

UNIVERSITY OF OREGON AND OUS DEFINED PEER INSTITUTIONS*

2007-08 Comparison of Faculty Salaries

BY SCHOOL/COLLEGE/DIVISION WITH WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2007 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 School Avg vs. UO Avg	OUS Peers School Avg vs. OUS Peers Avg	UO New Hire Avg Salary	UO New Hire FTE	OUS Peers New Hire Avg Salary	OUS Peers New Hire FTE
AAA Architecture, Interior & Landscape Arch <i>Weighted Averages</i>	63,600 63,500	36	7.8	79,300 82,800	75	80% 77%	81% 81%	79% 88%		1	72,700	3
AAA Art, Art History, Arts & Administration <i>Weighted Averages</i>	58,200 64,300	28	7.4	77,400 76,100	249	75% 84%	74% 82%	77% 81%		2	70,300	9
AAA Planning, Public Policy, & Mgmt <i>Weighted Averages</i>	70,900 79,700	11	5.6	101,100 98,500	120	70% 81%	90% 102%	101% 105%	55,800	3	83,800	8
Architecture and Allied Arts (AAA) Total <i>Weighted Averages</i>	62,700 65,500	75	7.3	84,100 83,500	444	75% 78%	80% 84%	84% 89%	51,900	6	76,000	20
CAS Humanities <i>Weighted Averages</i>	66,700 68,300	107	5.8	82,300 79,800	1,316	81% 86%	85% 88%	82% 85%	53,300	3	63,300	71
CAS Natural Sciences <i>Weighted Averages</i>	80,700 76,400	171	7.7	100,200 91,900	1,815	81% 83%	103% 98%	100% 98%	63,400	3	77,100	85
CAS Social Sciences <i>Weighted Averages</i>	77,000 77,100	117	6.9	97,000 92,500	1,283	79% 83%	98% 99%	97% 99%	58,200	8	82,700	80
College of Arts and Sciences (CAS) Total <i>Weighted Averages</i>	75,800 73,900	395	6.9	93,900 88,800	4,414	81% 83%	97% 95%	94% 95%	58,300	14	74,900	236

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

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Weighted Averages = average salaries weighted by rank and discipline.

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College of Education <i>Weighted Averages</i>	86,000 <i>88,400</i>	29	5.3	87,500 <i>85,400</i>	340	98% <i>104%</i>	110% <i>113%</i>	88% <i>91%</i>	64,800	3	70,300	28
Lundquist College of Business <i>Weighted Averages</i>	126,300 <i>125,300</i>	39	6.5	158,200 <i>156,300</i>	535	80% <i>80%</i>	161% <i>161%</i>	158% <i>167%</i>	113,700	3	152,400	35
School of Journalism and Communication <i>Weighted Averages</i>	73,800 <i>73,600</i>	19	8.4	80,900 <i>84,000</i>	89	91% <i>88%</i>	94% <i>94%</i>	81% <i>90%</i>		1	65,800	6
School of Law <i>Weighted Averages</i>	117,600 <i>109,600</i>	28	10.3	163,000 <i>144,000</i>	262	72% <i>76%</i>	150% <i>141%</i>	163% <i>154%</i>		1	121,700	10
School of Music and Dance <i>Weighted Averages</i>	57,400 <i>59,700</i>	40	6.3	80,600 <i>76,400</i>	393	71% <i>78%</i>	73% <i>77%</i>	81% <i>81%</i>			82,000	17
All Schools/Colleges <i>Weighted Averages</i>	78,500 <i>78,000</i>	625	7.0	100,000 <i>93,800</i>	6,477	79% <i>83%</i>	100% <i>100%</i>	100% <i>100%</i>	64,500	28	83,800	352

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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 2007-08.
 - 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.

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