

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2015-16 Comparison of Faculty Salaries

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

Based on data from the Fall 2015 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
Architecture and Allied Arts																
ARCHITECTURE & INTERIOR ARCH																
Professor	119,800	11	13.0	128,900	103	93%	115%	108%	93%	88%	30%	34%				
Associate Professor	88,400	14	10.7	88,400	156	100%	85%	74%	97%	92%	16%	14%	110,000	1	103,900	3
Assistant Professor	71,900	4	4.6	71,800	98	100%	69%	60%	85%	79%					72,200	5
Instructor																
All Ranks ¹	98,100	29	10.7	95,500	357	103%	95%	80%					110,000	1	84,100	8
All Ranks Weighted ^{1,2}	94,800			98,100		97%	92%	88%								
ART																
Professor	116,500	2	14.1	106,600	220	109%	112%	89%	91%	73%	37%	24%				
Associate Professor	77,800	12	6.7	77,600	211	100%	75%	65%	85%	81%	16%	10%	75,000	1	80,200	3
Assistant Professor	61,000	4	3.6	65,400	95	93%	59%	55%	72%	72%			59,000	1	67,200	19
Instructor																
All Ranks ¹	78,400	18	6.8	87,500	526	90%	76%	73%					67,000	2	69,000	22
All Ranks Weighted ^{1,2}	86,800			84,400		103%	84%	75%								

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.

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Architecture and Allied Arts																
ART HISTORY																
Professor	95,200	1	2.1	124,500	103	76%	92%	104%	74%	85%	12%	36%			156,000	1
Associate Professor	82,700	4	8.9	81,500	97	101%	80%	68%	90%	85%	17%	12%				
Assistant Professor	65,100	5	2.3	67,300	47	97%	63%	56%	77%	74%			64,500	2	65,500	6
Instructor																
All Ranks ¹	75,200	10	4.9	96,700	247	78%	72%	81%					64,500	2	78,400	7
All Ranks Weighted ^{1,2}	81,700			92,900		88%	79%	83%								
ARTS & ADMINISTRATION																
Professor																
Associate Professor	81,700	3	2.1				79%		89%		17%		92,000	1		
Assistant Professor	63,900	1	2.1				62%		75%							
Instructor																
All Ranks ¹	77,300	4	2.1				74%						92,000	1		
All Ranks Weighted ^{1,2}	72,800						71%									

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Architecture and Allied Arts																
HISTORIC PRESERVATION																
Professor	125,100	1	8.1	129,600	2	97%	121%	108%	97%	88%						
Associate Professor				78,800	3			66%		82%						
Assistant Professor				80,500	1			67%		89%						
Instructor																
All Ranks ¹	125,100	1	8.1	96,000	6	130%	121%	80%								
All Ranks Weighted ^{1,2}	125,100			98,000		128%	121%	88%								
LANDSCAPE ARCHITECTURE																
Professor	119,300	4	16.6	119,000	20	100%	115%	99%	93%	81%		23%				
Associate Professor	84,500	1	7.1	91,900	26	92%	81%	77%	92%	96%		17%				
Assistant Professor	67,000	1	1.1	71,900	19	93%	65%	60%	79%	80%					75,900	4
Instructor																
All Ranks ¹	104,800	6	12.4	94,400	65	111%	101%	79%							75,900	4
All Ranks Weighted ^{1,2}	91,800			95,600		96%	89%	86%								

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Architecture and Allied Arts																
PLANNING, PUBLIC POLICY, & MGMT																
Professor	129,000	2	2.1	155,900	189	83%	124%	130%	100%	106%		42%			197,700	7
Associate Professor	94,500	3	4.8	106,100	167	89%	91%	89%	103%	110%	10%	15%			125,100	3
Assistant Professor	83,800	5	3.1	87,700	143	96%	81%	73%	99%	97%					84,600	17
Instructor																
All Ranks ¹	96,100	10	3.4	119,700	499	80%	93%	100%							118,500	27
All Ranks Weighted ^{1,2}	103,800			118,600		88%	101%	106%								
PRODUCT DESIGN																
Professor				128,900	29			108%		88%		40%			153,000	1
Associate Professor	89,700	3	2.8	80,400	20	112%	86%	67%	98%	84%	24%	10%	94,000	1		
Assistant Professor	65,000	5	1.5	68,400	14	95%	63%	57%	77%	76%			65,000	3	67,200	3
Instructor																
All Ranks ¹	74,300	8	2.0	100,100	63	74%	72%	84%					72,200	4	88,600	4
All Ranks Weighted ^{1,2}	77,400			94,500		82%	75%	85%								

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CAS Humanities																
CLASSICS																
Professor	97,500	3	4.1	123,700	94	79%	94%	103%	76%	84%	22%	34%				
Associate Professor	74,900	1	1.1	83,300	81	90%	72%	70%	82%	87%	10%	12%				
Assistant Professor	65,000	1	0.1	69,300	51	94%	63%	58%	77%	77%			65,000	1	68,100	12
Instructor																
All Ranks ¹	86,500	5	2.7	97,000	226	89%	83%	81%					65,000	1	68,100	12
All Ranks Weighted ^{1,2}	80,100			93,800		85%	78%	84%								
COMPARATIVE LITERATURE																
Professor	95,600	1	5.1	143,800	76	66%	92%	120%	74%	98%	21%	48%			101,200	1
Associate Professor	73,500	3	8.1	85,800	60	86%	71%	72%	80%	89%	8%	14%			73,300	1
Assistant Professor	64,700	2	3.6	69,500	32	93%	62%	58%	76%	77%			65,000	1	71,100	9
Instructor																
All Ranks ¹	74,300	6	6.1	109,000	168	68%	72%	91%					65,000	1	74,000	11
All Ranks Weighted ^{1,2}	78,900			102,000		77%	77%	91%								

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CAS Humanities																
CREATIVE WRITING																
Professor	116,900	3	10.1	115,900	136	101%	113%	97%	91%	79%	36%	29%			105,900	1
Associate Professor	79,200	2	2.6	80,600	150	98%	76%	67%	86%	84%	9%	12%			94,300	1
Assistant Professor	70,000	1	0.1	65,700	71	107%	67%	55%	82%	73%			70,000	1	66,700	17
Instructor																
All Ranks ¹	96,500	6	5.9	91,100	357	106%	93%	76%					70,000	1	70,300	19
All Ranks Weighted ^{1,2}	90,200			88,900		101%	87%	80%								
EAST ASIAN LANGUAGES & LITERATURE																
Professor				127,700	69			107%		87%		38%				
Associate Professor	77,400	7	4.0	82,500	67	94%	75%	69%	84%	86%	12%	9%	85,000	1	72,600	1
Assistant Professor	65,300	5	3.1	72,100	41	91%	63%	60%	77%	80%					81,000	5
Instructor																
All Ranks ¹	72,400	12	3.6	97,700	177	74%	70%	82%					85,000	1	79,600	6
All Ranks Weighted ^{1,2}	71,400			95,800		75%	69%	86%								

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CAS Humanities																
ENGLISH																
Professor	103,000	19	8.3	126,400	630	81%	99%	106%	80%	86%	22%	34%			110,800	5
Associate Professor	80,300	11	5.6	85,100	540	94%	77%	71%	88%	88%	14%	12%			104,300	6
Assistant Professor	66,200	6	2.4	70,300	211	94%	64%	59%	78%	78%			64,000	1	69,300	35
Instructor																
All Ranks ¹	89,900	36	6.5	101,700	1,381	88%	87%	85%					64,000	1	78,400	46
All Ranks Weighted ^{1,2}	84,200			95,600		88%	82%	86%								
GERMAN & SCANDINAVIAN																
Professor	111,300	3	9.4	115,900	89	96%	107%	97%	87%	79%	35%	31%				
Associate Professor	75,400	2	6.6	78,900	63	96%	73%	66%	82%	82%	8%	9%				
Assistant Professor	66,900	2	4.1	68,300	27	98%	64%	57%	79%	76%					79,300	5
Instructor																
All Ranks ¹	88,400	7	7.1	95,700	179	92%	85%	80%							79,300	5
All Ranks Weighted ^{1,2}	85,900			89,200		96%	83%	80%								

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CAS Humanities																
JUDAIC STUDIES																
Professor	181,800	1	15.1	133,000	15	137%	175%	111%	141%	91%		40%				
Associate Professor				84,700	13			71%		88%		12%				
Assistant Professor				69,900	5			58%		77%						
Instructor																
All Ranks ¹	181,800	1	15.1	104,400	33	174%	175%	87%								
All Ranks Weighted ^{1,2}	181,800			97,800		186%	176%	87%								
LINGUISTICS																
Professor	108,600	4	11.9	130,300	133	83%	105%	109%	85%	89%	33%	41%				
Associate Professor	74,100	4	4.6	81,200	79	91%	71%	68%	81%	84%	8%	5%				
Assistant Professor	65,800	2	2.6	75,300	45	87%	63%	63%	78%	83%					75,400	8
Instructor																
All Ranks ¹	86,300	10	7.1	105,600	257	82%	83%	88%							75,400	8
All Ranks Weighted ^{1,2}	84,200			97,400		86%	82%	87%								

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CAS Humanities																
PHILOSOPHY																
Professor	120,400	4	8.9	147,300	301	82%	116%	123%	94%	100%	38%	48%			189,400	6
Associate Professor	81,100	4	3.1	90,200	133	90%	78%	75%	89%	94%	11%	16%			106,100	4
Assistant Professor	69,200	1	5.1	71,400	90	97%	67%	60%	82%	79%					73,500	20
Instructor																
All Ranks ¹	97,200	9	5.9	119,800	524	81%	94%	100%							101,000	30
All Ranks Weighted ^{1,2}	91,800			105,300		87%	89%	94%								
RELIGIOUS STUDIES																
Professor	98,900	1	3.1	129,100	64	77%	95%	108%	77%	88%	18%	39%				
Associate Professor	80,200	3	7.1	81,800	61	98%	77%	68%	88%	85%	13%	11%			86,000	2
Assistant Professor	67,000	1	5.1	68,500	53	98%	65%	57%	79%	76%					68,300	8
Instructor																
All Ranks ¹	81,300	5	5.9	94,800	178	86%	78%	79%							71,800	10
All Ranks Weighted ^{1,2}	82,900			95,000		87%	80%	85%								

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CAS Humanities																
ROMANCE LANGUAGES																
Professor	109,100	8	7.6	121,200	260	90%	105%	101%	85%	83%	33%	34%			93,300	1
Associate Professor	75,200	8	8.2	80,400	280	94%	72%	67%	82%	84%	10%	10%			80,500	5
Assistant Professor	65,100	5	2.9	67,900	132	96%	63%	57%	77%	75%					66,300	17
Instructor				67,500	1			56%		102%					67,500	1
All Ranks ¹	85,700	21	6.7	93,700	672	91%	83%	78%							70,600	23
All Ranks Weighted ^{1,2}	84,500			91,500		92%	82%	82%								
THEATRE ARTS																
Professor				114,500	132			96%		78%		29%			105,900	1
Associate Professor	74,300	3	7.4	80,200	148	93%	72%	67%	81%	83%	12%	12%			94,300	1
Assistant Professor	61,400	4	2.9	65,700	71	93%	59%	55%	72%	73%			65,000	1	66,700	17
Instructor	69,900	1	22.1				67%		81%							
All Ranks ¹	66,900	7	4.8	90,200	351	74%	64%	75%					65,000	1	70,300	19
All Ranks Weighted ^{1,2}	67,800			88,300		77%	66%	79%								

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CAS Natural Sciences																
BIOLOGY																
Professor	125,000	21	14.4	139,300	542	90%	120%	116%	97%	95%	33%	39%			162,900	4
Associate Professor	90,600	6	4.6	92,800	333	98%	87%	77%	99%	96%	8%	8%			98,000	5
Assistant Professor	81,900	9	2.1	82,900	218	99%	79%	69%	96%	92%			80,300	4	82,600	28
Instructor	114,700	1	2.1				111%		133%							
All Ranks ¹	108,500	36	9.7	113,900	1,093	95%	105%	95%					80,300	4	93,400	37
All Ranks Weighted ^{1,2}	100,500			106,800		94%	97%	96%								
CHEMISTRY																
Professor	135,600	15	12.9	154,000	693	88%	131%	129%	106%	105%	39%	49%			144,700	6
Associate Professor	95,100	4	5.4	94,700	238	100%	92%	79%	104%	98%	15%	9%			105,300	3
Assistant Professor	79,100	5	2.5	84,500	237	94%	76%	71%	93%	93%			77,500	1	82,700	31
Instructor	90,300	2	2.1				87%		105%							
All Ranks ¹	117,100	24	9.5	127,800	1,168	92%	113%	107%					77,500	1	93,700	40
All Ranks Weighted ^{1,2}	105,000			113,400		93%	102%	101%								

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.

Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2015-16 Comparison of Faculty Salaries

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

Based on data from the Fall 2015 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
CAS Natural Sciences																
COMPUTER & INFORMATION SCIENCE																
Professor	153,300	5	8.1	158,800	450	97%	148%	133%	119%	108%	40%	37%			131,700	6
Associate Professor	112,000	7	9.4	115,000	226	97%	108%	96%	122%	120%	15%	11%			115,800	6
Assistant Professor	96,000	3	2.4	102,000	178	94%	92%	85%	113%	113%			90,000	1	104,100	36
Instructor																
All Ranks ¹	122,500	15	7.6	135,400	854	90%	118%	113%					90,000	1	109,000	48
All Ranks Weighted ^{1,2}	122,100			127,000		96%	118%	114%								
GEOLOGICAL SCIENCES																
Professor	110,000	10	10.9	133,700	364	82%	106%	112%	86%	91%	25%	35%			157,000	3
Associate Professor	84,200	2	2.6	91,900	135	92%	81%	77%	92%	96%	8%	10%			125,800	1
Assistant Professor	75,400	5	2.3	79,400	104	95%	73%	66%	89%	88%			73,700	3	76,800	20
Instructor	57,400	1	11.1				55%		67%							
All Ranks ¹	96,800	17	7.4	115,000	603	84%	93%	96%					73,700	3	88,900	24
All Ranks Weighted ^{1,2}	90,900			103,300		88%	88%	92%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2015-16 Comparison of Faculty Salaries

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

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CAS Natural Sciences																
HUMAN PHYSIOLOGY																
Professor	104,500	4	2.9	134,300	140	78%	101%	112%	81%	91%	17%	35%			171,300	2
Associate Professor	86,600	2	1.6	92,200	107	94%	83%	77%	95%	96%	9%	13%			86,000	1
Assistant Professor	76,800	5	2.5	77,100	103	100%	74%	64%	90%	85%			75,000	1	77,400	15
Instructor																
All Ranks ¹	88,700	11	2.5	104,600	350	85%	85%	87%					75,000	1	88,300	18
All Ranks Weighted ^{1,2}	90,100			103,000		87%	87%	92%								
MATHEMATICS																
Professor	114,400	14	9.6	142,600	1,065	80%	110%	119%	89%	97%	28%	40%			155,200	6
Associate Professor	85,700	9	5.3	95,100	352	90%	83%	79%	94%	99%	8%	6%	94,000	1	111,200	5
Assistant Professor	77,100	6	1.8	88,200	288	87%	74%	74%	91%	98%			79,500	2	89,400	63
Instructor																
All Ranks ¹	97,800	29	6.6	123,600	1,705	79%	94%	103%					84,300	3	96,200	74
All Ranks Weighted ^{1,2}	93,600			110,400		85%	91%	99%								

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CAS Natural Sciences																
PHYSICS																
Professor	122,600	16	13.2	140,700	1,016	87%	118%	117%	95%	96%	36%	37%			149,500	5
Associate Professor	84,900	3	5.8	96,700	282	88%	82%	81%	93%	101%	7%	8%			91,900	4
Assistant Professor	77,900	7	3.1	87,000	220	90%	75%	73%	92%	96%			75,000	1	87,000	41
Instructor	94,400	1	12.9				91%		110%							
All Ranks ¹	106,200	26	9.6	124,800	1,518	85%	102%	104%					75,000	1	93,600	50
All Ranks Weighted ^{1,2}	96,600			109,900		88%	94%	98%								
PSYCHOLOGY																
Professor	137,400	11	13.5	144,300	657	95%	132%	120%	107%	98%	48%	42%			156,800	6
Associate Professor	87,800	9	8.9	93,800	282	94%	85%	78%	96%	98%	9%	11%			91,800	9
Assistant Professor	78,000	9	2.4	80,100	230	97%	75%	67%	92%	89%			82,000	1	79,200	35
Instructor																
All Ranks ¹	103,600	29	8.6	119,500	1,169	87%	100%	100%					82,000	1	90,800	50
All Ranks Weighted ^{1,2}	103,000			108,100		95%	100%	97%								

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	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
CAS Social Sciences																
ANTHROPOLOGY																
Professor	120,200	8	11.6	131,900	270	91%	116%	110%	94%	90%	33%	39%			114,900	5
Associate Professor	85,600	7	4.7	84,900	214	101%	82%	71%	93%	88%	13%	9%			89,000	8
Assistant Professor	71,600	3	2.4	74,100	111	97%	69%	62%	84%	82%			72,000	1	74,600	17
Instructor				64,500	1			54%		98%					64,500	1
All Ranks ¹	98,600	18	7.4	104,200	595	95%	95%	87%					72,000	1	85,200	30
All Ranks Weighted ^{1,2}	93,900			98,800		95%	91%	88%								
ECONOMICS																
Professor	153,800	12	10.3	216,200	382	71%	148%	180%	120%	147%	27%	54%			246,000	10
Associate Professor	125,700	2	1.6	151,500	183	83%	121%	126%	137%	157%	17%	22%			173,000	3
Assistant Professor	108,500	8	2.4	125,100	213	87%	105%	104%	128%	138%			110,000	2	126,200	37
Instructor																
All Ranks ¹	134,800	22	6.6	176,100	778	77%	130%	147%					110,000	2	153,000	50
All Ranks Weighted ^{1,2}	130,700			167,000		78%	127%	149%								

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CAS Social Sciences																
ENVIRONMENTAL STUDIES																
Professor				146,200	49			122%		100%		39%				
Associate Professor				99,900	41			83%		104%		14%			91,400	1
Assistant Professor	66,200	2	0.6	83,600	29	79%	64%	70%	78%	92%			65,000	1	78,200	4
Instructor																
All Ranks ¹	66,200	2	0.6	115,000	119	58%	64%	96%					65,000	1	80,900	5
All Ranks Weighted ^{1,2}	66,200			111,800		59%	64%	100%								
ETHNIC AND ASIAN STUDIES																
Professor	108,100	1	5.1	132,500	123	82%	104%	111%	84%	90%	16%	32%			150,300	8
Associate Professor	91,700	7	3.8	93,900	201	98%	88%	78%	100%	98%	22%	16%			114,100	4
Assistant Professor	69,000	1	1.1	74,500	98	93%	66%	62%	81%	82%					79,700	12
Instructor																
All Ranks ¹	91,000	9	3.7	100,700	422	90%	88%	84%							109,000	24
All Ranks Weighted ^{1,2}	90,600			102,000		89%	88%	91%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2015-16 Comparison of Faculty Salaries

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

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CAS Social Sciences																
GEOGRAPHY																
Professor	125,300	4	16.6	136,700	150	92%	121%	114%	98%	93%	33%	40%			174,400	4
Associate Professor	91,000	5	5.5	88,300	106	103%	88%	74%	99%	92%	11%	10%			101,000	3
Assistant Professor	79,700	3	3.1	76,300	74	104%	77%	64%	94%	84%			83,000	1	78,800	12
Instructor																
All Ranks ¹	99,600	12	8.6	107,600	330	93%	96%	90%					83,000	1	102,400	19
All Ranks Weighted ^{1,2}	100,100			102,400		98%	97%	92%								
HISTORY																
Professor	119,800	9	8.3	134,600	538	89%	115%	112%	93%	92%	39%	38%			159,500	9
Associate Professor	79,200	10	13.9	89,100	443	89%	76%	74%	86%	93%	11%	15%			91,400	5
Assistant Professor	67,600	2	2.6	70,800	183	95%	65%	59%	80%	78%					71,300	24
Instructor																
All Ranks ¹	95,500	21	10.4	107,200	1,164	89%	92%	89%							94,800	38
All Ranks Weighted ^{1,2}	90,500			100,100		90%	88%	90%								

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CAS Social Sciences																
INTERNATIONAL STUDIES																
Professor	113,400	1	16.1	160,400	42	71%	109%	134%	88%	109%	36%	56%			170,000	1
Associate Professor	76,200	3	8.8	93,700	31	81%	73%	78%	83%	97%	3%	5%				
Assistant Professor	72,900	2	2.4	88,000	29	83%	70%	73%	86%	97%					87,700	6
Instructor																
All Ranks ¹	81,300	6	7.9	119,600	102	68%	78%	100%							99,500	7
All Ranks Weighted ^{1,2}	88,900			116,500		76%	86%	104%								
POLITICAL SCIENCE																
Professor	133,000	7	7.8	160,500	365	83%	128%	134%	104%	109%	46%	51%			213,200	1
Associate Professor	85,100	6	5.4	99,300	276	86%	82%	83%	93%	103%	10%	13%			134,200	4
Assistant Professor	74,700	5	4.5	84,100	183	89%	72%	70%	88%	93%					83,100	37
Instructor																
All Ranks ¹	100,800	18	6.1	123,100	824	82%	97%	103%							91,100	42
All Ranks Weighted ^{1,2}	99,500			117,100		85%	97%	105%								

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CAS Social Sciences																
SOCIOLOGY																
Professor	138,000	5	8.3	149,800	328	92%	133%	125%	107%	102%	49%	47%			162,700	8
Associate Professor	87,100	10	6.7	93,400	221	93%	84%	78%	95%	97%	10%	12%				
Assistant Professor	77,000	3	5.1	79,200	131	97%	74%	66%	91%	88%					80,500	19
Instructor																
All Ranks ¹	99,500	18	6.9	117,900	680	84%	96%	98%							104,800	27
All Ranks Weighted ^{1,2}	102,700			109,700		94%	100%	98%								
WOMEN'S & GENDER STUDIES																
Professor	155,900	1	7.1	126,700	41	123%	150%	106%	121%	86%	63%	35%			106,200	1
Associate Professor	90,900	2	11.7	85,200	58	107%	88%	71%	99%	89%	18%	12%				
Assistant Professor	72,500	1	2.1	70,500	37	103%	70%	59%	85%	78%					68,700	3
Instructor																
All Ranks ¹	102,600	4	8.2	93,700	136	109%	99%	78%							78,100	4
All Ranks Weighted ^{1,2}	109,100			95,800		114%	106%	86%								

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College of Education																
COUNSELING PSYCHOLOGY & HUMAN SERVICES																
Professor	139,100	5	4.1	126,700	157	110%	134%	106%	108%	86%	50%	34%			156,900	4
Associate Professor	87,600	2	3.6	85,500	129	102%	84%	71%	96%	89%	8%	9%			90,800	4
Assistant Professor	79,600	2	1.6	74,400	94	107%	77%	62%	94%	82%			82,000	1	76,000	14
Instructor																
All Ranks ¹	114,500	9	3.4	99,800	380	115%	110%	83%					82,000	1	93,400	22
All Ranks Weighted ^{1,2}	104,100			97,200		107%	101%	87%								
EDUCATION STUDIES																
Professor				127,800	303			107%		87%		35%			140,600	5
Associate Professor	93,800	5	6.3	85,900	296	109%	90%	72%	102%	89%	18%	11%			85,200	8
Assistant Professor	74,900	2	2.1	73,100	188	102%	72%	61%	88%	81%			75,000	1	76,400	38
Instructor																
All Ranks ¹	88,400	7	5.1	99,000	787	89%	85%	83%					75,000	1	84,100	51
All Ranks Weighted ^{1,2}	84,400			97,300		87%	82%	87%								

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College of Education																
EDUCATIONAL METHODOLOGY, POLICY & LEADERSHIP																
Professor	213,300	5	9.5	124,500	71	171%	205%	104%	166%	85%	121%	32%			120,000	1
Associate Professor	87,600	3	3.4	85,900	74	102%	84%	72%	96%	89%	16%	11%			85,300	2
Assistant Professor	71,000	1	1.1	72,200	46	98%	68%	60%	84%	80%			71,000	1	69,500	8
Instructor																
All Ranks ¹	155,600	9	6.5	97,000	191	160%	150%	81%					71,000	1	77,000	11
All Ranks Weighted ^{1,2}	128,700			95,800		134%	125%	86%								
SPECIAL EDUCATION & CLINICAL SCIENCES																
Professor	145,600	6	8.6	127,100	111	115%	140%	106%	113%	87%	46%	36%	144,000	1	114,000	2
Associate Professor	97,400	5	5.5	83,900	76	116%	94%	70%	106%	87%	23%	7%	119,000	1	88,000	2
Assistant Professor	73,800	2	2.1	76,100	81	97%	71%	64%	87%	84%					74,500	11
Instructor																
All Ranks ¹	116,000	13	6.4	99,500	268	117%	112%	83%					131,500	2	81,600	15
All Ranks Weighted ^{1,2}	107,700			97,400		111%	104%	87%								

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.

Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2015-16 Comparison of Faculty Salaries

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

Based on data from the Fall 2015 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
<u>Lundquist College of Business</u>																
BUSINESS ADMINISTRATION																
Professor	213,300	8	9.5	236,000	795	90%	205%	197%	166%	161%	31%	44%			269,800	10
Associate Professor	181,600	14	5.0	183,800	538	99%	175%	153%	198%	191%	20%	7%	210,000	1	193,100	20
Assistant Professor	161,000	22	2.3	175,800	685	92%	155%	147%	190%	194%			147,100	6	178,300	99
Instructor																
All Ranks ¹	177,000	44	4.5	201,600	2,018	88%	171%	168%					156,100	7	187,700	129
All Ranks Weighted ^{1,2}	186,700			200,500		93%	181%	179%								

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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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2015-16 Comparison of Faculty Salaries

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

Based on data from the Fall 2015 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
Robert D. Clark Honors College																
Discipline: Biology																
Professor				139,300	542			116%		95%		39%			162,900	4
Associate Professor				92,800	333			77%		96%		8%			98,000	5
Assistant Professor	84,300	1	3.1	82,900	218	102%	81%	69%	99%	92%					82,600	28
Instructor																
All Ranks ¹	84,300	1	3.1	113,900	1,093	74%	81%	95%							93,400	37
All Ranks Weighted ^{1,2}	84,300			106,800		79%	82%	96%								
Discipline: Geology																
Professor				133,700	364			112%		91%		35%			157,000	3
Associate Professor	91,200	1	1.1	91,900	135	99%	88%	77%	100%	96%		10%			125,800	1
Assistant Professor				79,400	104			66%		88%					76,800	20
Instructor																
All Ranks ¹	91,200	1	1.1	115,000	603	79%	88%	96%							88,900	24
All Ranks Weighted ^{1,2}	91,200			103,300		88%	88%	92%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2015-16 Comparison of Faculty Salaries

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

Based on data from the Fall 2015 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																
Discipline: History																
Professor	126,400	1	3.1	134,600	538	94%	122%	112%	98%	92%	31%	38%			159,500	9
Associate Professor	94,300	2	7.1	89,100	443	106%	91%	74%	103%	93%	17%	15%			91,400	5
Assistant Professor	76,200	2	5.1	70,800	183	108%	73%	59%	90%	78%					71,300	24
Instructor																
All Ranks ¹	93,500	5	5.5	107,200	1,164	87%	90%	89%							94,800	38
All Ranks Weighted ^{1,2}	100,400			100,100		100%	97%	90%								
Discipline: Literature																
Professor				128,300	706			107%		87%		36%			109,200	6
Associate Professor	84,400	3	4.8	85,100	600	99%	81%	71%	92%	88%	11%	12%			99,900	7
Assistant Professor	72,700	1	6.1	70,200	243	104%	70%	59%	86%	78%					69,700	44
Instructor																
All Ranks ¹	81,500	4	5.1	102,500	1,549	80%	79%	86%							77,500	57
All Ranks Weighted ^{1,2}	78,600			96,300		82%	76%	86%								

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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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2015-16 Comparison of Faculty Salaries

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

Based on data from the Fall 2015 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
Robert D. Clark Honors College																
Discipline: Rhetoric																
Professor	137,000	1	12.1	129,500	118	106%	132%	108%	107%	88%		35%			118,500	2
Associate Professor				87,100	107			73%		91%		11%			99,000	2
Assistant Professor				73,600	97			61%		81%					75,000	13
Instructor																
All Ranks ¹	137,000	1	12.1	98,600	322	139%	132%	82%							82,900	17
All Ranks Weighted ^{1,2}	137,000			98,500		139%	133%	88%								

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.

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2015-16 Comparison of Faculty Salaries

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

Based on data from the Fall 2015 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
School of Journalism and Communication																
JOURNALISM & COMMUNICATION																
Professor	126,800	9	11.8	128,800	119	98%	122%	108%	99%	88%	40%	33%			110,200	5
Associate Professor	85,700	8	11.6	88,700	150	97%	83%	74%	94%	92%	9%	12%			88,500	4
Assistant Professor	76,300	19	2.1	74,000	91	103%	74%	62%	90%	82%			77,200	5	72,000	16
Instructor																
All Ranks ¹	91,000	36	6.6	98,200	360	93%	88%	82%					77,200	5	82,300	25
All Ranks Weighted ^{1,2}	97,800			98,900		99%	95%	88%								

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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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2015-16 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
School of Law																
LAW																
Professor	175,700	13	12.5	209,500	674	84%	169%	175%	137%	143%	32%	61%			217,800	13
Associate Professor	142,000	9	2.6	136,600	97	104%	137%	114%	155%	142%	18%	-12%			142,000	4
Assistant Professor	123,200	3	4.2	151,300	52	81%	119%	126%	145%	167%					163,000	4
Instructor																
All Ranks ¹	157,300	25	7.9	197,200	823	80%	152%	165%							192,900	21
All Ranks Weighted ^{1,2}	148,500			168,100		88%	144%	150%								
LAW--Associate & Assistant Combined																
Professor	175,700	13	12.5	209,500	674	84%	169%	175%	137%	143%	37%	57%			217,800	13
Assoc/Assist Combined	137,300	12	3.0	141,700	149	97%	132%	118%	155%	151%					152,500	8
All Ranks ¹	157,300	25	7.9	197,200	823	80%	152%	165%							192,900	21
All Ranks Weighted ^{1,2}	148,500			168,100		88%	144%	150%								

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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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2015-16 Comparison of Faculty Salaries

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School of Music and Dance																
DANCE																
Professor	69,000	1	3.1	93,200	30	74%	66%	78%	54%	63%	2%	16%				
Associate Professor	66,700	5	8.9	74,100	24	90%	64%	62%	73%	77%	13%	8%				
Assistant Professor	53,000	1	0.1	64,800	20	82%	51%	54%	62%	72%			53,000	1	63,900	4
Instructor																
All Ranks ¹	65,000	7	6.8	79,400	74	82%	63%	66%					53,000	1	63,900	4
All Ranks Weighted ^{1,2}	63,200			78,200		81%	61%	70%								
MUSIC																
Professor	89,500	15	5.6	108,700	537	82%	86%	91%	70%	74%	20%	25%			112,600	6
Associate Professor	69,200	16	6.1	78,400	386	88%	67%	65%	76%	81%	11%	11%			88,700	7
Assistant Professor	58,300	7	2.8	65,300	180	89%	56%	55%	69%	72%			60,000	1	65,700	26
Instructor																
All Ranks ¹	75,200	38	5.3	91,000	1,103	83%	72%	76%					60,000	1	77,100	39
All Ranks Weighted ^{1,2}	73,300			85,400		86%	71%	76%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2015-16 Comparison of Faculty Salaries

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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
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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 2015-16.
 - 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.

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