

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU 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

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU Publics Avg Salary	AAU Publics FTE	UO Avg as % of AAU Avg	UO Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
<u>Architecture and Allied Arts</u>														
ARCHITECTURE & INTERIOR ARCH														
Professor	76,400	5	12.9	98,600	107	77%	105%	106%	27%	26%				
Associate Professor	57,000	16	7.4	74,500	136	77%	78%	80%	15%	18%			83,000	2
Assistant Professor	46,100	6	3.0	57,700	105	80%	63%	62%					55,900	13
Instructor				45,800	1			49%					45,800	1
All Ranks ¹	58,200	27	7.4	76,800	348	76%	80%	82%					59,500	15
All Ranks Weighted ^{1,2}	60,700			78,100		78%	84%	89%						
ART														
Professor		1	3.1	85,300	237			91%		24%			107,700	2
Associate Professor	50,700	11	9.5	62,600	236	81%	70%	67%	6%	10%			69,600	6
Assistant Professor	46,400	5	2.9	53,100	157	87%	64%	57%					50,600	36
Instructor				40,100	14			43%					44,800	3
All Ranks ¹	50,100	17	7.2	68,800	630	73%	69%	74%					55,800	44
All Ranks Weighted ^{1,2}	53,500			68,000		79%	74%	77%						

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Architecture and Allied Arts														
ART HISTORY														
Professor	82,100	4	12.1	101,100	111	81%	113%	108%	40%	34%				
Associate Professor	53,100	4	10.4	69,200	85	77%	73%	74%	7%	13%			75,300	4
Assistant Professor	48,100	3	2.8	56,900	60	85%	66%	61%					60,500	10
Instructor				44,000	6			47%					42,900	3
All Ranks ¹	62,300	11	8.9	80,100	256	78%	86%	86%					64,700	14
All Ranks Weighted ^{1,2}	62,200			77,100		81%	86%	88%						
ARTS & ADMINISTRATION														
Professor														
Associate Professor				90,000	1			96%		96%			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%	96%					90,000	1
All Ranks Weighted ^{1,2}	41,200			90,000		46%	57%	102%						

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<u>Architecture and Allied Arts</u>														
LANDSCAPE ARCHITECTURE														
Professor	73,000	4	14.9	95,800	18	76%	100%	103%	31%	26%				
Associate Professor		2	5.6	71,100	39			76%		16%				
Assistant Professor		2	3.6	56,200	23			60%					54,000	1
Instructor				47,700	4			51%					30,000	1
All Ranks ¹	59,900	8	9.7	72,400	80	83%	82%	78%					54,000	1
All Ranks Weighted ^{1,2}	56,500			75,500		75%	78%	86%						
PLANNING, PUBLIC POLICY, & MGMT														
Professor		2	12.1	119,700	178			128%		40%			130,800	2
Associate Professor	58,000	4	6.4	82,400	124	70%	80%	88%	9%	15%			92,000	5
Assistant Professor		2	4.1	68,100	127			73%					73,800	15
Instructor				47,900	1			51%						
All Ranks ¹	67,400	8	7.3	93,600	429	72%	93%	100%					83,100	22
All Ranks Weighted ^{1,2}	72,200			91,600		79%	99%	104%						

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CAS Humanities														
CLASSICS AND HUMANITIES														
Professor				100,600	132			108%		36%			123,500	2
Associate Professor	59,700	3	7.1	67,100	92	89%	82%	72%	12%	15%			76,900	3
Assistant Professor		1	1.1	53,200	69			57%					54,600	13
Instructor				34,600	2			37%						
All Ranks ¹	57,500	4	5.6	78,900	293	73%	79%	84%					66,000	18
All Ranks Weighted ^{1,2}	55,400			75,100		74%	76%	85%						
COMPARATIVE LITERATURE														
Professor				111,500	70			119%		45%			92,600	1
Associate Professor		1	0.1	69,400	43			74%		15%			59,700	1
Assistant Professor		2	9.1	55,600	39			60%					52,900	10
Instructor				48,800	3			52%						
All Ranks ¹	49,500	3	6.1	85,200	152	58%	68%	91%					56,800	12
All Ranks Weighted ^{1,2}	51,100			80,500		63%	70%	91%						

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CAS Humanities														
CREATIVE WRITING														
Professor		2	7.1	90,000	109			96%		29%			121,800	3
Associate Professor		2	5.1	63,300	138			68%		12%			60,000	1
Assistant Professor		1	2.1	52,000	89			56%					53,400	17
Instructor				42,100	16			45%					42,200	3
All Ranks ¹	74,300	5	5.3	69,000	336	108%	102%	74%					63,500	21
All Ranks Weighted ^{1,2}	71,600			69,600		103%	99%	79%						
EAST ASIAN LANGUAGES & LITERATURE														
Professor		1	11.1	97,700	66			105%		34%				
Associate Professor	59,100	4	7.7	65,900	64	90%	81%	71%	12%	11%			76,300	1
Assistant Professor	50,300	3	1.1	55,400	52	91%	69%	59%					59,200	13
Instructor	33,300	7	4.2	39,300	16	85%	46%	42%					36,800	5
All Ranks ¹	60,500	8	5.7	74,400	182	81%	83%	80%					60,400	14
All Ranks Weighted ^{1,2}	70,100			74,300		94%	97%	84%						

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CAS Humanities														
ENGLISH														
Professor	74,500	10	8.4	101,300	679	74%	102%	108%	20%	35%			122,800	12
Associate Professor	59,900	16	7.3	68,200	523	88%	82%	73%	13%	13%			72,400	17
Assistant Professor	50,800	9	1.7	55,700	315	91%	70%	60%			52,700	3	57,500	58
Instructor	27,900	6	6.5	38,900	94	72%	38%	42%					35,700	10
All Ranks ¹	61,700	35	6.2	80,400	1,517	77%	85%	86%			52,700	3	69,400	87
All Ranks Weighted ^{1,2}	62,400			76,500		82%	86%	87%						
GERMAN & SCANDINAVIAN														
Professor	75,500	3	4.1	93,200	97	81%	104%	100%	30%	28%				
Associate Professor	53,800	3	3.4	66,600	81	81%	74%	71%	8%	14%			76,700	4
Assistant Professor		2	5.6	53,500	52			57%					51,600	5
Instructor		1	7.0	40,300	12			43%						
All Ranks ¹	60,600	8	4.2	74,800	230	81%	83%	80%					62,700	9
All Ranks Weighted ^{1,2}	60,100			72,200		83%	83%	82%						

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CAS Humanities														
JUDAIC STUDIES														
Professor		1	6.1	107,100	11			115%		37%				
Associate Professor				72,700	8			78%		16%				
Assistant Professor				57,400	5			61%					60,000	1
Instructor				39,900	2			43%					30,100	1
All Ranks ¹		1	6.1	85,300	24			91%					60,000	1
All Ranks Weighted ^{1,2}				80,500				91%						
LINGUISTICS														
Professor		2	9.1	102,000	115			109%		33%			89,300	3
Associate Professor	60,400	4	4.6	71,400	82	85%	83%	76%	14%	12%			85,900	4
Assistant Professor		1	4.1	60,100	55			64%					58,900	14
Instructor														
All Ranks ¹	62,300	7	5.8	82,900	252	75%	86%	89%					68,400	21
All Ranks Weighted ^{1,2}	61,500			79,100		78%	85%	90%						

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CAS Humanities														
PHILOSOPHY														
Professor	97,000	3	11.1	111,600	270	87%	133%	119%	51%	46%			113,100	11
Associate Professor		2	2.6	68,800	131			74%		12%			73,400	10
Assistant Professor	48,500	3	2.1	57,700	90	84%	67%	62%				1	57,300	20
Instructor				28,400	11			30%					31,500	2
All Ranks ¹	69,500	8	5.6	90,300	491	77%	96%	97%				1	76,200	41
All Ranks Weighted ^{1,2}	69,900			81,000		86%	96%	92%						
RELIGIOUS STUDIES														
Professor				97,900	39			105%		31%				
Associate Professor	55,400	3	1.4	69,100	42	80%	76%	74%	4%	18%			67,200	3
Assistant Professor		2	1.6	52,700	49			56%				1	45,600	10
Instructor														
All Ranks ¹	54,100	5	1.5	71,600	130	76%	74%	77%				1	50,600	13
All Ranks Weighted ^{1,2}	53,800			74,500		72%	74%	85%						

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CAS Humanities														
ROMANCE LANGUAGES														
Professor	72,600	5	5.9	98,100	272	74%	100%	105%	22%	34%			102,000	2
Associate Professor	56,600	6	6.8	66,500	284	85%	78%	71%	9%	13%			69,900	3
Assistant Professor	50,100	7	3.7	54,300	198	92%	69%	58%					53,100	43
Instructor	30,900	21	7.9	38,300	39	81%	43%	41%					43,000	3
All Ranks ¹	58,500	18	5.3	74,700	754	78%	80%	80%					56,200	48
All Ranks Weighted ^{1,2}	60,500			74,300		81%	83%	84%						
RUSSIAN & EASTERN EUROPEAN STUDIES														
Professor				94,300	49			101%		31%			87,500	1
Associate Professor				65,100	34			70%		12%			67,000	1
Assistant Professor				54,300	22			58%					52,600	5
Instructor		1	3.1											
All Ranks ¹				76,400	105			82%					59,600	7
All Ranks Weighted ^{1,2}				72,400				82%						

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CAS Humanities														
THEATRE ARTS														
Professor		1	12.1	88,500	104			95%		27%			121,800	3
Associate Professor	56,600	3	4.4	63,000	137	90%	78%	67%	6%	12%			60,000	1
Assistant Professor		1	0.1	52,000	89			56%				1	53,400	17
Instructor		1	13.1	42,100	16			45%					42,200	3
All Ranks ¹	57,100	5	5.1	68,100	330	84%	79%	73%				1	63,500	21
All Ranks Weighted ^{1,2}	57,700			68,900		84%	79%	78%						

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<u>CAS Natural Sciences</u>														
BIOLOGY														
Professor	82,200	18	8.1	111,600	603	74%	113%	119%	18%	39%			118,700	8
Associate Professor	69,000	3	4.3	75,100	306	92%	95%	80%	13%	11%		1	76,600	4
Assistant Professor	59,700	6	3.4	64,600	349	92%	82%	69%					60,900	35
Instructor	53,400	5	8.3	46,600	4	115%	73%	50%					49,200	1
All Ranks ¹	75,800	27	6.6	89,700	1,258	85%	104%	96%				1	72,100	47
All Ranks Weighted ^{1,2}	70,900			85,200		83%	98%	97%						
CHEMISTRY														
Professor	85,200	15	10.7	122,400	692	70%	117%	131%	28%	47%		1	134,500	8
Associate Professor	64,900	4	4.6	78,800	203	82%	89%	84%	7%	13%			93,500	5
Assistant Professor	60,000	5	3.8	66,700	252	90%	83%	71%				1	67,300	46
Instructor	54,500	3	4.2	43,400	5	126%	75%	46%				1		
All Ranks ¹	76,600	24	8.3	102,500	1,147	75%	105%	110%				2	78,700	59
All Ranks Weighted ^{1,2}	70,800			91,000		78%	98%	103%						

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CAS Natural Sciences														
COMPUTER & INFORMATION SCIENCE														
Professor	98,600	9	9.0	124,900	315	79%	136%	134%	17%	31%			147,000	2
Associate Professor	86,400	5	7.9	96,200	171	90%	119%	103%	-1%	11%		1	121,500	2
Assistant Professor	86,800	3	3.4	85,800	185	101%	119%	92%					84,400	24
Instructor		2	6.5	60,800	9			65%					50,000	2
All Ranks ¹	92,900	17	7.7	106,800	671	87%	128%	114%				1	91,500	28
All Ranks Weighted ^{1,2}	91,000			103,500		88%	125%	118%						
GEOLOGICAL SCIENCES														
Professor	77,500	7	9.4	106,500	337	73%	107%	114%	21%	36%			121,900	4
Associate Professor	62,200	3	2.4	72,700	124	86%	86%	78%	9%	10%			81,400	2
Assistant Professor	55,500	5	2.8	63,600	116	87%	76%	68%				2	63,200	16
Instructor		1	2.1	40,900	1			44%						
All Ranks ¹	67,100	15	5.8	90,700	577	74%	92%	97%				2	75,500	22
All Ranks Weighted ^{1,2}	65,700			82,300		80%	90%	94%						

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

Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU 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

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU Publics Avg Salary	AAU Publics FTE	UO Avg as % of AAU Avg	UO Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
CAS Natural Sciences														
HUMAN PHYSIOLOGY														
Professor		2	14.1	104,100	99			111%		34%				
Associate Professor	59,400	4	1.1	72,700	108	82%	82%	78%	7%	13%				
Assistant Professor		1	4.1	61,000	84			65%					62,300	15
Instructor		2	11.6	40,300	36			43%					41,400	5
All Ranks ¹	67,700	7	5.2	80,000	291	85%	93%	86%					62,300	15
All Ranks Weighted ^{1,2}	69,400			80,600		86%	96%	92%						
MATHEMATICS														
Professor	75,700	12	9.5	112,200	1,175	67%	104%	120%	19%	40%			121,200	14
Associate Professor	61,700	9	3.7	75,000	336	82%	85%	80%	8%	11%			86,400	5
Assistant Professor	55,700	5	2.9	64,400	385	86%	77%	69%					67,600	74
Instructor		2	3.1	42,100	78			45%					44,100	4
All Ranks ¹	67,000	26	6.2	95,900	1,896	70%	92%	103%					76,700	93
All Ranks Weighted ^{1,2}	65,000			85,400		76%	90%	97%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU 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

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU Publics Avg Salary	AAU Publics FTE	UO Avg as % of AAU Avg	UO Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
CAS Natural Sciences														
PHYSICS														
Professor	82,600	16	13.5	111,700	899	74%	114%	120%	21%	36%			138,700	3
Associate Professor	67,300	6	5.0	78,400	212	86%	93%	84%	11%	10%		1	86,000	6
Assistant Professor	59,100	5	3.3	69,500	256	85%	81%	74%				1	68,900	37
Instructor		2	5.5	45,300	2			49%						
All Ranks ¹	74,800	27	9.7	98,600	1,367	76%	103%	106%				2	75,700	46
All Ranks Weighted ^{1,2}	70,300			87,800		80%	97%	100%						
PSYCHOLOGY														
Professor	86,400	10	10.8	117,200	670	74%	119%	125%	29%	46%			140,500	15
Associate Professor	65,100	12	5.1	74,500	306	87%	90%	80%	12%	13%			81,100	7
Assistant Professor	56,500	6	3.4	62,800	276	90%	78%	67%					62,900	47
Instructor		1	3.1	45,900	7			49%						
All Ranks ¹	70,900	28	6.8	94,800	1,252	75%	98%	101%					81,600	69
All Ranks Weighted ^{1,2}	70,200			86,500		81%	97%	98%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU 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

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU Publics Avg Salary	AAU Publics FTE	UO Avg as % of AAU Avg	UO Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
<u>CAS Social Sciences</u>														
ANTHROPOLOGY														
Professor	80,500	7	9.2	106,300	268	76%	111%	114%	30%	39%			140,300	6
Associate Professor	58,400	5	5.5	69,600	185	84%	80%	75%	12%	14%			77,200	6
Assistant Professor	49,600	4	3.0	56,600	143	88%	68%	61%					58,500	27
Instructor				34,600	5			37%					29,800	3
All Ranks ¹	65,900	16	6.5	83,000	596	79%	91%	89%					74,000	39
All Ranks Weighted ^{1,2}	63,800			79,000		81%	88%	90%						
ECONOMICS														
Professor	113,600	11	9.7	150,000	392	76%	156%	161%	42%	48%			179,000	7
Associate Professor	83,000	5	5.1	105,100	124	79%	114%	113%	9%	16%			128,400	5
Assistant Professor	76,100	4	2.6	90,100	218	84%	105%	96%				1	96,000	47
Instructor				44,300	4			47%						
All Ranks ¹	98,500	20	7.1	124,600	734	79%	135%	133%				1	108,600	59
All Ranks Weighted ^{1,2}	92,100			116,900		79%	127%	133%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS
2006-07 Comparison of Faculty Salaries

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

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	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU Publics Avg Salary	AAU Publics FTE	UO Avg as % of AAU Avg	UO Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
CAS Social Sciences														
ENVIRONMENTAL STUDIES														
Professor				114,000	46			122%		35%			182,400	1
Associate Professor		1	3.9	81,600	24			87%		13%				
Assistant Professor		1	3.1	69,400	31			74%					74,300	8
Instructor		1	1.1	44,900	1			48%						
All Ranks ¹		2	3.5	92,600	101			99%					86,300	9
All Ranks Weighted ^{1,2}				89,700				102%						
ETHNIC STUDIES														
Professor				104,100	89			111%		32%			122,600	4
Associate Professor				73,900	89			79%		15%			74,700	4
Assistant Professor		2	3.1	59,700	97			64%					61,600	17
Instructor				38,400	4			41%					45,000	1
All Ranks ¹		2	3.1	78,700	275			84%					73,500	25
All Ranks Weighted ^{1,2}				80,600				92%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS
2006-07 Comparison of Faculty Salaries

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

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<u>CAS Social Sciences</u>														
GEOGRAPHY														
Professor	87,700	5	8.1	107,600	162	82%	121%	115%	44%	39%			125,000	1
Associate Professor		2	3.1	71,500	84			77%		12%			80,700	3
Assistant Professor	52,600	3	2.8	60,700	91	87%	72%	65%				1	62,500	15
Instructor				46,500	3			50%					45,000	1
All Ranks ¹	70,700	10	5.5	85,900	337	82%	97%	92%				1	68,700	19
All Ranks Weighted ^{1,2}	66,500			81,400		82%	92%	93%						
HISTORY														
Professor	78,300	9	10.1	109,000	565	72%	108%	117%	19%	42%			111,300	12
Associate Professor	64,800	15	9.6	70,200	398	92%	89%	75%	22%	14%			76,800	11
Assistant Professor		2	3.6	57,300	252			61%					56,200	49
Instructor				39,500	10			42%					45,000	1
All Ranks ¹	68,300	26	9.3	85,600	1,215	80%	94%	92%					68,500	72
All Ranks Weighted ^{1,2}	64,800			80,400		81%	89%	91%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS
2006-07 Comparison of Faculty Salaries

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

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CAS Social Sciences														
INTERNATIONAL STUDIES														
Professor		1	7.1	123,700	27			132%		39%				
Associate Professor		2	8.1	87,200	6			93%		22%				
Assistant Professor		1	5.1	66,900	9			72%					56,700	2
Instructor				39,000	1			42%						
All Ranks ¹	61,200	4	7.1	106,300	42	58%	84%	114%					56,700	2
All Ranks Weighted ^{1,2}	61,300			94,200		65%	84%	107%						
POLITICAL SCIENCE														
Professor		2	8.7	121,000	378			130%		45%			138,400	8
Associate Professor	68,100	6	7.4	79,300	244	86%	94%	85%	18%	16%			93,100	15
Assistant Professor	55,000	5	3.5	64,500	199	85%	76%	69%					64,100	40
Instructor				40,600	11			43%					29,600	1
All Ranks ¹	65,900	13	6.1	94,900	821	69%	91%	102%					80,500	63
All Ranks Weighted ^{1,2}	70,800			90,000		79%	98%	102%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU 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

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU Publics Avg Salary	AAU Publics FTE	UO Avg as % of AAU Avg	UO Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
<u>CAS Social Sciences</u>														
SOCIOLOGY														
Professor	83,000	6	11.4	116,300	346	71%	114%	125%	33%	46%			123,500	4
Associate Professor	59,100	7	3.6	73,800	198	80%	81%	79%	8%	12%		1	74,300	3
Assistant Professor	53,400	4	3.1	62,300	206	86%	73%	67%					58,500	46
Instructor				32,800	6			35%					40,000	1
All Ranks ¹	66,200	17	6.2	90,200	750	73%	91%	97%				1	64,300	53
All Ranks Weighted ^{1,2}	66,100			85,800		77%	91%	98%						
WOMEN'S & GENDER STUDIES														
Professor				102,800	36			110%		33%			110,500	2
Associate Professor		2	5.7	72,100	45			77%		15%			80,000	1
Assistant Professor		2	3.1	58,500	42			63%				1	59,200	8
Instructor				35,600	2			38%						
All Ranks ¹	57,800	4	4.4	76,400	123	76%	80%	82%				1	70,400	11
All Ranks Weighted ^{1,2}	57,800			79,100		73%	80%	90%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU 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

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU Publics Avg Salary	AAU Publics FTE	UO Avg as % of AAU Avg	UO Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
<u>College of Education</u>														
COUNSELING PSYCHOLOGY & HUMAN SERVICES														
Professor		1	4.9	102,900	142			110%		33%			119,300	4
Associate Professor	71,300	3	5.1	72,500	112	98%	98%	78%	15%	16%			77,500	2
Assistant Professor		1	3.1	57,500	102			62%					56,500	15
Instructor				43,100	4			46%						
All Ranks ¹	73,700	5	4.7	80,300	356	92%	101%	86%					70,500	21
All Ranks Weighted ^{1,2}	76,300			79,000		97%	105%	90%						
EDUCATIONAL LEADERSHIP														
Professor	121,800	3	4.4	105,200	91	116%	168%	113%	69%	34%			90,000	1
Associate Professor		1	1.1	73,700	72			79%		16%			82,500	2
Assistant Professor		2	2.0	59,000	54			63%					56,200	6
Instructor														
All Ranks ¹	92,300	6	3.1	83,200	217	111%	127%	89%					65,800	9
All Ranks Weighted ^{1,2}	85,900			80,600		107%	118%	92%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS
2006-07 Comparison of Faculty Salaries

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

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	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU Publics Avg Salary	AAU Publics FTE	UO Avg as % of AAU Avg	UO Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
College of Education														
SPECIAL EDUCATION														
Professor	114,000	5	9.3	102,800	106	111%	157%	110%	61%	36%			148,000	1
Associate Professor	69,900	5	3.9	69,500	114	101%	96%	74%	14%	12%		2	86,700	3
Assistant Professor		1	3.1	58,300	83			62%				1	60,300	18
Instructor	50,900	3	4.7	44,100	5	115%	70%	47%						
All Ranks ¹	89,000	11	6.3	78,100	303	114%	122%	84%			66,700	3	67,900	22
All Ranks Weighted ^{1,2}	83,000			78,200		106%	114%	89%						
TEACHER EDUCATION														
Professor				102,100	329			109%		33%			96,000	10
Associate Professor	69,200	3	6.7	71,300	290	97%	95%	76%	13%	14%		1	68,400	5
Assistant Professor		2	2.6	58,300	274			62%					58,800	54
Instructor				39,600	23			42%					38,500	3
All Ranks ¹	65,300	5	5.1	78,700	893	83%	90%	84%				1	64,900	69
All Ranks Weighted ^{1,2}	64,300			78,500		82%	89%	89%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS
2006-07 Comparison of Faculty Salaries

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

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<u>Lundquist College of Business</u>														
BUSINESS ADMINISTRATION														
Professor	128,900	15	10.9	166,800	804	77%	177%	179%	27%	38%			191,400	17
Associate Professor	109,100	6	6.3	131,100	478	83%	150%	140%	-11%	5%			163,100	15
Assistant Professor	117,400	17	2.8	126,100	583	93%	161%	135%			134,300	4	132,100	104
Instructor	57,300	17	4.9	73,800	42	78%	79%	79%					120,300	7
All Ranks ¹	120,600	38	6.5	144,900	1,865	83%	166%	155%			134,300	4	142,900	136
All Ranks Weighted ^{1,2}	119,000			142,700		83%	164%	162%						

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<u>School of Journalism and Communication</u>														
JOURNALISM & COMMUNICATION														
Professor	88,200	5	6.1	100,700	123	88%	121%	108%	36%	31%		2	96,800	3
Associate Professor	62,200	10	10.5	72,000	132	86%	86%	77%	3%	12%			52,800	4
Assistant Professor	60,300	4	2.8	60,500	112	100%	83%	65%				1	57,500	12
Instructor	46,200	3	4.4	49,400	11	94%	64%	53%					57,000	1
All Ranks ¹	68,700	19	7.7	78,100	367	88%	94%	84%			89,700	3	62,700	19
All Ranks Weighted ^{1,2}	71,200			78,900		90%	98%	90%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU 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

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU Publics Avg Salary	AAU Publics FTE	UO Avg as % of AAU Avg	UO Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
School of Law														
LAW														
Professor	122,500	18	13.7	161,800	466	76%	169%	173%	42%	51%			169,600	7
Associate Professor		2	1.2	114,100	104			122%		9%			112,800	13
Assistant Professor	82,800	8	3.5	106,000	54	78%	114%	113%				1	96,100	7
Instructor	48,700	3	4.2	70,300	19	69%	67%	75%					59,300	2
All Ranks ¹	109,000	28	9.8	149,100	624	73%	150%	160%				1	123,200	27
All Ranks Weighted ^{1,2}	100,300			129,100		78%	138%	147%						
LAW--Associate & Assistant Combined														
Professor	122,500	18	13.7	161,800	466	76%	169%	173%	52%	54%			169,600	7
Assoc/Assist Combined	84,600	10	3.0	111,400	158	76%	116%	119%				1	107,000	20
All Ranks ¹	109,000	28	9.8	149,100	624	73%	150%	160%				1	123,200	27
All Ranks Weighted ^{1,2}	100,300			129,100		78%	138%	147%						

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.

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School of Music and Dance														
DANCE														
Professor				77,900	21			83%		13%			85,000	2
Associate Professor	46,900	5	5.9	65,300	23	72%	65%	70%	14%	12%				
Assistant Professor		1	0.1	54,000	16			58%				1	56,800	1
Instructor				54,200	1			58%						
All Ranks ¹	45,200	6	4.9	66,700	60	68%	62%	71%				1	75,600	3
All Ranks Weighted ^{1,2}	41,900			66,400		63%	58%	75%						
MUSIC														
Professor	70,500	8	5.8	91,200	497	77%	97%	98%	25%	27%			104,000	14
Associate Professor	52,500	16	8.6	66,200	379	79%	72%	71%	10%	13%			74,400	12
Assistant Professor	45,000	14	1.8	53,800	237	84%	62%	58%			45,900	4	54,400	39
Instructor	38,300	7	4.9	43,000	23	89%	53%	46%					40,600	4
All Ranks ¹	53,500	38	5.5	74,700	1,113	72%	74%	80%			45,900	4	68,800	65
All Ranks Weighted ^{1,2}	56,800			71,500		79%	78%	81%						

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Please see additional notes on last page of report.

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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.

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