

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS
2007-08 Comparison of Faculty Salaries

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

Based on data from the Fall 2007 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	79,700	8	8.7	100,600	105	79%	102%	103%	26%	24%				
Associate Professor	59,300	14	7.6	77,100	139	77%	76%	79%	12%	18%			82,300	2
Assistant Professor	49,600	6	3.0	59,600	98	83%	63%	61%				1	59,000	9
Instructor				51,000	1			52%						
All Ranks ¹	63,100	28	6.9	79,300	342	80%	80%	81%				1	63,200	11
All Ranks Weighted ^{1,2}	63,800			80,200		80%	82%	87%						
ART														
Professor		1	4.1	90,800	244			93%		26%			118,300	3
Associate Professor	53,900	9	10.2	65,500	245	82%	69%	67%	5%	11%			69,600	2
Assistant Professor	49,800	5	2.3	55,000	170	91%	63%	56%				2	55,800	29
Instructor				38,800	13			40%					40,000	1
All Ranks ¹	53,400	15	7.2	72,200	659	74%	68%	74%				2	62,100	34
All Ranks Weighted ^{1,2}	57,200			71,500		80%	73%	77%						

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<u>Architecture and Allied Arts</u>														
ART HISTORY														
Professor	90,400	4	13.1	105,300	109	86%	115%	108%	42%	35%			154,000	1
Associate Professor	57,200	4	7.6	71,400	85	80%	73%	73%	8%	15%			70,000	1
Assistant Professor		2	2.1	56,400	60			58%					58,900	12
Instructor				39,600	3			40%					22,500	1
All Ranks ¹	69,200	10	8.7	82,400	254	84%	88%	84%					66,500	14
All Ranks Weighted ^{1,2}	67,500			79,200		85%	87%	86%						
ARTS & ADMINISTRATION														
Professor														
Associate Professor				93,200	1			95%						
Assistant Professor	45,400	3	3.8				58%							
Instructor														
All Ranks ¹	45,400	3	3.8	93,200	1	49%	58%	95%						
All Ranks Weighted ^{1,2}	45,400			93,200		49%	58%	101%						

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Architecture and Allied Arts														
LANDSCAPE ARCHITECTURE														
Professor	78,900	4	15.9	99,200	17	80%	101%	101%	30%	27%				
Associate Professor		2	6.6	73,000	44			75%		14%			85,300	4
Assistant Professor		2	4.6	59,600	24			61%					54,500	7
Instructor				59,000	3			60%					58,400	1
All Ranks ¹	65,600	8	10.7	74,500	85	88%	84%	76%					65,700	11
All Ranks Weighted ^{1,2}	62,100			78,400		79%	80%	85%						
PLANNING, PUBLIC POLICY, & MGMT														
Professor		2	13.1	126,900	198			130%		40%			100,400	9
Associate Professor	66,800	5	5.9	88,000	118	76%	85%	90%	14%	15%			107,400	10
Assistant Professor	56,000	4	1.4	73,200	125	77%	71%	75%			55,800	3	77,500	30
Instructor				52,300	1			53%						
All Ranks ¹	70,900	11	5.6	101,300	441	70%	90%	104%			55,800	3	87,800	49
All Ranks Weighted ^{1,2}	79,700			97,700		82%	102%	106%						

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CAS Humanities														
CLASSICS AND HUMANITIES														
Professor				102,100	127			104%		33%			131,200	1
Associate Professor	64,700	3	8.1	70,000	86	92%	82%	72%		14%			90,000	1
Assistant Professor				56,200	69			57%					58,100	16
Instructor				35,900	2			37%						
All Ranks ¹	64,700	3	8.1	81,100	282	80%	82%	83%					63,900	18
All Ranks Weighted ^{1,2}	64,700			77,400		84%	83%	84%						
COMPARATIVE LITERATURE														
Professor				121,500	69			124%		48%				
Associate Professor		2	0.6	74,500	48			76%		14%			81,000	2
Assistant Professor		1	6.1	60,700	38			62%					64,300	7
Instructor				49,300	2			50%						
All Ranks ¹	54,500	3	2.4	92,100	155	59%	69%	94%					68,000	9
All Ranks Weighted ^{1,2}	53,300			87,500		61%	68%	95%						

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CAS Humanities														
CREATIVE WRITING														
Professor		2	8.1	94,200	93			96%		28%			137,500	1
Associate Professor		2	6.1	67,000	137			69%		13%				
Assistant Professor		1	3.1	54,500	95			56%					53,600	14
Instructor				44,300	11			45%						
All Ranks ¹	79,400	5	6.3	71,100	325	112%	101%	73%					59,200	15
All Ranks Weighted ^{1,2}	76,800			73,100		105%	98%	79%						
EAST ASIAN LANGUAGES & LITERATURE														
Professor		1	12.1	102,300	56			105%		33%			106,000	1
Associate Professor	63,700	4	8.7	69,700	61	91%	81%	71%	13%	10%				
Assistant Professor	53,400	3	2.1	59,800	46	89%	68%	61%					58,100	11
Instructor	34,800	8	3.8	41,600	16	84%	44%	43%				2	43,700	3
All Ranks ¹	65,100	8	6.7	78,100	163	83%	83%	80%					62,100	12
All Ranks Weighted ^{1,2}	76,100			78,600		97%	98%	85%						

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<u>CAS Humanities</u>														
ENGLISH														
Professor	80,200	11	8.6	106,500	671	75%	102%	109%	22%	36%			113,600	10
Associate Professor	63,000	15	8.4	71,600	539	88%	80%	73%	12%	15%			78,600	16
Assistant Professor	53,500	10	2.4	57,400	297	93%	68%	59%				1	59,100	46
Instructor	28,600	7	5.6	40,100	112	71%	36%	41%					37,900	10
All Ranks ¹	65,700	36	6.8	84,400	1,507	78%	84%	86%				1	71,000	72
All Ranks Weighted ^{1,2}	66,400			80,000		83%	85%	86%						
GERMAN & SCANDINAVIAN														
Professor	81,300	3	5.1	99,500	96	82%	104%	102%	30%	30%				
Associate Professor	57,900	4	3.4	70,300	86	82%	74%	72%	5%	16%			61,000	1
Assistant Professor		1	0.1	55,000	47			56%				1	59,100	12
Instructor		1	8.0	42,700	14			44%					47,100	3
All Ranks ¹	66,200	8	3.6	79,400	229	83%	84%	81%				1	59,300	13
All Ranks Weighted ^{1,2}	65,300			76,200		86%	84%	82%						

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CAS Humanities														
JUDAIC STUDIES														
Professor		1	7.1	107,200	13			110%		33%			80,000	1
Associate Professor				74,800	10			76%		10%				
Assistant Professor				64,900	4			66%						
Instructor				41,200	2			42%					30,100	1
All Ranks ¹		1	7.1	88,900	27			91%					80,000	1
All Ranks Weighted ^{1,2}				83,600				90%						
LINGUISTICS														
Professor		2	10.1	110,200	127			113%		36%			129,800	2
Associate Professor	66,600	4	5.6	74,700	89	89%	85%	76%	18%	14%			84,000	1
Assistant Professor		1	5.1	60,700	66			62%					53,500	15
Instructor				33,400	4			34%					48,100	1
All Ranks ¹	67,800	7	6.8	87,400	282	78%	86%	89%					63,700	18
All Ranks Weighted ^{1,2}	66,400			83,400		80%	85%	90%						

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<u>CAS Humanities</u>														
PHILOSOPHY														
Professor	105,700	3	12.1	115,100	270	92%	135%	118%	49%	44%			95,700	3
Associate Professor		2	3.6	72,100	149			74%		12%			75,500	7
Assistant Professor	51,100	3	3.1	60,000	88	85%	65%	61%					59,900	16
Instructor				44,200	9			45%					57,000	3
All Ranks ¹	75,600	8	6.6	92,900	507	81%	96%	95%					68,200	26
All Ranks Weighted ^{1,2}	76,200			84,100		91%	98%	91%						
RELIGIOUS STUDIES														
Professor				109,300	38			112%		42%			127,500	1
Associate Professor	63,100	3	2.4	68,700	46	92%	80%	70%	12%	13%				
Assistant Professor		2	2.6	56,000	51			57%					55,100	9
Instructor				49,300	2			50%						
All Ranks ¹	59,400	5	2.5	75,300	135	79%	76%	77%					62,300	10
All Ranks Weighted ^{1,2}	58,500			79,600		73%	75%	86%						

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CAS Humanities														
ROMANCE LANGUAGES														
Professor	78,100	6	5.8	102,000	250	77%	99%	104%	22%	33%			148,600	1
Associate Professor	60,900	7	5.1	70,100	283	87%	78%	72%	10%	14%			75,500	6
Assistant Professor	53,100	5	3.9	56,000	206	95%	68%	57%					57,500	38
Instructor	31,800	21	8.0	38,900	38	82%	41%	40%					38,700	2
All Ranks ¹	64,500	18	5.0	77,000	739	84%	82%	79%					61,900	45
All Ranks Weighted ^{1,2}	64,800			77,400		84%	83%	84%						
RUSSIAN & EASTERN EUROPEAN STUDIES														
Professor				101,300	46			104%		34%			89,900	1
Associate Professor				68,100	31			70%		11%				
Assistant Professor				56,900	24			58%					57,300	3
Instructor		1	4.1	29,400	2			30%						
All Ranks ¹				80,600	101			82%					65,500	4
All Ranks Weighted ^{1,2}				76,800				83%						

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CAS Humanities														
THEATRE ARTS														
Professor		1	13.1	91,800	87			94%		25%			137,500	1
Associate Professor		2	1.6	67,000	137			69%		13%				
Assistant Professor		2	0.6	54,400	94			56%				1	53,600	14
Instructor		1	14.1	44,300	11			45%						
All Ranks ¹	58,400	5	3.5	70,100	318	83%	74%	72%				1	59,200	15
All Ranks Weighted ^{1,2}	60,700			72,200		84%	78%	78%						

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<u>CAS Natural Sciences</u>														
BIOLOGY														
Professor	88,200	20	8.2	116,500	570	76%	112%	119%	20%	38%			121,600	4
Associate Professor		2	0.6	78,900	290			81%		12%			102,900	5
Assistant Professor	64,300	6	3.5	67,600	328	95%	82%	69%				1	67,700	26
Instructor	56,000	6	7.8	38,800	5	144%	71%	40%				1	36,000	1
All Ranks ¹	81,900	28	6.7	93,800	1,188	87%	104%	96%				1	78,900	35
All Ranks Weighted ^{1,2}	75,700			89,200		85%	97%	96%						
CHEMISTRY														
Professor	94,700	15	11.7	127,800	687	74%	121%	131%	32%	45%			145,000	3
Associate Professor	69,400	5	4.5	83,500	211	83%	88%	85%	10%	14%			96,300	5
Assistant Professor	61,900	4	4.8	69,800	255	89%	79%	71%					69,800	36
Instructor	58,000	3	5.2	46,200	7	126%	74%	47%					48,000	1
All Ranks ¹	84,000	24	9.1	106,800	1,153	79%	107%	109%					77,900	44
All Ranks Weighted ^{1,2}	76,400			95,500		80%	98%	103%						

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<u>CAS Natural Sciences</u>														
COMPUTER & INFORMATION SCIENCE														
Professor	104,900	9	10.0	129,500	321	81%	134%	132%	18%	32%			175,600	2
Associate Professor	90,900	5	8.9	97,900	175	93%	116%	100%	-1%	10%			106,100	3
Assistant Professor	92,000	3	4.4	88,400	181	104%	117%	90%					85,600	28
Instructor		2	7.5	58,100	9			59%					34,700	1
All Ranks ¹	98,500	17	8.7	110,400	677	89%	125%	113%					92,900	33
All Ranks Weighted ^{1,2}	96,400			106,500		91%	124%	115%						
GEOLOGICAL SCIENCES														
Professor	82,100	8	9.1	111,900	320	73%	105%	114%	17%	37%			134,900	3
Associate Professor		2	1.6	75,700	125			77%		11%			76,000	2
Assistant Professor	58,200	5	2.7	64,700	122	90%	74%	66%					65,800	19
Instructor		1	3.1	40,500	2			41%					39,400	1
All Ranks ¹	72,400	15	6.0	93,800	567	77%	92%	96%					75,300	24
All Ranks Weighted ^{1,2}	70,400			85,600		82%	90%	93%						

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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 ALL PARTICIPATING PUBLIC AAU INSTITUTIONS
2007-08 Comparison of Faculty Salaries

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

Based on data from the Fall 2007 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	15.1	109,800	113			112%		35%			131,000	3
Associate Professor	67,000	4	2.1	75,900	101	88%	85%	78%	11%	13%				
Assistant Professor		2	2.6	63,300	86			65%				1	65,300	18
Instructor		2	12.6	41,100	36			42%						
All Ranks ¹	72,500	8	5.5	85,100	300	85%	92%	87%				1	74,600	21
All Ranks Weighted ^{1,2}	75,500			84,400		89%	97%	91%						
MATHEMATICS														
Professor	82,500	12	10.5	118,300	1,161	70%	105%	121%	19%	40%			135,800	11
Associate Professor	67,300	10	4.2	79,100	354	85%	86%	81%	8%	12%			87,200	16
Assistant Professor	60,700	4	2.6	67,300	405	90%	77%	69%				1	66,100	89
Instructor	42,800	3	4.7	42,900	62	100%	55%	44%					44,300	3
All Ranks ¹	73,300	26	6.9	100,300	1,920	73%	93%	103%				1	75,600	116
All Ranks Weighted ^{1,2}	70,800			89,800		79%	91%	97%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS
2007-08 Comparison of Faculty Salaries

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

Based on data from the Fall 2007 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 Natural Sciences</u>														
PHYSICS														
Professor	89,500	16	14.5	118,100	952	76%	114%	121%	25%	37%			107,000	4
Associate Professor	70,000	8	4.5	82,100	244	85%	89%	84%	10%	9%			86,100	5
Assistant Professor	62,500	3	2.8	72,900	283	86%	80%	75%					72,600	56
Instructor		2	6.5	48,200	3			49%					47,300	1
All Ranks ¹	80,700	27	10.2	103,500	1,479	78%	103%	106%					75,700	65
All Ranks Weighted ^{1,2}	74,800			92,500		81%	96%	100%						
PSYCHOLOGY														
Professor	92,200	11	9.4	122,200	689	75%	117%	125%	25%	45%			132,100	10
Associate Professor	72,400	11	5.4	78,500	288	92%	92%	80%	14%	12%			87,200	10
Assistant Professor	61,500	4	4.4	66,300	283	93%	78%	68%					66,400	42
Instructor		1	4.1	42,200	9			43%						
All Ranks ¹	79,100	26	6.9	99,600	1,260	79%	101%	102%					80,400	62
All Ranks Weighted ^{1,2}	76,300			90,700		84%	98%	98%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS
2007-08 Comparison of Faculty Salaries

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

Based on data from the Fall 2007 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 Social Sciences														
ANTHROPOLOGY														
Professor	87,600	8	8.9	112,200	259	78%	112%	115%	35%	41%			76,700	4
Associate Professor	60,000	5	2.9	71,900	195	83%	76%	74%	10%	13%			86,800	59
Assistant Professor	52,500	4	2.4	59,500	152	88%	67%	61%				1	61,700	22
Instructor				31,500	3			32%					30,400	1
All Ranks ¹	71,200	17	5.6	86,000	606	83%	91%	88%				1	79,800	85
All Ranks Weighted ^{1,2}	67,800			82,800		82%	87%	90%						
ECONOMICS														
Professor	120,100	12	9.8	161,400	366	74%	153%	165%	37%	49%			212,500	9
Associate Professor	90,700	5	4.9	113,300	128	80%	116%	116%	14%	19%			122,600	4
Assistant Professor	79,400	3	2.8	94,500	224	84%	101%	97%					97,600	42
Instructor				71,400	5			73%					101,300	2
All Ranks ¹	106,600	20	7.5	132,000	718	81%	136%	135%					118,200	55
All Ranks Weighted ^{1,2}	98,000			125,100		78%	126%	135%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS
2007-08 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				119,800	49			122%		40%				
Associate Professor		1	4.9	81,100	26			83%		10%			92,300	1
Assistant Professor		1	4.1	71,700	36			73%					68,900	9
Instructor		1	2.1	47,000	1			48%						
All Ranks ¹		2	4.5	95,100	111			97%					71,300	10
All Ranks Weighted ^{1,2}				92,400				100%						
ETHNIC STUDIES														
Professor				110,100	85			113%		32%			117,300	3
Associate Professor				78,500	93			80%		17%			80,000	1
Assistant Professor		2	2.1	61,800	95			63%				1	66,200	17
Instructor				46,900	3			48%					52,500	2
All Ranks ¹		2	2.1	82,500	273			84%				1	74,200	21
All Ranks Weighted ^{1,2}				84,900				92%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS
2007-08 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														
GEOGRAPHY														
Professor	96,100	5	9.1	112,800	159	85%	122%	115%	48%	39%			127,300	1
Associate Professor		2	4.1	74,500	86			76%		12%				
Assistant Professor	53,200	4	2.9	63,000	91	84%	68%	64%				1	60,300	26
Instructor				55,500	4			57%						
All Ranks ¹	73,700	11	5.9	89,500	336	82%	94%	92%				1	62,700	27
All Ranks Weighted ^{1,2}	70,800			85,000		83%	91%	92%						
HISTORY														
Professor	87,600	9	11.1	114,100	551	77%	112%	117%	24%	41%			97,000	5
Associate Professor	69,000	16	10.0	73,900	415	93%	88%	76%	23%	15%			84,700	12
Assistant Professor		1	2.1	59,600	260			61%					57,700	47
Instructor				43,400	5			44%						
All Ranks ¹	74,800	26	10.1	88,900	1,226	84%	95%	91%					65,800	64
All Ranks Weighted ^{1,2}	70,100			84,200		83%	90%	91%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS
2007-08 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														
INTERNATIONAL STUDIES														
Professor		1	8.1	140,500	16			144%		45%				
Associate Professor		2	9.1	96,200	4			98%		27%				
Assistant Professor		2	3.1	69,400	8			71%				1	68,000	2
Instructor														
All Ranks ¹	63,400	5	6.5	113,900	28	56%	81%	116%				1	68,000	2
All Ranks Weighted ^{1,2}	65,900			104,100		63%	84%	113%						
POLITICAL SCIENCE														
Professor		1	2.1	127,800	377			131%		46%			141,300	9
Associate Professor	74,000	6	8.4	83,200	252	89%	94%	85%	18%	16%			101,300	9
Assistant Professor	60,200	8	2.9	68,000	233	89%	77%	70%			62,700	3	69,400	55
Instructor		1	0.1	41,700	9			43%					30,900	2
All Ranks ¹	67,800	15	5.0	98,600	862	69%	86%	101%			62,700	3	82,200	73
All Ranks Weighted ^{1,2}	76,400			94,800		81%	98%	102%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS
2007-08 Comparison of Faculty Salaries

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

Based on data from the Fall 2007 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	93,900	4	13.9	121,400	346	77%	120%	124%	38%	44%			121,100	2
Associate Professor	64,400	8	3.4	78,600	206	82%	82%	80%	3%	14%			80,900	8
Assistant Professor	61,700	3	1.8	64,900	216	95%	79%	66%				1	63,100	43
Instructor				33,300	7			34%					40,000	1
All Ranks ¹	71,700	15	5.9	94,000	768	76%	91%	96%				1	67,900	53
All Ranks Weighted ^{1,2}	74,400			90,000		83%	95%	97%						
WOMEN'S & GENDER STUDIES														
Professor				106,900	42			109%		32%			89,700	1
Associate Professor		2	6.7	76,000	54			78%		17%			79,100	2
Assistant Professor		2	4.1	59,100	47			60%					62,600	9
Instructor				55,500	1			57%					55,500	1
All Ranks ¹	60,900	4	5.4	79,500	143	77%	78%	81%					67,600	12
All Ranks Weighted ^{1,2}	60,900			82,100		74%	78%	89%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS
2007-08 Comparison of Faculty Salaries

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

Based on data from the Fall 2007 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
College of Education														
COUNSELING PSYCHOLOGY & HUMAN SERVICES														
Professor		1	5.9	105,300	144			108%		31%			153,300	1
Associate Professor	76,800	3	6.1	75,100	119	102%	98%	77%	15%	16%			76,000	5
Assistant Professor		1	4.1	59,400	96			61%					60,600	18
Instructor				46,000	4			47%					41,000	1
All Ranks ¹	79,100	5	5.7	83,000	359	95%	101%	85%					67,700	24
All Ranks Weighted ^{1,2}	81,700			81,300		100%	105%	88%						
EDUCATIONAL LEADERSHIP														
Professor	123,600	4	4.1	107,600	87	115%	157%	110%		31%			100,900	2
Associate Professor				76,900	72			79%		16%			77,900	4
Assistant Professor	62,900	3	2.0	60,900	67	103%	80%	62%				1	59,600	18
Instructor				75,000	1			77%					75,000	1
All Ranks ¹	97,600	7	3.2	84,000	226	116%	124%	86%				1	66,100	24
All Ranks Weighted ^{1,2}	95,600			83,200		115%	123%	90%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS
2007-08 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	120,100	4	9.8	106,600	102	113%	153%	109%	56%	33%			145,300	2
Associate Professor	76,200	4	5.9	74,100	108	103%	97%	76%	19%	13%			77,700	3
Assistant Professor		2	2.1	61,200	80			63%				1	62,100	12
Instructor	52,500	5	3.5	45,900	5	114%	67%	47%				2	51,000	1
All Ranks ¹	90,700	10	6.7	82,000	290	111%	116%	84%				1	74,600	17
All Ranks Weighted ^{1,2}	87,600			82,000		107%	112%	89%						
TEACHER EDUCATION														
Professor				106,500	331			109%		33%			120,700	8
Associate Professor	77,400	4	7.7	74,700	301	104%	99%	76%	14%	14%			79,800	17
Assistant Professor	66,300	3	2.4	61,200	299	108%	84%	63%				1	61,400	56
Instructor				40,100	28			41%					38,000	5
All Ranks ¹	72,600	7	5.1	81,700	931	89%	92%	84%				1	71,200	81
All Ranks Weighted ^{1,2}	71,800			82,200		87%	92%	89%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS
2007-08 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
<u>Lundquist College of Business</u>														
BUSINESS ADMINISTRATION														
Professor	136,400	14	11.6	176,600	824	77%	174%	181%	31%	39%			205,500	10
Associate Professor	112,300	9	4.9	138,500	484	81%	143%	142%	-16%	6%		1	169,500	17
Assistant Professor	125,200	16	2.9	132,600	620	94%	159%	136%				2	140,000	116
Instructor	62,600	17	5.5	72,400	53	86%	80%	74%				1	95,400	10
All Ranks ¹	126,300	39	6.5	152,900	1,928	83%	161%	156%			113,700	3	148,100	143
All Ranks Weighted ^{1,2}	125,300			150,700		83%	161%	163%						

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<u>School of Journalism and Communication</u>														
JOURNALISM & COMMUNICATION														
Professor	95,800	6	6.1	105,000	128	91%	122%	107%	38%	30%			105,700	4
Associate Professor	66,300	10	11.5	75,400	138	88%	84%	77%	15%	12%			78,900	4
Assistant Professor	54,900	3	2.8	63,600	110	86%	70%	65%				1	62,200	16
Instructor	52,000	4	4.1	55,100	13	94%	66%	56%					47,600	2
All Ranks ¹	73,800	19	8.4	82,000	376	90%	94%	84%				1	72,300	24
All Ranks Weighted ^{1,2}	73,600			82,600		89%	94%	89%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS
2007-08 Comparison of Faculty Salaries

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

Based on data from the Fall 2007 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>School of Law</u>														
LAW														
Professor	133,600	17	15.2	171,700	463	78%	170%	176%	35%	55%			199,500	5
Associate Professor	105,900	4	1.2	117,500	111	90%	135%	120%	26%	4%			104,100	15
Assistant Professor	85,500	7	3.8	113,200	54	76%	109%	116%				1	89,700	10
Instructor		2	2.2	71,000	20			73%				1	48,500	1
All Ranks ¹	117,600	28	10.3	157,100	628	75%	150%	161%				1	115,200	30
All Ranks Weighted ^{1,2}	109,600			136,100		81%	141%	147%						
LAW--Associate & Assistant Combined														
Professor	133,600	17	15.2	171,700	463	78%	170%	176%	52%	57%			199,500	5
Assoc/Assist Combined	92,900	11	2.8	116,100	165	80%	118%	119%				1	98,300	25
All Ranks ¹	117,600	28	10.3	157,100	628	75%	150%	161%				1	115,200	30
All Ranks Weighted ^{1,2}	109,600			136,100		81%	141%	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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<u>School of Music and Dance</u>														
DANCE														
Professor				85,400	26			87%		20%			103,600	2
Associate Professor	50,600	5	6.9	66,300	20	76%	64%	68%		8%				
Assistant Professor				58,300	14			60%						
Instructor				56,500	1			58%						
All Ranks ¹	50,600	5	6.9	72,700	60	70%	64%	74%					103,600	2
All Ranks Weighted ^{1,2}	50,600			70,800		71%	65%	77%						
MUSIC														
Professor	74,700	9	6.0	94,900	498	79%	95%	97%	23%	27%			101,800	8
Associate Professor	56,500	16	8.7	68,500	386	82%	72%	70%	12%	13%			81,600	14
Assistant Professor	46,800	10	2.2	56,200	237	83%	60%	57%					53,800	33
Instructor	42,000	6	5.5	44,100	21	95%	54%	45%				1	54,900	3
All Ranks ¹	58,400	35	6.2	77,600	1,121	75%	74%	79%					67,800	55
All Ranks Weighted ^{1,2}	60,200			74,400		81%	77%	80%						

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Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

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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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