

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2019-20 Comparison of Faculty Salaries

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

Based on data from the Fall 2019 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 | | | | | | | | | | | | | | | | |
| CINEMA STUDIES | | | | | | | | | | | | | | | | |
| Professor | | | | 155,700 | 56 | | | 117% | | 100% | | 47% | | | | |
| Associate Professor | 89,000 | 5 | 5.5 | 93,600 | 64 | 95% | 79% | 70% | 89% | 91% | 9% | 13% | | | | |
| Assistant Professor | 78,300 | 3 | 3.1 | 76,900 | 34 | 102% | 69% | 58% | 88% | 81% | | | 76,000 | 1 | 76,600 | 4 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 85,000 | 8 | 4.6 | 112,500 | 154 | 76% | 75% | 85% | | | | | 76,000 | 1 | 76,600 | 4 |
| All Ranks Weighted ^{1,2} | 83,600 | | | 111,200 | | 75% | 74% | 89% | | | | | | | | |
| UO FTE Distribution ³ | 85,000 | | | 87,300 | | 97% | | 72% | | | | | | | | |
| CLASSICS | | | | | | | | | | | | | | | | |
| Professor | 109,100 | 3 | 8.1 | 136,300 | 109 | 80% | 97% | 102% | 81% | 87% | 97% | 31% | | | 100,500 | 1 |
| Associate Professor | | | | 95,300 | 54 | | | 72% | | 93% | | 14% | | | | |
| Assistant Professor | 72,500 | 1 | 4.1 | 76,100 | 51 | 95% | 64% | 57% | 81% | 80% | | | | | 73,300 | 8 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 99,900 | 4 | 7.1 | 111,600 | 214 | 90% | 89% | 84% | | | | | | | 76,300 | 9 |
| All Ranks Weighted ^{1,2} | 92,200 | | | 104,400 | | 88% | 82% | 83% | | | | | | | | |
| UO FTE Distribution ³ | 99,900 | | | 121,300 | | 82% | | 100% | | | | | | | | |

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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| | 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 | | | | | | | | | | | | | | | | |
| COMPARATIVE LITERATURE | | | | | | | | | | | | | | | | |
| Professor | 109,500 | 1 | 9.1 | 167,100 | 124 | 66% | 97% | 126% | 81% | 107% | 26% | 49% | | | 112,100 | 2 |
| Associate Professor | 80,300 | 4 | 9.9 | 101,300 | 94 | 79% | 71% | 76% | 80% | 99% | 8% | 17% | | | | |
| Assistant Professor | 71,700 | 1 | 4.1 | 79,200 | 52 | 91% | 64% | 60% | 80% | 83% | | | | | 75,500 | 6 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 83,700 | 6 | 8.8 | 127,300 | 270 | 66% | 74% | 96% | | | | | | | 84,700 | 8 |
| All Ranks Weighted ^{1,2} | 88,300 | | | 118,600 | | 74% | 78% | 95% | | | | | | | | |
| UO FTE Distribution ³ | 83,700 | | | 108,600 | | 77% | | 90% | | | | | | | | |
| CREATIVE WRITING | | | | | | | | | | | | | | | | |
| Professor | 148,300 | 3 | 10.8 | 132,900 | 254 | 112% | 131% | 100% | 110% | 85% | 53% | 33% | | | 138,100 | 2 |
| Associate Professor | 88,400 | 2 | 6.6 | 88,900 | 250 | 99% | 78% | 67% | 88% | 87% | 13% | 11% | | | 75,300 | 8 |
| Assistant Professor | 73,600 | 2 | 3.1 | 73,700 | 150 | 100% | 65% | 55% | 82% | 78% | | | | | 70,600 | 20 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 109,900 | 7 | 7.4 | 102,500 | 654 | 107% | 97% | 77% | | | | | | | 76,400 | 30 |
| All Ranks Weighted ^{1,2} | 105,800 | | | 100,300 | | 105% | 94% | 80% | | | | | | | | |
| UO FTE Distribution ³ | 109,900 | | | 103,400 | | 106% | | 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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| | 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 | | | | | | | | | | | | | | | | |
| EAST ASIAN LANGUAGES & LITERATURE | | | | | | | | | | | | | | | | |
| Professor | 95,300 | 4 | 0.6 | 143,500 | 65 | 66% | 84% | 108% | 71% | 92% | 14% | 36% | | | | |
| Associate Professor | 80,000 | 5 | 4.3 | 95,800 | 78 | 84% | 71% | 72% | 80% | 94% | 7% | 10% | | | 103,000 | 5 |
| Assistant Professor | 71,700 | 2 | 3.1 | 82,800 | 39 | 87% | 64% | 62% | 80% | 87% | | | | | 88,000 | 6 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 84,000 | 11 | 2.7 | 110,100 | 182 | 76% | 74% | 83% | | | | | | | 94,800 | 11 |
| All Ranks Weighted ^{1,2} | 83,000 | | | 109,300 | | 76% | 74% | 87% | | | | | | | | |
| UO FTE Distribution ³ | 84,000 | | | 110,800 | | 76% | | 92% | | | | | | | | |
| ENGLISH | | | | | | | | | | | | | | | | |
| Professor | 112,200 | 14 | 7.2 | 140,100 | 1,156 | 80% | 99% | 105% | 83% | 90% | 25% | 33% | 130,000 | 1 | 140,400 | 12 |
| Associate Professor | 83,800 | 10 | 7.4 | 96,100 | 1,046 | 87% | 74% | 72% | 84% | 94% | 11% | 13% | | | 101,600 | 24 |
| Assistant Professor | 71,100 | 5 | 2.1 | 79,000 | 330 | 90% | 63% | 59% | 80% | 83% | | | | | 78,200 | 48 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 95,300 | 29 | 6.4 | 114,000 | 2,532 | 84% | 84% | 86% | | | | | 130,000 | 1 | 93,800 | 84 |
| All Ranks Weighted ^{1,2} | 90,200 | | | 106,900 | | 84% | 80% | 85% | | | | | | | | |
| UO FTE Distribution ³ | 95,300 | | | 114,400 | | 83% | | 95% | | | | | | | | |

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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 Humanities | | | | | | | | | | | | | | | | |
| GERMAN & SCANDINAVIAN | | | | | | | | | | | | | | | | |
| Professor | 128,700 | 4 | 14.4 | 134,700 | 80 | 96% | 114% | 101% | 95% | 86% | 42% | 34% | | | 124,700 | 2 |
| Associate Professor | 81,100 | 4 | 6.6 | 89,400 | 50 | 91% | 72% | 67% | 81% | 87% | | 9% | | | 78,700 | 2 |
| Assistant Professor | | | | 77,500 | 35 | | | 58% | | 82% | | | | | 76,400 | 6 |
| Instructor | | | | 70,000 | 1 | | | 53% | | 45% | | | | | 70,000 | 1 |
| All Ranks ¹ | 104,900 | 8 | 10.5 | 108,900 | 165 | 96% | 93% | 82% | | | | | | | 86,500 | 10 |
| All Ranks Weighted ^{1,2} | 106,700 | | | 102,400 | | 104% | 95% | 82% | | | | | | | | |
| UO FTE Distribution ³ | 104,900 | | | 112,100 | | 94% | | 93% | | | | | | | | |
| LINGUISTICS | | | | | | | | | | | | | | | | |
| Professor | 114,300 | 3 | 9.4 | 144,400 | 140 | 79% | 101% | 108% | 85% | 93% | 27% | 37% | | | 199,800 | 3 |
| Associate Professor | 83,400 | 5 | 5.9 | 95,300 | 76 | 88% | 74% | 72% | 83% | 93% | 6% | 8% | | | 94,700 | 1 |
| Assistant Professor | 77,000 | 3 | 0.8 | 84,800 | 55 | 91% | 68% | 64% | 86% | 89% | | | 78,000 | 1 | 82,400 | 12 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 90,100 | 11 | 5.5 | 118,500 | 271 | 76% | 80% | 89% | | | | | 78,000 | 1 | 105,200 | 16 |
| All Ranks Weighted ^{1,2} | 92,800 | | | 110,100 | | 84% | 82% | 88% | | | | | | | | |
| UO FTE Distribution ³ | 90,100 | | | 105,800 | | 85% | | 88% | | | | | | | | |

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|-----------------------------------|---------------|--------|----------------------|-----------------------------|----------------------|-------------------------------------|------------------------|--|--------------------------|---|----------------------|------------------------------------|------------------------|-----------------|--------------------------------------|-------------------------------|
| CAS Humanities | | | | | | | | | | | | | | | | |
| PHILOSOPHY | | | | | | | | | | | | | | | | |
| Professor | 122,000 | 5 | 4.5 | 170,500 | 277 | 72% | 108% | 128% | 90% | 109% | 34% | 53% | | | 201,900 | 8 |
| Associate Professor | 83,400 | 3 | 8.1 | 99,500 | 130 | 84% | 74% | 75% | 83% | 97% | 5% | 14% | | | 103,600 | 4 |
| Assistant Professor | 77,400 | 2 | 1.4 | 81,000 | 76 | 96% | 69% | 61% | 87% | 85% | | | 73,500 | 1 | 75,600 | 15 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 101,500 | 10 | 5.0 | 137,300 | 483 | 74% | 90% | 103% | | | | | 73,500 | 1 | 117,200 | 27 |
| All Ranks Weighted ^{1,2} | 95,700 | | | 119,800 | | 80% | 85% | 96% | | | | | | | | |
| UO FTE Distribution ³ | 101,500 | | | 131,300 | | 77% | | 109% | | | | | | | | |
| RELIGIOUS STUDIES | | | | | | | | | | | | | | | | |
| Professor | 123,000 | 1 | 7.1 | 143,400 | 63 | 86% | 109% | 108% | 91% | 92% | 33% | 38% | | | 91,900 | 2 |
| Associate Professor | 86,300 | 4 | 9.1 | 92,600 | 72 | 93% | 77% | 70% | 86% | 91% | 12% | 12% | | | 88,100 | 1 |
| Assistant Professor | 72,900 | 2 | 2.6 | 76,500 | 31 | 95% | 65% | 57% | 82% | 81% | | | | | 77,400 | 7 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 87,700 | 7 | 7.0 | 108,900 | 166 | 81% | 78% | 82% | | | | | | | 81,300 | 10 |
| All Ranks Weighted ^{1,2} | 95,600 | | | 106,200 | | 90% | 85% | 85% | | | | | | | | |
| UO FTE Distribution ³ | 87,700 | | | 95,300 | | 92% | | 79% | | | | | | | | |

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|---|---------------|--------|----------------------|-----------------------------|----------------------|-------------------------------------|------------------------|--|--------------------------|---|----------------------|------------------------------------|------------------------|-----------------|--------------------------------------|-------------------------------|
| CAS Humanities | | | | | | | | | | | | | | | | |
| ROMANCE LANGUAGES | | | | | | | | | | | | | | | | |
| Professor | 118,700 | 3 | 6.1 | 131,700 | 251 | 90% | 105% | 99% | 88% | 84% | 34% | 31% | | | 104,100 | 5 |
| Associate Professor | 80,900 | 9 | 8.4 | 89,900 | 255 | 90% | 72% | 68% | 81% | 88% | 9% | 11% | | | 75,300 | 3 |
| Assistant Professor | 70,700 | 4 | 3.9 | 75,400 | 93 | 94% | 63% | 57% | 79% | 79% | | | | | 75,400 | 11 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 85,400 | 16 | 6.9 | 105,200 | 599 | 81% | 76% | 79% | | | | | | | 83,000 | 19 |
| All Ranks Weighted ^{1,2} | 91,600 | | | 100,700 | | 91% | 81% | 80% | | | | | | | | |
| UO FTE Distribution ³ | 85,400 | | | 94,100 | | 91% | | 78% | | | | | | | | |
| RUSSIAN, EAST EUROPEAN, & EURASIAN STUDIES | | | | | | | | | | | | | | | | |
| Professor | | | | 133,700 | 33 | | | 100% | | 86% | | 31% | | | | |
| Associate Professor | 88,400 | 1 | 6.1 | 92,900 | 31 | 95% | 78% | 70% | 88% | 91% | | 12% | | | | |
| Assistant Professor | | | | 76,700 | 15 | | | 58% | | 81% | | | | | 75,200 | 4 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 88,400 | 1 | 6.1 | 106,900 | 79 | 83% | 78% | 80% | | | | | | | 75,200 | 4 |
| All Ranks Weighted ^{1,2} | 88,400 | | | 102,800 | | 86% | 78% | 82% | | | | | | | | |
| UO FTE Distribution ³ | 88,400 | | | 92,900 | | 95% | | 77% | | | | | | | | |

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|-----------------------------------|---------------|--------|----------------------|-----------------------------|----------------------|-------------------------------------|------------------------|--|--------------------------|---|----------------------|------------------------------------|------------------------|-----------------|--------------------------------------|-------------------------------|
| CAS Humanities | | | | | | | | | | | | | | | | |
| THEATRE ARTS | | | | | | | | | | | | | | | | |
| Professor | | | | 132,200 | 248 | | | 99% | | 85% | | 33% | | | 138,100 | 2 |
| Associate Professor | 76,800 | 6 | 6.4 | 88,600 | 248 | 87% | 68% | 67% | 77% | 87% | | 11% | | | 75,300 | 8 |
| Assistant Professor | | | | 73,700 | 150 | | | 55% | | 78% | | | | | 70,600 | 20 |
| Instructor | 77,100 | 1 | 26.1 | | | | 68% | | 88% | | | | | | | |
| All Ranks ¹ | 76,800 | 6 | 6.4 | 101,900 | 646 | 75% | 68% | 77% | | | | | | | 76,400 | 30 |
| All Ranks Weighted ^{1,2} | 76,800 | | | 100,000 | | 77% | 68% | 80% | | | | | | | | |
| UO FTE Distribution ³ | 76,800 | | | 88,600 | | 87% | | 73% | | | | | | | | |

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|-----------------------------------|---------------|--------|----------------------|-----------------------------|----------------------|-------------------------------------|------------------------|--|--------------------------|---|----------------------|------------------------------------|------------------------|-----------------|--------------------------------------|-------------------------------|
| CAS Natural Sciences | | | | | | | | | | | | | | | | |
| BIOLOGY | | | | | | | | | | | | | | | | |
| Professor | 148,900 | 15 | 13.9 | 156,600 | 1,357 | 95% | 132% | 118% | 110% | 100% | 41% | 39% | 120,000 | 1 | 138,500 | 16 |
| Associate Professor | 102,600 | 10 | 4.0 | 104,700 | 606 | 98% | 91% | 79% | 103% | 102% | 14% | 10% | | | 109,700 | 4 |
| Assistant Professor | 86,800 | 14 | 3.0 | 91,900 | 515 | 94% | 77% | 69% | 97% | 97% | | | 84,000 | 3 | 89,100 | 69 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 114,700 | 39 | 7.4 | 130,400 | 2,478 | 88% | 102% | 98% | | | | | 93,000 | 4 | 98,900 | 89 |
| All Ranks Weighted ^{1,2} | 114,700 | | | 119,800 | | 96% | 102% | 96% | | | | | | | | |
| UO FTE Distribution ³ | 114,700 | | | 120,100 | | 96% | | 100% | | | | | | | | |
| CHEMISTRY | | | | | | | | | | | | | | | | |
| Professor | 139,700 | 13 | 15.6 | 168,800 | 861 | 83% | 124% | 127% | 103% | 108% | 30% | 48% | | | 112,400 | 8 |
| Associate Professor | 105,300 | 6 | 3.3 | 105,500 | 291 | 100% | 93% | 79% | 105% | 103% | 18% | 8% | | | 115,100 | 5 |
| Assistant Professor | 84,600 | 7 | 2.4 | 94,200 | 292 | 90% | 75% | 71% | 95% | 99% | | | | | 93,000 | 48 |
| Instructor | 110,000 | 2 | 6.1 | | | | 98% | | 125% | | | | | | | |
| All Ranks ¹ | 116,900 | 26 | 9.2 | 140,900 | 1,444 | 83% | 104% | 106% | | | | | | | 97,400 | 61 |
| All Ranks Weighted ^{1,2} | 111,500 | | | 125,200 | | 89% | 99% | 100% | | | | | | | | |
| UO FTE Distribution ³ | 116,900 | | | 134,100 | | 87% | | 111% | | | | | | | | |

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

2019-20 Comparison of Faculty Salaries

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

Based on data from the Fall 2019 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 Natural Sciences | | | | | | | | | | | | | | | | |
| COMPUTER & INFORMATION SCIENCE | | | | | | | | | | | | | | | | |
| Professor | 158,300 | 8 | 8.5 | 182,500 | 453 | 87% | 140% | 137% | 117% | 117% | 32% | 39% | | | 184,600 | 6 |
| Associate Professor | 122,400 | 5 | 12.3 | 130,800 | 203 | 94% | 109% | 98% | 122% | 128% | 22% | 10% | | | 134,500 | 14 |
| Assistant Professor | 97,400 | 6 | 1.7 | 117,000 | 264 | 83% | 86% | 88% | 109% | 123% | | | 95,300 | 2 | 116,300 | 49 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 129,600 | 19 | 7.3 | 152,300 | 920 | 85% | 115% | 114% | | | | | 95,300 | 2 | 126,000 | 69 |
| All Ranks Weighted ^{1,2} | 127,700 | | | 145,500 | | 88% | 113% | 116% | | | | | | | | |
| UO FTE Distribution ³ | 129,600 | | | 148,200 | | 87% | | 123% | | | | | | | | |
| EARTH SCIENCES | | | | | | | | | | | | | | | | |
| Professor | 122,500 | 8 | 10.2 | 152,600 | 702 | 80% | 109% | 115% | 91% | 98% | 24% | 36% | | | 121,500 | 12 |
| Associate Professor | 95,200 | 8 | 2.9 | 104,900 | 228 | 91% | 84% | 79% | 95% | 103% | 12% | 11% | | | 100,000 | 2 |
| Assistant Professor | 81,500 | 6 | 2.8 | 89,800 | 234 | 91% | 72% | 67% | 91% | 95% | | | 80,000 | 1 | 89,800 | 36 |
| Instructor | 65,100 | 1 | 4.1 | | | | | | 58% | 74% | | | | | | |
| All Ranks ¹ | 101,400 | 22 | 5.5 | 130,600 | 1,164 | 78% | 90% | 98% | | | | | 80,000 | 1 | 97,800 | 50 |
| All Ranks Weighted ^{1,2} | 100,900 | | | 117,700 | | 86% | 90% | 94% | | | | | | | | |
| UO FTE Distribution ³ | 101,400 | | | 118,100 | | 86% | | 98% | | | | | | | | |

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

2019-20 Comparison of Faculty Salaries

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

Based on data from the Fall 2019 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 Natural Sciences | | | | | | | | | | | | | | | | |
| HUMAN PHYSIOLOGY | | | | | | | | | | | | | | | | |
| Professor | 116,700 | 4 | 5.4 | 154,900 | 148 | 75% | 103% | 116% | 86% | 99% | 21% | 37% | | | | |
| Associate Professor | 93,500 | 3 | 2.4 | 105,300 | 115 | 89% | 83% | 79% | 94% | 103% | 11% | 16% | | | 115,400 | 4 |
| Assistant Professor | 81,000 | 5 | 2.8 | 84,600 | 97 | 96% | 72% | 64% | 91% | 89% | | | | | 81,800 | 11 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 96,000 | 12 | 3.6 | 120,100 | 360 | 80% | 85% | 90% | | | | | | | 90,800 | 15 |
| All Ranks Weighted ^{1,2} | 98,100 | | | 117,000 | | 84% | 87% | 93% | | | | | | | | |
| UO FTE Distribution ³ | 96,000 | | | 113,200 | | 85% | | 94% | | | | | | | | |
| MATHEMATICS | | | | | | | | | | | | | | | | |
| Professor | 128,800 | 16 | 12.1 | 160,400 | 1,074 | 80% | 114% | 121% | 95% | 103% | 32% | 39% | | | 186,100 | 7 |
| Associate Professor | 93,200 | 10 | 5.9 | 108,400 | 365 | 86% | 83% | 81% | 93% | 106% | 8% | 6% | | | 110,800 | 5 |
| Assistant Professor | 84,400 | 3 | 3.1 | 100,300 | 340 | 84% | 75% | 75% | 95% | 106% | | | | | 99,400 | 61 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 112,000 | 29 | 9.0 | 138,300 | 1,779 | 81% | 99% | 104% | | | | | | | 108,500 | 73 |
| All Ranks Weighted ^{1,2} | 103,600 | | | 125,000 | | 83% | 92% | 100% | | | | | | | | |
| UO FTE Distribution ³ | 112,000 | | | 136,300 | | 82% | | 113% | | | | | | | | |

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

2019-20 Comparison of Faculty Salaries

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

Based on data from the Fall 2019 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 Natural Sciences | | | | | | | | | | | | | | | | |
| PHYSICS | | | | | | | | | | | | | | | | |
| Professor | 153,200 | 12 | 11.6 | 157,400 | 1,035 | 97% | 136% | 118% | 113% | 101% | 52% | 36% | | | 158,900 | 10 |
| Associate Professor | 94,300 | 7 | 5.0 | 109,900 | 259 | 86% | 84% | 83% | 94% | 107% | 10% | 9% | | | 113,200 | 7 |
| Assistant Professor | 82,800 | 8 | 3.2 | 97,300 | 260 | 85% | 73% | 73% | 93% | 103% | | | 81,600 | 1 | 93,900 | 40 |
| Instructor | 99,400 | 1 | 5.1 | | | | 88% | | 113% | | | | | | | |
| All Ranks ¹ | 117,100 | 27 | 7.4 | 139,400 | 1,554 | 84% | 104% | 105% | | | | | 81,600 | 1 | 107,700 | 57 |
| All Ranks Weighted ^{1,2} | 112,400 | | | 123,400 | | 91% | 100% | 99% | | | | | | | | |
| UO FTE Distribution ³ | 117,100 | | | 127,300 | | 92% | | 105% | | | | | | | | |
| PSYCHOLOGY | | | | | | | | | | | | | | | | |
| Professor | 135,300 | 17 | 12.0 | 163,800 | 655 | 83% | 120% | 123% | 100% | 105% | 34% | 44% | | | 204,700 | 9 |
| Associate Professor | 96,500 | 7 | 11.8 | 104,600 | 263 | 92% | 86% | 79% | 97% | 102% | 11% | 10% | | | 117,800 | 3 |
| Assistant Professor | 84,500 | 10 | 2.5 | 91,600 | 218 | 92% | 75% | 69% | 95% | 97% | | | 84,400 | 3 | 88,500 | 26 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 112,400 | 34 | 9.2 | 136,200 | 1,136 | 83% | 100% | 102% | | | | | 84,400 | 3 | 118,300 | 38 |
| All Ranks Weighted ^{1,2} | 107,000 | | | 122,300 | | 87% | 95% | 98% | | | | | | | | |
| UO FTE Distribution ³ | 112,400 | | | 130,400 | | 86% | | 108% | | | | | | | | |

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

2019-20 Comparison of Faculty Salaries

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

Based on data from the Fall 2019 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 | 123,400 | 8 | 7.7 | 146,300 | 275 | 84% | 109% | 110% | 91% | 94% | 31% | 36% | | | 192,300 | 3 |
| Associate Professor | 88,200 | 5 | 5.1 | 98,300 | 204 | 90% | 78% | 74% | 88% | 96% | 11% | 9% | | | 103,300 | 6 |
| Assistant Professor | 75,400 | 7 | 1.8 | 85,700 | 111 | 88% | 67% | 64% | 84% | 90% | | | 72,000 | 1 | 81,200 | 16 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 97,800 | 20 | 5.0 | 118,300 | 590 | 83% | 87% | 89% | | | | | 72,000 | 1 | 99,900 | 25 |
| All Ranks Weighted ^{1,2} | 97,100 | | | 112,000 | | 87% | 86% | 89% | | | | | | | | |
| UO FTE Distribution ³ | 97,800 | | | 113,100 | | 86% | | 94% | | | | | | | | |
| ECONOMICS | | | | | | | | | | | | | | | | |
| Professor | 181,000 | 12 | 13.2 | 255,700 | 410 | 71% | 160% | 192% | 134% | 164% | 39% | 60% | | | 345,900 | 4 |
| Associate Professor | 136,600 | 3 | 3.1 | 175,800 | 180 | 78% | 121% | 132% | 137% | 172% | 12% | 23% | | | 203,700 | 6 |
| Assistant Professor | 123,100 | 10 | 2.8 | 145,300 | 226 | 85% | 109% | 109% | 138% | 153% | | | 122,000 | 1 | 141,300 | 31 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 152,500 | 25 | 7.8 | 207,500 | 816 | 73% | 135% | 156% | | | | | 122,000 | 1 | 170,400 | 41 |
| All Ranks Weighted ^{1,2} | 148,700 | | | 195,600 | | 76% | 132% | 156% | | | | | | | | |
| UO FTE Distribution ³ | 152,500 | | | 202,000 | | 75% | | 167% | | | | | | | | |

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

2019-20 Comparison of Faculty Salaries

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

Based on data from the Fall 2019 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 | | | | 166,700 | 50 | | | 125% | | 107% | | 37% | | | | |
| Associate Professor | 82,400 | 1 | 2.1 | 117,800 | 28 | 70% | 73% | 89% | 82% | 115% | 0% | 13% | | | | |
| Assistant Professor | 82,100 | 4 | 3.1 | 100,500 | 37 | 82% | 73% | 76% | 92% | 106% | | | | | 95,700 | 7 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 82,100 | 5 | 2.9 | 133,500 | 115 | 61% | 73% | 100% | | | | | | | 95,700 | 7 |
| All Ranks Weighted ^{1,2} | 82,200 | | | 130,300 | | 63% | 73% | 104% | | | | | | | | |
| UO FTE Distribution ³ | 82,100 | | | 104,000 | | 79% | | 86% | | | | | | | | |
| ETHNIC STUDIES | | | | | | | | | | | | | | | | |
| Professor | 153,700 | 2 | 6.1 | 161,300 | 152 | 95% | 136% | 121% | 114% | 103% | 48% | 37% | | | 170,200 | 10 |
| Associate Professor | 99,500 | 6 | 6.9 | 112,300 | 200 | 89% | 88% | 84% | 100% | 110% | | 19% | | | 96,100 | 4 |
| Assistant Professor | | | | 86,500 | 125 | | | 65% | | 91% | | | | | 89,200 | 19 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 113,100 | 8 | 6.7 | 121,100 | 477 | 93% | 100% | 91% | | | | | | | 114,600 | 33 |
| All Ranks Weighted ^{1,2} | 128,700 | | | 122,200 | | 105% | 114% | 98% | | | | | | | | |
| UO FTE Distribution ³ | 113,100 | | | 124,500 | | 91% | | 103% | | | | | | | | |

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

2019-20 Comparison of Faculty Salaries

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

Based on data from the Fall 2019 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 | | | | | | | | | | | | | | | | |
| GEOGRAPHY | | | | | | | | | | | | | | | | |
| Professor | 133,600 | 6 | 13.1 | 154,300 | 151 | 87% | 118% | 116% | 99% | 99% | 35% | 42% | | | 181,700 | 1 |
| Associate Professor | 93,700 | 4 | 8.9 | 98,000 | 114 | 96% | 83% | 74% | 94% | 96% | 13% | 10% | | | 108,300 | 1 |
| Assistant Professor | 79,200 | 3 | 1.9 | 85,000 | 84 | 93% | 70% | 64% | 89% | 90% | | | | | 85,800 | 24 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 108,700 | 13 | 9.2 | 119,200 | 349 | 91% | 96% | 90% | | | | | | | 90,300 | 26 |
| All Ranks Weighted ^{1,2} | 103,800 | | | 114,600 | | 91% | 92% | 92% | | | | | | | | |
| UO FTE Distribution ³ | 108,700 | | | 121,000 | | 90% | | 100% | | | | | | | | |
| GLOBAL STUDIES | | | | | | | | | | | | | | | | |
| Professor | 138,300 | 1 | 20.1 | 141,700 | 15 | 98% | 123% | 106% | 102% | 91% | 46% | 34% | | | | |
| Associate Professor | 86,100 | 4 | 9.9 | 96,100 | 28 | 90% | 76% | 72% | 86% | 94% | 6% | 11% | | | 91,600 | 3 |
| Assistant Professor | 79,500 | 2 | 1.1 | 81,000 | 13 | 98% | 70% | 61% | 89% | 85% | | | | | 94,900 | 3 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 91,700 | 7 | 8.8 | 104,800 | 56 | 88% | 81% | 79% | | | | | | | 93,200 | 6 |
| All Ranks Weighted ^{1,2} | 103,300 | | | 108,100 | | 96% | 92% | 86% | | | | | | | | |
| UO FTE Distribution ³ | 91,700 | | | 98,300 | | 93% | | 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.

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

2019-20 Comparison of Faculty Salaries

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

Based on data from the Fall 2019 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 | | | | | | | | | | | | | | | | |
| HISTORY | | | | | | | | | | | | | | | | |
| Professor | 121,000 | 9 | 8.9 | 151,300 | 1,006 | 80% | 107% | 114% | 90% | 97% | 16% | 39% | | | 166,800 | 10 |
| Associate Professor | 103,000 | 15 | 7.5 | 100,000 | 870 | 103% | 91% | 75% | 103% | 98% | 25% | 13% | | | 109,900 | 16 |
| Assistant Professor | 74,600 | 4 | 1.4 | 82,200 | 276 | 91% | 66% | 62% | 84% | 87% | | | | | 80,300 | 42 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 104,700 | 28 | 7.0 | 121,700 | 2,152 | 86% | 93% | 91% | | | | | | | 100,000 | 68 |
| All Ranks Weighted ^{1,2} | 100,700 | | | 113,300 | | 89% | 89% | 90% | | | | | | | | |
| UO FTE Distribution ³ | 104,700 | | | 113,900 | | 92% | | 94% | | | | | | | | |
| POLITICAL SCIENCE | | | | | | | | | | | | | | | | |
| Professor | 142,400 | 5 | 8.7 | 181,100 | 370 | 79% | 126% | 136% | 105% | 116% | 42% | 49% | | | 142,500 | 1 |
| Associate Professor | 95,200 | 10 | 5.8 | 116,100 | 265 | 82% | 84% | 87% | 95% | 113% | 11% | 16% | | | 122,200 | 6 |
| Assistant Professor | 83,200 | 2 | 2.1 | 95,200 | 178 | 87% | 74% | 72% | 93% | 100% | | | | | 89,400 | 29 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 107,600 | 17 | 6.2 | 141,100 | 813 | 76% | 95% | 106% | | | | | | | 96,400 | 36 |
| All Ranks Weighted ^{1,2} | 108,800 | | | 133,400 | | 82% | 97% | 107% | | | | | | | | |
| UO FTE Distribution ³ | 107,600 | | | 132,700 | | 81% | | 110% | | | | | | | | |

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

2019-20 Comparison of Faculty Salaries

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

Based on data from the Fall 2019 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 | | | | | | | | | | | | | | | | |
| SOCIOLOGY | | | | | | | | | | | | | | | | |
| Professor | 143,000 | 7 | 6.0 | 165,900 | 360 | 86% | 127% | 125% | 106% | 106% | 43% | 45% | | | 156,900 | 3 |
| Associate Professor | 94,400 | 9 | 6.6 | 105,700 | 177 | 89% | 84% | 79% | 94% | 103% | 10% | 8% | | | 105,200 | 6 |
| Assistant Professor | 83,000 | 4 | 1.6 | 94,600 | 137 | 88% | 74% | 71% | 93% | 100% | | | 84,500 | 2 | 86,600 | 25 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 109,200 | 20 | 5.4 | 135,600 | 674 | 81% | 97% | 102% | | | | | 84,500 | 2 | 96,100 | 34 |
| All Ranks Weighted ^{1,2} | 108,700 | | | 124,400 | | 87% | 96% | 99% | | | | | | | | |
| UO FTE Distribution ³ | 109,200 | | | 124,500 | | 88% | | 103% | | | | | | | | |
| WOMEN'S, GENDER, & SEXUALITY STUDIES | | | | | | | | | | | | | | | | |
| Professor | | | | 142,400 | 50 | | | 107% | | 91% | | 34% | | | | |
| Associate Professor | 101,400 | 1 | 24.3 | 97,100 | 76 | 104% | 90% | 73% | 101% | 95% | 19% | 12% | | | 98,700 | 5 |
| Assistant Professor | 79,500 | 3 | 2.4 | 80,500 | 34 | 99% | 70% | 60% | 89% | 85% | | | 78,000 | 1 | 80,800 | 6 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 84,900 | 4 | 7.9 | 107,700 | 160 | 79% | 75% | 81% | | | | | 78,000 | 1 | 89,000 | 11 |
| All Ranks Weighted ^{1,2} | 90,400 | | | 108,600 | | 83% | 80% | 87% | | | | | | | | |
| UO FTE Distribution ³ | 84,900 | | | 84,700 | | 100% | | 70% | | | | | | | | |

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

2019-20 Comparison of Faculty Salaries

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

Based on data from the Fall 2019 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 |
|--|---------------|--------|-----------------|-----------------------------|----------------------|-------------------------------------|------------------------|--|--------------------------|---|----------------------|------------------------------------|------------------------|-----------------|--------------------------------------|-------------------------------|
| <u>DSGN - Department of the History of Art & Architecture</u> | | | | | | | | | | | | | | | | |
| HISTORY OF ART & ARCHITECTURE | | | | | | | | | | | | | | | | |
| Professor | 117,300 | 2 | 4.1 | 137,400 | 104 | 85% | 104% | 103% | 87% | 88% | 31% | 34% | | | 120,300 | 4 |
| Associate Professor | 82,400 | 3 | 6.4 | 92,800 | 103 | 89% | 73% | 70% | 82% | 91% | 9% | 11% | | | 81,700 | 2 |
| Assistant Professor | 72,100 | 4 | 3.9 | 78,600 | 52 | 92% | 64% | 59% | 81% | 83% | | | | | 78,800 | 10 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 85,600 | 9 | 4.8 | 107,900 | 259 | 79% | 76% | 81% | | | | | | | 89,600 | 16 |
| All Ranks Weighted ^{1,2} | 92,000 | | | 104,800 | | 88% | 82% | 84% | | | | | | | | |
| UO FTE Distribution ³ | 85,600 | | | 96,400 | | 89% | | 80% | | | | | | | | |

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

2019-20 Comparison of Faculty Salaries

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

Based on data from the Fall 2019 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 |
|--|---------------|--------|----------------------|-----------------------------|----------------------|-------------------------------------|------------------------|--|--------------------------|---|----------------------|------------------------------------|------------------------|-----------------|--------------------------------------|-------------------------------|
| DSGN - School of Architecture & Environment | | | | | | | | | | | | | | | | |
| ARCHITECTURE | | | | | | | | | | | | | | | | |
| Professor | 137,200 | 9 | 9.4 | 137,500 | 112 | 100% | 122% | 103% | 102% | 88% | 40% | 30% | | | 123,500 | 3 |
| Associate Professor | 92,300 | 12 | 13.7 | 97,400 | 163 | 95% | 82% | 73% | 92% | 95% | 18% | 14% | | | 91,800 | 8 |
| Assistant Professor | 72,000 | 2 | 1.0 | 79,000 | 88 | 91% | 64% | 59% | 81% | 83% | | | 70,000 | 1 | 79,100 | 12 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 108,100 | 23 | 10.9 | 105,300 | 363 | 103% | 96% | 79% | | | | | 70,000 | 1 | 89,300 | 23 |
| All Ranks Weighted ^{1,2} | 102,400 | | | 106,400 | | 96% | 91% | 85% | | | | | | | | |
| UO FTE Distribution ³ | 108,100 | | | 111,500 | | 97% | | 92% | | | | | | | | |
| HISTORIC PRESERVATION | | | | | | | | | | | | | | | | |
| Professor | | | | | | | | | | | | | | | | |
| Associate Professor | 84,600 | 1 | 3.1 | 101,800 | 3 | 83% | 75% | 76% | 85% | 100% | 6% | 4% | | | | |
| Assistant Professor | 78,000 | 1 | 0.1 | 97,100 | 1 | 80% | 69% | 73% | 87% | 102% | | | 78,000 | 1 | | |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 81,300 | 2 | 1.6 | 100,600 | 4 | 81% | 72% | 76% | | | | | 78,000 | 1 | | |
| All Ranks Weighted ^{1,2} | 81,300 | | | 99,500 | | 82% | 72% | 79% | | | | | | | | |
| UO FTE Distribution ³ | 81,300 | | | 99,500 | | 82% | | 82% | | | | | | | | |

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

2019-20 Comparison of Faculty Salaries

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

Based on data from the Fall 2019 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 |
|---------------|--------|----------------------|-----------------------------|----------------------|-------------------------------------|------------------------|--|--------------------------|---|----------------------|------------------------------------|------------------------|-----------------|--------------------------------------|-------------------------------|
|---------------|--------|----------------------|-----------------------------|----------------------|-------------------------------------|------------------------|--|--------------------------|---|----------------------|------------------------------------|------------------------|-----------------|--------------------------------------|-------------------------------|

DSGN - School of Architecture & Environment

INTERIOR ARCHITECTURE

Professor

| | | | | | | | | | | | | | | | |
|---------------------|--------|---|------|--|--|-----|--|-----|--|-----|--|--|--|--|--|
| Associate Professor | 89,800 | 2 | 14.0 | | | 80% | | 90% | | 14% | | | | | |
| Assistant Professor | 74,000 | 1 | 2.1 | | | 66% | | 83% | | | | | | | |

Instructor

| | | | | | | | | | | | | | | | |
|-----------------------------------|--------|---|------|--|--|-----|--|--|--|--|--|--|--|--|--|
| All Ranks ¹ | 84,500 | 3 | 10.0 | | | 75% | | | | | | | | | |
| All Ranks Weighted ^{1,2} | 81,900 | | | | | 73% | | | | | | | | | |
| UO FTE Distribution ³ | 84,500 | | | | | | | | | | | | | | |

LANDSCAPE ARCHITECTURE

| | | | | | | | | | | | | | | | |
|-----------------------------------|---------|---|-----|---------|----|------|------|-----|------|-----|-----|-----|--|---------|---|
| Professor | 137,100 | 2 | 9.6 | 130,400 | 24 | 105% | 122% | 98% | 101% | 84% | 36% | 22% | | 180,300 | 1 |
| Associate Professor | 96,400 | 2 | 9.6 | 101,300 | 29 | 95% | 85% | 76% | 96% | 99% | 21% | 16% | | | |
| Assistant Professor | 72,800 | 3 | 3.8 | 80,200 | 22 | 91% | 65% | 60% | 82% | 85% | | | | 77,500 | 1 |
| Instructor | | | | | | | | | | | | | | | |
| All Ranks ¹ | 97,900 | 7 | 7.1 | 104,400 | 75 | 94% | 87% | 78% | | | | | | 128,900 | 2 |
| All Ranks Weighted ^{1,2} | 103,900 | | | 105,400 | | 99% | 92% | 84% | | | | | | | |
| UO FTE Distribution ³ | 97,900 | | | 100,600 | | 97% | | 83% | | | | | | | |

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

2019-20 Comparison of Faculty Salaries

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

Based on data from the Fall 2019 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>DSGN - School of Art & Design</u> | | | | | | | | | | | | | | | | |
| ART | | | | | | | | | | | | | | | | |
| Professor | 93,300 | 6 | 1.1 | 123,800 | 193 | 75% | 83% | 93% | 69% | 79% | 10% | 27% | | | 125,000 | 1 |
| Associate Professor | 81,800 | 8 | 7.1 | 87,300 | 161 | 94% | 73% | 66% | 82% | 85% | 15% | 7% | | | | |
| Assistant Professor | 65,000 | 4 | 3.4 | 77,400 | 82 | 84% | 58% | 58% | 73% | 82% | | | | | 72,800 | 10 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 81,900 | 18 | 4.3 | 101,600 | 436 | 81% | 73% | 76% | | | | | | | 77,500 | 11 |
| All Ranks Weighted ^{1,2} | 80,700 | | | 97,600 | | 83% | 72% | 78% | | | | | | | | |
| UO FTE Distribution ³ | 81,900 | | | 97,300 | | 84% | | 81% | | | | | | | | |
| PRODUCT DESIGN | | | | | | | | | | | | | | | | |
| Professor | | | | 149,000 | 20 | | | 112% | | 96% | | 43% | | | | |
| Associate Professor | 95,600 | 5 | 4.9 | 91,200 | 21 | 105% | 85% | 69% | 96% | 89% | 23% | 11% | | | | |
| Assistant Professor | 69,900 | 3 | 3.1 | 76,700 | 18 | 91% | 62% | 58% | 78% | 81% | | | | | 80,100 | 3 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 86,000 | 8 | 4.2 | 106,400 | 59 | 81% | 76% | 80% | | | | | | | 80,100 | 3 |
| All Ranks Weighted ^{1,2} | 82,800 | | | 107,900 | | 77% | 73% | 86% | | | | | | | | |
| UO FTE Distribution ³ | 86,000 | | | 85,800 | | 100% | | 71% | | | | | | | | |

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

2019-20 Comparison of Faculty Salaries

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

Based on data from the Fall 2019 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 |
|--|---------------|--------|----------------------|-----------------------------|----------------------|-------------------------------------|------------------------|--|--------------------------|---|----------------------|------------------------------------|------------------------|-----------------|--------------------------------------|-------------------------------|
| DSGN - School of Planning, Public Policy & Management | | | | | | | | | | | | | | | | |
| PLANNING, PUBLIC POLICY & MANAGEMENT | | | | | | | | | | | | | | | | |
| Professor | 133,600 | 3 | 4.8 | 178,400 | 197 | 75% | 118% | 134% | 99% | 114% | 26% | 44% | | | 191,000 | 4 |
| Associate Professor | 104,000 | 8 | 4.5 | 119,400 | 186 | 87% | 92% | 90% | 104% | 117% | 18% | 15% | | | 130,400 | 9 |
| Assistant Professor | 84,100 | 6 | 2.9 | 98,800 | 155 | 85% | 75% | 74% | 94% | 104% | | | | | 103,000 | 25 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 102,200 | 17 | 4.0 | 135,100 | 538 | 76% | 91% | 102% | | | | | | | 118,700 | 38 |
| All Ranks Weighted ^{1,2} | 108,600 | | | 134,600 | | 81% | 96% | 108% | | | | | | | | |
| UO FTE Distribution ³ | 102,200 | | | 122,500 | | 83% | | 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.

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2019-20 Comparison of Faculty Salaries

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

Based on data from the Fall 2019 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 | 148,500 | 5 | 7.7 | 144,300 | 148 | 103% | 132% | 108% | 110% | 93% | 44% | 35% | | | 164,600 | 3 |
| Associate Professor | 99,300 | 6 | 3.6 | 97,700 | 116 | 102% | 88% | 73% | 99% | 96% | 9% | 11% | 100,000 | 1 | 125,000 | 2 |
| Assistant Professor | 89,500 | 5 | 1.9 | 83,200 | 90 | 108% | 79% | 63% | 100% | 88% | | | 88,000 | 2 | 79,600 | 9 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 111,600 | 16 | 4.4 | 113,500 | 354 | 98% | 99% | 85% | | | | | 92,000 | 3 | 104,300 | 14 |
| All Ranks Weighted ^{1,2} | 114,300 | | | 110,300 | | 104% | 101% | 88% | | | | | | | | |
| UO FTE Distribution ³ | 111,600 | | | 107,700 | | 104% | | 89% | | | | | | | | |
| EDUCATION STUDIES | | | | | | | | | | | | | | | | |
| Professor | 139,500 | 4 | 1.3 | 145,900 | 325 | 96% | 124% | 110% | 103% | 94% | 28% | 35% | | | 188,200 | 7 |
| Associate Professor | 107,800 | 3 | 4.8 | 99,000 | 274 | 109% | 96% | 74% | 108% | 97% | 17% | 13% | | | 103,700 | 12 |
| Assistant Professor | 89,100 | 3 | 3.1 | 81,900 | 220 | 109% | 79% | 62% | 100% | 86% | | | | | 78,700 | 44 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 114,900 | 10 | 2.9 | 113,000 | 819 | 102% | 102% | 85% | | | | | | | 95,700 | 63 |
| All Ranks Weighted ^{1,2} | 113,600 | | | 110,900 | | 102% | 101% | 89% | | | | | | | | |
| UO FTE Distribution ³ | 114,900 | | | 112,600 | | 102% | | 93% | | | | | | | | |

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2019-20 Comparison of Faculty Salaries

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

Based on data from the Fall 2019 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 |
|---|---------------|--------|----------------------|-----------------------------|----------------------|-------------------------------------|------------------------|--|--------------------------|---|----------------------|------------------------------------|------------------------|-----------------|--------------------------------------|-------------------------------|
| College of Education | | | | | | | | | | | | | | | | |
| EDUCATIONAL METHODOLOGY, POLICY & LEADERSHIP | | | | | | | | | | | | | | | | |
| Professor | 135,000 | 1 | 1.1 | 143,300 | 74 | 94% | 120% | 108% | 100% | 92% | 31% | 37% | | | 157,000 | 1 |
| Associate Professor | 99,800 | 1 | 9.1 | 93,800 | 90 | 106% | 88% | 70% | 100% | 92% | 9% | 11% | | | 103,800 | 3 |
| Assistant Professor | 89,600 | 2 | 3.1 | 79,700 | 50 | 112% | 79% | 60% | 100% | 84% | | | | | 86,100 | 8 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 103,500 | 4 | 4.1 | 107,600 | 214 | 96% | 92% | 81% | | | | | | | 96,400 | 12 |
| All Ranks Weighted ^{1,2} | 109,500 | | | 107,600 | | 102% | 97% | 86% | | | | | | | | |
| UO FTE Distribution ³ | 103,500 | | | 99,100 | | 104% | | 82% | | | | | | | | |
| SPECIAL EDUCATION & CLINICAL SCIENCES | | | | | | | | | | | | | | | | |
| Professor | 152,800 | 5 | 5.7 | 152,300 | 86 | 100% | 135% | 114% | 113% | 98% | 38% | 41% | | | 223,500 | 1 |
| Associate Professor | 110,000 | 7 | 4.5 | 97,800 | 85 | 112% | 98% | 73% | 110% | 96% | 20% | 9% | | | 128,700 | 3 |
| Assistant Professor | 86,900 | 7 | 2.2 | 86,000 | 83 | 101% | 77% | 65% | 97% | 91% | | | 86,000 | 2 | 87,600 | 10 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 112,700 | 19 | 4.0 | 112,400 | 254 | 100% | 100% | 84% | | | | | 86,000 | 2 | 106,100 | 14 |
| All Ranks Weighted ^{1,2} | 118,500 | | | 114,200 | | 104% | 105% | 91% | | | | | | | | |
| UO FTE Distribution ³ | 112,700 | | | 107,800 | | 105% | | 89% | | | | | | | | |

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

2019-20 Comparison of Faculty Salaries

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|-----------------------------------|---------------|--------|----------------------|-----------------------------|----------------------|-------------------------------------|------------------------|--|--------------------------|---|----------------------|------------------------------------|------------------------|-----------------|--------------------------------------|-------------------------------|
| <u>Knight Campus</u> | | | | | | | | | | | | | | | | |
| KNIGHT CAMPUS | | | | | | | | | | | | | | | | |
| Professor | 170,000 | 1 | 0.2 | 186,700 | 185 | 91% | 151% | 140% | 126% | 120% | -27% | 49% | 170,000 | 1 | 180,700 | 3 |
| Associate Professor | 200,000 | 1 | 0.1 | 121,200 | 110 | 165% | 177% | 91% | 200% | 118% | 80% | 14% | 200,000 | 1 | 144,400 | 2 |
| Assistant Professor | 110,000 | 1 | 0.3 | 103,000 | 118 | 107% | 98% | 77% | 123% | 109% | | | 110,000 | 1 | 99,000 | 12 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 160,000 | 3 | 0.2 | 145,300 | 413 | 110% | 142% | 109% | | | | | 160,000 | 3 | 118,800 | 17 |
| All Ranks Weighted ^{1,2} | 160,500 | | | 139,600 | | 115% | 142% | 112% | | | | | | | | |
| UO FTE Distribution ³ | 160,000 | | | 137,000 | | 117% | | 114% | | | | | | | | |

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

2019-20 Comparison of Faculty Salaries

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

Based on data from the Fall 2019 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 | 215,200 | 11 | 6.0 | 274,000 | 777 | 79% | 191% | 206% | 159% | 176% | 4% | 48% | | | 264,100 | 6 |
| Associate Professor | 210,400 | 19 | 3.6 | 210,300 | 543 | 100% | 187% | 158% | 210% | 206% | 30% | 10% | | | 218,300 | 25 |
| Assistant Professor | 176,300 | 22 | 1.6 | 197,000 | 676 | 89% | 156% | 148% | 197% | 208% | | | 175,100 | 8 | 194,300 | 99 |
| Instructor | | | | 208,000 | 6 | | | 156% | | 134% | | | | | 179,600 | 2 |
| All Ranks ¹ | 197,000 | 52 | 3.3 | 230,600 | 1,996 | 85% | 175% | 173% | | | | | 175,100 | 8 | 202,100 | 130 |
| All Ranks Weighted ^{1,2} | 201,400 | | | 229,600 | | 88% | 179% | 183% | | | | | | | | |
| UO FTE Distribution ³ | 197,000 | | | 218,100 | | 90% | | 181% | | | | | | | | |

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

2019-20 Comparison of Faculty Salaries

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

Based on data from the Fall 2019 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: Earth Sciences | | | | | | | | | | | | | | | | |
| Professor | | | | 152,600 | 702 | | | 115% | | 98% | | 36% | | | 121,500 | 12 |
| Associate Professor | 116,200 | 1 | 1.9 | 104,900 | 228 | 111% | 103% | 79% | 116% | 103% | | 11% | | | 100,000 | 2 |
| Assistant Professor | | | | 89,800 | 234 | | | 67% | | 95% | | | | | 89,800 | 36 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 116,200 | 1 | 1.9 | 130,600 | 1,164 | 89% | 103% | 98% | | | | | | | 97,800 | 50 |
| All Ranks Weighted ^{1,2} | 116,200 | | | 117,700 | | 99% | 103% | 94% | | | | | | | | |
| UO FTE Distribution ³ | 116,200 | | | 104,900 | | 111% | | 87% | | | | | | | | |
| Discipline: History | | | | | | | | | | | | | | | | |
| Professor | 131,400 | 3 | 3.4 | 151,300 | 1,006 | 87% | 116% | 114% | 97% | 97% | 44% | 39% | | | 166,800 | 10 |
| Associate Professor | 82,100 | 1 | 0.1 | 100,000 | 870 | 82% | 73% | 75% | 82% | 98% | 7% | 13% | | | 109,900 | 16 |
| Assistant Professor | 74,200 | 1 | 2.1 | 82,200 | 276 | 90% | 66% | 62% | 83% | 87% | | | | | 80,300 | 42 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 110,100 | 5 | 2.5 | 121,700 | 2,152 | 90% | 98% | 91% | | | | | | | 100,000 | 68 |
| All Ranks Weighted ^{1,2} | 97,800 | | | 113,300 | | 86% | 87% | 90% | | | | | | | | |
| UO FTE Distribution ³ | 110,100 | | | 127,200 | | 87% | | 105% | | | | | | | | |

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

2019-20 Comparison of Faculty Salaries

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

Based on data from the Fall 2019 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: Literature | | | | | | | | | | | | | | | | |
| Professor | 105,200 | 1 | 1.1 | 142,700 | 1,280 | 74% | 93% | 107% | 78% | 92% | 15% | 35% | | | 136,400 | 14 |
| Associate Professor | 88,700 | 2 | 5.1 | 96,600 | 1,140 | 92% | 79% | 73% | 89% | 94% | 79% | 13% | | | 101,600 | 24 |
| Assistant Professor | | | | 79,000 | 382 | | | 59% | | 83% | | | | | 77,900 | 54 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 94,200 | 3 | 3.8 | 115,300 | 2,802 | 82% | 84% | 87% | | | | | | | 93,000 | 92 |
| All Ranks Weighted ^{1,2} | 97,600 | | | 108,000 | | 90% | 87% | 86% | | | | | | | | |
| UO FTE Distribution ³ | 94,200 | | | 111,900 | | 84% | | 93% | | | | | | | | |
| Discipline: Rhetoric | | | | | | | | | | | | | | | | |
| Professor | 175,600 | 1 | 16.1 | 141,600 | 126 | 124% | 156% | 106% | 130% | 91% | | 34% | | | | |
| Associate Professor | | | | 96,100 | 113 | | | 72% | | 94% | | 12% | | | | |
| Assistant Professor | | | | 80,600 | 78 | | | 61% | | 85% | | | | | 79,900 | 12 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 175,600 | 1 | 16.1 | 110,400 | 317 | 159% | 156% | 83% | | | | | | | 79,900 | 12 |
| All Ranks Weighted ^{1,2} | 175,600 | | | 108,000 | | 163% | 156% | 86% | | | | | | | | |
| UO FTE Distribution ³ | 175,600 | | | 141,600 | | 124% | | 117% | | | | | | | | |

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

2019-20 Comparison of Faculty Salaries

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

Based on data from the Fall 2019 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 |
|---|---------------|--------|-----------------|-----------------------------|----------------------|-------------------------------------|------------------------|--|--------------------------|---|----------------------|------------------------------------|------------------------|-----------------|--------------------------------------|-------------------------------|
| School of Journalism and Communication | | | | | | | | | | | | | | | | |
| JOURNALISM & COMMUNICATION | | | | | | | | | | | | | | | | |
| Professor | 139,000 | 13 | 10.6 | 151,200 | 128 | 92% | 123% | 114% | 103% | 97% | 36% | 40% | 160,000 | 1 | 200,300 | 2 |
| Associate Professor | 98,300 | 11 | 5.7 | 98,200 | 142 | 100% | 87% | 74% | 98% | 96% | 16% | 12% | | | 85,000 | 1 |
| Assistant Professor | 79,800 | 13 | 2.1 | 81,700 | 99 | 98% | 71% | 61% | 89% | 86% | | | 77,300 | 2 | 83,800 | 9 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 106,100 | 37 | 6.2 | 112,200 | 369 | 95% | 94% | 84% | | | | | 104,800 | 3 | 103,300 | 12 |
| All Ranks Weighted ^{1,2} | 107,500 | | | 112,500 | | 96% | 95% | 90% | | | | | | | | |
| UO FTE Distribution ³ | 106,100 | | | 111,000 | | 96% | | 92% | | | | | | | | |

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

2019-20 Comparison of Faculty Salaries

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

Based on data from the Fall 2019 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 |
|--|---------------|--------|----------------------|-----------------------------|----------------------|-------------------------------------|------------------------|--|--------------------------|---|----------------------|------------------------------------|------------------------|-----------------|--------------------------------------|-------------------------------|
| School of Law | | | | | | | | | | | | | | | | |
| LAW | | | | | | | | | | | | | | | | |
| Professor | 183,800 | 14 | 13.5 | 229,000 | 698 | 80% | 163% | 172% | 136% | 147% | 32% | 63% | | | 222,600 | 11 |
| Associate Professor | 147,800 | 8 | 4.8 | 145,000 | 76 | 102% | 131% | 109% | 148% | 142% | 21% | 3% | | | 132,200 | 4 |
| Assistant Professor | 124,000 | 4 | 1.2 | 141,200 | 38 | 88% | 110% | 106% | 139% | 149% | | | 127,000 | 2 | 142,600 | 9 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 163,500 | 26 | 8.9 | 217,000 | 812 | 75% | 145% | 163% | | | | | 127,000 | 2 | 177,600 | 24 |
| All Ranks Weighted ^{1,2} | 153,500 | | | 174,700 | | 88% | 136% | 140% | | | | | | | | |
| UO FTE Distribution ³ | 163,500 | | | 189,600 | | 86% | | 157% | | | | | | | | |
| LAW--Associate & Assistant Combined | | | | | | | | | | | | | | | | |
| Professor | 183,800 | 14 | 13.5 | 229,000 | 698 | 80% | 163% | 172% | 192% | 230% | 39% | 64% | | | 222,600 | 11 |
| Assoc/Assist Combined | 139,800 | 12 | 3.6 | 143,700 | 114 | 97% | 124% | 108% | 146% | 145% | | | 127,000 | 2 | 139,400 | 13 |
| All Ranks ¹ | 163,500 | 26 | 8.9 | 217,000 | 812 | 75% | 145% | 163% | | | | | 127,000 | 2 | 177,600 | 24 |
| All Ranks Weighted ^{1,2} | 153,500 | | | 174,700 | | 88% | 136% | 140% | | | | | | | | |
| UO FTE Distribution ³ | 163,500 | | | 189,600 | | 86% | | 157% | | | | | | | | |

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.

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

2019-20 Comparison of Faculty Salaries

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

Based on data from the Fall 2019 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 |
|-----------------------------------|---------------|--------|----------------------|-----------------------------|----------------------|-------------------------------------|------------------------|--|--------------------------|---|----------------------|------------------------------------|------------------------|-----------------|--------------------------------------|-------------------------------|
| School of Music and Dance | | | | | | | | | | | | | | | | |
| DANCE | | | | | | | | | | | | | | | | |
| Professor | 83,400 | 1 | 7.1 | 109,800 | 30 | 76% | 74% | 82% | 62% | 70% | 14% | 18% | | | | |
| Associate Professor | 67,100 | 3 | 8.1 | 86,500 | 20 | 78% | 59% | 65% | 70% | 87% | 8% | 9% | | | | |
| Assistant Professor | 58,100 | 1 | 4.1 | 74,300 | 22 | 78% | 52% | 56% | 61% | 75% | | | | | 81,000 | 3 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 68,500 | 5 | 7.1 | 92,500 | 72 | 74% | 61% | 69% | | | | | | | 81,000 | 3 |
| All Ranks Weighted ^{1,2} | 70,200 | | | 91,200 | | 77% | 62% | 73% | | | | | | | | |
| UO FTE Distribution ³ | 68,500 | | | 88,700 | | 77% | | 73% | | | | | | | | |
| MUSIC | | | | | | | | | | | | | | | | |
| Professor | 101,900 | 18 | 7.0 | 121,600 | 493 | 84% | 90% | 91% | 107% | 122% | 24% | 26% | | | 152,100 | 7 |
| Associate Professor | 74,500 | 13 | 4.1 | 86,500 | 326 | 86% | 66% | 65% | 78% | 87% | 7% | 11% | 84,500 | 2 | 85,300 | 8 |
| Assistant Professor | 66,100 | 10 | 1.7 | 71,300 | 188 | 93% | 59% | 54% | 69% | 72% | | | 66,300 | 3 | 70,200 | 28 |
| Instructor | | | | | | | | | | | | | | | | |
| All Ranks ¹ | 84,500 | 41 | 4.8 | 100,900 | 1,007 | 84% | 75% | 76% | | | | | 73,600 | 5 | 86,300 | 43 |
| All Ranks Weighted ^{1,2} | 82,000 | | | 94,700 | | 87% | 73% | 76% | | | | | | | | |
| UO FTE Distribution ³ | 84,500 | | | 98,200 | | 86% | | 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.

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

2019-20 Comparison of Faculty Salaries

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

Based on data from the Fall 2019 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 |
|---------------|--------|-----------------|-----------------------------|----------------------|-------------------------------------|------------------------|--|--------------------------|---|----------------------|------------------------------------|------------------------|-----------------|--------------------------------------|-------------------------------|
|---------------|--------|-----------------|-----------------------------|----------------------|-------------------------------------|------------------------|--|--------------------------|---|----------------------|------------------------------------|------------------------|-----------------|--------------------------------------|-------------------------------|

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 2018-19. Faculty on leave to perform administrative duties were excluded.
 - 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.

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