

WHAT INFORMATION IS AVAILABLE ON THE 2010-11 UO with **ALL AAU PUBLIC PEERS** COMPARISON OF FACULTY SALARIES?

Data are collected according to criteria defined by the AAU Data Exchange (AAUDE). See footnotes on reports for more detail.

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.

Average salary by rank compared to UO or **ALL AAU Public Peers** average salary for that rank. Indication of relative standing in relationship to all UO or **ALL AAU Public Peers** faculty in the same rank. Calculated only on reports containing rank information. ^New on 2010-11 reports.

| Campus Unit | Rank | UO Average Salary | UO Full Time Equivalent | UO Average Years in Rank | UO Average Salary | ALL AAU Public Peers Average Salary | ALL AAU Public Peers Full Time Equivalent | UO Average as % of ALL AAU Public Peers Average | UO Rank Average as % of UO Overall Average | ALL AAU Public Peers Rank Average as % of ALL AAU Public Peers Overall Average | UO Rank Average as % of UO Overall Rank Average^ | ALL AAU Public Peers Rank Average as % of ALL AAU Public Peers Overall Rank Average^ | UO Rank Differential | ALL AAU Public Peers Rank Differential | UO New Hire Average Salary | UO New Hire FTE | ALL AAU Public Peers New Hire Average Salary | ALL AAU Public Peers New Hire FTE |
|-------------|------|-------------------|-------------------------|--------------------------|-------------------|-------------------------------------|---|---|--|--|--|--|----------------------|--|----------------------------|-----------------|--|-----------------------------------|
|-------------|------|-------------------|-------------------------|--------------------------|-------------------|-------------------------------------|---|---|--|--|--|--|----------------------|--|----------------------------|-----------------|--|-----------------------------------|

UO Average Salary. Based on salary data from October 2010.

Average salary for **ALL AAU Public Peers**. See Appendix II for list of institutions.

Difference between ranks as percent of UO or **ALL AAU Public Peers** overall salary [example: (UO Prof Avg-UO Assoc Avg)/UO Overall Avg]. Indicator of relative salary compression. Calculated only on reports containing rank information.

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:
$$\frac{(\text{Full Professor Average Salary} * \text{Full Professor FTE}) + (\text{Associate Professor Average Salary} * \text{Associate Professor FTE}) + (\text{Assistant Professor Average Salary} * \text{Assistant Professor FTE})}{(\text{Full Professor FTE} + \text{Associate Professor FTE} + \text{Assistant Professor FTE})}$$

- 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:
$$\frac{(\text{Full Professor Average Salary} * .35) + (\text{Associate Professor Average Salary} * .30) + (\text{Assistant Professor Average Salary} * .30)}{\text{Sum of "ideal" weights for comparison group (.95 if averages are reported for all tenured/tenure-track ranks; if a rank has zero FTE, reduce the .95 by the rank's respective "ideal" weight amount)}}$$