

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2020-21 Comparison of Faculty Salaries

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

Based on data from the Fall 2020 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
CAS Humanities																
CINEMA STUDIES																
Professor				157,200	49			115%		101%		50%			225,200	2
Associate Professor	90,000	6	5.4	89,100	53	101%	78%	65%	90%	87%	11%	8%			95,000	1
Assistant Professor	77,900	3	2.1	77,500	34	101%	68%	57%	87%	82%			76,000	1	91,700	3
Instructor																
All Ranks ¹	85,900	9	4.3	110,800	136	78%	75%	81%					76,000	1	136,700	6
All Ranks Weighted ^{1,2}	83,900			110,600		76%	73%	86%								
UO FTE Distribution ³	85,900			85,300		101%		71%								
CLASSICS																
Professor	117,100	3	9.1	136,700	109	86%	102%	100%	87%	88%	32%	32%			121,000	1
Associate Professor	80,400	1	6.1	93,000	65	86%	70%	68%	80%	91%	6%	15%			101,000	1
Assistant Professor	73,900	1	5.1	72,500	56	102%	64%	53%	83%	76%					81,700	8
Instructor																
All Ranks ¹	101,100	5	7.7	108,700	230	93%	88%	79%							87,600	10
All Ranks Weighted ^{1,2}	91,900			102,600		90%	80%	79%								
UO FTE Distribution ³	101,100			115,100		88%		95%								

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CAS Humanities																
COMPARATIVE LITERATURE																
Professor	119,900	1	10.1	177,500	61	68%	104%	130%	89%	114%	30%	58%			130,000	1
Associate Professor	85,700	4	10.1	98,200	54	87%	75%	72%	86%	96%	11%	11%			91,100	1
Assistant Professor	72,800	1	5.1	83,000	24	88%	63%	61%	82%	87%					81,700	3
Instructor																
All Ranks ¹	89,300	6	9.3	130,400	139	68%	78%	95%							93,300	5
All Ranks Weighted ^{1,2}	94,300			122,600		77%	83%	95%								
UO FTE Distribution ³	89,300			108,900		82%		90%								
CREATIVE WRITING																
Professor	136,800	4	8.9	131,700	238	104%	119%	96%	101%	84%	40%	33%			106,700	6
Associate Professor	90,300	1	8.1	86,500	234	104%	79%	63%	90%	85%	13%	8%			84,200	8
Assistant Professor	75,600	2	4.1	75,200	144	101%	66%	55%	85%	79%					75,500	25
Instructor																
All Ranks ¹	112,700	7	7.4	102,000	316	110%	98%	75%							82,000	20
All Ranks Weighted ^{1,2}	102,800			99,600		103%	90%	77%								
UO FTE Distribution ³	112,700			109,100		103%		90%								

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CAS Humanities																
EAST ASIAN LANGUAGES & LITERATURE																
Professor	105,800	4	1.6	148,800	63	71%	92%	109%	78%	95%	22%	40%				
Associate Professor	80,900	6	4.4	94,500	74	86%	70%	69%	81%	92%	7%	11%				
Assistant Professor	73,300	2	1.5	79,800	36	92%	64%	58%	82%	84%			72,000	1	86,000	5
Instructor																
All Ranks ¹	88,000	12	3.0	111,200	173	79%	77%	81%					72,000	1	86,000	5
All Ranks Weighted ^{1,2}	87,700			109,900		80%	77%	85%								
UO FTE Distribution ³	88,000			110,200		80%		91%								
ENGLISH																
Professor	113,300	14	6.2	138,800	580	82%	99%	101%	84%	89%	24%	31%			148,400	6
Associate Professor	85,500	10	5.9	96,300	510	89%	74%	70%	86%	94%	12%	13%			109,000	3
Assistant Professor	72,000	5	1.9	78,500	160	92%	63%	57%	81%	83%			72,000	1	80,500	21
Instructor																
All Ranks ¹	96,600	29	5.4	113,700	1,250	85%	84%	83%					72,000	1	96,900	30
All Ranks Weighted ^{1,2}	91,500			106,300		86%	80%	82%								
UO FTE Distribution ³	96,600			113,700		85%		94%								

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CAS Humanities																
GERMAN & SCANDINAVIAN																
Professor	133,400	3	14.4	137,000	75	97%	116%	100%	99%	88%	44%	41%			243,200	1
Associate Professor	82,600	4	7.6	81,200	52	102%	72%	59%	83%	79%		3%			75,000	1
Assistant Professor				77,300	37			57%		81%					77,900	5
Instructor																
All Ranks ¹	104,400	7	10.5	105,800	164	99%	91%	77%							101,100	7
All Ranks Weighted ^{1,2}	110,000			100,500		109%	96%	78%								
UO FTE Distribution ³	104,400			105,100		99%		87%								
LINGUISTICS																
Professor	119,600	3	10.4	140,900	139	85%	104%	103%	89%	90%	30%	33%				
Associate Professor	85,400	6	5.8	95,100	74	90%	74%	70%	85%	93%	7%	7%			77,500	1
Assistant Professor	77,000	2	1.6	85,800	56	90%	67%	63%	86%	90%					86,800	11
Instructor																
All Ranks ¹	93,200	11	6.3	116,800	269	80%	81%	85%							86,000	12
All Ranks Weighted ^{1,2}	95,400			109,000		88%	84%	84%								
UO FTE Distribution ³	93,200			105,900		88%		88%								

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CAS Humanities																
PHILOSOPHY																
Professor	120,200	7	4.0	169,200	294	71%	105%	124%	89%	109%	34%	52%			209,500	6
Associate Professor	80,800	1	15.1	98,300	131	82%	70%	72%	81%	96%	1%	12%			104,700	3
Assistant Professor	79,100	3	1.9	82,300	78	96%	69%	60%	89%	87%					81,000	15
Instructor																
All Ranks ¹	105,400	11	4.4	137,200	503	77%	92%	100%							116,100	24
All Ranks Weighted ^{1,2}	94,800			119,400		79%	83%	92%								
UO FTE Distribution ³	105,400			139,000		76%		115%								
RELIGIOUS STUDIES																
Professor	116,000	2	4.1	142,600	69	81%	101%	104%	86%	91%	27%	37%			85,600	1
Associate Professor	84,800	3	8.4	92,200	76	92%	74%	67%	85%	90%	9%	11%			76,400	1
Assistant Professor	74,300	2	3.6	77,800	31	96%	65%	57%	83%	82%					77,400	3
Instructor																
All Ranks ¹	90,700	7	5.8	109,400	176	83%	79%	80%							78,900	5
All Ranks Weighted ^{1,2}	93,000			106,200		88%	81%	82%								
UO FTE Distribution ³	90,700			102,500		88%		85%								

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CAS Humanities																
ROMANCE LANGUAGES																
Professor	121,000	3	7.1	128,500	237	94%	105%	94%	90%	82%	34%	29%			80,800	1
Associate Professor	82,500	9	9.4	88,200	239	94%	72%	64%	83%	86%	10%	10%			117,700	1
Assistant Professor	70,700	4	3.1	75,000	95	94%	62%	55%	79%	79%					76,000	15
Instructor																
All Ranks ¹	86,700	16	7.4	102,700	571	84%	75%	75%							78,800	17
All Ranks Weighted ^{1,2}	92,900			98,900		94%	81%	76%								
UO FTE Distribution ³	86,700			92,500		94%		77%								
RUSSIAN, EAST EUROPEAN, & EURASIAN STUDIES																
Professor				121,800	32			89%		78%		21%				
Associate Professor	83,300	2	10.1	92,400	27	90%	72%	68%	83%	90%		11%			87,000	1
Assistant Professor				77,200	17			56%		81%					85,100	1
Instructor																
All Ranks ¹	83,300	2	10.1	101,400	76	82%	72%	74%							86,100	2
All Ranks Weighted ^{1,2}	83,300			98,400		85%	73%	76%								
UO FTE Distribution ³	83,300			92,400		90%		77%								

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CAS Humanities																
THEATRE ARTS																
Professor				130,600	231			95%		84%		32%			106,700	6
Associate Professor	78,200	6	7.4	86,400	236	91%	68%	63%	78%	84%		8%			84,200	8
Assistant Professor				74,900	144			55%		79%					75,500	24
Instructor	78,400	1	27.1				68%		89%							
All Ranks ¹	78,200	6	7.4	100,300	311	78%	68%	73%							82,200	19
All Ranks Weighted ^{1,2}	78,200			99,100		79%	68%	77%								
UO FTE Distribution ³	78,200			86,400		91%		72%								

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CAS Natural Sciences																
BIOLOGY																
Professor	153,100	15	14.9	154,600	721	99%	133%	113%	113%	99%	44%	37%			135,200	6
Associate Professor	102,700	13	3.9	104,400	349	98%	89%	76%	103%	102%	13%	10%	95,000	1	106,800	10
Assistant Professor	87,500	13	2.7	90,100	269	97%	76%	66%	98%	95%			84,000	2	91,300	35
Instructor																
All Ranks ¹	116,300	41	7.5	128,300	1,162	91%	101%	94%					87,700	3	99,200	44
All Ranks Weighted ^{1,2}	116,500			118,400		98%	102%	92%								
UO FTE Distribution ³	116,300			118,200		98%		98%								
CHEMISTRY																
Professor	138,900	16	12.2	168,200	802	83%	121%	123%	103%	108%	38%	46%			150,500	6
Associate Professor	95,500	3	1.4	104,600	275	91%	83%	76%	96%	102%	8%	8%			104,400	8
Assistant Professor	86,000	6	2.9	94,300	258	91%	75%	69%	96%	99%					90,600	22
Instructor	123,800	1	7.1				108%		141%							
All Ranks ¹	121,000	25	8.7	142,400	1,158	85%	105%	104%							104,300	29
All Ranks Weighted ^{1,2}	108,500			124,800		87%	95%	97%								
UO FTE Distribution ³	121,000			142,800		85%		118%								

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CAS Natural Sciences																
COMPUTER & INFORMATION SCIENCE																
Professor	162,500	8	6.2	181,300	486	90%	141%	133%	120%	116%	34%	36%	140,000	1	193,800	9
Associate Professor	123,600	4	15.4	132,000	236	94%	108%	96%	124%	129%	21%	10%			135,700	5
Assistant Professor	99,100	7	2.4	117,900	305	84%	86%	86%	111%	124%			100,000	1	117,500	47
Instructor																
All Ranks ¹	130,900	19	6.7	151,100	1,027	87%	114%	110%					120,000	2	130,300	61
All Ranks Weighted ^{1,2}	130,200			145,700		89%	114%	113%								
UO FTE Distribution ³	130,900			147,600		89%		122%								
EARTH SCIENCES																
Professor	125,500	9	10.0	150,100	328	84%	109%	110%	93%	96%	24%	34%			142,300	5
Associate Professor	97,400	9	3.1	103,100	105	94%	85%	75%	97%	101%	13%	11%			84,600	2
Assistant Professor	82,700	5	3.1	87,900	112	94%	72%	64%	93%	93%					86,200	25
Instructor	66,200	1	5.1						58%							
All Ranks ¹	105,200	23	5.8	128,300	545	82%	92%	94%							94,800	32
All Ranks Weighted ^{1,2}	103,100			115,600		89%	90%	89%								
UO FTE Distribution ³	105,200			118,200		89%		98%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2020-21 Comparison of Faculty Salaries

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

Based on data from the Fall 2020 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	125,800	3	6.4	150,700	154	83%	109%	110%	93%	97%	28%	35%			147,700	2
Associate Professor	93,900	4	2.6	103,200	115	91%	82%	75%	94%	101%	11%	14%			106,300	3
Assistant Professor	81,400	5	2.8	83,700	97	97%	71%	61%	91%	88%			80,000	1	82,800	17
Instructor																
All Ranks ¹	96,700	12	3.6	118,000	366	82%	84%	86%					80,000	1	91,900	22
All Ranks Weighted ^{1,2}	101,700			114,500		89%	89%	89%								
UO FTE Distribution ³	96,700			107,000		90%		89%								
MATHEMATICS																
Professor	132,900	16	11.4	159,600	1,074	83%	116%	117%	98%	102%	33%	39%	117,500	1	165,800	7
Associate Professor	95,500	11	6.2	106,100	361	90%	83%	78%	96%	104%	9%	4%			114,800	6
Assistant Professor	84,800	3	3.1	100,100	351	85%	74%	73%	95%	105%			84,000	1	100,800	63
Instructor																
All Ranks ¹	114,400	30	8.7	137,100	1,786	83%	100%	100%					100,800	2	107,900	76
All Ranks Weighted ^{1,2}	105,900			123,900		85%	93%	96%								
UO FTE Distribution ³	114,400			134,000		85%		111%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2020-21 Comparison of Faculty Salaries

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

Based on data from the Fall 2020 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 Avg vs. UO Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
CAS Natural Sciences																
PHYSICS																
Professor	156,800	12	12.6	156,200	1,024	100%	136%	114%	116%	100%	54%	33%			175,300	8
Associate Professor	95,200	9	4.7	110,400	260	86%	83%	81%	95%	108%	9%	10%			109,000	4
Assistant Professor	84,900	6	3.4	96,800	269	88%	74%	71%	95%	102%					97,100	43
Instructor	111,900	1	6.1				97%		128%							
All Ranks ¹	120,300	27	7.9	138,300	1,553	87%	105%	101%							109,300	55
All Ranks Weighted ^{1,2}	114,600			123,000		93%	100%	95%								
UO FTE Distribution ³	120,300			127,800		94%		106%								
PSYCHOLOGY																
Professor	144,900	16	9.0	162,900	613	89%	126%	119%	107%	104%	43%	45%			177,500	2
Associate Professor	95,500	7	12.2	102,000	235	94%	83%	75%	96%	100%	8%	8%			134,000	3
Assistant Professor	86,300	9	3.2	91,600	208	94%	75%	67%	97%	97%					89,800	27
Instructor																
All Ranks ¹	117,600	32	8.1	135,300	1,056	87%	102%	99%							99,400	32
All Ranks Weighted ^{1,2}	110,800			121,200		91%	97%	94%								
UO FTE Distribution ³	117,600			129,500		91%		107%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2020-21 Comparison of Faculty Salaries

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

Based on data from the Fall 2020 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	124,000	9	7.7	146,000	266	85%	108%	107%	92%	94%	30%	35%			85,600	1
Associate Professor	89,600	4	5.9	98,300	204	91%	78%	72%	90%	96%	12%	10%			83,300	2
Assistant Professor	75,900	6	2.4	84,600	107	90%	66%	62%	85%	89%					79,200	12
Instructor																
All Ranks ¹	101,600	19	5.7	117,800	577	86%	88%	86%							80,200	15
All Ranks Weighted ^{1,2}	98,000			111,600		88%	86%	86%								
UO FTE Distribution ³	101,600			116,600		87%		97%								
ECONOMICS																
Professor	193,800	11	14.5	251,100	385	77%	169%	184%	143%	161%	49%	59%			375,000	2
Associate Professor	138,000	5	2.5	170,700	170	81%	120%	125%	138%	167%	11%	19%			150,500	2
Assistant Professor	125,600	8	3.2	145,100	225	87%	109%	106%	141%	153%					140,200	24
Instructor																
All Ranks ¹	159,400	24	8.3	203,000	780	79%	139%	148%							157,700	28
All Ranks Weighted ^{1,2}	154,700			192,200		80%	135%	149%								
UO FTE Distribution ³	159,400			199,000		80%		165%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2020-21 Comparison of Faculty Salaries

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

Based on data from the Fall 2020 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
CAS Social Sciences																
ENVIRONMENTAL STUDIES																
Professor	139,000	1	3.1	157,300	121	88%	121%	115%	103%	101%	44%	34%			180,800	1
Associate Professor	88,300	3	1.1	111,100	68	79%	77%	81%	88%	109%	2%	8%			165,000	1
Assistant Professor	86,400	1	4.1	100,400	64	86%	75%	73%	97%	106%					104,600	5
Instructor																
All Ranks ¹	98,100	5	2.1	130,500	253	75%	85%	95%							124,100	7
All Ranks Weighted ^{1,2}	106,400			124,700		85%	93%	96%								
UO FTE Distribution ³	98,100			118,200		83%		98%								
ETHNIC STUDIES																
Professor	156,900	2	7.1	151,400	156	104%	137%	111%	116%	97%	48%	31%			127,400	3
Associate Professor	102,300	6	7.9	108,600	198	94%	89%	79%	102%	106%	23%	16%			105,000	10
Assistant Professor	76,200	1	1.1	86,700	137	88%	66%	63%	85%	91%					86,900	21
Instructor				82,000	1			60%		53%					82,000	1
All Ranks ¹	111,600	9	7.0	116,000	491	96%	97%	85%							95,800	34
All Ranks Weighted ^{1,2}	114,200			117,400		97%	100%	91%								
UO FTE Distribution ³	111,600			115,600		97%		96%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2020-21 Comparison of Faculty Salaries

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

Based on data from the Fall 2020 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	122,200	5	6.3	142,700	144	86%	106%	104%	90%	92%	23%	33%			133,700	3
Associate Professor	96,200	3	11.1	97,000	105	99%	84%	71%	96%	95%	13%	9%			71,600	1
Assistant Professor	81,100	3	2.9	84,300	79	96%	71%	62%	91%	89%					83,200	11
Instructor																
All Ranks ¹	103,900	11	6.7	114,000	328	91%	90%	83%							92,500	15
All Ranks Weighted ^{1,2}	101,000			109,800		92%	88%	85%								
UO FTE Distribution ³	103,900			114,300		91%		95%								
GLOBAL STUDIES																
Professor				135,200	10					99%					87%	36%
Associate Professor	87,900	5	8.7	86,600	20	102%	77%	63%	88%	85%	8%	7%				
Assistant Professor	78,200	1	2.1	77,500	10	101%	68%	57%	88%	82%						
Instructor																
All Ranks ¹	86,300	6	7.6	96,500	40	89%	75%	71%								
All Ranks Weighted ^{1,2}	83,100			101,600		82%	73%	79%								
UO FTE Distribution ³	86,300			85,100		101%		71%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2020-21 Comparison of Faculty Salaries

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

Based on data from the Fall 2020 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	133,700	10	9.2	150,600	478	89%	116%	110%	99%	97%	35%	37%			120,800	6
Associate Professor	93,600	15	8.1	100,000	425	94%	81%	73%	94%	98%	14%	14%			106,600	4
Assistant Professor	77,100	3	2.4	80,600	134	96%	67%	59%	86%	85%					82,400	26
Instructor																
All Ranks ¹	106,100	28	7.9	120,800	1,037	88%	92%	88%							91,500	36
All Ranks Weighted ^{1,2}	103,100			112,500		92%	90%	87%								
UO FTE Distribution ³	106,100			116,000		91%		96%								
POLITICAL SCIENCE																
Professor	142,300	6	8.1	182,300	376	78%	124%	133%	105%	117%	42%	48%			103,200	1
Associate Professor	93,900	8	6.7	116,300	255	81%	82%	85%	94%	114%	8%	16%			167,300	3
Assistant Professor	84,500	2	3.1	94,000	183	90%	74%	69%	95%	99%					90,400	21
Instructor																
All Ranks ¹	110,900	16	6.8	141,800	814	78%	97%	104%							100,100	25
All Ranks Weighted ^{1,2}	108,800			133,600		81%	95%	103%								
UO FTE Distribution ³	110,900			138,200		80%		114%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2020-21 Comparison of Faculty Salaries

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

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	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
CAS Social Sciences																
SOCIOLOGY																
Professor	148,500	7	7.0	168,300	346	88%	129%	123%	110%	108%	46%	45%			192,000	7
Associate Professor	95,500	10	6.9	106,200	183	90%	83%	78%	96%	104%	10%	10%			113,900	5
Assistant Professor	84,100	3	2.1	91,900	137	92%	73%	67%	94%	97%					91,200	24
Instructor																
All Ranks ¹	112,400	20	6.2	135,500	666	83%	98%	99%							114,000	36
All Ranks Weighted ^{1,2}	111,400			124,600		89%	98%	96%								
UO FTE Distribution ³	112,400			125,800		89%		104%								
WOMEN'S, GENDER, & SEXUALITY STUDIES																
Professor				139,400	47			102%		89%		32%				
Associate Professor	95,700	2	12.7	95,800	75	100%	83%	70%	96%	94%	13%	10%				
Assistant Professor	81,000	3	2.8	81,500	38	99%	70%	60%	91%	86%					84,700	8
Instructor																
All Ranks ¹	86,900	5	6.7	105,200	160	83%	76%	77%							84,700	8
All Ranks Weighted ^{1,2}	88,400			107,300		82%	77%	83%								
UO FTE Distribution ³	86,900			87,200		100%		72%								

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2020-21 Comparison of Faculty Salaries

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DSGN Dept of the History of Art & Architecture																
HISTORY OF ART & ARCHITECTURE																
Professor	114,900	1	7.1	130,900	103	88%	100%	96%	85%	84%	28%	29%				
Associate Professor	82,900	4	5.6	91,000	106	91%	72%	67%	83%	89%	8%	8%			98,000	1
Assistant Professor	73,200	4	3.4	79,900	50	92%	64%	58%	82%	84%			73,000	1	79,500	8
Instructor																
All Ranks ¹	82,100	9	4.8	104,700	259	78%	71%	77%					73,000	1	81,500	9
All Ranks Weighted ^{1,2}	91,600			102,200		90%	80%	79%								
UO FTE Distribution ³	82,100			90,500		91%		75%								

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DSGN School of Architecture & Environment																
ARCHITECTURE																
Professor	140,100	9	10.4	138,100	111	101%	122%	101%	104%	89%	40%	30%			195,000	1
Associate Professor	94,200	12	14.7	97,100	170	97%	82%	71%	94%	95%	16%	14%			96,000	4
Assistant Professor	75,800	1	2.9	78,600	83	96%	66%	57%	85%	83%					82,700	4
Instructor																
All Ranks ¹	112,100	22	12.4	105,400	364	106%	98%	77%							101,100	9
All Ranks Weighted ^{1,2}	105,300			106,300		99%	92%	82%								
UO FTE Distribution ³	112,100			113,000		99%		94%								
HISTORIC PRESERVATION																
Professor				119,900	1			88%		77%						
Associate Professor	86,700	1	4.1	100,500	3	86%	75%	73%	87%	98%	6%	73%				
Assistant Professor	79,900	1	1.1				70%		89%							
Instructor																
All Ranks ¹	83,300	2	2.6	105,300	4	79%	72%	77%								
All Ranks Weighted ^{1,2}	83,300			110,900		75%	73%	86%								
UO FTE Distribution ³	83,300			50,200		166%		42%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2020-21 Comparison of Faculty Salaries

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

Based on data from the Fall 2020 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
DSGN School of Architecture & Environment																
INTERIOR ARCHITECTURE																
Professor																
Associate Professor	91,700	2	15.0				80%		92%		17%					
Assistant Professor	72,700	2	2.1				63%		81%							
Instructor																
All Ranks ¹	82,200	4	8.6				72%									
All Ranks Weighted ^{1,2}	82,200						72%									
UO FTE Distribution ³	82,200															
LANDSCAPE ARCHITECTURE																
Professor	121,500	2	2.6	124,400	18	98%	106%	91%	90%	80%	29%	22%				
Associate Professor	88,600	2	6.1	94,000	26	94%	77%	69%	89%	92%	13%	14%	87,500		1	
Assistant Professor	73,700	2	3.6	74,400	16	99%	64%	54%	83%	78%			71,500		2	
Instructor																
All Ranks ¹	94,600	6	4.1	97,900	60	97%	82%	72%					76,800		3	
All Ranks Weighted ^{1,2}	96,000			99,000		97%	84%	77%								
UO FTE Distribution ³	94,600			97,600		97%		81%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2020-21 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
DSGN School of Art & Design																
ART																
Professor	97,100	6	1.6	120,800	200	80%	85%	88%	72%	77%	14%	26%			122,600	2
Associate Professor	81,500	7	8.2	85,000	140	96%	71%	62%	82%	83%	14%	7%			75,000	1
Assistant Professor	65,700	5	3.5	75,000	73	88%	57%	55%	74%	79%			63,000	1	75,200	7
Instructor																
All Ranks ¹	82,300	18	4.7	100,600	413	82%	72%	74%					63,000	1	84,700	10
All Ranks Weighted ^{1,2}	82,200			95,100		86%	72%	74%								
UO FTE Distribution ³	82,300			94,200		87%		78%								
PRODUCT DESIGN																
Professor				141,600	31			104%		91%		39%			81,600	1
Associate Professor	97,400	5	5.9	88,400	39	110%	85%	65%	97%	86%	23%	11%			79,800	1
Assistant Professor	70,600	3	4.1	72,700	36	97%	61%	53%	79%	77%					78,600	2
Instructor																
All Ranks ¹	87,400	8	5.2	98,600	106	89%	76%	72%							79,600	4
All Ranks Weighted ^{1,2}	84,000			103,000		82%	74%	80%								
UO FTE Distribution ³	87,400			82,500		106%		68%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2020-21 Comparison of Faculty Salaries

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

Based on data from the Fall 2020 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 Planning, Public Policy, & Mgmt																
PLANNING, PUBLIC POLICY, & MGMT																
Professor	139,400	3	5.8	179,800	197	78%	121%	131%	103%	115%	30%	44%			202,500	2
Associate Professor	105,000	10	4.4	119,300	209	88%	91%	87%	105%	117%	19%	15%			123,700	10
Assistant Professor	83,100	4	2.6	98,200	155	85%	72%	72%	93%	103%					94,000	29
Instructor																
All Ranks ¹	105,900	17	4.2	134,700	561	79%	92%	98%							106,600	41
All Ranks Weighted ^{1,2}	110,800			134,900		82%	97%	104%								
UO FTE Distribution ³	105,900			125,000		85%		104%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2020-21 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
College of Education																
COUNSELING PSYCHOLOGY & HUMAN SERVICES																
Professor	151,100	5	8.7	141,400	155	107%	132%	103%	112%	91%	44%	30%			160,000	1
Associate Professor	100,900	6	4.6	99,700	132	101%	88%	73%	101%	97%	9%	14%			99,500	4
Assistant Professor	90,700	5	2.9	80,600	84	113%	79%	59%	102%	85%					81,400	9
Instructor																
All Ranks ¹	113,400	16	5.4	112,800	371	101%	99%	82%							92,200	14
All Ranks Weighted ^{1,2}	116,200			109,000		107%	102%	84%								
UO FTE Distribution ³	113,400			106,800		106%		88%								
EDUCATION STUDIES																
Professor	138,300	5	1.9	143,200	335	97%	120%	105%	102%	92%	27%	35%			126,500	13
Associate Professor	107,300	2	6.6	95,400	286	112%	93%	70%	107%	93%	15%	11%			96,400	14
Assistant Professor	90,600	3	4.1	81,000	214	112%	79%	59%	101%	85%					80,800	34
Instructor																
All Ranks ¹	117,800	10	3.5	110,900	835	106%	103%	81%							94,100	61
All Ranks Weighted ^{1,2}	113,400			108,500		105%	99%	84%								
UO FTE Distribution ³	117,800			115,000		102%		95%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2020-21 Comparison of Faculty Salaries

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

Based on data from the Fall 2020 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																
EDUCATIONAL METHODOLOGY, POLICY & LEADERSHIP																
Professor	123,300	2	1.1	142,100	68	87%	107%	104%	91%	91%	19%	35%			125,000	1
Associate Professor	102,000	1	0.5	93,800	86	109%	89%	69%	102%	92%	10%	12%	102,000	1	93,000	3
Assistant Professor	91,000	2	4.1	77,100	47	118%	79%	56%	102%	81%					75,800	12
Instructor																
All Ranks ¹	106,100	5	2.2	106,200	201	100%	92%	78%					102,000	1	82,100	16
All Ranks Weighted ^{1,2}	106,400			106,300		100%	93%	82%								
UO FTE Distribution ³	106,100			106,400		100%		88%								
SPECIAL EDUCATION & CLINICAL SCIENCES																
Professor	152,400	6	5.6	149,400	99	102%	133%	109%	113%	96%	36%	38%			107,000	1
Associate Professor	111,100	6	5.4	97,300	95	114%	97%	71%	111%	95%	18%	10%			100,800	8
Assistant Professor	90,600	7	3.2	84,200	92	108%	79%	62%	101%	89%					85,100	14
Instructor																
All Ranks ¹	116,600	19	4.7	111,100	286	105%	101%	81%							91,500	23
All Ranks Weighted ^{1,2}	119,900			112,400		107%	105%	87%								
UO FTE Distribution ³	116,600			108,900		107%		90%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2020-21 Comparison of Faculty Salaries

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

Based on data from the Fall 2020 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
Knights Campus																
KNIGHT CAMPUS																
Professor	172,800	1	1.2	179,100	200	96%	150%	131%	128%	115%	-27%	42%			184,400	4
Associate Professor	203,300	1	1.1	121,200	122	168%	177%	89%	203%	118%	80%	14%			136,200	5
Assistant Professor	110,900	4	0.6	101,600	117	109%	97%	74%	124%	107%			110,600	3	107,900	13
Instructor																
All Ranks ¹	136,600	6	0.8	142,400	439	96%	119%	104%					110,600	3	128,200	22
All Ranks Weighted ^{1,2}	162,900			136,300		120%	143%	105%								
UO FTE Distribution ³	136,600			117,800		116%		98%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2020-21 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
Lundquist College of Business																
BUSINESS ADMINISTRATION																
Professor	225,700	11	7.2	273,900	798	82%	196%	200%	167%	176%	11%	47%			282,700	11
Associate Professor	212,600	22	3.8	210,000	573	101%	185%	154%	213%	205%	28%	11%			240,700	15
Assistant Professor	180,500	16	2.1	195,600	749	92%	157%	143%	202%	206%					197,400	101
Instructor				193,400	3					141%		125%			177,000	1
All Ranks ¹	205,100	49	4.0	229,000	2,120	90%	179%	167%							209,900	127
All Ranks Weighted ^{1,2}	207,300			229,000		91%	182%	177%								
UO FTE Distribution ³	205,100			219,700		93%		182%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2020-21 Comparison of Faculty Salaries

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

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School of Journalism and Communication																
JOURNALISM & COMMUNICATION																
Professor	141,500	15	10.0	147,800	132	96%	123%	108%	105%	95%	41%	37%	110,000	1	180,000	1
Associate Professor	94,100	12	5.9	97,700	149	96%	82%	71%	94%	96%	13%	11%			109,800	3
Assistant Professor	79,500	11	2.6	82,700	92	96%	69%	60%	89%	87%					82,400	18
Instructor																
All Ranks ¹	108,600	38	6.6	111,700	373	97%	95%	82%					110,000	1	90,600	22
All Ranks Weighted ^{1,2}	107,000			111,400		96%	94%	86%								
UO FTE Distribution ³	108,600			113,100		96%		94%								

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School of Law																
LAW																
Professor	188,300	13	14.5	224,200	707	84%	164%	164%	197%	226%	41%	60%			237,500	18
Professor	188,300	13	14.5	224,200	707	84%	164%	164%	139%	144%	33%	60%			237,500	18
Associate Professor	149,900	7	5.9	142,100	73	105%	130%	104%	150%	139%	20%	0%			140,800	9
Assistant Professor	126,400	4	2.2	141,600	38	89%	110%	104%	142%	149%					136,900	8
Instructor																
All Ranks ¹	166,800	24	9.9	213,000	818	78%	145%	156%							189,600	35
All Ranks Weighted ^{1,2}	156,600			172,200		91%	137%	133%								
UO FTE Distribution ³	166,800			186,500		89%		155%								
LAW--Associate & Assistant Combined																
Assoc/Assist Combined	141,300	11	4.6	141,900	111	100%	123%	104%	148%	143%					138,900	17
All Ranks ¹	166,800	24	9.9	213,000	818	78%	145%	156%							189,600	35
All Ranks Weighted ^{1,2}	156,600			172,200		91%	137%	133%								
UO FTE Distribution ³	166,800			186,500		89%		155%								

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

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School of Music and Dance																
DANCE																
Professor				112,200	33			82%		72%		19%				
Associate Professor	70,500	4	10.4	85,600	19	82%	61%	63%	71%	84%	9%	8%			82,000	1
Assistant Professor	60,100	1	5.1	74,600	24	81%	52%	55%	67%	79%					76,100	4
Instructor																
All Ranks ¹	68,400	5	9.3	93,700	76	73%	60%	68%							77,300	5
All Ranks Weighted ^{1,2}	65,300			91,900		71%	57%	71%								
UO FTE Distribution ³	68,400			83,400		82%		69%								
MUSIC																
Professor	103,600	18	7.4	120,600	519	86%	90%	88%	77%	77%	24%	26%			114,600	8
Associate Professor	76,300	12	4.9	84,700	335	90%	66%	62%	76%	83%	8%	10%			93,500	7
Assistant Professor	66,900	11	2.5	71,200	174	94%	58%	52%	75%	75%			63,000	1	75,100	20
Instructor																
All Ranks ¹	85,800	41	5.3	100,500	1,028	85%	75%	73%					63,000	1	87,800	35
All Ranks Weighted ^{1,2}	83,400			93,700		89%	73%	72%								
UO FTE Distribution ³	85,800			96,800		89%		80%								

Note: Because of changes to how tenure-related faculty in the Robert D. Clark Honors College are assigned, the Honors College has been removed and faculty have been assigned to home departments based on their discipline.

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

2020-21 Comparison of Faculty Salaries

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

Based on data from the Fall 2020 AAU Data Exchange (AAUDE) Faculty Salary Survey

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

1. Definitions of faculty included in AAU salary data:
 - a. Regular, full-time (.50 FTE or greater) tenure and tenure track faculty in instructional departments.
 - b. Regular, full-time tenure and tenure track faculty on sabbatical or partial leave without pay in 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.

Note: Because of changes to how tenure-related faculty in the Robert D. Clark Honors College are assigned, the Honors College has been removed and faculty have been assigned to home departments based on their discipline.

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