71%	104%	115%	28%	39%				
Associate Professor	61,700	12	8.7	79,200	28	78%	75%	76%	9%	11%				
Assistant Professor	54,400	8	3.0	67,300	20	81%	67%	65%			53,500	2	63,000	3
Instructor	48,900	1	0.1				60%							
All Ranks ¹	67,500	30	6.9	85,600	64	79%	83%	83%			53,500	2	63,000	3
All Ranks Weighted ^{1,2}	67,900			90,300		75%	84%	94%						
ART														
Professor	71,500	1	5.1	95,500	73	75%	87%	92%	17%	22%				
Associate Professor	57,300	10	7.7	72,500	67	79%	70%	70%	11%	15%	60,000	1	82,500	1
Assistant Professor	48,700	9	2.2	57,400	54	85%	60%	55%			51,800	4	59,500	11
Instructor				37,100	6			36%					17,600	1
All Ranks ¹	54,200	20	5.1	77,000	194	70%	66%	74%			53,400	5	61,400	12
All Ranks Weighted ^{1,2}	59,900			76,200		79%	74%	79%						

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. Instructor data are provided for information only and are not included in any overall averages.

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Architecture and Allied Arts														
ART HISTORY														
Professor	104,000	2	18.1	115,500	24	90%	127%	111%	53%	42%			115,000	1
Associate Professor	60,800	4	8.6	72,300	21	84%	74%	70%	9%	10%				
Assistant Professor	53,500	3	2.1	61,900	19	86%	65%	60%			53,000	1	69,800	4
Instructor				54,000	1			52%					54,000	1
All Ranks ¹	68,000	9	8.5	85,400	64	80%	83%	82%			53,000	1	78,800	5
All Ranks Weighted ^{1,2}	74,400			84,900		88%	92%	88%						
ARTS & ADMINISTRATION														
Professor														
Associate Professor														
Assistant Professor	50,800	3	2.8				62%				51,000	1		
Instructor														
All Ranks ¹	50,800	3	2.8				62%				51,000	1		
All Ranks Weighted ^{1,2}	50,800						62%							

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Architecture and Allied Arts														
LANDSCAPE ARCHITECTURE														
Professor	91,100	5	16.7				111%		41%					
Associate Professor	57,200	3	5.1	78,000	10	73%	70%	75%	5%	19%				
Assistant Professor	53,200	2	2.1	58,800	3	90%	65%	57%			51,000	1	58,000	1
Instructor														
All Ranks ¹	73,400	10	10.3	73,500	13	100%	90%	71%			51,000	1	58,000	1
All Ranks Weighted ^{1,2}	68,400			68,400		100%	84%	71%						
PLANNING, PUBLIC POLICY, & MGMT														
Professor	114,500	2	14.1	135,800	53	84%	140%	131%	49%	42%			165,500	2
Associate Professor	74,300	4	2.7	91,800	34	81%	91%	89%	19%	16%			150,000	1
Assistant Professor	58,800	4	2.4	74,700	36	79%	72%	72%					80,700	3
Instructor				70,000	1			68%					70,000	1
All Ranks ¹	76,200	10	4.8	105,700	123	72%	93%	102%					120,500	6
All Ranks Weighted ^{1,2}	84,200			102,600		82%	104%	106%						

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CAS Humanities														
CLASSICS AND HUMANITIES														
Professor	75,500	1	0.1	108,600	34	70%	92%	105%	8%	34%			95,000	1
Associate Professor	68,800	2	8.1	73,100	30	94%	84%	70%	21%	15%				
Assistant Professor	52,000	1	0.1	58,000	26	90%	64%	56%			52,000	1	61,900	5
Instructor				37,600	1			36%						
All Ranks ¹	66,300	4	4.1	82,200	90	81%	81%	79%			52,000	1	67,400	6
All Ranks Weighted ^{1,2}	66,000			81,400		81%	81%	84%						
COMPARATIVE LITERATURE														
Professor				99,500	10			96%		27%				
Associate Professor	59,900	3	1.1	71,900	11	83%	73%	69%		11%				
Assistant Professor				61,000	8			59%					57,200	2
Instructor				33,600	3			32%					36,100	1
All Ranks ¹	59,900	3	1.1	78,400	29	76%	73%	76%					57,200	2
All Ranks Weighted ^{1,2}	59,900			78,700		76%	74%	82%						

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CAS Humanities														
CREATIVE WRITING														
Professor	102,800	2	8.1	105,000	34	98%	126%	101%	26%	35%				
Associate Professor	81,300	1	5.1	68,300	37	119%	99%	66%	25%	12%			62,700	1
Assistant Professor	61,000	1	4.1	55,700	27	110%	75%	54%					57,000	8
Instructor				47,200	8			46%						
All Ranks ¹	87,000	4	6.4	77,500	98	112%	106%	75%					57,600	9
All Ranks Weighted ^{1,2}	82,800			77,800		106%	102%	81%						
EAST ASIAN LANGUAGES & LITERATURE														
Professor				107,600	27			104%		38%			130,000	1
Associate Professor	69,100	4	9.7	68,100	19	101%	84%	66%	16%	7%				
Assistant Professor	56,200	6	1.9	61,200	16	92%	69%	59%			53,300	3	57,100	3
Instructor	36,500	8	4.0	45,200	12	81%	45%	44%					44,000	4
All Ranks ¹	61,300	10	5.1	83,500	62	73%	75%	81%			53,300	3	75,300	4
All Ranks Weighted ^{1,2}	62,600			80,500		78%	77%	83%						

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CAS Humanities														
ENGLISH														
Professor	85,700	10	9.1	113,200	163	76%	105%	109%	24%	37%			96,000	2
Associate Professor	66,300	15	9.4	75,000	142	88%	81%	72%	13%	13%			75,300	4
Assistant Professor	56,000	12	2.9	61,800	64	91%	68%	60%			57,000	2	61,000	11
Instructor	28,100	3	3.1	43,300	72	65%	34%	42%					44,500	6
All Ranks ¹	68,200	37	7.2	89,600	369	76%	83%	86%			57,000	2	68,500	17
All Ranks Weighted ^{1,2}	70,200			84,900		83%	86%	88%						
GERMAN & SCANDINAVIAN														
Professor	82,500	4	4.6	98,400	28	84%	101%	95%	27%	24%				
Associate Professor	60,700	3	2.8	73,900	32	82%	74%	71%	8%	15%			84,000	1
Assistant Professor	54,000	1	1.1	58,200	16	93%	66%	56%					57,000	2
Instructor	37,000	1	9.0	41,900	8	88%	45%	40%						
All Ranks ¹	70,800	8	3.5	79,600	76	89%	87%	77%					66,000	3
All Ranks Weighted ^{1,2}	66,600			77,900		85%	82%	81%						

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CAS Humanities														
JUDAIC STUDIES														
Professor	137,400	1	8.1	108,900	4	126%	168%	105%		39%				
Associate Professor				68,000	2			66%		9%				
Assistant Professor				58,800	2			57%						
Instructor														
All Ranks ¹	137,400	1	8.1	86,200	8	159%	168%	83%						
All Ranks Weighted ^{1,2}	137,400			80,200		171%	169%	83%						
LINGUISTICS														
Professor	78,300	3	7.4	103,500	25	76%	96%	100%	7%	26%				
Associate Professor	72,900	3	5.1	76,500	23	95%	89%	74%	21%	9%				
Assistant Professor	55,400	1	6.1	67,200	13	82%	68%	65%					68,300	1
Instructor				44,900	1			43%						
All Ranks ¹	72,700	7	6.2	85,600	61	85%	89%	83%					68,300	1
All Ranks Weighted ^{1,2}	69,400			83,500		83%	85%	87%						

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CAS Humanities														
PHILOSOPHY														
Professor	104,300	4	9.9	122,500	60	85%	128%	118%	53%	44%			122,200	4
Associate Professor	60,800	1	3.1	76,800	35	79%	74%	74%	8%	11%			77,900	1
Assistant Professor	54,500	3	4.1	65,200	23	84%	67%	63%					65,300	7
Instructor				24,500	9			24%					34,400	3
All Ranks ¹	80,200	8	6.9	97,800	118	82%	98%	94%					85,300	12
All Ranks Weighted ^{1,2}	74,800			90,000		83%	92%	93%						
RELIGIOUS STUDIES														
Professor				111,900	29			108%		40%				
Associate Professor	70,200	3	3.4	70,500	23	100%	86%	68%	14%	10%				
Assistant Professor	58,600	2	2.6	60,200	21	97%	72%	58%			60,000	1	63,300	2
Instructor				39,400	2			38%					49,500	1
All Ranks ¹	65,600	5	3.1	84,000	73	78%	80%	81%			60,000	1	63,300	2
All Ranks Weighted ^{1,2}	64,400			82,500		78%	79%	85%						

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CAS Humanities														
ROMANCE LANGUAGES														
Professor	84,900	6	6.8	105,800	71	80%	104%	102%	27%	33%				
Associate Professor	63,200	9	4.8	71,200	76	89%	77%	69%	11%	12%				
Assistant Professor	54,200	4	3.9	58,300	60	93%	66%	56%			53,000	1	59,600	5
Instructor	33,500	20	7.3	40,500	21	83%	41%	39%					50,000	1
All Ranks ¹	68,100	19	5.2	79,300	207	86%	83%	76%			53,000	1	59,600	5
All Ranks Weighted ^{1,2}	68,300			79,900		85%	84%	83%						
RUSSIAN & EASTERN EUROPEAN STUDIES														
Professor				92,400	12			89%		25%			98,000	1
Associate Professor				66,500	7			64%		6%				
Assistant Professor				59,900	12			58%						
Instructor	37,000	1	5.1					45%						
All Ranks ¹				74,000	31			71%					98,000	1
All Ranks Weighted ^{1,2}				74,000				77%						

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CAS Humanities														
THEATRE ARTS														
Professor	72,800	1	14.1	97,900	28	74%	89%	94%	14%	29%				
Associate Professor	61,600	2	2.6	68,300	37	90%	75%	66%	11%	12%			62,700	1
Assistant Professor	52,900	3	1.4	55,700	27	95%	65%	54%					57,000	8
Instructor	53,200	1	15.1	47,200	8	113%	65%	46%						
All Ranks ¹	59,100	6	3.9	73,600	92	80%	72%	71%					57,600	9
All Ranks Weighted ^{1,2}	63,000			75,200		84%	77%	78%						

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CAS Natural Sciences														
BIOLOGY														
Professor	91,900	20	9.2	116,900	97	79%	112%	113%	17%	33%			152,800	2
Associate Professor	77,600	4	0.9	82,200	56	94%	95%	79%	15%	10%			95,000	1
Assistant Professor	65,600	6	2.4	71,400	49	92%	80%	69%			64,000	2	72,700	6
Instructor	57,000	6	8.8				70%							
All Ranks ¹	84,700	30	6.7	96,300	202	88%	104%	93%			64,000	2	93,000	9
All Ranks Weighted ^{1,2}	79,100			91,600		86%	97%	95%						
CHEMISTRY														
Professor	104,000	12	12.2	137,100	147	76%	127%	132%	38%	41%			175,100	1
Associate Professor	72,800	6	4.6	94,100	45	77%	89%	91%	9%	18%				
Assistant Professor	65,300	3	2.4	75,900	56	86%	80%	73%			65,000	1	75,800	12
Instructor	61,000	3	6.2	46,700	6	131%	75%	45%					44,000	2
All Ranks ¹	89,600	21	8.6	115,500	248	78%	110%	111%			65,000	1	83,500	13
All Ranks Weighted ^{1,2}	82,000			104,200		79%	101%	108%						

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CAS Natural Sciences														
COMPUTER & INFORMATION SCIENCE														
Professor	110,100	8	11.6	130,700	65	84%	135%	126%	16%	27%				
Associate Professor	97,300	6	7.9	102,300	39	95%	119%	99%	5%	16%			108,500	2
Assistant Professor	93,000	1	4.1	86,100	22	108%	114%	83%					90,900	2
Instructor	52,900	2	8.5	120,500	1	44%	65%	116%						
All Ranks ¹	103,800	15	9.6	114,100	126	91%	127%	110%					99,700	4
All Ranks Weighted ^{1,2}	100,600			107,600		93%	124%	112%						
GEOLOGICAL SCIENCES														
Professor	88,300	8	10.1	113,600	79	78%	108%	110%	19%	35%			87,300	2
Associate Professor	72,600	2	2.6	77,700	29	93%	89%	75%	15%	8%				
Assistant Professor	60,600	5	3.7	69,500	31	87%	74%	67%					70,500	7
Instructor	39,300	1	4.1	42,200	1	93%	48%	41%						
All Ranks ¹	77,000	15	7.0	96,300	139	80%	94%	93%					74,200	9
All Ranks Weighted ^{1,2}	74,600			88,300		84%	92%	92%						

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Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2008-09 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2008 AAU Data Exchange (AAUDE) Faculty Salary Survey

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	UO Avg Salary	UO FTE	UO Avg Years in Rank	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of SELECT AAU Peers	UO Rank Avg vs. UO Avg	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers Avg	UO Rank Differential	SELECT AAU Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
CAS Natural Sciences														
HUMAN PHYSIOLOGY														
Professor	100,500	2	16.1	112,300	17	89%	123%	108%	36%	25%			156,400	1
Associate Professor	71,100	5	2.5	86,300	17	82%	87%	83%	15%	12%				
Assistant Professor	59,000	1	1.1	73,800	14	80%	72%	71%					72,500	2
Instructor	49,900	2	13.6	43,200	9	116%	61%	42%					43,400	1
All Ranks ¹	76,900	8	5.7	91,900	48	84%	94%	89%					100,500	3
All Ranks Weighted ^{1,2}	78,100			91,900		85%	96%	95%						
MATHEMATICS														
Professor	86,500	12	11.3	117,200	228	74%	106%	113%	18%	32%			115,300	2
Associate Professor	72,000	10	3.2	83,600	72	86%	88%	81%	11%	17%			85,000	1
Assistant Professor	62,600	2	2.1	65,600	105	95%	77%	63%					56,900	22
Instructor	48,300	1	3.1	48,500	9	100%	59%	47%					46,500	1
All Ranks ¹	78,400	24	7.2	97,900	405	80%	96%	94%					62,700	25
All Ranks Weighted ^{1,2}	74,400			90,300		82%	92%	94%						

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CAS Natural Sciences														
PHYSICS														
Professor	93,600	16	15.5	118,400	233	79%	114%	114%	25%	31%			117,400	2
Associate Professor	72,900	8	5.5	86,000	64	85%	89%	83%	9%	9%			84,500	2
Assistant Professor	65,500	3	3.8	76,900	64	85%	80%	74%					73,200	10
Instructor	54,800	2	7.5	74,700	4	73%	67%	72%					43,100	2
All Ranks ¹	84,400	27	11.2	105,300	361	80%	103%	102%					81,200	14
All Ranks Weighted ^{1,2}	78,200			95,100		82%	96%	99%						
PSYCHOLOGY														
Professor	100,400	13	8.7	128,600	180	78%	123%	124%	34%	44%	118,000	1	163,000	3
Associate Professor	72,300	8	6.2	82,800	67	87%	88%	80%	10%	11%				
Assistant Professor	64,000	6	3.6	71,400	68	90%	78%	69%			64,000	2	70,500	10
Instructor	53,500	1	5.1	46,600	5	115%	65%	45%						
All Ranks ¹	84,000	27	6.8	106,500	315	79%	103%	103%			82,000	3	91,900	13
All Ranks Weighted ^{1,2}	80,000			96,100		83%	98%	100%						

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CAS Social Sciences														
ANTHROPOLOGY														
Professor	91,300	8	9.9	108,900	71	84%	112%	105%	34%	32%			108,400	2
Associate Professor	63,100	5	3.9	76,200	51	83%	77%	73%	8%	13%			77,000	1
Assistant Professor	56,500	5	3.3	62,900	41	90%	69%	61%			57,000	1	65,900	6
Instructor														
All Ranks ¹	73,800	18	6.4	87,100	163	85%	90%	84%			57,000	1	76,600	9
All Ranks Weighted ^{1,2}	71,400			84,000		85%	88%	87%						
ECONOMICS														
Professor	125,600	12	10.2	158,700	97	79%	154%	153%	39%	51%			184,400	3
Associate Professor	93,600	5	4.5	105,800	25	88%	114%	102%	13%	5%			150,000	1
Assistant Professor	82,900	2	4.6	100,600	72	82%	101%	97%					109,700	12
Instructor				56,300	2			54%						
All Ranks ¹	112,700	19	8.1	130,300	194	86%	138%	126%					126,200	16
All Ranks Weighted ^{1,2}	102,000			123,700		82%	125%	128%						

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UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2008-09 Comparison of Faculty Salaries

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CAS Social Sciences														
ENVIRONMENTAL STUDIES														
Professor	82,700	1	0.1	129,600	14	64%	101%	125%		43%				
Associate Professor				85,100	5			82%		13%				
Assistant Professor	60,900	1	5.1	71,300	9	85%	74%	69%					73,800	1
Instructor	44,900	1	3.1	45,000	1	100%	55%	43%						
All Ranks ¹	71,800	2	2.6	102,900	28	70%	88%	99%					73,800	1
All Ranks Weighted ^{1,2}	72,600			97,100		75%	89%	101%						
ETHNIC AND ASIAN STUDIES														
Professor				106,300	31			103%		28%			140,900	1
Associate Professor				77,500	38			75%		11%				
Assistant Professor	61,800	4	1.9	66,200	30	93%	76%	64%			63,000	1	63,100	9
Instructor				48,900	2			47%					60,000	1
All Ranks ¹	61,800	4	1.9	83,100	99	74%	76%	80%			63,000	1	70,900	10
All Ranks Weighted ^{1,2}	61,800			84,600		73%	76%	88%						

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UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2008-09 Comparison of Faculty Salaries

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CAS Social Sciences														
GEOGRAPHY														
Professor	101,700	5	10.1	121,700	47	84%	124%	117%	50%	43%				
Associate Professor	61,200	3	3.4	77,600	23	79%	75%	75%	7%	9%			105,000	1
Assistant Professor	55,800	3	2.4	68,300	19	82%	68%	66%					67,500	6
Instructor				51,900	1			50%					51,900	1
All Ranks ¹	78,100	11	6.2	98,900	89	79%	95%	95%					72,800	7
All Ranks Weighted ^{1,2}	74,400			90,900		82%	92%	94%						
HISTORY														
Professor	92,400	12	9.1	117,900	143	78%	113%	114%	27%	40%			108,500	2
Associate Professor	70,100	11	10.8	76,000	107	92%	86%	73%	16%	13%			88,800	2
Assistant Professor	57,300	2	1.6	62,800	59	91%	70%	61%			61,000	1	62,600	10
Instructor				31,500	3			30%						
All Ranks ¹	79,800	25	9.3	92,900	309	86%	98%	90%			61,000	1	72,900	14
All Ranks Weighted ^{1,2}	74,300			87,300		85%	91%	90%						

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CAS Social Sciences														
INTERNATIONAL STUDIES														
Professor	80,200	1	9.1	143,900	2	56%	98%	139%		14%				
Associate Professor	69,100	2	10.1				84%			16%				
Assistant Professor	56,100	2	4.1	65,400	3	86%	69%	63%						
Instructor				47,000	1			45%						
All Ranks ¹	66,100	5	7.5	96,800	5	68%	81%	93%						
All Ranks Weighted ^{1,2}	69,100			107,700		64%	85%	112%						
POLITICAL SCIENCE														
Professor	119,900	2	1.6	137,100	98	87%	147%	132%	52%	50%	141,600	1	110,300	3
Associate Professor	77,200	7	8.1	85,700	69	90%	94%	83%	19%	13%			88,900	3
Assistant Professor	61,800	6	3.4	72,400	51	85%	76%	70%					73,500	7
Instructor	52,000	1	1.1	31,100	3	167%	64%	30%						
All Ranks ¹	76,700	15	5.4	105,700	218	73%	94%	102%			141,600	1	85,500	13
All Ranks Weighted ^{1,2}	88,100			100,500		88%	108%	104%						

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UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2008-09 Comparison of Faculty Salaries

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CAS Social Sciences														
SOCIOLOGY														
Professor	91,100	3	12.1	122,900	83	74%	111%	119%	28%	36%				
Associate Professor	68,300	9	3.9	85,400	37	80%	83%	82%	10%	16%				
Assistant Professor	60,500	4	1.1	68,900	47	88%	74%	66%			63,500	2	67,200	8
Instructor	28,800	2	6.1	34,600	3	83%	35%	33%						
All Ranks ¹	70,600	16	4.8	99,400	167	71%	86%	96%			63,500	2	67,200	8
All Ranks Weighted ^{1,2}	74,200			94,000		79%	91%	97%						
WOMEN'S & GENDER STUDIES														
Professor				123,200	10			119%		43%			104,000	1
Associate Professor	67,000	3	5.1	78,800	22	85%	82%	76%	10%	15%				
Assistant Professor	59,100	1	2.1	63,300	14	93%	72%	61%					62,000	2
Instructor				33,300	2			32%						
All Ranks ¹	65,000	4	4.4	83,700	46	78%	79%	81%					76,000	3
All Ranks Weighted ^{1,2}	63,000			90,200		70%	77%	93%						

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UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

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College of Education														
COUNSELING PSYCHOLOGY & HUMAN SERVICES														
Professor	96,400	3	2.4				118%		21%					
Associate Professor	79,200	1	5.1				97%		13%					
Assistant Professor	68,200	2	2.6				83%				68,000	1		
Instructor														
All Ranks ¹	84,100	6	2.9				103%				68,000	1		
All Ranks Weighted ^{1,2}	82,000						101%							
EDUCATIONAL LEADERSHIP														
Professor	128,200	4	5.1	110,100	13	116%	157%	106%		35%			98,000	1
Associate Professor				73,500	19			71%		12%				
Assistant Professor	65,800	3	3.0	60,800	10	108%	80%	59%						
Instructor	59,000	1	16.1				72%							
All Ranks ¹	101,500	7	4.2	81,800	42	124%	124%	79%					98,000	1
All Ranks Weighted ^{1,2}	99,400			83,000		120%	122%	86%						

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UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2008-09 Comparison of Faculty Salaries

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College of Education														
SPECIAL EDUCATION														
Professor	127,800	4	10.8	118,400	16	108%	156%	114%	58%	31%				
Associate Professor	80,000	4	6.9	86,100	8	93%	98%	83%	19%	17%				
Assistant Professor	64,800	3	2.1	68,300	13	95%	79%	66%			68,000	1	65,300	3
Instructor	54,500	5	4.5	49,000	6	111%	67%	47%						
All Ranks ¹	93,200	11	7.0	93,800	37	99%	114%	90%			68,000	1	65,300	3
All Ranks Weighted ^{1,2}	92,800			92,400		100%	114%	96%						
TEACHER EDUCATION														
Professor				112,200	120			108%		29%			93,000	2
Associate Professor	80,400	5	6.5	81,900	79	98%	98%	79%	15%	17%			76,900	2
Assistant Professor	67,800	2	2.1	64,600	75	105%	83%	62%					62,500	16
Instructor	59,800	3	1.0	67,100	4	89%	73%	65%			58,000	1		
All Ranks ¹	76,800	7	5.2	90,500	274	85%	94%	87%					67,000	20
All Ranks Weighted ^{1,2}	74,100			87,600		85%	91%	91%						

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2008-09 Comparison of Faculty Salaries

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<u>Lundquist College of Business</u>														
BUSINESS ADMINISTRATION														
Professor	147,200	10	13.6	192,900	217	76%	180%	186%	28%	39%			203,300	3
Associate Professor	124,600	11	4.8	152,800	144	82%	152%	147%	-15%	9%	162,000	1	181,700	3
Assistant Professor	137,100	16	2.3	143,500	203	96%	168%	138%			150,400	5	148,900	37
Instructor	66,700	18	6.5	93,400	35	71%	82%	90%			80,000	1	160,700	8
All Ranks ¹	136,100	37	6.1	164,900	564	83%	166%	159%			152,300	6	155,000	43
All Ranks Weighted ^{1,2}	136,900			164,600		83%	168%	171%						

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	UO Avg Salary	UO FTE	UO Avg Years in Rank	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of SELECT AAU Peers	UO Rank Avg vs. UO Avg	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers Avg	UO Rank Differential	SELECT AAU Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
<u>School of Journalism and Communication</u>														
JOURNALISM & COMMUNICATION														
Professor	98,600	7	8.0	110,100	24	90%	121%	106%	41%	30%			131,700	3
Associate Professor	65,000	9	10.9	79,300	37	82%	79%	76%	5%	11%				
Assistant Professor	60,900	3	1.4	67,900	29	90%	74%	65%			65,000	1	64,900	4
Instructor	52,800	3	6.4	53,800	3	98%	65%	52%						
All Ranks ¹	76,700	19	8.3	83,800	90	92%	94%	81%			65,000	1	93,500	7
All Ranks Weighted ^{1,2}	76,100			87,000		87%	94%	90%						

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. Instructor data are provided for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline.

Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2008-09 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2008 AAU Data Exchange (AAUDE) Faculty Salary Survey

*Eight AAU Public institutions defined by the Oregon University System as University of Oregon Peers. See Appendix II for specific institutions.

	UO Avg Salary	UO FTE	UO Avg Years in Rank	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of SELECT AAU Peers	UO Rank Avg vs. UO Avg	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers Avg	UO Rank Differential	SELECT AAU Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
School of Law														
LAW														
Professor	143,700	14	13.1	189,200	188	76%	176%	182%	22%	53%	122,000	1	168,000	1
Associate Professor	125,700	2	2.2	134,300	54	94%	154%	130%	26%	4%			112,500	3
Assistant Professor	104,100	8	3.8	130,300	21	80%	127%	126%			106,500	2		
Instructor	65,200	3	2.5	54,800	15	119%	80%	53%					50,000	1
All Ranks ¹	129,000	24	9.1	173,200	263	74%	158%	167%			111,700	3	126,400	4
All Ranks Weighted ^{1,2}	125,500			153,300		82%	154%	159%						
LAW--Associate & Assistant Combined														
Professor	143,700	14	13.1	189,200	188	76%	176%	182%	43%	54%	122,000	1	168,000	1
Assoc/Assist Combined	108,400	10	3.5	133,200	75	81%	133%	128%			106,500	2	112,500	3
All Ranks ¹	129,000	24	9.1	173,200	263	74%	158%	167%			111,700	3	126,400	4
All Ranks Weighted ^{1,2}	125,500			153,300		82%	154%	159%						

Note: Combined averages for associate and assistant professors are provided to allow comparison with institutions that use only two ranks for Law professors.

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. Instructor data are provided for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline.

Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2008-09 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2008 AAU Data Exchange (AAUDE) Faculty Salary Survey

*Eight AAU Public institutions defined by the Oregon University System as University of Oregon Peers. See Appendix II for specific institutions.

	UO Avg Salary	UO FTE	UO Avg Years in Rank	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of SELECT AAU Peers	UO Rank Avg vs. UO Avg	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers Avg	UO Rank Differential	SELECT AAU Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
School of Music and Dance														
DANCE														
Professor				87,900	8			85%		21%				
Associate Professor	57,100	4	8.9	66,300	4	86%	70%	64%	21%	7%				
Assistant Professor	40,000	1	0.1	58,900	6	68%	49%	57%			40,000	1		
Instructor	39,500	1	8.9				48%							
All Ranks ¹	53,700	5	7.1	73,400	18	73%	66%	71%			40,000	1		
All Ranks Weighted ^{1,2}	48,500			71,900		67%	60%	75%						
MUSIC														
Professor	74,200	10	5.7	101,100	182	73%	91%	97%	19%	27%			105,700	7
Associate Professor	59,000	14	8.9	73,500	123	80%	72%	71%	12%	14%			66,900	3
Assistant Professor	49,500	12	2.7	59,200	78	84%	61%	57%			48,000	2	57,300	15
Instructor	38,900	7	10.6	42,800	13	91%	48%	41%					32,500	1
All Ranks ¹	60,100	36	5.9	83,700	383	72%	73%	81%			48,000	2	72,000	25
All Ranks Weighted ^{1,2}	61,600			79,200		78%	76%	82%						

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. Instructor data are provided for information only and are not included in any overall averages.

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Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2008-09 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2008 AAU Data Exchange (AAUDE) Faculty Salary Survey

*Eight AAU Public institutions defined by the Oregon University System as University of Oregon Peers. See Appendix II for specific institutions.

UO Avg Salary	UO FTE	UO Avg Years in Rank	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of SELECT AAU Peers	UO Rank Avg vs. UO Avg	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers Avg	UO Rank Differential	SELECT AAU Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
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NOTES:

1. Definitions of faculty included in AAU salary data:
 - a. Regular, full-time (.50 FTE or greater) tenure and tenure track faculty in instructional departments.
 - b. Regular, full-time tenure and tenure track faculty on sabbatical or partial leave without pay in 2008-09.
 - c. Regular, full-time (1.0 FTE) non- tenure track faculty in instructional departments.
 - d. Faculty with research contracts were not included.
 - e. Only employees with 9-month appointments were included. Employees in 12-month administrative positions were not included.
 - f. Visitors were included only if their salaries are representative of salaries for that department. (The UO data contain no visitors.)
 - g. Faculty with post-retirement appointments were not included.
2. Endowed Chairs, Department Head stipends, Teaching Awards, and Faculty Excellence Awards were included in reported salaries.
3. Full-time equivalent salaries were used for all calculations.
4. Average and weighted salaries were rounded to the nearest 100 after calculations. Percentages were calculated using the rounded amounts.
5. FTEs were rounded to the nearest full number prior to average salary calculations. If a peer institution reported less than .50 FTE in a discipline, data for that instance were excluded. The UO data contain no FTEs less than .50 (see notes 1a and 1c).
6. Only UO departments reported to the AAU Data Exchange were included.
7. AAU data were selected based on similarity to disciplines at UO, not exact CIP code match. See Appendix I for details.
8. Because of selection criteria, averages in this comparison may differ from averages in other salary comparison reports.
9. See Appendix II for institutions included in this analysis.
10. This report was previously titled "UNIVERSITY OF OREGON AND OUS DEFINED PEER INSTITUTIONS".

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. Instructor data are provided for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline.

Please see additional notes on last page of report.