

WHAT INFORMATION IS AVAILABLE ON THE 2011-12 UO with **SELECT AAU PUBLIC PEERS*** COMPARISON OF FACULTY SALARIES?

*Previously titled "OUS Defined Peer Group."

*Average salary by rank compared to UO or **SELECT AAU Public Peers** overall average salary. Indication of relative standing in relationship to all UO or **SELECT AAU Public Peers** faculty included in the study.*

Data are collected according to criteria defined by the AAU Data Exchange (AAUDE). See footnotes on reports for more detail.

*Average salary by rank compared to UO or **SELECT AAU Public Peers** overall average salary for that rank. Indication of relative standing in relationship to all UO or **SELECT AAU Public Peers** faculty in the same rank. Calculated only on reports containing rank information. ^New on 2010-11 reports.*

Campus Unit	Rank	UO Average Salary	UO Full Time Equivalent	UO Average Years in Rank	SELECT AAU Public Peers Average Salary	SELECT AAU Public Peers Full Time Equivalent	UO Average as % of SELECT AAU Public Peers Average	UO Rank Average as % of UO Overall Average	SELECT AAU Public Peers Rank Average as % of SELECT AAU Public Peers Overall Average	UO Rank Average as % of UO Overall Rank Average^	SELECT AAU Public Peers Rank Average as % of SELECT AAU Public Peers Overall Rank Average^	UO Rank Differential	SELECT AAU Public Peers Rank Differential	UO New Hire Average Salary	UO New Hire FTE	SELECT AAU Public Peers New Hire Average Salary	SELECT AAU Public Peers New Hire FTE
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UO Average Salary. Based on salary data from October 2011.

*Average salary for **SELECT AAU Public Peers**. See Appendix II for list of institutions.*

*Difference between ranks as percent of UO or **SELECT AAU Public Peers** overall salary [example: (UO Prof Avg-UO Assoc Avg)/UO Overall Avg]. Indicator of relative salary compression. Calculated only on reports containing rank information.*

Weighted Averages: The departmental, division, school/college, and overall averages on these reports are weighted by the FTE distribution within each department, division, school/college, or the UO as a whole. This is also true for the respective AAU peer group being compared (**SELECT AAU Public Peers**). However, the FTE distributions for the UO and the respective AAU peer group within a comparison group (department, division, school/college, overall) are often not the same. The "All Ranks Weighted" line is intended to provide analogous data for the UO and the respective AAU peer group by making both groups "look" the same. The FTE distributions within a department, division, school/college, or the institution as a whole were weighted at 35% Professor, 30% Associate Professor, and 30% Assistant Professor for both the UO and each respective AAU Peer group. This weighting scheme is a standard scheme based on the "ideal" faculty distribution.

In addition, the overall **SELECT AAU Public Peers** average salary for the College of Arts and Sciences was weighted by the UO FTE distribution across the Humanities, Natural Science, and Social Science discipline groups. The overall institutional average salary for the **SELECT AAU Public Peers** was also weighted by discipline, using the UO FTE distribution across all schools, colleges, and CAS divisions. Data from the Robert D. Clark Honors College were not included in this particular weighting scheme.

Duplicating Average Salary Calculations:

- Unweighted average salaries:** Multiply the reported average salary for the tenure/tenure track ranks within a comparison group (department, division, school/college, or overall) by their corresponding FTEs, sum these amounts, and divide by the total FTE.

Example:
$$\frac{(\text{Full Professor Average Salary} * \text{Full Professor FTE}) + (\text{Associate Professor Average Salary} * \text{Associate Professor FTE}) + (\text{Assistant Professor Average Salary} * \text{Assistant Professor FTE})}{(\text{Full Professor FTE} + \text{Associate Professor FTE} + \text{Assistant Professor FTE})}$$

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

Example:
$$\frac{(\text{Full Professor Average Salary} * .35) + (\text{Associate Professor Average Salary} * .30) + (\text{Assistant Professor Average Salary} * .30)}{\text{Sum of "ideal" weights for comparison group (.95 if averages are reported for all tenured/tenure-track ranks; if a rank has zero FTE, reduce the .95 by the rank's respective "ideal" weight amount)}}$$