

UNIVERSITY OF OREGON AND OUS DEFINED PEER INSTITUTIONS*

2006-07 Comparison of Faculty Salaries

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

Based on data from the Fall 2006 AAU Data Exchange (AAUDE) Faculty Salary Survey

*Eight 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	OUS Peers Avg Salary	OUS Peers FTE	UO Avg as % of OUS Avg	UO Rank Avg vs. UO Avg	OUS Peers Rank Avg vs. OUS Peers Avg	UO Rank Differential	OUS Peer Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	OUS Peers New Hire Avg Salary	OUS Peers New Hire FTE
Architecture and Allied Arts														
ARCHITECTURE & INTERIOR ARCH														
Professor	76,400	5	12.9	105,500	15	72%	105%	112%	27%	31%				
Associate Professor	57,000	16	7.4	76,100	27	75%	78%	80%	15%	19%			76,300	1
Assistant Professor	46,100	6	3.0	58,100	24	79%	63%	61%					56,500	2
Instructor														
All Ranks ¹	58,200	27	7.4	76,200	66	76%	80%	81%					63,100	3
All Ranks Weighted ^{1,2}	60,700			81,200		75%	84%	92%						
ART														
Professor		1	3.1	88,000	78			93%		24%				
Associate Professor	50,700	11	9.5	65,000	68	78%	70%	69%	6%	11%			70,000	2
Assistant Professor	46,400	5	2.9	55,000	38	84%	64%	58%					51,700	7
Instructor				40,200	5			42%						
All Ranks ¹	50,100	17	7.2	72,700	184	69%	69%	77%					55,800	9
All Ranks Weighted ^{1,2}	53,500			70,300		76%	74%	80%						

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Architecture and Allied Arts														
ART HISTORY														
Professor	82,100	4	12.1	103,800	24	79%	113%	110%	40%	37%				
Associate Professor	53,100	4	10.4	69,000	19	77%	73%	73%	7%	13%				
Assistant Professor	48,100	3	2.8	57,100	21	84%	66%	60%					60,000	1
Instructor														
All Ranks ¹	62,300	11	8.9	78,200	64	80%	86%	83%					60,000	1
All Ranks Weighted ^{1,2}	62,200			78,100		80%	86%	89%						
ARTS & ADMINISTRATION														
Professor														
Associate Professor				90,000	1			95%		95%			90,000	1
Assistant Professor	41,200	3	2.8				57%							
Instructor														
All Ranks ¹	41,200	3	2.8	90,000	1	46%	57%	95%					90,000	1
All Ranks Weighted ^{1,2}	41,200			90,000		46%	57%	102%						

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Architecture and Allied Arts														
LANDSCAPE ARCHITECTURE														
Professor	73,000	4	14.9	87,800	1	83%	100%	93%	31%	12%				
Associate Professor		2	5.6	76,100	7			80%		28%				
Assistant Professor		2	3.6	49,800	3			53%						
Instructor														
All Ranks ¹	59,900	8	9.7	70,000	11	86%	82%	74%						
All Ranks Weighted ^{1,2}	56,500			72,100		78%	78%	82%						
PLANNING, PUBLIC POLICY, & MGMT														
Professor		2	12.1	115,900	49			123%		35%				
Associate Professor	58,000	4	6.4	83,200	37	70%	80%	88%	9%	15%			90,000	1
Assistant Professor		2	4.1	68,800	36			73%					82,500	2
Instructor														
All Ranks ¹	67,400	8	7.3	92,100	122	73%	93%	97%					85,000	3
All Ranks Weighted ^{1,2}	72,200			90,700		80%	99%	103%						

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CAS Humanities														
CLASSICS AND HUMANITIES														
Professor				102,200	37			108%		37%			120,000	1
Associate Professor	59,700	3	7.1	66,800	27	89%	82%	71%	12%	14%			90,000	1
Assistant Professor		1	1.1	53,700	21			57%					52,500	2
Instructor														
All Ranks ¹	57,500	4	5.6	79,000	85	73%	79%	84%					78,800	4
All Ranks Weighted ^{1,2}	55,400			75,700		73%	76%	86%						
COMPARATIVE LITERATURE														
Professor				92,000	14			97%		31%				
Associate Professor		1	0.1	62,300	10			66%		8%				
Assistant Professor		2	9.1	54,600	10			58%					55,000	1
Instructor				41,100	1			43%						
All Ranks ¹	49,500	3	6.1	72,300	34	68%	68%	76%					55,000	1
All Ranks Weighted ^{1,2}	51,100			70,800		72%	70%	80%						

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CAS Humanities														
CREATIVE WRITING														
Professor		2	7.1	94,200	37			100%		32%				
Associate Professor		2	5.1	63,500	37			67%		12%				
Assistant Professor		1	2.1	52,400	15			55%					49,000	2
Instructor				38,300	6			40%					40,000	1
All Ranks ¹	74,300	5	5.3	74,400	89	100%	102%	79%					49,000	2
All Ranks Weighted ^{1,2}	71,600			71,300		100%	99%	81%						
EAST ASIAN LANGUAGES & LITERATURE														
Professor		1	11.1	97,000	31			103%		37%				
Associate Professor	59,100	4	7.7	62,400	17	95%	81%	66%	12%	5%				
Assistant Professor	50,300	3	1.1	57,500	22	87%	69%	61%					60,100	7
Instructor	33,300	7	4.2	39,600	12	84%	46%	42%					36,800	5
All Ranks ¹	60,500	8	5.7	76,200	70	79%	83%	81%					60,100	7
All Ranks Weighted ^{1,2}	70,100			73,600		95%	97%	84%						

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CAS Humanities														
ENGLISH														
Professor	74,500	10	8.4	102,700	161	73%	102%	109%	20%	36%			125,000	2
Associate Professor	59,900	16	7.3	69,000	137	87%	82%	73%	13%	13%			74,900	6
Assistant Professor	50,800	9	1.7	56,800	70	89%	70%	60%			52,700	3	57,600	12
Instructor	27,900	6	6.5	39,500	64	71%	38%	42%					37,000	7
All Ranks ¹	61,700	35	6.2	81,400	368	76%	85%	86%			52,700	3	69,500	20
All Ranks Weighted ^{1,2}	62,400			77,600		80%	86%	88%						
GERMAN & SCANDINAVIAN														
Professor	75,500	3	4.1	87,800	26	86%	104%	93%	30%	24%				
Associate Professor	53,800	3	3.4	65,200	28	83%	74%	69%	8%	12%				
Assistant Professor		2	5.6	53,600	17			57%					53,300	3
Instructor		1	7.0	37,600	7			40%						
All Ranks ¹	60,600	8	4.2	70,700	71	86%	83%	75%					53,300	3
All Ranks Weighted ^{1,2}	60,100			69,900		86%	83%	79%						

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CAS Humanities														
JUDAIC STUDIES														
Professor		1	6.1	108,600	3			115%		36%				
Associate Professor				74,500	3			79%		18%				
Assistant Professor				57,700	2			61%					60,000	1
Instructor														
All Ranks ¹		1	6.1	83,100	8			88%					60,000	1
All Ranks Weighted ^{1,2}				81,800				93%						
LINGUISTICS														
Professor		2	9.1	98,200	25			104%		31%				
Associate Professor	60,400	4	4.6	69,000	23	88%	83%	73%	14%	9%			70,000	1
Assistant Professor		1	4.1	60,300	13			64%					64,600	2
Instructor														
All Ranks ¹	62,300	7	5.8	79,100	61	79%	86%	84%					66,400	3
All Ranks Weighted ^{1,2}	61,500			77,000		80%	85%	88%						

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CAS Humanities														
PHILOSOPHY														
Professor	97,000	3	11.1	111,700	60	87%	133%	118%	51%	44%			107,100	4
Associate Professor		2	2.6	69,700	31			74%		10%			70,000	1
Assistant Professor	48,500	3	2.1	60,000	20	81%	67%	63%				1	70,000	1
Instructor				27,200	10			29%					31,500	2
All Ranks ¹	69,500	8	5.6	90,700	111	77%	96%	96%				1	94,800	6
All Ranks Weighted ^{1,2}	69,900			82,100		85%	96%	93%						
RELIGIOUS STUDIES														
Professor				100,900	25			107%		37%				
Associate Professor	55,400	3	1.4	66,200	20	84%	76%	70%	4%	13%			71,500	2
Assistant Professor		2	1.6	53,900	24			57%				1	42,800	5
Instructor														
All Ranks ¹	54,100	5	1.5	74,500	69	73%	74%	79%				1	51,000	7
All Ranks Weighted ^{1,2}	53,800			75,100		72%	74%	85%						

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CAS Humanities														
ROMANCE LANGUAGES														
Professor	72,600	5	5.9	96,500	78	75%	100%	102%	22%	34%			102,000	1
Associate Professor	56,600	6	6.8	64,300	71	88%	78%	68%	9%	11%				
Assistant Professor	50,100	7	3.7	54,000	57	93%	69%	57%					55,100	13
Instructor	30,900	21	7.9	39,600	18	78%	43%	42%						
All Ranks ¹	58,500	18	5.3	73,700	206	79%	80%	78%					58,400	14
All Ranks Weighted ^{1,2}	60,500			72,900		83%	83%	83%						
RUSSIAN & EASTERN EUROPEAN STUDIES														
Professor				80,300	13			85%		15%				
Associate Professor				65,900	12			70%		12%				
Assistant Professor				55,000	10			58%					55,000	2
Instructor		1	3.1											
All Ranks ¹				68,200	35			72%					55,000	2
All Ranks Weighted ^{1,2}				67,800				77%						

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CAS Humanities														
THEATRE ARTS														
Professor		1	12.1	90,200	32			95%		29%				
Associate Professor	56,600	3	4.4	62,500	36	91%	78%	66%	6%	11%				
Assistant Professor		1	0.1	52,400	15			55%				1	49,000	2
Instructor		1	13.1	38,300	6			40%					40,000	1
All Ranks ¹	57,100	5	5.1	71,400	83	80%	79%	75%				1	49,000	2
All Ranks Weighted ^{1,2}	57,700			69,500		83%	79%	79%						

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CAS Natural Sciences														
BIOLOGY														
Professor	82,200	18	8.1	104,700	104	79%	113%	111%	18%	35%			123,000	3
Associate Professor	69,000	3	4.3	71,900	40	96%	95%	76%	13%	6%		1		
Assistant Professor	59,700	6	3.4	65,900	48	91%	82%	70%					66,800	3
Instructor	53,400	5	8.3				73%							
All Ranks ¹	75,800	27	6.6	88,100	192	86%	104%	93%				1	94,900	6
All Ranks Weighted ^{1,2}	70,900			82,100		86%	98%	93%						
CHEMISTRY														
Professor	85,200	15	10.7	124,300	145	69%	117%	131%	28%	46%		1	168,700	1
Associate Professor	64,900	4	4.6	81,200	45	80%	89%	86%	7%	14%				
Assistant Professor	60,000	5	3.8	68,400	50	88%	83%	72%				1	70,000	9
Instructor	54,500	3	4.2	43,100	3	126%	75%	46%				1		
All Ranks ¹	76,600	24	8.3	104,600	240	73%	105%	111%				2	79,900	10
All Ranks Weighted ^{1,2}	70,800			93,000		76%	98%	106%						

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CAS Natural Sciences														
COMPUTER & INFORMATION SCIENCE														
Professor	98,600	9	9.0	117,300	60	84%	136%	124%	17%	25%			92,100	1
Associate Professor	86,400	5	7.9	93,300	36	93%	119%	99%	-1%	8%		1		
Assistant Professor	86,800	3	3.4	85,400	22	102%	119%	90%					83,200	6
Instructor		2	6.5	113,700	1			120%						
All Ranks ¹	92,900	17	7.7	104,000	118	89%	128%	110%				1	84,500	7
All Ranks Weighted ^{1,2}	91,000			99,600		91%	125%	113%						
GEOLOGICAL SCIENCES														
Professor	77,500	7	9.4	102,300	81	76%	107%	108%	21%	32%			102,900	2
Associate Professor	62,200	3	2.4	72,000	32	86%	86%	76%	9%	8%				
Assistant Professor	55,500	5	2.8	64,800	25	86%	76%	68%				2	62,700	3
Instructor		1	2.1	40,900	1			43%						
All Ranks ¹	67,100	15	5.8	88,500	138	76%	92%	94%				2	78,800	5
All Ranks Weighted ^{1,2}	65,700			80,900		81%	90%	92%						

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UNIVERSITY OF OREGON AND OUS DEFINED PEER INSTITUTIONS*

2006-07 Comparison of Faculty Salaries

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

Based on data from the Fall 2006 AAU Data Exchange (AAUDE) Faculty Salary Survey

*Eight 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	OUS Peers Avg Salary	OUS Peers FTE	UO Avg as % of OUS Avg	UO Rank Avg vs. UO Avg	OUS Peers Rank Avg vs. OUS Peers Avg	UO Rank Differential	OUS Peer Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	OUS Peers New Hire Avg Salary	OUS Peers New Hire FTE
CAS Natural Sciences														
HUMAN PHYSIOLOGY														
Professor		2	14.1	100,500	14			106%		27%				
Associate Professor	59,400	4	1.1	74,800	20	79%	82%	79%	7%	11%				
Assistant Professor		1	4.1	64,800	11			68%						
Instructor		2	11.6	38,800	9			41%						
All Ranks ¹	67,700	7	5.2	80,400	45	84%	93%	85%						
All Ranks Weighted ^{1,2}	69,400			81,100		86%	96%	92%						
MATHEMATICS														
Professor	75,700	12	9.5	106,300	242	71%	104%	112%	19%	32%			136,900	5
Associate Professor	61,700	9	3.7	75,900	65	81%	85%	80%	8%	14%			94,600	2
Assistant Professor	55,700	5	2.9	62,400	99	89%	77%	66%					71,500	12
Instructor		2	3.1	45,400	9			48%					45,500	3
All Ranks ¹	67,000	26	6.2	90,700	406	74%	92%	96%					91,100	19
All Ranks Weighted ^{1,2}	65,000			82,800		79%	90%	94%						

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CAS Natural Sciences														
PHYSICS														
Professor	82,600	16	13.5	107,800	233	77%	114%	114%	21%	30%			120,000	1
Associate Professor	67,300	6	5.0	79,500	48	85%	93%	84%	11%	8%		1	96,700	2
Assistant Professor	59,100	5	3.3	71,500	63	83%	81%	76%				1	70,600	9
Instructor		2	5.5	45,300	2			48%						
All Ranks ¹	74,800	27	9.7	97,200	344	77%	103%	103%				2	79,100	12
All Ranks Weighted ^{1,2}	70,300			87,400		80%	97%	99%						
PSYCHOLOGY														
Professor	86,400	10	10.8	119,700	162	72%	119%	127%	29%	48%			171,000	4
Associate Professor	65,100	12	5.1	74,500	82	87%	90%	79%	12%	12%			85,900	4
Assistant Professor	56,500	6	3.4	63,100	67	90%	78%	67%					64,600	10
Instructor		1	3.1	44,100	4			47%						
All Ranks ¹	70,900	28	6.8	95,600	311	74%	98%	101%					92,900	18
All Ranks Weighted ^{1,2}	70,200			87,500		80%	97%	99%						

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CAS Social Sciences														
ANTHROPOLOGY														
Professor	80,500	7	9.2	98,200	78	82%	111%	104%	30%	30%				
Associate Professor	58,400	5	5.5	69,400	48	84%	80%	73%	12%	12%			71,200	3
Assistant Professor	49,600	4	3.0	58,000	33	86%	68%	61%					58,000	4
Instructor				31,400	1			33%						
All Ranks ¹	65,900	16	6.5	81,100	159	81%	91%	86%					63,600	7
All Ranks Weighted ^{1,2}	63,800			76,400		84%	88%	87%						
ECONOMICS														
Professor	113,600	11	9.7	142,300	110	80%	156%	150%	42%	46%				
Associate Professor	83,000	5	5.1	99,100	28	84%	114%	105%	9%	11%				
Assistant Professor	76,100	4	2.6	88,400	60	86%	105%	93%				1	88,100	16
Instructor				49,800	2			53%						
All Ranks ¹	98,500	20	7.1	119,900	198	82%	135%	127%				1	88,100	16
All Ranks Weighted ^{1,2}	92,100			111,700		82%	127%	127%						

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CAS Social Sciences														
ENVIRONMENTAL STUDIES														
Professor				124,600	12			132%		46%			182,400	1
Associate Professor		1	3.9	80,700	8			85%		6%				
Assistant Professor		1	3.1	75,200	5			79%					84,900	2
Instructor		1	1.1	44,900	1			47%						
All Ranks ¹		2	3.5	100,700	25			106%					117,400	3
All Ranks Weighted ^{1,2}				95,100				108%						
ETHNIC STUDIES														
Professor				101,200	27			107%		35%			146,900	2
Associate Professor				67,900	30			72%		7%			70,500	2
Assistant Professor		2	3.1	61,100	22			65%					65,900	4
Instructor				40,500	1			43%						
All Ranks ¹		2	3.1	77,400	79			82%					87,300	8
All Ranks Weighted ^{1,2}				78,000				89%						

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CAS Social Sciences														
GEOGRAPHY														
Professor	87,700	5	8.1	106,700	52	82%	121%	113%	44%	35%				
Associate Professor		2	3.1	73,200	20			77%		10%				
Assistant Professor	52,600	3	2.8	63,500	17	83%	72%	67%				1	64,300	3
Instructor				45,000	1			48%					45,000	1
All Ranks ¹	70,700	10	5.5	90,900	89	78%	97%	96%				1	64,300	3
All Ranks Weighted ^{1,2}	66,500			82,500		81%	92%	94%						
HISTORY														
Professor	78,300	9	10.1	107,500	148	73%	108%	114%	19%	40%			92,000	1
Associate Professor	64,800	15	9.6	70,100	102	92%	89%	74%	22%	14%			73,200	6
Assistant Professor		2	3.6	57,100	58			60%					52,500	14
Instructor				35,000	7			37%						
All Ranks ¹	68,300	26	9.3	85,600	308	80%	94%	90%					60,300	21
All Ranks Weighted ^{1,2}	64,800			79,700		81%	89%	91%						

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2006-07 Comparison of Faculty Salaries

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CAS Social Sciences														
INTERNATIONAL STUDIES														
Professor		1	7.1	130,900	2			138%		138%				
Associate Professor		2	8.1											
Assistant Professor		1	5.1	55,400	2			59%						
Instructor														
All Ranks ¹	61,200	4	7.1	93,100	4	66%	84%	98%						
All Ranks Weighted ^{1,2}	61,300			96,000		64%	84%	109%						
POLITICAL SCIENCE														
Professor		2	8.7	120,300	95			127%		44%			120,000	3
Associate Professor	68,100	6	7.4	78,700	60	87%	94%	83%	18%	16%			94,600	2
Assistant Professor	55,000	5	3.5	63,500	46	87%	76%	67%					65,100	9
Instructor				40,200	4			42%						
All Ranks ¹	65,900	13	6.1	94,900	201	69%	91%	100%					81,000	14
All Ranks Weighted ^{1,2}	70,800			89,200		79%	98%	101%						

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UNIVERSITY OF OREGON AND OUS DEFINED PEER INSTITUTIONS*

2006-07 Comparison of Faculty Salaries

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CAS Social Sciences														
SOCIOLOGY														
Professor	83,000	6	11.4	112,300	82	74%	114%	119%	33%	40%				
Associate Professor	59,100	7	3.6	74,100	31	80%	81%	78%	8%	10%		1		
Assistant Professor	53,400	4	3.1	65,100	45	82%	73%	69%					57,000	7
Instructor				31,800	3			34%						
All Ranks ¹	66,200	17	6.2	91,400	158	72%	91%	97%				1	57,000	7
All Ranks Weighted ^{1,2}	66,100			85,300		77%	91%	97%						
WOMEN'S & GENDER STUDIES														
Professor				103,500	7			109%		40%				
Associate Professor		2	5.7	65,300	13			69%		8%			80,000	1
Assistant Professor		2	3.1	57,300	9			61%				1	62,000	1
Instructor				35,600	2			38%						
All Ranks ¹	57,800	4	4.4	72,000	29	80%	80%	76%				1	71,000	2
All Ranks Weighted ^{1,2}	57,800			76,800		75%	80%	87%						

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College of Education														
COUNSELING PSYCHOLOGY & HUMAN SERVICES														
Professor		1	4.9											
Associate Professor	71,300	3	5.1				98%		15%					
Assistant Professor		1	3.1											
Instructor														
All Ranks ¹	73,700	5	4.7				101%							
All Ranks Weighted ^{1,2}	76,300						105%							
EDUCATIONAL LEADERSHIP														
Professor	121,800	3	4.4	108,900	9	112%	168%	115%	69%	42%				
Associate Professor		1	1.1	68,800	13			73%		12%				
Assistant Professor		2	2.0	57,200	5			60%					53,500	1
Instructor														
All Ranks ¹	92,300	6	3.1	80,000	27	115%	127%	85%					53,500	1
All Ranks Weighted ^{1,2}	85,900			79,900		108%	118%	91%						

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College of Education														
SPECIAL EDUCATION														
Professor	114,000	5	9.3	102,500	10	111%	157%	108%	61%	33%				
Associate Professor	69,900	5	3.9	71,700	9	97%	96%	76%	14%	7%		2	106,000	1
Assistant Professor		1	3.1	65,000	7			69%				1	64,300	2
Instructor	50,900	3	4.7	40,300	2	126%	70%	43%						
All Ranks ¹	89,000	11	6.3	81,700	26	109%	122%	86%			66,700	3	78,200	3
All Ranks Weighted ^{1,2}	83,000			80,900		103%	114%	92%						
TEACHER EDUCATION														
Professor				105,200	117			111%		31%			93,600	2
Associate Professor	69,200	3	6.7	76,100	85	91%	95%	80%	13%	18%		1	67,500	2
Assistant Professor		2	2.6	59,200	71			63%					59,600	10
Instructor				53,000	1			56%						
All Ranks ¹	65,300	5	5.1	84,200	273	78%	90%	89%				1	65,600	14
All Ranks Weighted ^{1,2}	64,300			81,500		79%	89%	93%						

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<u>Lundquist College of Business</u>														
BUSINESS ADMINISTRATION														
Professor	128,900	15	10.9	170,300	229	76%	177%	180%	27%	38%			235,000	3
Associate Professor	109,100	6	6.3	134,500	136	81%	150%	142%	-11%	5%			170,400	3
Assistant Professor	117,400	17	2.8	129,600	160	91%	161%	137%			134,300	4	133,800	24
Instructor	57,300	17	4.9	77,000	13	74%	79%	81%					119,000	3
All Ranks ¹	120,600	38	6.5	148,600	525	81%	166%	157%			134,300	4	147,600	30
All Ranks Weighted ^{1,2}	119,000			146,100		81%	164%	166%						

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<u>School of Journalism and Communication</u>														
JOURNALISM & COMMUNICATION														
Professor	88,200	5	6.1	96,500	22	91%	121%	102%	36%	26%		2		
Associate Professor	62,200	10	10.5	72,200	32	86%	86%	76%	3%	11%				
Assistant Professor	60,300	4	2.8	61,800	29	98%	83%	65%				1	59,500	2
Instructor	46,200	3	4.4	47,700	5	97%	64%	50%					57,000	1
All Ranks ¹	68,700	19	7.7	75,000	83	92%	94%	79%			89,700	3	59,500	2
All Ranks Weighted ^{1,2}	71,200			77,900		91%	98%	89%						

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	UO Avg Salary	UO FTE	UO Avg Years in Rank	OUS Peers Avg Salary	OUS Peers FTE	UO Avg as % of OUS Avg	UO Rank Avg vs. UO Avg	OUS Peers Rank Avg vs. OUS Peers Avg	UO Rank Differential	OUS Peer Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	OUS Peers New Hire Avg Salary	OUS Peers New Hire FTE
School of Law														
LAW														
Professor	122,500	18	13.7	166,000	185	74%	169%	175%	42%	51%			193,300	3
Associate Professor		2	1.2	117,300	51			124%		3%			119,300	5
Assistant Professor	82,800	8	3.5	114,600	24	72%	114%	121%				1	93,400	6
Instructor	48,700	3	4.2	67,700	17	72%	67%	72%					59,300	2
All Ranks ¹	109,000	28	9.8	151,700	260	72%	150%	160%				1	124,100	14
All Ranks Weighted ^{1,2}	100,300			134,400		75%	138%	153%						
LAW--Associate & Assistant Combined														
Professor	122,500	18	13.7	166,000	185	74%	169%	175%	52%	52%			193,300	3
Assoc/Assist Combined	84,600	10	3.0	116,400	75	73%	116%	123%				1	105,200	11
All Ranks ¹	109,000	28	9.8	151,700	260	72%	150%	160%				1	124,100	14
All Ranks Weighted ^{1,2}	100,300			134,400		75%	138%	153%						

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

UO salary information has been masked in instances where only 1 or 2 FTEs are reported for a particular rank or discipline.

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 OUS DEFINED PEER INSTITUTIONS*

2006-07 Comparison of Faculty Salaries

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

Based on data from the Fall 2006 AAU Data Exchange (AAUDE) Faculty Salary Survey

*Eight 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	OUS Peers Avg Salary	OUS Peers FTE	UO Avg as % of OUS Avg	UO Rank Avg vs. UO Avg	OUS Peers Rank Avg vs. OUS Peers Avg	UO Rank Differential	OUS Peer Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	OUS Peers New Hire Avg Salary	OUS Peers New Hire FTE
School of Music and Dance														
DANCE														
Professor				62,100	6			66%		-2%				
Associate Professor	46,900	5	5.9	64,200	5	73%	65%	68%	14%	13%				
Assistant Professor		1	0.1	51,500	5			54%				1		
Instructor														
All Ranks ¹	45,200	6	4.9	59,400	16	76%	62%	63%				1		
All Ranks Weighted ^{1,2}	41,900			59,400		71%	58%	68%						
MUSIC														
Professor	70,500	8	5.8	93,100	181	76%	97%	98%	25%	27%			110,900	7
Associate Professor	52,500	16	8.6	67,200	118	78%	72%	71%	10%	13%			68,700	5
Assistant Professor	45,000	14	1.8	55,200	72	82%	62%	58%			45,900	4	54,600	13
Instructor	38,300	7	4.9	41,400	12	93%	53%	44%					38,000	2
All Ranks ¹	53,500	38	5.5	77,500	371	69%	74%	82%			45,900	4	73,200	25
All Ranks Weighted ^{1,2}	56,800			73,000		78%	78%	83%						

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Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND OUS DEFINED PEER INSTITUTIONS*

2006-07 Comparison of Faculty Salaries

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

Based on data from the Fall 2006 AAU Data Exchange (AAUDE) Faculty Salary Survey

*Eight 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	UO Avg Salary	OUS Peers FTE	UO Avg as % of OUS Avg	UO Rank Avg vs. UO Avg	OUS Peers Rank Avg vs. OUS Peers Avg	UO Rank Differential	OUS Peer Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	OUS Peers New Hire Avg Salary	OUS 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 2006-07.
 - 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.

UO salary information has been masked in instances where only 1 or 2 FTEs are reported for a particular rank or discipline.

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.