

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2016-17 Comparison of Faculty Salaries

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

Based on data from the Fall 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 Avg vs. UO 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 Arts and Sciences																
CAS Humanities																
Professor	111,400	45	8.1	128,400	2,914	87%	105%	107%	85%	87%	31%	36%	105,000	1	117,800	44
Associate Professor	78,400	53	5.8	84,900	2,467	92%	74%	70%	83%	87%	11%	11%	80,000	1	87,600	27
Assistant Professor	66,800	22	3.3	71,400	1,236	94%	63%	59%	78%	79%			69,000	1	71,000	169
Instructor	71,300	1	23.1				67%		88%							
All Ranks ¹	88,600	120	6.2	101,500	6,617	87%	84%	84%					84,700	3	81,400	240
All Ranks Weighted ^{1,2}	86,900			96,700		90%	83%	85%								
UO FTE Distribution ³	88,600			98,700		90%		87%								
CAS Natural Sciences																
Professor	129,500	95	12.0	147,200	5,931	88%	122%	122%	99%	100%	34%	40%			155,200	76
Associate Professor	93,200	47	6.1	99,000	2,300	94%	88%	82%	99%	102%	12%	9%	97,200	1	106,500	48
Assistant Professor	80,800	46	2.6	88,500	1,971	91%	76%	73%	94%	98%			84,600	6	89,800	283
Instructor	83,500	4	2.4				79%		103%							
All Ranks ¹	108,500	188	8.2	125,000	10,202	87%	102%	104%					86,400	7	104,000	407
All Ranks Weighted ^{1,2}	102,600			113,400		90%	97%	100%								
UO FTE Distribution ³	108,500			120,800		90%		106%								

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College of Arts and Sciences																
CAS Social Sciences																
Professor	135,500	49	8.8	154,700	2,723	88%	128%	128%	103%	105%	45%	46%	170,000	1	170,600	45
Associate Professor	88,100	50	6.9	99,500	2,083	89%	83%	83%	94%	102%	5%	11%			128,500	51
Assistant Professor	82,800	31	2.7	85,900	1,246	96%	78%	71%	97%	95%			78,100	8	86,000	186
Instructor				74,000	2			61%		68%					81,000	1
All Ranks ¹	104,700	130	6.6	121,500	6,052	86%	99%	101%					88,300	9	107,200	282
All Ranks Weighted ^{1,2}	103,900			115,500		90%	99%	102%								
UO FTE Distribution ³	104,700			117,100		89%		103%								
CAS Total																
Professor	126,700	189	10.2	144,200	11,568	88%	120%	120%	96%	98%	38%	42%	137,500	2	149,400	165
Associate Professor	86,300	150	6.3	94,100	6,850	92%	81%	78%	92%	97%	8%	9%	88,600	2	111,400	126
Assistant Professor	78,300	99	2.8	83,000	4,453	94%	74%	69%	91%	92%			80,100	15	83,700	638
Instructor	82,100	5	6.5	74,000	2	111%	78%	61%	101%	68%					81,000	1
All Ranks ¹	101,900	438	7.2	117,300	22,871	87%	96%	97%					87,000	19	99,100	929
All Ranks Weighted ^{1,2}	98,700			109,100		90%	94%	96%								
UO FTE Distribution ³	101,900			113,200		90%		99%								

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College of Design																
DSGN Dept of the 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%								
DSGN School of Architecture & Environment																
Professor	123,100	15	13.0	130,300	137	94%	116%	108%	94%	88%	30%	32%			97,500	1
Associate Professor	91,100	17	11.5	91,200	187	100%	86%	76%	97%	94%	19%	15%	80,000	1	84,100	3
Assistant Professor	70,500	7	2.7	73,400	109	96%	67%	61%	82%	81%			68,000	3	73,900	17
Instructor																
All Ranks ¹	99,700	39	10.5	99,100	433	101%	94%	82%					71,000	4	76,500	21
All Ranks Weighted ^{1,2}	96,400			100,000		96%	92%	88%								
UO FTE Distribution ³	99,700			103,100		97%		90%								

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College of Design																
DSGN School of Art & Design																
Professor	108,600	1	15.1	112,100	237	97%	103%	93%	83%	76%	25%	26%			122,600	5
Associate Professor	82,100	16	6.5	80,500	209	102%	78%	67%	87%	83%	18%	11%			83,100	2
Assistant Professor	63,400	10	2.5	67,800	107	94%	60%	56%	74%	75%			61,000	2	72,400	18
Instructor																
All Ranks ¹	76,200	27	5.3	91,600	553	83%	72%	76%					61,000	2	83,300	25
All Ranks Weighted ^{1,2}	86,000			88,100		98%	82%	78%								
UO FTE Distribution ³	76,200			77,000		99%		67%								
DSGN School of Planning, Public Policy, & Mgmt																
Professor	136,900	2	3.1	160,700	202	85%	129%	133%	104%	109%	41%	42%			164,500	7
Associate Professor	93,400	7	3.7	110,400	162	85%	88%	92%	99%	114%	14%	15%			124,200	6
Assistant Professor	78,500	6	1.9	92,000	137	85%	74%	76%	91%	102%			82,000	2	101,100	16
Instructor																
All Ranks ¹	93,200	15	2.9	125,700	501	74%	88%	104%					82,000	2	121,200	29
All Ranks Weighted ^{1,2}	104,700			123,100		85%	99%	108%								
UO FTE Distribution ³	93,200			109,800		85%		96%								

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College of Design																
DSGN Total																
Professor	122,400	19	11.6	132,800	675	92%	116%	110%	93%	90%	33%	35%			144,200	15
Associate Professor	87,300	44	7.7	91,200	655	96%	82%	76%	93%	94%	17%	11%	80,000	1	105,800	11
Assistant Professor	68,800	28	2.3	77,600	402	89%	65%	64%	80%	86%			69,400	8	80,000	60
Instructor																
All Ranks ¹	88,900	91	6.9	104,300	1,732	85%	84%	87%					70,600	9	94,500	86
All Ranks Weighted ^{1,2}	94,400			102,200		92%	90%	90%								
UO FTE Distribution ³	88,900			95,700		93%		84%								

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College of Education																
Professor	155,800	16	6.7	131,200	608	119%	147%	109%	119%	89%	51%	35%			181,100	11
Associate Professor	101,500	18	4.3	88,700	525	114%	96%	74%	108%	91%	19%	10%	124,700	3	93,400	13
Assistant Professor	80,900	13	1.3	76,500	402	106%	76%	63%	94%	85%			84,400	7	76,400	55
Instructor				70,000	1					64%					70,000	1
All Ranks ¹	114,300	47	4.3	102,300	1,535	112%	108%	85%					96,500	10	93,800	79
All Ranks Weighted ^{1,2}	115,000			100,500		114%	109%	89%								
UO FTE Distribution ³	114,300			99,800		115%		87%								

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<u>Lundquist College of Business</u>																
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%								

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Robert D. Clark Honors College																
Professor	134,400	2	8.6	136,800	4,356	98%	127%	114%	102%	93%	40%	38%			143,600	64
Associate Professor	92,200	7	5.1	90,600	2,913	102%	87%	75%	98%	93%	15%	11%			101,600	43
Assistant Professor	76,700	3	3.8	77,600	1,550	99%	72%	64%	89%	86%			70,000	1	77,300	207
Instructor																
All Ranks ¹	95,400	12	5.4	111,100	8,819	86%	90%	92%					70,000	1	94,100	314
All Ranks Weighted ^{1,2}	102,800			103,500		99%	98%	91%								
UO FTE Distribution ³	95,400			95,000		100%		83%								

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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<u>School of Journalism and Communication</u>																
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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School of 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%								
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.

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BY SCHOOL/COLLEGE/DIVISION AND RANK 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 Avg vs. UO 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																
Professor	90,100	16	5.7	111,700	551	81%	85%	93%	69%	76%	20%	26%			114,200	11
Associate Professor	68,400	20	7.2	80,200	395	85%	65%	67%	73%	83%	8%	11%			76,300	12
Assistant Professor	60,300	8	2.4	66,400	187	91%	57%	55%	70%	74%			64,000	2	65,000	25
Instructor																
All Ranks ¹	74,800	44	5.8	93,200	1,133	80%	71%	77%					64,000	2	79,100	48
All Ranks Weighted ^{1,2}	73,800			87,400		84%	70%	77%								
UO FTE Distribution ³	74,800			89,100		84%		78%								

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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University Totals																
Full Professor	131,400	273	9.8	147,500	19,362	89%	124%	122%	162%	135%	35%	42%	166,700	3	154,800	294
Associate Professor	94,100	273	6.3	97,100	12,107	97%	89%	81%	116%	89%	8%	6%	122,700	8	118,100	242
Assistant Professor	85,800	187	2.6	90,100	7,842	95%	81%	75%	106%	82%			82,900	35	90,300	1,112
Instructor	82,100	5	6.5	109,500	4	75%	78%	91%	101%	100%					75,500	2
All Ranks ¹	105,900	733	6.7	120,500	39,311	88%	100%	100%					95,200	46	105,900	1,648
All Ranks Weighted ^{1,2}	105,300			113,500		93%	100%	100%								
UO FTE Distribution ³	105,900			114,100		93%		100%								

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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.

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