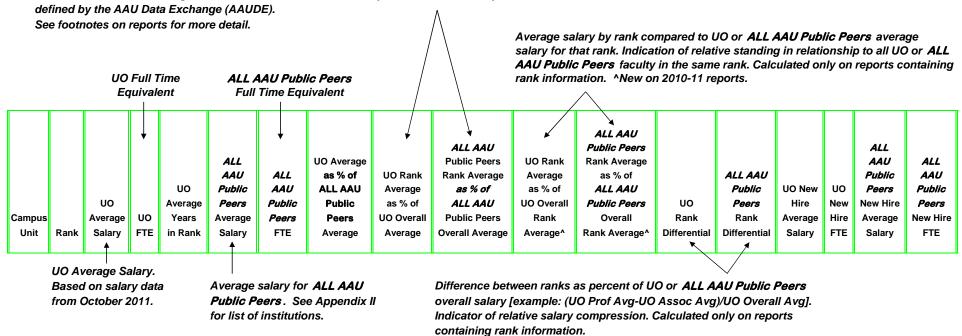
## WHAT INFORMATION IS AVAILABLE ON THE 2011-12 UO with *ALL AAU PUBLIC PEERS* COMPARISON OF FACULTY SALARIES?

Average salary by rank compared to UO or **ALL AAU Public Peers** overall average salary. Indication of relative standing in relationship to all UO or **ALL AAU Public Peers** faculty included in the study.



Weighted Averages: The departmental, division, school/college, and overall averages on these reports are weighted by the FTE distribution within each department, division, school/college, or the UO as a whole. This is also true for the respective AAU peer group being compared (*ALL AAU Public Peers*). However, the FTE distributions for the UO and the respective AAU peer group within a comparison group (department, division, school/college, overall) are often not the same. The "All Ranks Weighted" line is intended to provide analogous data for the UO and the respective AAU peer group by making both groups "look" the same. The FTE distributions within a department, division, school/college, or the institution as a whole were weighted at 35% Professor, 30% Associate Professor, and 30% Assistant Professor for both the UO and each respective AAU Peer group. This weighting scheme is a standard scheme based on the "ideal" faculty distribution.

In addition, the overall *ALL AAU Public Peers* average salary for the College of Arts and Sciences was weighted by the UO FTE distribution across the Humanities, Natural Science, and Social Science discipline groups. The overall institutional average salary for the *ALL AAU Public Peers* was also weighted by discipline, using the UO FTE distribution across all schools, colleges, and CAS divisions. Data from the Robert D. Clark Honors College were not included in this particular weighting scheme.

Duplicating Average Salary Calculations:		
•	Unweighted average salaries : Multiply the reported average salary for the tenure/tenure track ranks within a comparison group (department, division, school/college, or overall) by their corresponding FTEs, sum these amounts, and divide by the total FTE.	
	Example:	(Full Professor Average Salary * Full Professor FTE) + (Associate Professor Average Salary * Associate Professor FTE) + (Assistant Professor Average Salary * Assistant Professor FTE)
		(Full Professor FTE + Associate Professor FTE + Assistant Professor FTE)
•	• Weighted average salaries : Multiply the reported average salary for the tenure/tenure track ranks within a comparison group (department, division, school/college, or overall) by the corresponding "ideal" weights of .35 for full professors and .30 for associate and assistant professors, sum these amounts, and divide by the total of the "ideal" weights.	
	Example:	(Full Professor Average Salary *.35) + (Associate Professor Average Salary *.30) + (Assistant Professor Average Salary *.30)
		Sum of "ideal" weights for comparison group (.95 if averages are reported for all tenured/tenure-track ranks; if a rank has zero FTE, reduce the .95 by the rank's respective "ideal" weight amount)

Data are collected according to criteria