

# WHAT INFORMATION IS AVAILABLE ON THE 2014-15 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	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 2014.

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, often resulting in an overall UO average that is a lower percentage of the overall AAU average than any of the contributing averages by rank (see the Department of Art as an example). This is because the UO's distribution of ranks is different than the given peer group. 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 a "traditional" faculty distribution.

### 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 "traditional" weights of .35 for full professors and .30 for associate and assistant professors, sum these amounts, and divide by the total of the "traditional" weights.

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

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>Architecture and Allied Arts</b>																
<b>ARCHITECTURE &amp; INTERIOR ARCH</b>																
Professor	118,800	10	13.3	126,600	109	94%	116%	109%	94%	89%	31%	34%				
Associate Professor	86,800	15	11.9	86,500	145	100%	85%	74%	95%	92%	14%	14%			78,800	1
Assistant Professor	72,200	5	4.1	70,600	106	102%	70%	61%	86%	80%					66,900	13
Instructor																
All Ranks <sup>1</sup>	95,000	30	11.1	94,000	360	101%	93%	81%							67,800	14
All Ranks Weighted <sup>1,2</sup>	94,000			96,300		98%	92%	89%								
<b>ART</b>																
Professor	112,000	2	12.1	104,100	225	108%	109%	89%	88%	73%	34%	24%			106,400	1
Associate Professor	77,000	11	8.3	76,300	204	101%	75%	65%	84%	81%	15%	13%			106,000	3
Assistant Professor	61,700	3	3.4	60,900	112	101%	60%	52%	74%	69%					65,400	19
Instructor																
All Ranks <sup>1</sup>	78,500	16	7.9	84,700	541	93%	77%	73%							72,400	23
All Ranks Weighted <sup>1,2</sup>	85,000			81,700		104%	83%	75%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>Architecture and Allied Arts</b>																
<b>ART HISTORY</b>																
Professor	118,100	2	12.6	117,300	98	101%	115%	101%	93%	82%	36%	31%				
Associate Professor	81,500	3	10.8	80,700	87	101%	80%	69%	89%	86%	15%	13%			80,000	1
Assistant Professor	65,900	4	3.1	65,900	49	100%	64%	57%	79%	75%			64,000	1	68,400	8
Instructor																
All Ranks <sup>1</sup>	82,700	9	7.8	92,900	234	89%	81%	80%					64,000	1	69,700	9
All Ranks Weighted <sup>1,2</sup>	90,000			89,500		101%	88%	82%								
<b>ARTS &amp; ADMINISTRATION</b>																
Professor																
Associate Professor	84,300	1	5.1				82%		92%		21%					
Assistant Professor	62,400	3	5.4				61%		74%							
Instructor																
All Ranks <sup>1</sup>	67,800	4	5.4				66%									
All Ranks Weighted <sup>1,2</sup>	73,300						72%									

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>Architecture and Allied Arts</b>																
<b>HISTORIC PRESERVATION</b>																
Professor	125,100	1	7.1	142,700	1	88%	122%	122%	99%	100%		41%				
Associate Professor				94,700	4			81%		101%		14%				
Assistant Professor				78,900	1			68%		90%						
Instructor																
All Ranks <sup>1</sup>	125,100	1	7.1	100,100	6	125%	122%	86%								
All Ranks Weighted <sup>1,2</sup>	125,100			107,400		116%	122%	99%								
<b>LANDSCAPE ARCHITECTURE</b>																
Professor	114,400	3	21.1	116,800	17	98%	112%	100%	90%	82%	30%	26%				
Associate Professor	83,600	3	7.4	86,800	26	96%	82%	75%	91%	92%	16%	15%				
Assistant Professor	67,000	1	0.1	69,600	14	96%	65%	60%	80%	79%			67,000	1	68,300	4
Instructor																
All Ranks <sup>1</sup>	94,400	7	12.2	91,500	57	103%	92%	79%					67,000	1	68,300	4
All Ranks Weighted <sup>1,2</sup>	89,700			92,400		97%	88%	85%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>Architecture and Allied Arts</b>																
<b>PLANNING, PUBLIC POLICY, &amp; MGMT</b>																
Professor	123,500	2	1.1	153,200	175	81%	120%	132%	97%	107%	28%	45%			178,100	4
Associate Professor	94,500	3	3.8	100,900	152	94%	92%	87%	103%	107%	13%	12%			142,100	6
Assistant Professor	81,000	6	2.4	87,100	145	93%	79%	75%	97%	99%			77,000	1	92,300	19
Instructor																
All Ranks <sup>1</sup>	92,400	11	2.6	116,100	472	80%	90%	100%					77,000	1	114,500	29
All Ranks Weighted <sup>1,2</sup>	100,900			115,800		87%	99%	107%								
<b>PRODUCT DESIGN</b>																
Professor				115,400	29			99%		81%		31%				
Associate Professor	83,800	2	3.1	79,500	21	105%	82%	68%	91%	85%	18%	11%			66,500	1
Assistant Professor	65,200	3	3.1	66,900	15	97%	64%	57%	78%	76%					62,300	3
Instructor																
All Ranks <sup>1</sup>	72,700	5	3.1	92,600	65	79%	71%	79%							63,400	4
All Ranks Weighted <sup>1,2</sup>	74,500			88,800		84%	73%	82%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Humanities</b>																
<b>CLASSICS</b>																
Professor	101,700	2	4.6	123,200	95	83%	99%	106%	80%	86%	21%	36%				
Associate Professor	79,800	2	7.1	81,500	76	98%	78%	70%	87%	87%		13%				
Assistant Professor				66,900	50			57%		76%					67,800	11
Instructor																
All Ranks <sup>1</sup>	90,800	4	5.9	96,100	221	94%	89%	82%							67,800	11
All Ranks Weighted <sup>1,2</sup>	91,600			92,300		99%	90%	85%								
<b>COMPARATIVE LITERATURE</b>																
Professor	95,600	1	4.1	140,100	75	68%	93%	120%	75%	98%	22%	49%			90,600	1
Associate Professor	73,500	3	7.1	83,000	53	89%	72%	71%	80%	88%	10%	12%				
Assistant Professor	63,600	2	4.1	69,500	25	92%	62%	60%	76%	79%					70,400	8
Instructor																
All Ranks <sup>1</sup>	73,900	6	5.6	108,800	153	68%	72%	93%							72,700	9
All Ranks Weighted <sup>1,2</sup>	78,500			99,800		79%	77%	92%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Humanities</b>																
<b>CREATIVE WRITING</b>																
Professor	128,100	2	14.1	114,200	126	112%	125%	98%	101%	80%	48%	30%			120,200	2
Associate Professor	79,200	2	1.6	79,000	133	100%	77%	68%	86%	84%		12%			82,400	6
Assistant Professor				65,100	75			56%		74%					64,100	12
Instructor																
All Ranks <sup>1</sup>	103,600	4	7.9	89,100	334	116%	101%	76%							75,200	20
All Ranks Weighted <sup>1,2</sup>	105,500			87,600		120%	103%	81%								
<b>EAST ASIAN LANGUAGES &amp; LITERATURE</b>																
Professor				123,900	69			106%		87%		36%				
Associate Professor	74,100	6	3.6	82,300	66	90%	72%	71%	81%	88%	9%	14%			88,000	1
Assistant Professor	65,200	5	2.1	66,300	42	98%	64%	57%	78%	75%			63,000	1	68,100	4
Instructor																
All Ranks <sup>1</sup>	70,000	11	2.9	94,700	177	74%	68%	81%					63,000	1	72,100	5
All Ranks Weighted <sup>1,2</sup>	69,600			92,600		75%	68%	85%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Humanities</b>																
<b>ENGLISH</b>																
Professor	104,300	18	8.3	123,100	609	85%	102%	106%	82%	86%	24%	35%			112,400	6
Associate Professor	79,800	11	7.4	82,500	500	97%	78%	71%	87%	88%	12%	13%			88,200	10
Assistant Professor	67,300	7	2.1	67,800	202	99%	66%	58%	80%	77%			65,000	2	68,900	31
Instructor																
All Ranks <sup>1</sup>	89,600	36	6.8	99,100	1,311	90%	87%	85%					65,000	2	78,600	47
All Ranks Weighted <sup>1,2</sup>	84,900			92,800		91%	83%	86%								
<b>GERMAN &amp; SCANDINAVIAN</b>																
Professor	109,900	4	9.4	115,600	82	95%	107%	99%	87%	81%	37%	32%				
Associate Professor	72,400	2	5.6	78,400	63	92%	71%	67%	79%	83%	5%	9%				
Assistant Professor	66,900	2	3.1	68,100	21	98%	65%	58%	80%	77%					64,500	2
Instructor																
All Ranks <sup>1</sup>	89,800	8	6.9	95,500	166	94%	88%	82%							64,500	2
All Ranks Weighted <sup>1,2</sup>	84,500			88,800		95%	83%	82%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.



# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Humanities</b>																
<b>LINGUISTICS</b>																
Professor	105,600	4	10.9	125,200	122	84%	103%	107%	83%	88%	30%	38%				
Associate Professor	74,900	2	8.1	80,500	78	93%	73%	69%	82%	86%	8%	8%				
Assistant Professor	66,900	4	3.1	71,100	43	94%	65%	61%	80%	81%					73,200	9
Instructor																
All Ranks <sup>1</sup>	84,000	10	7.2	101,300	243	83%	82%	87%							73,200	9
All Ranks Weighted <sup>1,2</sup>	83,700			94,000		89%	82%	87%								
<b>PHILOSOPHY</b>																
Professor	130,900	3	13.1	138,200	260	95%	128%	119%	103%	97%	50%	46%			142,500	2
Associate Professor	79,900	6	4.1	84,500	132	95%	78%	73%	87%	90%	11%	11%			89,400	6
Assistant Professor	68,900	3	2.4	71,700	88	96%	67%	62%	82%	81%					69,400	16
Instructor																
All Ranks <sup>1</sup>	89,900	12	5.9	111,200	480	81%	88%	95%							80,500	24
All Ranks Weighted <sup>1,2</sup>	95,300			100,200		95%	93%	92%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Humanities</b>																
<b>RELIGIOUS STUDIES</b>																
Professor	98,900	1	2.1	126,600	56	78%	96%	109%	78%	89%	17%	41%			240,500	1
Associate Professor	81,200	3	6.1	79,100	64	103%	79%	68%	88%	84%	14%	10%				
Assistant Professor	67,000	1	4.1	67,200	47	100%	65%	58%	80%	76%					70,200	10
Instructor																
All Ranks <sup>1</sup>	81,900	5	4.9	91,700	167	89%	80%	79%							85,700	11
All Ranks Weighted <sup>1,2</sup>	83,200			92,800		90%	81%	86%								
<b>ROMANCE LANGUAGES</b>																
Professor	107,700	6	8.9	118,100	248	91%	105%	101%	85%	83%	29%	34%				
Associate Professor	78,100	10	7.5	78,100	264	100%	76%	67%	85%	83%	13%	10%			80,600	4
Assistant Professor	65,100	5	1.9	66,600	117	98%	64%	57%	78%	76%			64,000	1	65,800	19
Instructor																
All Ranks <sup>1</sup>	83,500	21	6.6	91,700	629	91%	81%	79%					64,000	1	68,400	23
All Ranks Weighted <sup>1,2</sup>	84,900			89,200		95%	83%	82%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Humanities</b>																
<b>THEATRE ARTS</b>																
Professor	101,600	1	20.1	112,700	122	90%	99%	97%	80%	79%	27%	29%			120,200	2
Associate Professor	73,900	3	6.4	78,500	132	94%	72%	67%	81%	84%	13%	12%			82,400	6
Assistant Professor	60,200	3	2.8	65,000	74	93%	59%	56%	72%	74%					64,100	12
Instructor	69,900	1	21.1				68%		83%							
All Ranks <sup>1</sup>	72,000	7	6.8	88,200	328	82%	70%	76%							75,200	20
All Ranks Weighted <sup>1,2</sup>	79,800			86,900		92%	78%	80%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Natural Sciences</b>																
<b>BIOLOGY</b>																
Professor	121,700	20	13.8	135,700	550	90%	119%	116%	96%	95%	32%	39%			140,300	2
Associate Professor	88,900	6	3.6	89,700	349	99%	87%	77%	97%	96%	5%	7%			92,500	4
Assistant Professor	83,300	5	2.5	81,700	214	102%	81%	70%	99%	93%			80,000	1	80,600	35
Instructor	121,700	1	1.1				119%		144%							
All Ranks <sup>1</sup>	109,200	31	10.0	110,900	1,113	98%	107%	95%					80,000	1	84,700	41
All Ranks Weighted <sup>1,2</sup>	99,200			104,100		95%	97%	96%								
<b>CHEMISTRY</b>																
Professor	132,200	15	13.5	151,400	625	87%	129%	130%	104%	106%	35%	50%			158,400	3
Associate Professor	96,000	4	5.9	92,600	229	104%	94%	79%	105%	99%	15%	9%	94,000	1		
Assistant Professor	80,600	5	2.5	81,900	221	98%	79%	70%	96%	93%			75,000	1	82,300	38
Instructor	90,300	2	1.1				88%		107%							
All Ranks <sup>1</sup>	115,400	24	9.9	124,600	1,075	93%	113%	107%					84,500	2	87,900	41
All Ranks Weighted <sup>1,2</sup>	104,400			110,900		94%	102%	102%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Natural Sciences</b>																
<b>COMPUTER &amp; INFORMATION SCIENCE</b>																
Professor	147,000	5	12.3	155,000	388	95%	143%	133%	116%	108%	32%	36%	165,000	1	169,500	2
Associate Professor	114,600	6	11.1	112,900	229	102%	112%	97%	125%	120%	13%	12%			121,100	5
Assistant Professor	100,900	4	2.0	99,400	142	102%	98%	85%	120%	113%			96,500	1	99,400	43
Instructor																
All Ranks <sup>1</sup>	121,800	15	9.1	131,900	759	92%	119%	113%					130,800	2	104,400	50
All Ranks Weighted <sup>1,2</sup>	122,200			124,100		98%	120%	114%								
<b>GEOLOGICAL SCIENCES</b>																
Professor	107,900	8	12.6	131,200	334	82%	105%	113%	85%	92%	22%	35%			123,300	3
Associate Professor	85,000	4	3.4	90,100	121	94%	83%	77%	93%	96%	7%	9%			92,600	2
Assistant Professor	78,100	2	2.6	80,000	102	98%	76%	69%	93%	91%					79,700	16
Instructor	51,300	1	10.1				50%		61%							
All Ranks <sup>1</sup>	97,100	14	8.5	112,900	557	86%	95%	97%							87,200	21
All Ranks Weighted <sup>1,2</sup>	91,200			102,000		89%	89%	94%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Natural Sciences</b>																
<b>HUMAN PHYSIOLOGY</b>																
Professor	109,500	3	2.4	132,300	130	83%	107%	114%	86%	93%	20%	36%			151,900	2
Associate Professor	88,800	2	4.1	90,300	107	98%	87%	78%	97%	96%	11%	12%			98,600	4
Assistant Professor	77,600	5	2.5	76,100	86	102%	76%	65%	93%	86%					73,300	20
Instructor																
All Ranks <sup>1</sup>	89,400	10	2.8	103,400	323	86%	87%	89%							83,200	26
All Ranks Weighted <sup>1,2</sup>	92,900			101,300		92%	91%	93%								
<b>MATHEMATICS</b>																
Professor	117,800	12	12.5	137,300	978	86%	115%	118%	93%	96%	29%	39%			149,800	5
Associate Professor	88,300	10	6.0	92,400	339	96%	86%	79%	96%	98%	12%	7%			103,700	8
Assistant Professor	76,100	6	2.4	84,700	265	90%	74%	73%	91%	96%			78,000	1	87,100	65
Instructor																
All Ranks <sup>1</sup>	98,300	28	8.0	118,900	1,582	83%	96%	102%					78,000	1	92,800	78
All Ranks Weighted <sup>1,2</sup>	95,300			106,500		89%	93%	98%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Natural Sciences</b>																
<b>PHYSICS</b>																
Professor	120,400	15	13.1	136,400	918	88%	117%	117%	95%	95%	33%	36%			162,200	8
Associate Professor	86,400	4	4.9	93,900	278	92%	84%	81%	94%	100%	8%	7%			103,200	3
Assistant Professor	78,400	6	2.4	85,500	188	92%	76%	73%	94%	97%			80,000	1	85,400	27
Instructor	82,800	1	11.9				81%		98%							
All Ranks <sup>1</sup>	104,900	25	9.2	120,900	1,384	87%	102%	104%					80,000	1	103,000	38
All Ranks Weighted <sup>1,2</sup>	96,400			106,900		90%	94%	99%								
<b>PSYCHOLOGY</b>																
Professor	136,300	13	8.5	141,000	603	97%	133%	121%	107%	99%	48%	43%			174,500	7
Associate Professor	87,200	9	7.9	90,700	264	96%	85%	78%	95%	97%	9%	11%			99,700	7
Assistant Professor	77,600	8	1.7	78,300	206	99%	76%	67%	93%	89%			74,700	3	78,700	32
Instructor																
All Ranks <sup>1</sup>	105,900	30	6.5	116,600	1,073	91%	103%	100%					74,700	3	96,500	46
All Ranks Weighted <sup>1,2</sup>	102,200			105,300		97%	100%	97%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Social Sciences</b>																
<b>ANTHROPOLOGY</b>																
Professor	118,900	6	14.1	126,200	259	94%	116%	108%	94%	88%	33%	38%			152,000	1
Associate Professor	85,300	10	5.5	81,500	196	105%	83%	70%	93%	87%	14%	8%			95,800	4
Assistant Professor	71,400	2	2.6	71,600	108	100%	70%	61%	85%	81%					75,000	19
Instructor																
All Ranks <sup>1</sup>	94,900	18	8.0	100,200	563	95%	93%	86%							81,600	24
All Ranks Weighted <sup>1,2</sup>	93,300			94,800		98%	91%	87%								
<b>ECONOMICS</b>																
Professor	154,300	11	10.2	208,500	347	74%	151%	179%	122%	146%	17%	51%			254,000	3
Associate Professor	137,300	2	4.1	148,700	172	92%	134%	128%	150%	158%	27%	24%			166,700	8
Assistant Professor	109,300	8	2.7	121,200	199	90%	107%	104%	130%	138%			110,000	2	125,400	45
Instructor																
All Ranks <sup>1</sup>	135,600	21	6.7	170,000	718	80%	132%	146%					110,000	2	138,200	56
All Ranks Weighted <sup>1,2</sup>	134,700			162,000		83%	132%	149%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.



# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Social Sciences</b>																
<b>ENVIRONMENTAL STUDIES</b>																
Professor	113,200	1	6.1	143,800	37	79%	110%	123%	89%	101%		43%				
Associate Professor				93,200	33			80%		99%		10%			43,700	1
Assistant Professor	67,500	1	0.1	81,000	28	83%	66%	70%	81%	92%			67,500	1	86,400	6
Instructor																
All Ranks <sup>1</sup>	90,400	2	3.1	108,800	98	83%	88%	93%					67,500	1	80,300	7
All Ranks Weighted <sup>1,2</sup>	92,100			108,000		85%	90%	100%								
<b>ETHNIC AND ASIAN STUDIES</b>																
Professor	114,100	1	4.1	130,200	94	88%	111%	112%	90%	91%	20%	33%			134,600	4
Associate Professor	93,400	3	3.4	92,000	167	102%	91%	79%	102%	98%	23%	17%			112,200	6
Assistant Professor	69,900	2	3.6	71,800	89	97%	68%	62%	83%	81%			69,000	1	69,400	17
Instructor																
All Ranks <sup>1</sup>	89,000	6	3.6	97,100	350	92%	87%	83%					69,000	1	88,600	27
All Ranks Weighted <sup>1,2</sup>	93,600			99,700		94%	92%	92%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Social Sciences</b>																
<b>GEOGRAPHY</b>																
Professor	125,200	4	15.6	133,600	125	94%	122%	115%	99%	93%	34%	43%			153,800	4
Associate Professor	90,700	5	4.5	83,300	99	109%	88%	72%	99%	89%	15%	8%			95,800	5
Assistant Professor	75,500	2	3.6	74,500	75	101%	74%	64%	90%	85%					70,100	12
Instructor																
All Ranks <sup>1</sup>	100,500	11	8.4	102,100	299	98%	98%	88%							92,100	21
All Ranks Weighted <sup>1,2</sup>	98,600			99,100		99%	96%	91%								
<b>HISTORY</b>																
Professor	121,000	11	10.7	131,300	507	92%	118%	113%	95%	92%	38%	39%			136,900	9
Associate Professor	82,000	8	11.9	85,800	403	96%	80%	74%	89%	91%	14%	14%			94,000	5
Assistant Professor	67,700	7	3.4	69,200	179	98%	66%	59%	81%	79%					70,100	28
Instructor																
All Ranks <sup>1</sup>	94,700	26	9.1	104,200	1,089	91%	92%	89%							87,300	42
All Ranks Weighted <sup>1,2</sup>	91,900			97,300		94%	90%	90%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Social Sciences</b>																
<b>INTERNATIONAL STUDIES</b>																
Professor	114,900	1	15.1	151,500	48	76%	112%	130%	91%	106%	38%	56%			177,200	3
Associate Professor	75,900	2	9.6	86,800	37	87%	74%	75%	83%	92%	3%	1%			102,400	3
Assistant Professor	72,900	2	1.4	85,800	32	85%	71%	74%	87%	97%			71,000	1	94,500	8
Instructor																
All Ranks <sup>1</sup>	82,500	5	7.4	113,000	117	73%	80%	97%					71,000	1	113,900	14
All Ranks Weighted <sup>1,2</sup>	89,300			110,300		81%	87%	102%								
<b>POLITICAL SCIENCE</b>																
Professor	131,000	7	6.8	154,400	346	85%	128%	133%	103%	108%	46%	49%			203,100	2
Associate Professor	83,900	5	5.5	97,200	264	86%	82%	83%	91%	104%	7%	12%			117,400	3
Assistant Professor	76,300	8	3.6	83,100	170	92%	74%	71%	91%	94%					84,400	29
Instructor																
All Ranks <sup>1</sup>	97,300	20	5.2	119,500	780	81%	95%	103%							94,300	34
All Ranks Weighted <sup>1,2</sup>	98,800			113,800		87%	97%	105%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Social Sciences</b>																
<b>SOCIOLOGY</b>																
Professor	130,600	4	9.1	145,200	309	90%	127%	125%	103%	102%	40%	45%			142,200	5
Associate Professor	89,600	10	6.9	92,700	204	97%	87%	80%	98%	99%	12%	13%			125,400	5
Assistant Professor	77,800	4	3.4	77,400	127	101%	76%	66%	93%	88%					77,900	21
Instructor																
All Ranks <sup>1</sup>	96,100	18	6.6	115,000	640	84%	94%	99%							96,000	31
All Ranks Weighted <sup>1,2</sup>	101,000			107,200		94%	99%	99%								
<b>WOMEN'S &amp; GENDER STUDIES</b>																
Professor	118,400	1	2.1	124,700	34	95%	116%	107%	93%	87%	25%	36%				
Associate Professor	92,900	4	7.4	83,100	58	112%	91%	71%	101%	88%	20%	15%			90,000	1
Assistant Professor	72,500	1	1.1	66,200	37	110%	71%	57%	87%	75%					68,500	5
Instructor																
All Ranks <sup>1</sup>	93,800	6	5.5	89,200	129	105%	92%	77%							72,100	6
All Ranks Weighted <sup>1,2</sup>	95,900			93,100		103%	94%	86%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>College of Education</b>																
<b>COUNSELING PSYCHOLOGY &amp; HUMAN SERVICES</b>																
Professor	141,800	4	4.1	122,100	121	116%	138%	105%	112%	85%	49%	32%				
Associate Professor	91,400	4	3.1	85,100	98	107%	89%	73%	100%	91%	14%	10%			93,000	5
Assistant Professor	77,200	1	2.1	73,600	82	105%	75%	63%	92%	84%					73,700	15
Instructor																
All Ranks <sup>1</sup>	112,200	9	3.4	96,800	301	116%	109%	83%							78,500	20
All Ranks Weighted <sup>1,2</sup>	105,500			95,100		111%	103%	88%								
<b>EDUCATION STUDIES</b>																
Professor	122,600	2	4.6	124,200	304	99%	120%	107%	97%	87%	28%	34%			158,600	9
Associate Professor	93,800	5	5.3	84,700	283	111%	92%	73%	102%	90%	19%	11%			89,700	11
Assistant Professor	74,800	1	3.1	71,400	196	105%	73%	61%	89%	81%					70,200	44
Instructor																
All Ranks <sup>1</sup>	98,600	8	4.8	96,700	783	102%	96%	83%							86,000	64
All Ranks Weighted <sup>1,2</sup>	98,400			95,000		104%	96%	88%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>College of Education</b>																
<b>EDUCATIONAL METHODOLOGY, POLICY &amp; LEADERSHIP</b>																
Professor	207,700	4	10.6	127,100	67	163%	203%	109%	164%	89%	83%	38%			121,900	3
Associate Professor	122,800	3	3.1	83,100	73	148%	120%	71%	134%	88%		10%			78,700	3
Assistant Professor				71,800	52			62%		81%					68,100	5
Instructor																
All Ranks <sup>1</sup>	171,300	7	7.4	95,400	192	180%	167%	82%							85,700	11
All Ranks Weighted <sup>1,2</sup>	168,500			95,700		176%	165%	88%								
<b>SPECIAL EDUCATION &amp; CLINICAL SCIENCES</b>																
Professor	144,200	4	11.6	125,000	114	115%	141%	107%	114%	87%	46%	36%			183,600	2
Associate Professor	96,600	4	8.1	83,300	72	116%	94%	72%	105%	89%	21%	7%				
Assistant Professor	75,300	4	2.9	75,100	80	100%	73%	64%	90%	85%			72,100	1	78,000	9
Instructor				62,700	1			54%		60%						
All Ranks <sup>1</sup>	105,400	12	7.5	98,700	266	107%	103%	85%					72,100	1	97,200	11
All Ranks Weighted <sup>1,2</sup>	107,400			96,100		112%	105%	89%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b><u>Lundquist College of Business</u></b>																
<b>BUSINESS ADMINISTRATION</b>																
Professor	200,100	6	11.3	230,000	771	87%	195%	197%	158%	161%	16%	44%			256,000	10
Associate Professor	183,300	15	6.0	178,700	525	103%	179%	153%	200%	190%	20%	7%			192,500	18
Assistant Professor	162,600	17	2.2	170,100	646	96%	159%	146%	194%	193%			164,400	5	173,700	114
Instructor				210,000	1			180%		202%						
All Ranks <sup>1</sup>	176,700	38	5.2	196,200	1,942	90%	172%	168%					164,400	5	181,900	142
All Ranks Weighted <sup>1,2</sup>	183,000			194,900		94%	179%	180%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>Robert D. Clark Honors College</b>																
<b>Discipline: Biology</b>																
Professor				135,700	550			116%		130%		39%			140,300	2
Associate Professor				89,700	349			77%		86%		7%			92,500	4
Assistant Professor	84,300	1	2.1	81,700	214	103%	82%	70%	100%	78%					80,600	35
Instructor																
All Ranks <sup>1</sup>	84,300	1	2.1	110,900	1,113	76%	82%	95%							84,700	41
All Ranks Weighted <sup>1,2</sup>	84,300			104,100		81%	82%	96%								
<b>Discipline: Geology</b>																
Professor				131,200	334			113%		126%		35%			123,300	3
Associate Professor	91,200	1	0.1	90,100	121	101%	89%	77%	108%	86%		9%			92,600	2
Assistant Professor				80,000	102			69%		77%					79,700	16
Instructor																
All Ranks <sup>1</sup>	91,200	1	0.1	112,900	557	81%	89%	97%							87,200	21
All Ranks Weighted <sup>1,2</sup>	91,200			102,000		89%	89%	94%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.



# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>Robert D. Clark Honors College</b>																
<b>Discipline: History</b>																
Professor	126,400	1	2.1	131,300	507	96%	123%	113%	150%	126%	31%	39%			136,900	9
Associate Professor	94,300	2	6.1	85,800	403	110%	92%	74%	112%	82%	18%	14%			94,000	5
Assistant Professor	76,200	2	4.1	69,200	179	110%	74%	59%	90%	66%					70,100	28
Instructor																
All Ranks <sup>1</sup>	93,500	5	4.5	104,200	1,089	90%	91%	89%							87,300	42
All Ranks Weighted <sup>1,2</sup>	100,400			97,300		103%	98%	90%								
<b>Discipline: Literature</b>																
Professor				124,800	689			107%		120%		36%			109,200	7
Associate Professor	86,700	4	4.6	82,400	564	105%	85%	71%	103%	79%		13%			88,200	10
Assistant Professor				67,800	233			58%		65%					69,100	40
Instructor																
All Ranks <sup>1</sup>	86,700	4	4.6	99,800	1,486	87%	85%	86%							77,400	57
All Ranks Weighted <sup>1,2</sup>	86,700			93,400		93%	85%	86%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>Robert D. Clark Honors College</b>																
<b>Discipline: Rhetoric</b>																
Professor	137,000	1	11.1	127,800	104	107%	134%	110%	162%	123%		37%			170,500	2
Associate Professor				84,800	107			73%		81%		12%			123,500	2
Assistant Professor				70,700	87			61%		68%					70,000	12
Instructor																
All Ranks <sup>1</sup>	137,000	1	11.1	95,700	298	143%	134%	82%							89,200	16
All Ranks Weighted <sup>1,2</sup>	137,000			96,200		142%	134%	89%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b><u>School of Journalism and Communication</u></b>																
<b>JOURNALISM &amp; COMMUNICATION</b>																
Professor	119,700	10	9.2	126,400	124	95%	117%	108%	94%	88%	34%	35%			130,000	6
Associate Professor	84,700	9	12.3	86,000	156	98%	83%	74%	92%	92%	10%	12%			79,000	3
Assistant Professor	74,500	14	1.8	72,600	84	103%	73%	62%	89%	82%			72,900	7	70,200	16
Instructor																
All Ranks <sup>1</sup>	91,000	33	6.9	96,600	364	94%	89%	83%					72,900	7	85,600	25
All Ranks Weighted <sup>1,2</sup>	94,400			96,600		98%	92%	89%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>School of Law</b>																
<b>LAW</b>																
Professor	173,500	14	14.7	206,900	627	84%	169%	178%	137%	145%	34%	59%			210,400	10
Associate Professor	138,900	6	2.9	138,700	99	100%	136%	119%	151%	148%	16%	-10%			135,600	7
Assistant Professor	122,400	6	3.9	150,700	72	81%	119%	129%	146%	171%					149,800	10
Instructor																
All Ranks <sup>1</sup>	153,700	26	9.5	193,400	798	79%	150%	166%							168,600	27
All Ranks Weighted <sup>1,2</sup>	146,400			167,600		87%	143%	154%								
<b>LAW--Associate &amp; Assistant Combined</b>																
Professor	173,500	14	14.7	206,900	627	84%	169%	178%	137%	145%	42%	54%			210,400	10
Assoc/Assist Combined	130,600	12	3.4	143,700	171	91%	127%	123%	148%	157%					144,000	17
All Ranks <sup>1</sup>	153,700	26	9.5	193,400	798	79%	150%	166%							168,600	27
All Ranks Weighted <sup>1,2</sup>	146,400			167,600		87%	143%	154%								

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

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>School of Music and Dance</b>																
<b>DANCE</b>																
Professor	69,000	1	2.1	94,800	29	73%	67%	81%	54%	66%	1%	16%				
Associate Professor	68,300	4	10.1	76,400	23	89%	67%	66%	74%	81%	12%	12%				
Assistant Professor	55,500	1	5.1	62,300	16	89%	54%	53%	66%	71%					62,300	3
Instructor																
All Ranks <sup>1</sup>	66,300	6	7.9	80,900	68	82%	65%	69%							62,300	3
All Ranks Weighted <sup>1,2</sup>	64,500			78,700		82%	63%	73%								
<b>MUSIC</b>																
Professor	92,100	12	5.9	107,300	507	86%	90%	92%	73%	75%	24%	27%			110,900	5
Associate Professor	67,600	19	6.5	76,400	370	88%	66%	66%	74%	81%	8%	11%			93,500	9
Assistant Professor	59,600	8	2.9	63,300	158	94%	58%	54%	71%	72%					64,300	29
Instructor				40,000	1					34%		38%				
All Ranks <sup>1</sup>	73,500	39	5.6	89,500	1,035	82%	72%	77%							75,800	43
All Ranks Weighted <sup>1,2</sup>	74,100			83,600		89%	73%	77%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 AAU Data Exchange (AAUDE) Faculty Salary Survey

UO Avg Salary	UO FTE	UO in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
---------------	--------	------------	-----------------------------	----------------------	-------------------------------------	------------------------	---	--------------------------	---	----------------------	------------------------------------	------------------------	-----------------	--------------------------------------	-------------------------------

#### 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 2014-15.
  - c. Faculty with research contracts were not included.
  - d. Only employees with 9-month appointments were included. Employees in 12-month administrative positions were not included.
  - e. Visitors were included only if their salaries are representative of salaries for that department. (The UO data contain no visitors.)
  - f. Faculty with post-retirement appointments were not included.
  - g. Instructor data include only tenured or tenure-track faculty.
2. Endowed Chairs, Department Head stipends, Teaching Awards, and Faculty Excellence Awards were included in UO reported salaries. Inclusion of regularly occurring stipends in faculty salaries varies among AAU peers depending on their data system capabilities.
3. Full-time equivalent salaries were used for all calculations.
4. Average and weighted average 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 note 1a).
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.

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.