

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2016-17 Comparison of Faculty Salaries

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

Based on data from the Fall 2016 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
CAS Humanities																
CLASSICS																
Professor	100,100	3	5.1	123,300	101	81%	95%	102%	76%	84%	27%	31%			110,900	3
Associate Professor	71,800	1	2.1	85,800	67	84%	68%	71%	76%	88%	5%	14%			90,000	1
Assistant Professor	66,300	1	1.1	69,000	48	96%	63%	57%	77%	77%					68,400	4
Instructor																
All Ranks ¹	87,700	5	3.7	99,600	216	88%	83%	83%							87,000	8
All Ranks Weighted ^{1,2}	80,500			94,300		85%	76%	83%								
UO FTE Distribution ³	87,700			105,000		84%		92%								
COMPARATIVE LITERATURE																
Professor	101,400	1	6.1	146,700	150	69%	96%	122%	77%	99%	25%	50%			135,000	4
Associate Professor	75,000	4	6.9	86,800	110	86%	71%	72%	80%	89%	8%	11%				
Assistant Professor	66,300	1	1.1	73,700	66	90%	63%	61%	77%	82%					75,000	6
Instructor																
All Ranks ¹	77,900	6	5.8	111,700	326	70%	74%	93%							99,000	10
All Ranks Weighted ^{1,2}	82,000			104,700		78%	78%	92%								
UO FTE Distribution ³	77,900			94,600		82%		83%								

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CAS Humanities																
CREATIVE WRITING																
Professor	128,700	2	12.6	118,400	260	109%	122%	98%	98%	80%	45%	31%			107,200	8
Associate Professor	80,800	2	3.6	81,400	269	99%	76%	68%	86%	84%	9%	10%			70,500	2
Assistant Professor	71,400	1	1.1	68,800	154	104%	67%	57%	83%	76%					66,900	22
Instructor																
All Ranks ¹	98,100	5	6.7	92,600	683	106%	93%	77%							77,200	32
All Ranks Weighted ^{1,2}	95,500			91,000		105%	91%	80%								
UO FTE Distribution ³	98,100			93,700		105%		82%								
EAST ASIAN LANGUAGES & LITERATURE																
Professor				131,400	145			109%		89%		37%				
Associate Professor	78,500	8	4.4	87,000	137	90%	74%	72%	83%	90%	12%	9%			97,500	9
Assistant Professor	65,900	4	3.9	75,800	81	87%	62%	63%	77%	84%					71,500	12
Instructor																
All Ranks ¹	74,300	12	4.2	102,200	363	73%	70%	85%							82,600	21
All Ranks Weighted ^{1,2}	72,200			99,800		72%	69%	88%								
UO FTE Distribution ³	74,300			83,300		89%		73%								

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CAS Humanities																
ENGLISH																
Professor	105,300	17	7.6	128,000	1,198	82%	99%	106%	80%	87%	20%	35%			128,300	14
Associate Professor	84,400	10	6.5	86,400	1,022	98%	80%	72%	90%	89%	15%	13%			87,100	6
Assistant Professor	68,000	5	3.7	71,000	388	96%	64%	59%	79%	79%					71,200	58
Instructor																
All Ranks ¹	92,900	32	6.6	103,200	2,608	90%	88%	86%							82,700	78
All Ranks Weighted ^{1,2}	86,900			96,900		90%	83%	85%								
UO FTE Distribution ³	92,900			106,100		88%		93%								
GERMAN & SCANDINAVIAN																
Professor	117,100	3	10.4	117,500	91	100%	111%	98%	89%	80%	40%	29%				
Associate Professor	75,100	3	5.1	82,500	58	91%	71%	68%	80%	85%	4%	10%				
Assistant Professor	70,700	1	7.1	70,100	31	101%	67%	58%	82%	78%					69,100	5
Instructor																
All Ranks ¹	92,500	7	7.7	98,100	180	94%	87%	81%							69,100	5
All Ranks Weighted ^{1,2}	89,200			91,500		97%	85%	81%								
UO FTE Distribution ³	92,500			95,700		97%		84%								

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CAS Humanities																
JUDAIC STUDIES																
Professor	185,200	1	16.1	125,700	12	147%	175%	104%	141%	85%		36%				
Associate Professor				82,700	10			69%		85%		11%				
Assistant Professor				68,900	9			57%		76%					70,000	1
Instructor																
All Ranks ¹	185,200	1	16.1	95,300	31	194%	175%	79%							70,000	1
All Ranks Weighted ^{1,2}	185,200			94,200		197%	176%	83%								
UO FTE Distribution ³	185,200			125,700		147%		110%								
LINGUISTICS																
Professor	109,700	5	10.3	131,300	129	84%	104%	109%	83%	89%	31%	37%				
Associate Professor	77,100	4	3.9	86,600	80	89%	73%	72%	82%	89%	10%	7%	80,000	1	98,900	3
Assistant Professor	66,900	1	3.1	78,100	52	86%	63%	65%	78%	87%					78,700	6
Instructor																
All Ranks ¹	92,400	10	7.0	107,000	261	86%	87%	89%					80,000	1	85,400	9
All Ranks Weighted ^{1,2}	85,900			100,400		86%	82%	88%								
UO FTE Distribution ³	92,400			108,100		85%		95%								

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CAS Humanities																
PHILOSOPHY																
Professor	120,800	5	7.9	147,900	261	82%	114%	123%	92%	100%	41%	46%	105,000	1	142,600	3
Associate Professor	77,300	5	3.3	91,900	130	84%	73%	76%	82%	95%	73%	15%			76,300	2
Assistant Professor				74,100	88			61%		82%					74,400	13
Instructor																
All Ranks ¹	99,100	10	5.6	119,100	479	83%	94%	99%					105,000	1	86,000	18
All Ranks Weighted ^{1,2}	100,700			106,900		94%	96%	94%								
UO FTE Distribution ³	99,100			119,900		83%		105%								
RELIGIOUS STUDIES																
Professor	100,900	1	4.1	131,100	59	77%	95%	109%	77%	89%	19%	40%				
Associate Professor	80,800	4	6.1	83,100	63	97%	76%	69%	86%	86%	11%	9%				
Assistant Professor	69,000	1	0.1	72,400	51	95%	65%	60%	80%	80%			69,000	1	72,000	5
Instructor																
All Ranks ¹	82,200	6	4.8	96,300	173	85%	78%	80%					69,000	1	72,000	5
All Ranks Weighted ^{1,2}	84,500			97,400		87%	80%	86%								
UO FTE Distribution ³	82,200			89,400		92%		78%								

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CAS Humanities																
ROMANCE LANGUAGES																
Professor	110,300	7	7.0	123,400	252	89%	104%	102%	84%	84%	33%	35%			93,100	4
Associate Professor	75,700	9	8.2	81,100	253	93%	71%	67%	80%	84%	9%	9%			71,500	2
Assistant Professor	66,600	4	3.9	70,700	114	94%	63%	59%	78%	78%					74,800	15
Instructor																
All Ranks ¹	86,000	20	6.9	96,400	619	89%	81%	80%							78,000	21
All Ranks Weighted ^{1,2}	85,600			93,400		92%	81%	82%								
UO FTE Distribution ³	86,000			93,800		92%		82%								
THEATRE ARTS																
Professor				117,700	256			98%		80%		30%			107,200	8
Associate Professor	75,500	3	8.4	81,400	268	93%	71%	68%	80%	84%	12%	10%			70,500	2
Assistant Professor	63,000	3	3.4	68,800	154	92%	59%	57%	73%	76%					66,900	22
Instructor	71,300	1	23.1					67%		88%						
All Ranks ¹	69,200	6	5.9	92,200	678	75%	65%	77%							77,200	32
All Ranks Weighted ^{1,2}	69,200			90,800		76%	66%	80%								
UO FTE Distribution ³	69,200			75,100		92%		66%								

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CAS Natural Sciences																
BIOLOGY																
Professor	126,300	21	14.5	144,700	1,166	87%	119%	120%	96%	98%	33%	41%			139,700	14
Associate Professor	91,600	7	3.2	95,100	621	96%	86%	79%	97%	98%	8%	7%	97,200	1	107,500	12
Assistant Professor	82,800	10	1.6	86,400	445	96%	78%	72%	97%	96%			82,700	3	85,100	53
Instructor																
All Ranks ¹	108,500	38	9.0	119,200	2,232	91%	102%	99%					86,300	4	98,100	79
All Ranks Weighted ^{1,2}	101,600			110,600		92%	96%	97%								
UO FTE Distribution ³	108,500			120,200		90%		105%								
CHEMISTRY																
Professor	141,900	15	13.9	157,100	805	90%	134%	130%	108%	107%	39%	50%			167,400	14
Associate Professor	101,000	5	5.1	97,100	276	104%	95%	81%	107%	100%	20%	8%			92,600	1
Assistant Professor	79,800	4	3.1	87,000	273	92%	75%	72%	93%	97%					88,900	31
Instructor	92,100	2	3.1						87%			114%				
All Ranks ¹	123,000	24	10.3	130,800	1,354	94%	116%	109%							112,900	46
All Ranks Weighted ^{1,2}	109,300			116,000		94%	104%	102%								
UO FTE Distribution ³	123,000			132,900		93%		116%								

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CAS Natural Sciences																
COMPUTER & INFORMATION SCIENCE																
Professor	150,300	7	6.5	163,700	458	92%	142%	136%	114%	111%	38%	36%			153,800	6
Associate Professor	110,000	5	11.7	119,800	197	92%	104%	99%	117%	123%	12%	11%			134,300	4
Assistant Professor	96,800	3	2.8	106,000	216	91%	91%	88%	113%	118%			95,000	1	105,400	41
Instructor																
All Ranks ¹	126,100	15	7.5	139,400	871	90%	119%	116%					95,000	1	113,400	51
All Ranks Weighted ^{1,2}	120,600			131,600		92%	115%	116%								
UO FTE Distribution ³	126,100			137,500		92%		121%								
GEOLOGICAL SCIENCES																
Professor	113,500	10	11.9	139,700	720	81%	107%	116%	86%	95%	26%	35%			178,500	12
Associate Professor	85,800	2	3.6	97,200	246	88%	81%	81%	91%	100%	8%	12%			109,600	8
Assistant Professor	77,000	6	3.3	82,200	212	94%	73%	68%	90%	91%					82,100	24
Instructor	58,600	1	1.1						55%			72%				
All Ranks ¹	98,200	18	8.1	120,500	1,178	81%	93%	100%							113,400	44
All Ranks Weighted ^{1,2}	93,200			108,100		86%	89%	95%								
UO FTE Distribution ³	98,200			115,800		85%		101%								

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CAS Natural Sciences																
HUMAN PHYSIOLOGY																
Professor	106,600	4	3.9	134,700	125	79%	101%	112%	81%	91%	15%	33%			100,000	1
Associate Professor	90,500	3	1.8	94,700	96	96%	85%	79%	96%	98%	12%	14%			95,000	6
Assistant Professor	77,400	3	3.4	77,700	88	100%	73%	64%	90%	86%					81,000	7
Instructor																
All Ranks ¹	93,000	10	3.1	106,100	309	88%	88%	88%							88,400	14
All Ranks Weighted ^{1,2}	92,300			104,100		89%	88%	92%								
UO FTE Distribution ³	93,000			105,600		88%		93%								
MATHEMATICS																
Professor	120,900	14	10.6	145,100	1,029	83%	114%	120%	92%	98%	32%	38%			154,000	8
Associate Professor	87,500	9	6.3	99,000	337	88%	83%	82%	93%	102%	8%	6%			101,300	9
Assistant Professor	79,100	7	2.4	91,200	288	87%	75%	76%	92%	101%			82,000	1	92,300	60
Instructor																
All Ranks ¹	101,100	30	7.4	126,300	1,654	80%	95%	105%					82,000	1	99,800	77
All Ranks Weighted ^{1,2}	97,200			113,500		86%	92%	100%								
UO FTE Distribution ³	101,100			118,700		85%		104%								

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	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
CAS Natural Sciences																
PHYSICS																
Professor	128,500	15	13.3	143,400	983	90%	121%	119%	98%	97%	36%	36%			153,700	10
Associate Professor	90,400	5	4.3	100,200	255	90%	85%	83%	96%	103%	10%	9%			100,100	4
Assistant Professor	79,400	6	3.8	89,900	234	88%	75%	75%	93%	100%					88,700	32
Instructor	96,300	1	2.1				91%		119%							
All Ranks ¹	109,900	26	9.4	127,400	1,472	86%	104%	106%							103,800	46
All Ranks Weighted ^{1,2}	101,000			112,900		89%	96%	99%								
UO FTE Distribution ³	109,900			122,800		89%		108%								
PSYCHOLOGY																
Professor	142,600	9	10.9	147,500	645	97%	135%	122%	109%	100%	49%	42%			141,700	11
Associate Professor	91,200	11	8.1	96,500	272	95%	86%	80%	97%	99%	11%	11%			108,800	4
Assistant Professor	79,100	7	1.8	82,900	215	95%	75%	69%	92%	92%			82,500	1	83,500	35
Instructor																
All Ranks ¹	105,200	27	7.4	123,000	1,132	86%	99%	102%					82,500	1	98,300	50
All Ranks Weighted ^{1,2}	106,300			111,000		96%	101%	98%								
UO FTE Distribution ³	105,200			110,000		96%		96%								

¹All 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.

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

³UO FTE Distribution = AAU average salary when UO departmental ratios of Professors, Associate Professors, and Assistant Professors are applied to AAU data.

Please see additional notes on "What Information is Available..." page and last page of this report.

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2016-17 Comparison of Faculty Salaries

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

Based on data from the Fall 2016 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
CAS Social Sciences																
ANTHROPOLOGY																
Professor	117,800	7	6.1	135,700	268	87%	111%	113%	90%	92%	33%	40%			126,300	3
Associate Professor	82,600	6	5.1	87,600	222	94%	78%	73%	88%	90%	10%	8%				
Assistant Professor	72,100	4	1.6	78,000	110	92%	68%	65%	84%	87%			72,300	2	80,000	16
Instructor				66,900	1			56%		61%						
All Ranks ¹	94,600	17	4.7	107,300	600	88%	89%	89%					72,300	2	87,300	19
All Ranks Weighted ^{1,2}	92,200			102,300		90%	88%	90%								
UO FTE Distribution ³	94,600			105,100		90%		92%								
ECONOMICS																
Professor	159,800	12	10.2	228,600	371	70%	151%	190%	122%	155%	31%	57%			245,500	8
Associate Professor	127,000	2	0.6	160,000	188	79%	120%	133%	135%	165%	15%	25%			193,600	14
Assistant Professor	111,200	6	2.8	129,800	198	86%	105%	108%	130%	144%					143,200	20
Instructor																
All Ranks ¹	142,000	20	7.0	185,700	757	76%	134%	154%							179,500	42
All Ranks Weighted ^{1,2}	134,100			175,700		76%	127%	155%								
UO FTE Distribution ³	142,000			192,100		74%		168%								

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³UO FTE Distribution = AAU average salary when UO departmental ratios of Professors, Associate Professors, and Assistant Professors are applied to AAU data.

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2016-17 Comparison of Faculty Salaries

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

Based on data from the Fall 2016 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
CAS Social Sciences																
ENVIRONMENTAL STUDIES																
Professor	124,500	1	8.1	155,300	35	80%	118%	129%	95%	105%	118%	49%			212,100	1
Associate Professor				96,700	25			80%		100%		14%				
Assistant Professor	73,800	4	0.9	79,800	19	92%	70%	66%	86%	89%			80,000	2	81,200	2
Instructor																
All Ranks ¹	83,900	5	2.3	118,600	79	71%	79%	98%					80,000	2	124,800	3
All Ranks Weighted ^{1,2}	101,100			113,000		89%	96%	100%								
UO FTE Distribution ³	83,900			94,900		88%		83%								
ETHNIC STUDIES																
Professor	140,100	2	3.1	139,500	131	100%	132%	116%	107%	95%	40%	34%	170,000	1	143,700	5
Associate Professor	97,600	6	5.1	98,200	183	99%	92%	81%	104%	101%	26%	20%			96,200	8
Assistant Professor	70,400	1	2.1	74,200	110	95%	66%	62%	82%	82%					79,600	16
Instructor																
All Ranks ¹	104,000	9	4.3	104,700	424	99%	98%	87%					170,000	1	95,200	29
All Ranks Weighted ^{1,2}	104,700			105,800		99%	99%	93%								
UO FTE Distribution ³	104,000			104,700		99%		92%								

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2016-17 Comparison of Faculty Salaries

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

Based on data from the Fall 2016 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
CAS Social Sciences																
GEOGRAPHY																
Professor	125,200	5	14.1	140,100	150	89%	118%	116%	95%	95%	34%	42%			163,100	2
Associate Professor	88,700	6	4.8	89,000	101	100%	84%	74%	94%	92%	8%	9%			101,800	2
Assistant Professor	80,000	3	2.3	77,700	74	103%	76%	64%	93%	86%			73,000	1	77,400	8
Instructor																
All Ranks ¹	99,900	14	7.6	110,000	325	91%	94%	91%					73,000	1	95,800	12
All Ranks Weighted ^{1,2}	99,400			104,300		95%	94%	92%								
UO FTE Distribution ³	99,900			104,800		95%		92%								
HISTORY																
Professor	124,800	9	9.3	135,200	1,002	92%	118%	112%	95%	92%	42%	37%			131,000	14
Associate Professor	80,300	10	10.5	91,100	812	88%	76%	76%	85%	94%	-14%	16%			102,400	14
Assistant Professor	95,000	1	0.1	72,200	350	132%	90%	60%	111%	80%			95,000	1	74,400	54
Instructor																
All Ranks ¹	101,100	20	9.4	108,500	2,164	93%	95%	90%					95,000	1	88,900	82
All Ranks Weighted ^{1,2}	101,300			101,400		100%	96%	89%								
UO FTE Distribution ³	101,100			110,000		92%		96%								

¹All 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.

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2016-17 Comparison of Faculty Salaries

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

Based on data from the Fall 2016 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
CAS Social Sciences																
INTERNATIONAL STUDIES																
Professor	112,600	1	17.1	126,700	26	89%	106%	105%	86%	86%	32%	31%				
Associate Professor	78,700	3	9.8	88,900	30	89%	74%	74%	84%	92%	4%	13%			140,000	1
Assistant Professor	74,300	2	3.4	73,700	20	101%	70%	61%	87%	82%					69,700	3
Instructor																
All Ranks ¹	82,900	6	8.9	97,800	76	85%	78%	81%							87,300	4
All Ranks Weighted ^{1,2}	89,800			98,000		92%	85%	86%								
UO FTE Distribution ³	82,900			90,100		92%		79%								
POLITICAL SCIENCE																
Professor	134,000	7	7.7	165,600	358	81%	127%	137%	102%	112%	46%	52%			217,300	6
Associate Professor	85,800	6	5.6	103,000	271	83%	81%	85%	91%	106%	10%	13%			117,800	7
Assistant Professor	75,300	4	5.4	87,200	184	86%	71%	72%	88%	97%					85,100	32
Instructor				81,000	1					67%		74%			81,000	1
All Ranks ¹	103,200	17	6.4	127,000	813	81%	97%	105%							107,800	45
All Ranks Weighted ^{1,2}	100,200			121,100		83%	95%	107%								
UO FTE Distribution ³	103,200			125,100		82%		110%								

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2016-17 Comparison of Faculty Salaries

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

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	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU 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
CAS Social Sciences																
SOCIOLOGY																
Professor	138,100	5	5.3	152,500	346	91%	130%	127%	105%	103%	47%	46%			156,400	6
Associate Professor	88,100	9	7.0	96,500	187	91%	83%	80%	94%	99%	10%	11%			101,100	3
Assistant Professor	77,600	5	3.7	82,700	138	94%	73%	69%	90%	92%			76,300	2	82,300	27
Instructor																
All Ranks ¹	98,500	19	5.7	122,500	671	80%	93%	102%					76,300	2	96,200	36
All Ranks Weighted ^{1,2}	103,200			112,800		91%	98%	99%								
UO FTE Distribution ³	98,500			107,600		92%		94%								
WOMEN'S & GENDER STUDIES																
Professor				124,300	36			103%		84%		29%				
Associate Professor	95,000	2	12.7	89,500	64	106%	90%	74%	101%	92%	20%	13%			84,000	2
Assistant Professor	74,000	1	3.1	73,900	43	100%	70%	61%	86%	82%					77,600	8
Instructor																
All Ranks ¹	88,000	3	9.5	93,600	143	94%	83%	78%							78,900	10
All Ranks Weighted ^{1,2}	84,500			97,400		87%	80%	86%								
UO FTE Distribution ³	88,000			84,300		104%		74%								

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2016-17 Comparison of Faculty Salaries

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

Based on data from the Fall 2016 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
<u>DSGN Dept of the History of Art & Architecture</u>																
HISTORY OF ART & ARCHITECTURE																
Professor	97,100	1	3.1	128,600	99	76%	92%	107%	74%	87%	15%	38%			150,100	2
Associate Professor	81,000	4	3.9	82,400	97	98%	76%	68%	86%	85%	14%	12%				
Assistant Professor	65,800	5	1.9	68,400	49	96%	62%	57%	77%	76%			65,000	1	69,400	9
Instructor																
All Ranks ¹	75,000	10	2.8	98,300	245	76%	71%	82%					65,000	1	84,100	11
All Ranks Weighted ^{1,2}	82,100			95,000		86%	78%	84%								
UO FTE Distribution ³	75,000			80,000		94%		70%								

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2016-17 Comparison of Faculty Salaries

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

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	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU 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
<u>DSGN School of Architecture & Environment</u>																
ARCHITECTURE & INTERIOR ARCH																
Professor	122,500	11	11.4	133,800	112	92%	116%	111%	93%	91%	29%	35%			97,500	1
Associate Professor	92,100	15	12.5	91,300	157	101%	87%	76%	98%	94%	17%	15%			82,300	2
Assistant Professor	73,800	3	5.4	73,500	91	100%	70%	61%	86%	82%					75,100	13
Instructor																
All Ranks ¹	101,800	29	11.3	100,000	360	102%	96%	83%							77,400	16
All Ranks Weighted ^{1,2}	97,500			101,300		96%	93%	89%								
UO FTE Distribution ³	101,800			105,600		96%		93%								
HISTORIC PRESERVATION																
Professor				138,500	2			115%		94%		37%				
Associate Professor	80,000	1	0.1	93,500	3	86%	76%	78%	85%	96%		78%	80,000	1	87,700	1
Assistant Professor																
Instructor																
All Ranks ¹	80,000	1	0.1	111,500	5	72%	76%	93%					80,000	1	87,700	1
All Ranks Weighted ^{1,2}	80,000			117,700		68%	76%	104%								
UO FTE Distribution ³	80,000			93,500		86%		82%								

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	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
DSGN School of Architecture & Environment																
LANDSCAPE ARCHITECTURE																
Professor	124,800	4	17.6	112,700	23	111%	118%	94%	95%	76%	36%	19%				
Associate Professor	86,200	1	8.1	90,300	27	95%	81%	75%	92%	93%	17%	14%				
Assistant Professor	68,100	4	0.6	73,200	18	93%	64%	61%	79%	81%			68,000	3	70,100	4
Instructor																
All Ranks ¹	95,300	9	9.0	93,300	68	102%	90%	77%					68,000	3	70,100	4
All Ranks Weighted ^{1,2}	94,700			93,100		102%	90%	82%								
UO FTE Distribution ³	95,300			92,600		103%		81%								

¹All 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.

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	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
DSGN School of Art & Design																
ART																
Professor	108,600	1	15.1	109,700	209	99%	103%	91%	83%	74%	28%	25%			122,600	5
Associate Professor	79,400	12	7.7	79,900	193	99%	75%	66%	84%	82%	17%	10%			83,100	2
Assistant Professor	61,800	6	3.1	67,500	87	92%	58%	56%	72%	75%			61,000	2	71,000	13
Instructor																
All Ranks ¹	75,400	19	6.6	90,400	489	83%	71%	75%					61,000	2	85,100	20
All Ranks Weighted ^{1,2}	84,600			87,000		97%	80%	77%								
UO FTE Distribution ³	75,400			77,600		97%		68%								
PRODUCT DESIGN																
Professor				129,700	28			108%		88%		35%				
Associate Professor	90,300	4	2.9	87,800	16	103%	85%	73%	96%	90%	23%	16%				
Assistant Professor	65,800	4	1.6	68,900	20	96%	62%	57%	77%	76%					75,900	5
Instructor																
All Ranks ¹	78,100	8	2.2	100,300	64	78%	74%	83%							75,900	5
All Ranks Weighted ^{1,2}	78,100			97,300		80%	74%	86%								
UO FTE Distribution ³	78,100			78,400		100%		69%								

¹All 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.

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

³UO FTE Distribution = AAU average salary when UO departmental ratios of Professors, Associate Professors, and Assistant Professors are applied to AAU data.

Please see additional notes on "What Information is Available..." page and last page of this report.

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2016-17 Comparison of Faculty Salaries

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

Based on data from the Fall 2016 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
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DSGN School of Planning, Public Policy, & Mgmt

ARTS & ADMINISTRATION

Professor

Associate Professor	79,600	2	4.1			75%		85%		14%					
Assistant Professor	65,200	1	3.1			62%		76%							

Instructor

All Ranks ¹	74,800	3	3.8			71%									
All Ranks Weighted ^{1,2}	72,400					69%									
UO FTE Distribution ³	74,800														

PLANNING, PUBLIC POLICY, & MGMT

Professor	136,900	2	3.1	160,700	202	85%	129%	133%	104%	109%	36%	42%		164,500	7
Associate Professor	98,900	5	3.5	110,400	162	90%	93%	92%	105%	114%	17%	15%		124,200	6
Assistant Professor	81,200	5	1.7	92,000	137	88%	77%	76%	95%	102%			82,000	2	101,100
Instructor															
All Ranks ¹	97,800	12	2.7	125,700	501	78%	92%	104%					82,000	2	121,200
All Ranks Weighted ^{1,2}	107,300			123,100		87%	102%	108%							
UO FTE Distribution ³	97,800			111,100		88%		97%							

¹All 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.

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³UO FTE Distribution = AAU average salary when UO departmental ratios of Professors, Associate Professors, and Assistant Professors are applied to AAU data.

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2016-17 Comparison of Faculty Salaries

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

Based on data from the Fall 2016 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
College of Education																
COUNSELING PSYCHOLOGY & HUMAN SERVICES																
Professor	140,800	6	4.6	123,700	127	114%	133%	103%	107%	84%	44%	29%			120,000	2
Associate Professor	93,800	2	4.6	88,500	100	106%	89%	73%	100%	91%	10%	9%			87,900	2
Assistant Professor	82,700	5	1.1	77,400	84	107%	78%	64%	96%	86%			83,700	3	78,500	7
Instructor																
All Ranks ¹	111,200	13	3.3	99,900	311	111%	105%	83%					83,700	3	87,700	11
All Ranks Weighted ^{1,2}	107,600			98,000		110%	102%	86%								
UO FTE Distribution ³	111,200			100,500		111%		88%								
EDUCATION STUDIES																
Professor				132,400	319			110%		90%		36%			181,100	6
Associate Professor	106,100	6	4.2	89,500	274	119%	100%	74%	113%	92%	24%	11%	130,000	2	95,300	10
Assistant Professor	80,300	3	2.1	76,000	194	106%	76%	63%	94%	84%			88,000	1	75,500	28
Instructor				70,000	1			58%		64%					70,000	1
All Ranks ¹	97,500	9	3.5	103,600	787	94%	92%	86%					116,000	3	94,400	44
All Ranks Weighted ^{1,2}	93,200			101,000		92%	89%	89%								
UO FTE Distribution ³	97,500			85,000		115%		74%								

¹All 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.

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³UO FTE Distribution = AAU average salary when UO departmental ratios of Professors, Associate Professors, and Assistant Professors are applied to AAU data.

Please see additional notes on "What Information is Available..." page and last page of this report.

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2016-17 Comparison of Faculty Salaries

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

Based on data from the Fall 2016 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
College of Education																
EDUCATIONAL METHODOLOGY, POLICY & LEADERSHIP																
Professor	209,200	4	11.6	132,400	65	158%	198%	110%	159%	90%	107%	37%			280,000	1
Associate Professor	95,800	3	4.4	87,400	81	110%	90%	73%	102%	90%	16%	11%				
Assistant Professor	78,700	2	1.1	73,600	48	107%	74%	61%	92%	82%			85,000	1	71,800	10
Instructor																
All Ranks ¹	142,400	9	6.9	99,100	194	144%	134%	82%					85,000	1	90,700	11
All Ranks Weighted ^{1,2}	132,200			99,600		133%	126%	88%								
UO FTE Distribution ³	142,400			104,400		136%		91%								
SPECIAL EDUCATION & CLINICAL SCIENCES																
Professor	135,300	6	5.4	136,200	97	99%	128%	113%	103%	92%	31%	41%			193,100	2
Associate Professor	102,100	7	4.3	87,000	70	117%	96%	72%	109%	90%	21%	7%	114,000	1	86,000	1
Assistant Professor	80,200	3	0.8	78,600	76	102%	76%	65%	93%	87%			83,500	2	82,100	10
Instructor																
All Ranks ¹	110,400	16	4.1	104,000	243	106%	104%	86%					93,700	3	99,500	13
All Ranks Weighted ^{1,2}	107,400			102,500		105%	102%	90%								
UO FTE Distribution ³	110,400			103,900		106%		91%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2016-17 Comparison of Faculty Salaries

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

Based on data from the Fall 2016 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
<u>Lundquist College of Business</u>																
BUSINESS ADMINISTRATION																
Professor	226,700	8	7.3	246,900	816	92%	214%	205%	173%	167%	42%	46%	225,000	1	245,100	13
Associate Professor	182,700	17	4.6	191,500	548	95%	173%	159%	194%	197%	10%	8%	200,000	1	198,600	30
Assistant Professor	172,400	18	2.6	181,800	691	95%	163%	151%	201%	202%			177,300	2	182,400	93
Instructor				220,000	1					183%		201%				
All Ranks ¹	186,600	43	4.2	210,300	2,055	89%	176%	175%					194,900	4	192,000	136
All Ranks Weighted ^{1,2}	195,700			208,900		94%	186%	184%								
UO FTE Distribution ³	186,600			197,800		94%		173%								

¹All 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.

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³UO FTE Distribution = AAU average salary when UO departmental ratios of Professors, Associate Professors, and Assistant Professors are applied to AAU data.

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2016-17 Comparison of Faculty Salaries

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

Based on data from the Fall 2016 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
Robert D. Clark Honors College																
Faculty Discipline: Biology																
Professor				144,700	1,166			120%		98%		41%			139,700	14
Associate Professor				95,100	621			79%		98%		7%			107,500	12
Assistant Professor	86,000	1	4.1	86,400	445	100%	81%	72%	100%	96%					85,100	53
Instructor																
All Ranks ¹	86,000	1	4.1	119,200	2,232	72%	81%	99%							98,100	79
All Ranks Weighted ^{1,2}	86,000			110,600		78%	82%	97%								
UO FTE Distribution ³	86,000			86,400		100%		76%								
Faculty Discipline: Geology																
Professor				139,700	720			116%		95%		35%			178,500	12
Associate Professor	93,000	1	2.1	97,200	246	96%	88%	81%	99%	100%		12%			109,600	8
Assistant Professor				82,200	212			68%		91%					82,100	24
Instructor																
All Ranks ¹	93,000	1	2.1	120,500	1,178	77%	88%	100%							113,400	44
All Ranks Weighted ^{1,2}	93,000			108,100		86%	88%	95%								
UO FTE Distribution ³	93,000			97,200		96%		85%								

Note: Data for Clark Honors College peer comparators are based on disciplines represented in the College's faculty, and not the traditional 'Honors College' discipline located within the Humanities.

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

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2016-17 Comparison of Faculty Salaries

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

Based on data from the Fall 2016 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
Robert D. Clark Honors College																
Faculty Discipline: History																
Professor	129,000	1	4.1	135,200	1,002	95%	122%	112%	98%	92%	29%	37%			131,000	14
Associate Professor	98,000	3	5.4	91,100	812	108%	93%	76%	104%	94%	26%	16%			102,400	14
Assistant Professor	70,000	1	0.1	72,200	350	97%	66%	60%	82%	80%			70,000	1	74,400	54
Instructor																
All Ranks ¹	98,600	5	4.1	108,500	2,164	91%	93%	90%					70,000	1	88,900	82
All Ranks Weighted ^{1,2}	100,600			101,400		99%	96%	89%								
UO FTE Distribution ³	98,600			96,100		103%		84%								
Faculty Discipline: Literature																
Professor				130,000	1,348			108%		88%		36%			129,800	18
Associate Professor	86,100	3	5.8	86,400	1,132	100%	81%	72%	91%	89%	11%	12%			87,100	6
Assistant Professor	74,200	1	7.1	71,400	454	104%	70%	59%	86%	79%					71,600	64
Instructor																
All Ranks ¹	83,100	4	6.1	104,100	2,934	80%	78%	86%							84,500	88
All Ranks Weighted ^{1,2}	80,100			97,800		82%	76%	86%								
UO FTE Distribution ³	83,100			82,700		100%		72%								

Note: Data for Clark Honors College peer comparators are based on disciplines represented in the College's faculty, and not the traditional 'Honors College' discipline located within the Humanities.

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2016-17 Comparison of Faculty Salaries

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

Based on data from the Fall 2016 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
Robert D. Clark Honors College																
Faculty Discipline: Rhetoric																
Professor	139,800	1	13.1	131,500	120	106%	132%	109%	106%	89%		35%			153,600	6
Associate Professor				89,600	102			74%		92%		12%			82,300	3
Assistant Professor				75,600	89			63%		84%					76,800	12
Instructor																
All Ranks ¹	139,800	1	13.1	101,800	311	137%	132%	84%							99,500	21
All Ranks Weighted ^{1,2}	139,800			100,600		139%	133%	89%								
UO FTE Distribution ³	139,800			131,500		106%		115%								

Note: Data for Clark Honors College peer comparators are based on disciplines represented in the College's faculty, and not the traditional 'Honors College' discipline located within the Humanities.

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2016-17 Comparison of Faculty Salaries

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

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	UO Avg Salary	UO FTE	UO Avg 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
School of Journalism and Communication																
JOURNALISM & COMMUNICATION																
Professor	123,300	9	9.0	136,000	113	91%	116%	113%	94%	92%	30%	38%			175,500	2
Associate Professor	91,700	9	9.3	90,200	133	102%	87%	75%	97%	93%	12%	12%	150,000	1	110,000	2
Assistant Professor	78,800	16	2.7	75,300	97	105%	74%	62%	92%	84%					74,900	22
Instructor																
All Ranks ¹	94,000	34	6.1	101,100	343	93%	89%	84%					150,000	1	85,300	26
All Ranks Weighted ^{1,2}	99,300			102,400		97%	94%	90%								
UO FTE Distribution ³	94,000			95,300		99%		84%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2016-17 Comparison of Faculty Salaries

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School of Law																
LAW																
Professor	177,200	14	12.5	214,000	675	83%	167%	178%	135%	145%	32%	61%			209,400	13
Associate Professor	143,000	8	3.1	140,300	88	102%	135%	116%	152%	144%	21%	-13%			140,200	5
Assistant Professor	120,900	2	4.2	155,400	60	78%	114%	129%	141%	172%					142,700	12
Instructor																
All Ranks ¹	161,100	24	8.7	201,900	823	80%	152%	168%							171,200	30
All Ranks Weighted ^{1,2}	148,600			172,200		86%	141%	152%								
UO FTE Distribution ³	161,100			184,600		87%		162%								
LAW--Associate & Assistant Combined																
Professor	177,200	14	12.5	214,000	675	83%	167%	178%	135%	145%	36%	56%			209,400	13
Assoc/Assist Combined	138,600	10	3.3	146,400	148	95%	131%	121%	153%	155%					142,000	17
All Ranks ¹	161,100	24	8.7	201,900	823	80%	152%	168%							171,200	30
All Ranks Weighted ^{1,2}	148,600			172,200		86%	141%	152%								
UO FTE Distribution ³	161,100			184,600		87%		162%								

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

¹All 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.

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2016-17 Comparison of Faculty Salaries

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	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
School of Music and Dance																
DANCE																
Professor	75,400	1	4.1	101,200	33	75%	71%	84%	57%	69%	8%	21%				
Associate Professor	67,000	5	9.9	76,000	24	88%	63%	63%	71%	78%	12%	8%				
Assistant Professor	54,100	1	1.1	65,900	17	82%	51%	55%	63%	73%					67,500	1
Instructor																
All Ranks ¹	66,300	7	7.8	84,900	74	78%	63%	70%							67,500	1
All Ranks Weighted ^{1,2}	66,000			82,100		80%	63%	72%								
UO FTE Distribution ³	66,300			78,200		85%		69%								
MUSIC																
Professor	91,100	15	5.8	112,400	518	81%	86%	93%	69%	76%	21%	27%			114,200	11
Associate Professor	68,900	15	6.2	80,400	371	86%	65%	67%	73%	83%	7%	12%			76,300	12
Assistant Professor	61,200	7	2.5	66,400	170	92%	58%	55%	71%	74%			64,000	2	64,900	24
Instructor																
All Ranks ¹	76,400	37	5.4	93,800	1,059	81%	72%	78%					64,000	2	79,300	47
All Ranks Weighted ^{1,2}	74,600			87,800		85%	71%	77%								
UO FTE Distribution ³	76,400			90,700		84%		79%								

¹All 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.

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

³UO FTE Distribution = AAU average salary when UO departmental ratios of Professors, Associate Professors, and Assistant Professors are applied to AAU data.

Please see additional notes on "What Information is Available..." page and last page of this report.

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2016-17 Comparison of Faculty Salaries

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

Based on data from the Fall 2016 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 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
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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 2016-17.
 - 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.

¹All 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.

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

³UO FTE Distribution = AAU average salary when UO departmental ratios of Professors, Associate Professors, and Assistant Professors are applied to AAU data.

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