

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2008-09 Comparison of Faculty Salaries

*BY SCHOOL/COLLEGE/DIVISION AND RANK WITH SALARY COMPRESSION,
WEIGHTED AND NEW HIRE AVERAGE SALARIES*

Based on data from the Fall 2008 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 Publics 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 |
|----------------------------------------------------|---------------|--------|----------------------|------------------------|-----------------|--------------------------------|------------------------|------------------------------------------|----------------------|-------------------------------|------------------------|-----------------|---------------------------------|--------------------------|
| Architecture and Allied Arts | | | | | | | | | | | | | | |
| Architecture, Interior & Landscape Arch | | | | | | | | | | | | | | |
| Professor | 87,000 | 15 | 10.8 | 107,900 | 131 | 81% | 106% | 106% | 32% | 28% | | | 132,300 | 3 |
| Associate Professor | 60,800 | 15 | 7.9 | 79,100 | 189 | 77% | 74% | 78% | 8% | 16% | | | 75,000 | 3 |
| Assistant Professor | 54,100 | 10 | 2.8 | 62,400 | 124 | 87% | 66% | 62% | | | 52,700 | 3 | 59,200 | 14 |
| Instructor | 48,900 | 1 | 0.1 | 57,700 | 3 | 85% | 60% | 57% | | | | | | |
| All Ranks ¹ | 69,000 | 40 | 7.7 | 82,900 | 444 | 83% | 84% | 82% | | | 52,700 | 3 | 72,600 | 20 |
| All Ranks Weighted ^{1,2} | 68,300 | | | 84,400 | | 81% | 84% | 89% | | | | | | |
| Art, Art History, Arts & Administration | | | | | | | | | | | | | | |
| Professor | 93,200 | 3 | 13.8 | 97,500 | 365 | 96% | 114% | 96% | 43% | 28% | | | 123,000 | 3 |
| Associate Professor | 58,300 | 14 | 8.0 | 69,600 | 348 | 84% | 71% | 69% | 10% | 13% | 60,000 | 1 | 82,500 | 3 |
| Assistant Professor | 50,100 | 15 | 2.3 | 56,600 | 258 | 89% | 61% | 56% | | | 51,800 | 6 | 56,500 | 49 |
| Instructor | | | | 36,200 | 21 | | | 36% | | | | | 30,700 | 7 |
| All Ranks ¹ | 57,700 | 32 | 5.9 | 76,600 | 971 | 75% | 71% | 76% | | | 53,000 | 7 | 61,500 | 55 |
| All Ranks Weighted ^{1,2} | 68,600 | | | 75,800 | | 91% | 84% | 80% | | | | | | |

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.

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|--------------------------------------------|---------------|--------|----------------------|------------------------|-----------------|--------------------------------|------------------------|------------------------------------------|----------------------|-------------------------------|------------------------|-----------------|---------------------------------|--------------------------|
| Architecture and Allied Arts | | | | | | | | | | | | | | |
| Planning, Public Policy, & Mgmt | | | | | | | | | | | | | | |
| Professor | 114,500 | 2 | 14.1 | 129,700 | 191 | 88% | 140% | 128% | 49% | 39% | | | 131,100 | 9 |
| Associate Professor | 74,300 | 4 | 2.7 | 90,100 | 147 | 82% | 91% | 89% | 19% | 16% | | | 150,000 | 1 |
| Assistant Professor | 58,800 | 4 | 2.4 | 74,000 | 137 | 79% | 72% | 73% | | | | | 69,400 | 22 |
| Instructor | | | | 70,000 | 1 | | | 69% | | | | | 70,000 | 1 |
| All Ranks ¹ | 76,200 | 10 | 4.8 | 101,400 | 475 | 75% | 93% | 100% | | | | | 89,300 | 32 |
| All Ranks Weighted ^{1,2} | 84,200 | | | 99,600 | | 85% | 104% | 105% | | | | | | |
| AAA Total | | | | | | | | | | | | | | |
| Professor | 90,700 | 20 | 11.6 | 108,400 | 687 | 84% | 111% | 107% | 36% | 31% | | | 129,700 | 15 |
| Associate Professor | 61,400 | 33 | 7.3 | 76,600 | 684 | 80% | 75% | 76% | 11% | 14% | 60,000 | 1 | 88,900 | 7 |
| Assistant Professor | 52,700 | 29 | 2.5 | 62,600 | 519 | 84% | 64% | 62% | | | 52,100 | 9 | 60,300 | 85 |
| Instructor | 48,900 | 1 | 0.1 | 40,100 | 25 | 122% | 60% | 40% | | | | | 35,600 | 8 |
| All Ranks ¹ | 65,500 | 82 | 6.6 | 84,300 | 1,890 | 78% | 80% | 83% | | | 52,900 | 10 | 71,900 | 107 |
| All Ranks Weighted ^{1,2} | 69,400 | | | 83,900 | | 83% | 85% | 88% | | | | | | |

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|--------------------------------------------|---------------|--------|----------------------|------------------------|-----------------|--------------------------------|------------------------|------------------------------------------|----------------------|-------------------------------|------------------------|-----------------|---------------------------------|--------------------------|
| <u>College of Arts and Sciences</u> | | | | | | | | | | | | | | |
| CAS Humanities | | | | | | | | | | | | | | |
| Professor | 88,700 | 32 | 7.8 | 109,300 | 1,955 | 81% | 108% | 108% | 28% | 36% | | | 124,000 | 26 |
| Associate Professor | 65,900 | 46 | 6.3 | 72,500 | 1,709 | 91% | 81% | 71% | 13% | 13% | | | 74,700 | 31 |
| Assistant Professor | 55,500 | 34 | 2.8 | 59,100 | 1,158 | 94% | 68% | 58% | | | 54,900 | 8 | 58,900 | 196 |
| Instructor | 34,500 | 34 | 6.3 | 41,500 | 217 | 83% | 42% | 41% | | | | | 39,700 | 31 |
| All Ranks ¹ | 69,300 | 112 | 5.7 | 84,200 | 4,822 | 82% | 85% | 83% | | | 54,900 | 8 | 67,500 | 253 |
| <i>All Ranks Weighted^{1,2}</i> | <i>71,100</i> | | | <i>81,800</i> | | <i>87%</i> | <i>87%</i> | <i>86%</i> | | | | | | |
| CAS Natural Sciences | | | | | | | | | | | | | | |
| Professor | 95,800 | 91 | 11.3 | 124,900 | 4,918 | 77% | 117% | 123% | 24% | 40% | 118,000 | 1 | 142,700 | 60 |
| Associate Professor | 75,800 | 49 | 4.5 | 84,200 | 1,923 | 90% | 93% | 83% | 13% | 12% | | | 93,600 | 35 |
| Assistant Professor | 64,800 | 27 | 3.0 | 72,300 | 1,993 | 90% | 79% | 71% | | | 64,200 | 5 | 70,000 | 330 |
| Instructor | 54,500 | 18 | 7.9 | 46,500 | 117 | 117% | 67% | 46% | | | | | 49,200 | 11 |
| All Ranks ¹ | 84,900 | 167 | 8.0 | 104,100 | 8,834 | 82% | 104% | 103% | | | 73,200 | 6 | 82,200 | 425 |
| <i>All Ranks Weighted^{1,2}</i> | <i>79,700</i> | | | <i>95,400</i> | | <i>84%</i> | <i>98%</i> | <i>100%</i> | | | | | | |

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

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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 Publics 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 Arts and Sciences</u> | | | | | | | | | | | | | | |
| CAS Social Sciences | | | | | | | | | | | | | | |
| Professor | 103,000 | 44 | 9.3 | 129,200 | 2,298 | 80% | 126% | 127% | 38% | 45% | 141,600 | 1 | 141,400 | 40 |
| Associate Professor | 71,800 | 45 | 6.6 | 83,100 | 1,559 | 86% | 88% | 82% | 14% | 12% | | | 101,300 | 45 |
| Assistant Professor | 60,700 | 30 | 2.8 | 70,900 | 1,413 | 86% | 74% | 70% | | | 61,600 | 5 | 73,200 | 224 |
| Instructor | 38,600 | 4 | 4.1 | 43,200 | 38 | 89% | 47% | 43% | | | | | 57,100 | 6 |
| All Ranks ¹ | 80,500 | 119 | 6.7 | 99,900 | 5,270 | 81% | 98% | 99% | | | 74,900 | 6 | 86,100 | 309 |
| All Ranks Weighted ^{1,2} | 79,800 | | | 96,200 | | 83% | 98% | 101% | | | | | | |
| CAS Total | | | | | | | | | | | | | | |
| Professor | 96,300 | 167 | 10.1 | 122,600 | 9,171 | 79% | 118% | 121% | 31% | 42% | 129,800 | 2 | 138,400 | 126 |
| Associate Professor | 71,300 | 140 | 5.8 | 80,000 | 5,191 | 89% | 87% | 79% | 14% | 11% | | | 91,400 | 111 |
| Assistant Professor | 60,000 | 91 | 2.9 | 68,500 | 4,564 | 88% | 73% | 68% | | | 59,300 | 18 | 68,100 | 750 |
| Instructor | 41,200 | 56 | 6.7 | 43,200 | 372 | 95% | 50% | 43% | | | | | 44,000 | 48 |
| All Ranks ¹ | 79,200 | 398 | 6.9 | 97,900 | 18,926 | 81% | 97% | 97% | | | 66,400 | 20 | 79,700 | 987 |
| All Ranks Weighted ^{1,2} | 76,900 | | | 91,800 | | 84% | 95% | 97% | | | | | | |

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|-----------------------------------|---------------|--------|----------------------|------------------------|-----------------|--------------------------------|------------------------|------------------------------------------|----------------------|-------------------------------|------------------------|-----------------|---------------------------------|--------------------------|
| College of Education | | | | | | | | | | | | | | |
| Professor | 119,400 | 11 | 6.4 | 111,000 | 693 | 108% | 146% | 109% | 48% | 33% | | | 118,900 | 16 |
| Associate Professor | 80,100 | 10 | 6.5 | 77,300 | 625 | 104% | 98% | 76% | 17% | 14% | | | 84,400 | 17 |
| Assistant Professor | 66,400 | 10 | 2.5 | 63,100 | 557 | 105% | 81% | 62% | | | 68,000 | 2 | 62,600 | 85 |
| Instructor | 56,800 | 9 | 4.6 | 45,200 | 41 | 126% | 69% | 45% | | | 58,000 | 1 | 49,400 | 2 |
| All Ranks ¹ | 89,600 | 31 | 5.2 | 85,500 | 1,875 | 105% | 110% | 84% | | | 68,000 | 2 | 73,400 | 118 |
| All Ranks Weighted ^{1,2} | 90,200 | | | 85,200 | | 106% | 111% | 90% | | | | | | |

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|---------------------------------------------|---------------|--------|----------------------|------------------------|-----------------|--------------------------------|------------------------|------------------------------------------|----------------------|-------------------------------|------------------------|-----------------|---------------------------------|--------------------------|
| <u>Lundquist College of Business</u> | | | | | | | | | | | | | | |
| Professor | 147,200 | 10 | 13.6 | 185,300 | 815 | 79% | 180% | 183% | 28% | 40% | | | 218,900 | 19 |
| Associate Professor | 124,600 | 11 | 4.8 | 145,200 | 513 | 86% | 152% | 143% | -15% | 6% | 162,000 | 1 | 170,100 | 18 |
| Assistant Professor | 137,100 | 16 | 2.3 | 139,400 | 685 | 98% | 168% | 137% | | | 150,400 | 5 | 145,200 | 142 |
| Instructor | 66,700 | 18 | 6.5 | 87,000 | 53 | 77% | 82% | 86% | | | 80,000 | 1 | 142,500 | 13 |
| All Ranks ¹ | 136,100 | 37 | 6.1 | 159,500 | 2,013 | 85% | 166% | 157% | | | 152,300 | 6 | 155,500 | 179 |
| All Ranks Weighted ^{1,2} | 136,900 | | | 158,100 | | 87% | 168% | 166% | | | | | | |

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|------------------------------------------------------|---------------|--------|----------------------|------------------------|-----------------|--------------------------------|------------------------|------------------------------------------|----------------------|-------------------------------|------------------------|-----------------|---------------------------------|--------------------------|
| <u>School of Journalism and Communication</u> | | | | | | | | | | | | | | |
| Professor | 98,600 | 7 | 8.0 | 109,300 | 114 | 90% | 121% | 108% | 41% | 30% | | | 118,100 | 6 |
| Associate Professor | 65,000 | 9 | 10.9 | 78,400 | 143 | 83% | 79% | 77% | 5% | 13% | | | 76,800 | 5 |
| Assistant Professor | 60,900 | 3 | 1.4 | 65,300 | 115 | 93% | 74% | 64% | | | 65,000 | 1 | 61,100 | 14 |
| Instructor | 52,800 | 3 | 6.4 | 50,500 | 9 | 105% | 65% | 50% | | | | | | |
| All Ranks ¹ | 76,700 | 19 | 8.3 | 83,800 | 372 | 92% | 94% | 83% | | | 65,000 | 1 | 77,900 | 25 |
| All Ranks Weighted ^{1,2} | 76,100 | | | 85,600 | | 89% | 94% | 90% | | | | | | |

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|-------------------------------------------|---------------|--------|----------------------|------------------------|-----------------|--------------------------------|------------------------|------------------------------------------|----------------------|-------------------------------|------------------------|-----------------|---------------------------------|--------------------------|
| School of Law | | | | | | | | | | | | | | |
| Professor | 143,700 | 14 | 13.1 | 178,200 | 506 | 81% | 176% | 176% | 22% | 51% | 122,000 | 1 | 173,900 | 8 |
| Associate Professor | 125,700 | 2 | 2.2 | 126,400 | 107 | 99% | 154% | 125% | 26% | 7% | | | 109,000 | 4 |
| Assistant Professor | 104,100 | 8 | 3.8 | 119,300 | 58 | 87% | 127% | 118% | | | 106,500 | 2 | 113,900 | 12 |
| Instructor | 65,200 | 3 | 2.5 | 59,900 | 17 | 109% | 80% | 59% | | | | | 50,000 | 1 |
| All Ranks ¹ | 129,000 | 24 | 9.1 | 164,900 | 671 | 78% | 158% | 163% | | | 111,700 | 3 | 133,100 | 24 |
| All Ranks Weighted ^{1,2} | 125,500 | | | 143,300 | | 88% | 154% | 151% | | | | | | |
| Associate & Assistant Combined | | | | | | | | | | | | | | |
| Professor | 143,700 | 14 | 13.1 | 178,200 | 506 | 81% | 176% | 176% | 43% | 54% | 122,000 | 1 | 173,900 | 8 |
| Assoc/Assist Combined | 108,400 | 10 | 3.5 | 123,900 | 165 | 87% | 133% | 122% | | | 106,500 | 2 | 112,600 | 16 |
| All Ranks ¹ | 129,000 | 24 | 9.1 | 164,900 | 671 | 78% | 158% | 163% | | | 111,700 | 3 | 133,100 | 24 |
| All Ranks Weighted ^{1,2} | 125,500 | | | 143,300 | | 88% | 154% | 151% | | | | | | |

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

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|-----------------------------------------|---------------|--------|----------------------|------------------------|-----------------|--------------------------------|------------------------|------------------------------------------|----------------------|-------------------------------|------------------------|-----------------|---------------------------------|--------------------------|
| <u>School of Music and Dance</u> | | | | | | | | | | | | | | |
| Professor | 74,200 | 10 | 5.7 | 97,400 | 539 | 76% | 91% | 96% | 19% | 27% | | | 103,700 | 15 |
| Associate Professor | 58,600 | 18 | 8.9 | 70,500 | 408 | 83% | 72% | 70% | 12% | 13% | | | 68,900 | 5 |
| Assistant Professor | 48,800 | 13 | 2.5 | 57,800 | 256 | 84% | 60% | 57% | | | 45,300 | 3 | 56,900 | 48 |
| Instructor | 38,900 | 8 | 10.4 | 44,200 | 24 | 88% | 48% | 44% | | | | | 32,500 | 1 |
| All Ranks ¹ | 59,300 | 41 | 6.1 | 79,800 | 1,203 | 74% | 72% | 79% | | | 45,300 | 3 | 68,100 | 68 |
| All Ranks Weighted ^{1,2} | 61,200 | | | 76,400 | | 80% | 75% | 80% | | | | | | |

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|---------------------------------|---------------|--------|----------------------|------------------------|-----------------|--------------------------------|------------------------|------------------------------------------|----------------------|-------------------------------|------------------------|-----------------|---------------------------------|--------------------------|
| University Totals | | | | | | | | | | | | | | |
| Professor | 100,900 | 239 | 10.2 | 126,300 | 12,525 | 80% | 123% | 125% | 35% | 42% | 127,200 | 3 | 142,000 | 205 |
| Associate Professor | 72,100 | 223 | 6.4 | 84,000 | 7,671 | 86% | 88% | 83% | 6% | 9% | 111,000 | 2 | 98,400 | 167 |
| Assistant Professor | 67,600 | 170 | 2.7 | 74,800 | 6,754 | 90% | 83% | 74% | | | 71,000 | 40 | 76,600 | 1,136 |
| Instructor | 48,300 | 98 | 6.6 | 48,200 | 541 | 100% | 59% | 48% | | | 69,000 | 2 | 60,700 | 73 |
| All Institution | 81,800 | 632 | 6.8 | 101,400 | 26,950 | 81% | 100% | 100% | | | 76,500 | 45 | 87,900 | 1,508 |
| <i>All Institution Weighted</i> | <i>81,300</i> | | | <i>95,100</i> | | <i>85%</i> | <i>100%</i> | <i>100%</i> | | | | | | |

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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 2008-09.
 - 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.

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.