

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2021-22 Comparison of Faculty Salaries

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

Based on data from the Fall 2021 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	AAU PUBLIC Peers New Hire FTE
CAS Humanities																
CINEMA STUDIES																
Professor				164,000	59			114%		105%		48%			402,800	1
Associate Professor	89,700	7	5.5	95,700	58	94%	78%	67%	90%	94%	11%	10%				
Assistant Professor	76,500	2	1.6	81,700	34	94%	67%	57%	86%	86%					91,600	4
Instructor																
All Ranks ¹	86,800	9	4.7	119,200	151	73%	76%	83%							153,900	5
All Ranks Weighted ^{1,2}	83,100			116,500		71%	73%	86%								
UO FTE Distribution ³	86,800			92,600		94%		77%								
CLASSICS																
Professor	117,100	3	10.1	146,100	102	80%	102%	102%	87%	94%	32%	35%			140,000	1
Associate Professor	80,400	1	7.1	95,800	71	84%	70%	67%	80%	94%	6%	13%				
Assistant Professor	73,900	1	6.1	77,400	50	95%	64%	54%	83%	82%					78,200	3
Instructor																
All Ranks ¹	101,100	5	8.7	114,700	223	88%	88%	80%							93,700	4
All Ranks Weighted ^{1,2}	91,900			108,500		85%	81%	80%								
UO FTE Distribution ³	101,100			122,300		83%		101%								

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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CAS Humanities																
COMPARATIVE LITERATURE																
Professor	119,900	1	11.1	168,200	68	71%	104%	117%	89%	108%	30%	45%				
Associate Professor	85,700	4	11.1	103,400	60	83%	75%	72%	86%	101%	11%	10%			115,300	1
Assistant Professor	72,800	1	6.1	88,800	29	82%	63%	62%	82%	94%					83,100	2
Instructor																
All Ranks ¹	89,300	6	10.3	128,800	157	69%	78%	90%							93,800	3
All Ranks Weighted ^{1,2}	94,300			122,700		77%	83%	91%								
UO FTE Distribution ³	89,300			111,800		80%		93%								
CREATIVE WRITING																
Professor	139,000	4	9.9	138,200	223	101%	121%	96%	103%	89%	44%	32%			124,700	2
Associate Professor	88,500	2	4.6	92,500	242	96%	77%	65%	89%	90%	15%	9%			122,700	8
Assistant Professor	70,900	1	4.1	78,900	136	90%	62%	55%	79%	83%					82,500	22
Instructor																
All Ranks ¹	114,800	7	7.5	106,800	307	107%	100%	75%							95,200	16
All Ranks Weighted ^{1,2}	101,500			105,000		97%	90%	78%								
UO FTE Distribution ³	114,800			116,700		98%		97%								

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CAS Humanities																
EAST ASIAN LANGUAGES & LITERATURE																
Professor	101,000	6	1.8	152,800	60	66%	88%	107%	75%	98%	19%	37%				
Associate Professor	79,500	6	2.6	99,200	66	80%	69%	69%	80%	97%		9%				
Assistant Professor				86,700	42			61%		91%					89,000	6
Instructor																
All Ranks ¹	90,300	12	2.2	115,200	168	78%	79%	80%							89,000	6
All Ranks Weighted ^{1,2}	91,100			115,000		79%	80%	85%								
UO FTE Distribution ³	90,300			126,000		72%		104%								
ENGLISH																
Professor	114,700	14	7.2	143,000	529	80%	100%	100%	85%	92%	26%	29%			170,100	4
Associate Professor	85,400	9	7.3	100,800	438	85%	74%	70%	85%	99%	12%	13%			116,300	7
Assistant Professor	72,000	5	2.9	82,400	139	87%	63%	58%	81%	87%					80,800	17
Instructor																
All Ranks ¹	97,700	28	6.5	118,700	1,106	82%	85%	83%							102,400	28
All Ranks Weighted ^{1,2}	92,000			110,500		83%	81%	82%								
UO FTE Distribution ³	97,700			118,600		82%		98%								

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CAS Humanities																
GERMAN & SCANDINAVIAN																
Professor	133,400	3	15.4	136,500	71	98%	116%	95%	99%	88%	45%	34%				
Associate Professor	82,200	3	9.8	88,200	43	93%	72%	62%	82%	86%		6%				
Assistant Professor				79,400	37			55%		84%					79,100	4
Instructor																
All Ranks ¹	107,800	6	12.6	108,800	151	99%	94%	76%							79,100	4
All Ranks Weighted ^{1,2}	109,800			103,200		106%	97%	77%								
UO FTE Distribution ³	107,800			112,400		96%		93%								
LINGUISTICS																
Professor	108,000	5	6.9	148,700	143	73%	94%	104%	80%	95%	18%	35%			181,400	3
Associate Professor	87,900	4	7.1	98,500	68	89%	77%	69%	88%	96%	9%	6%				
Assistant Professor	77,000	2	2.6	90,000	58	86%	67%	63%	86%	95%					86,400	11
Instructor																
All Ranks ¹	95,100	11	6.2	123,400	269	77%	83%	86%							106,700	14
All Ranks Weighted ^{1,2}	91,900			114,300		80%	81%	85%								
UO FTE Distribution ³	95,100			119,800		79%		99%								

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CAS Humanities																
PHILOSOPHY																
Professor	123,600	7	5.0	175,000	272	71%	108%	122%	91%	112%	34%	51%			210,000	1
Associate Professor	84,000	3	5.4	102,300	125	82%	73%	71%	84%	100%	5%	11%			129,700	4
Assistant Professor	78,800	1	2.1	86,900	71	91%	69%	61%	88%	92%					91,700	8
Instructor																
All Ranks ¹	108,700	11	4.8	142,200	468	76%	95%	99%							112,500	13
All Ranks Weighted ^{1,2}	96,900			124,200		78%	86%	92%								
UO FTE Distribution ³	108,700			147,100		74%		122%								
RELIGIOUS STUDIES																
Professor	116,000	2	5.1	142,700	67	81%	101%	100%	86%	92%	27%	34%			165,900	1
Associate Professor	84,800	3	9.4	94,600	74	90%	74%	66%	85%	92%	9%	9%			121,000	1
Assistant Professor	74,300	2	4.6	81,000	29	92%	65%	57%	83%	85%					82,300	3
Instructor																
All Ranks ¹	90,700	7	6.8	111,200	170	82%	79%	78%							106,800	5
All Ranks Weighted ^{1,2}	93,000			108,000		86%	82%	80%								
UO FTE Distribution ³	90,700			104,500		87%		87%								

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CAS Humanities																
ROMANCE LANGUAGES																
Professor	116,700	4	6.4	132,400	234	88%	102%	92%	86%	85%	30%	28%			115,000	1
Associate Professor	82,400	8	10.1	91,600	218	90%	72%	64%	82%	90%	10%	10%				
Assistant Professor	70,800	3	3.1	77,400	78	91%	62%	54%	79%	82%					92,900	3
Instructor																
All Ranks ¹	89,200	15	7.7	107,500	530	83%	78%	75%							98,400	4
All Ranks Weighted ^{1,2}	91,400			102,100		90%	81%	76%								
UO FTE Distribution ³	89,200			99,600		90%		83%								
RUSSIAN, EAST EUROPEAN, & EURASIAN STUDIES																
Professor				135,200	28			94%		87%		28%			150,000	1
Associate Professor	83,300	2	11.1	95,500	24	87%	73%	67%	83%	93%		9%			88,200	1
Assistant Professor				82,100	15			57%		87%					88,600	2
Instructor																
All Ranks ¹	83,300	2	11.1	109,100	67	76%	73%	76%							103,800	4
All Ranks Weighted ^{1,2}	83,300			105,900		79%	74%	79%								
UO FTE Distribution ³	83,300			95,500		87%		79%								

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CAS Humanities																
THEATRE ARTS																
Professor	83,200	1	0.1	137,500	219	61%	72%	96%	62%	88%	4%	32%			124,700	2
Associate Professor	78,800	5	8.3	92,300	245	85%	69%	64%	79%	90%		10%			122,700	8
Assistant Professor				78,600	135			55%		83%					82,500	22
Instructor	78,400	1	28.1				68%		89%							
All Ranks ¹	79,500	6	6.9	105,500	305	75%	69%	74%							95,200	16
All Ranks Weighted ^{1,2}	81,200			104,600		78%	72%	78%								
UO FTE Distribution ³	79,500			99,800		80%		83%								

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CAS Natural Sciences																
BIOLOGY																
Professor	158,000	12	15.7	158,500	677	100%	138%	111%	117%	102%	49%	37%			202,000	3
Associate Professor	102,100	14	4.5	106,100	329	96%	89%	74%	102%	104%	13%	9%			132,800	2
Assistant Professor	87,400	13	3.3	92,600	248	94%	76%	65%	98%	98%			85,000	1	93,700	31
Instructor																
All Ranks ¹	114,400	39	7.5	131,400	1,079	87%	100%	92%					85,000	1	105,700	30
All Ranks Weighted ^{1,2}	118,000			121,100		97%	104%	90%								
UO FTE Distribution ³	114,400			117,700		97%		98%								
CHEMISTRY																
Professor	140,800	15	12.1	177,300	798	79%	123%	124%	104%	114%	39%	48%			192,900	6
Associate Professor	95,500	3	2.4	108,800	265	88%	83%	76%	96%	106%	8%	9%			131,100	3
Assistant Professor	86,300	6	3.9	96,600	247	89%	75%	67%	97%	102%					94,100	28
Instructor	123,800	1	8.1				108%		141%							
All Ranks ¹	121,500	24	8.9	150,500	1,135	81%	106%	105%							115,500	31
All Ranks Weighted ^{1,2}	109,300			130,200		84%	96%	97%								
UO FTE Distribution ³	121,500			148,600		82%		123%								

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CAS Natural Sciences																
COMPUTER & INFORMATION SCIENCE																
Professor	163,400	8	7.2	190,000	507	86%	142%	133%	121%	122%	35%	37%			195,700	8
Associate Professor	123,600	4	16.4	136,500	214	91%	108%	95%	124%	133%	21%	10%			134,200	6
Assistant Professor	99,100	7	3.4	121,500	324	82%	86%	85%	111%	128%					121,800	53
Instructor																
All Ranks ¹	131,400	19	7.8	157,800	1,045	83%	114%	110%							131,700	67
All Ranks Weighted ^{1,2}	130,500			151,400		86%	115%	112%								
UO FTE Distribution ³	131,400			153,500		86%		127%								
EARTH SCIENCES																
Professor	123,200	10	7.0	156,900	320	79%	107%	109%	91%	101%	24%	36%			166,800	2
Associate Professor	95,300	7	3.2	105,000	109	91%	83%	73%	95%	103%	9%	9%			105,000	1
Assistant Professor	84,700	4	4.1	92,500	113	92%	74%	65%	95%	97%					92,900	15
Instructor	71,500	1	6.1						62%	82%						
All Ranks ¹	106,600	21	5.2	133,100	542	80%	93%	93%							101,800	18
All Ranks Weighted ^{1,2}	102,200			120,200		85%	90%	89%								
UO FTE Distribution ³	106,600			127,300		84%		105%								

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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	AAU PUBLIC Peers New Hire FTE
CAS Natural Sciences																
HUMAN PHYSIOLOGY																
Professor	124,000	4	7.4	157,700	150	79%	108%	110%	92%	101%	26%	36%				
Associate Professor	93,900	4	3.6	106,200	117	88%	82%	74%	94%	104%	11%	14%			105,500	2
Assistant Professor	81,400	5	3.8	86,600	91	94%	71%	60%	91%	91%					80,100	11
Instructor																
All Ranks ¹	98,400	13	4.8	122,800	358	80%	86%	86%							84,000	13
All Ranks Weighted ^{1,2}	101,100			119,000		85%	89%	88%								
UO FTE Distribution ³	98,400			114,500		86%		95%								
MATHEMATICS																
Professor	128,800	16	10.2	165,300	1,025	78%	112%	115%	95%	106%	29%	37%			177,900	6
Associate Professor	95,500	11	6.6	112,100	309	85%	83%	78%	96%	110%	10%	6%			117,600	6
Assistant Professor	83,900	2	3.1	103,700	307	81%	73%	72%	94%	109%					104,800	52
Instructor																
All Ranks ¹	113,100	29	8.4	143,800	1,641	79%	99%	100%							112,900	64
All Ranks Weighted ^{1,2}	104,100			129,100		81%	92%	96%								
UO FTE Distribution ³	113,100			140,900		80%		117%								

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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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

2021-22 Comparison of Faculty Salaries

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

Based on data from the Fall 2021 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg	AAU PUBLIC Peers New Hire FTE
CAS Natural Sciences																
PHYSICS																
Professor	155,900	13	12.6	164,500	974	95%	136%	115%	115%	106%	54%	35%			214,200	1
Associate Professor	94,100	8	5.6	113,800	267	83%	82%	79%	94%	111%	8%	9%			126,800	2
Assistant Professor	84,900	6	4.4	100,400	251	85%	74%	70%	95%	106%					99,900	27
Instructor	111,900	1	7.1				97%		128%							
All Ranks ¹	121,800	27	8.7	144,700	1,492	84%	106%	101%							105,500	30
All Ranks Weighted ^{1,2}	113,900			128,300		89%	101%	95%								
UO FTE Distribution ³	121,800			135,300		90%		112%								
PSYCHOLOGY																
Professor	141,800	13	7.8	168,700	588	84%	124%	118%	105%	108%	40%	43%			191,300	2
Associate Professor	95,600	8	11.6	106,800	223	90%	83%	75%	96%	104%	8%	8%			108,200	3
Assistant Professor	86,000	8	4.1	94,700	192	91%	75%	66%	96%	100%					91,600	13
Instructor																
All Ranks ¹	113,700	29	7.8	140,800	1,003	81%	99%	98%							105,500	18
All Ranks Weighted ^{1,2}	109,600			125,800		87%	97%	93%								
UO FTE Distribution ³	113,700			131,200		87%		109%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2021-22 Comparison of Faculty Salaries

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

Based on data from the Fall 2021 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	AAU PUBLIC Peers New Hire FTE
CAS Social Sciences																
ANTHROPOLOGY																
Professor	119,900	7	6.8	150,800	271	80%	104%	105%	89%	97%	26%	34%				
Associate Professor	89,600	4	6.9	101,500	191	88%	78%	71%	90%	99%	12%	9%				
Assistant Professor	76,100	5	3.5	88,100	105	86%	66%	61%	85%	93%					88,200	12
Instructor																
All Ranks ¹	98,700	16	5.8	122,600	567	81%	86%	86%							88,200	12
All Ranks Weighted ^{1,2}	96,500			115,400		84%	85%	86%								
UO FTE Distribution ³	98,700			118,900		83%		99%								
ECONOMICS																
Professor	185,800	10	13.0	260,900	389	71%	162%	182%	138%	167%	44%	60%			305,300	3
Associate Professor	135,200	4	2.9	175,200	161	77%	118%	122%	135%	171%	8%	18%			192,800	3
Assistant Professor	125,600	9	3.8	149,100	219	84%	109%	104%	141%	157%			125,000	1	151,900	23
Instructor																
All Ranks ¹	153,400	23	7.6	211,100	769	73%	134%	147%					125,000	1	172,000	29
All Ranks Weighted ^{1,2}	150,800			198,500		76%	133%	147%								
UO FTE Distribution ³	153,400			202,200		76%		168%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2021-22 Comparison of Faculty Salaries

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

Based on data from the Fall 2021 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	AAU PUBLIC Peers New Hire FTE
CAS Social Sciences																
ENVIRONMENTAL STUDIES																
Professor	134,600	1	4.1	162,800	117	83%	117%	114%	100%	104%	40%	29%			173,600	1
Associate Professor	88,300	3	2.1	121,600	54	73%	77%	85%	88%	119%	2%	15%				
Assistant Professor	86,400	1	5.1	100,700	57	86%	75%	70%	97%	106%					101,800	5
Instructor																
All Ranks ¹	97,200	5	3.1	137,500	228	71%	85%	96%							113,700	6
All Ranks Weighted ^{1,2}	104,800			130,200		80%	92%	97%								
UO FTE Distribution ³	97,200			125,700		77%		104%								
GEOGRAPHY																
Professor	106,600	4	4.9	154,900	158	69%	93%	108%	79%	99%	9%	38%			208,400	1
Associate Professor	96,200	3	12.1	100,600	89	96%	84%	70%	96%	98%	15%	8%			154,500	1
Assistant Professor	79,000	5	2.4	88,700	85	89%	69%	62%	88%	93%			75,900	2	90,100	10
Instructor																
All Ranks ¹	92,500	12	5.6	123,400	332	75%	81%	86%					75,900	2	105,300	12
All Ranks Weighted ^{1,2}	94,600			116,800		81%	83%	87%								
UO FTE Distribution ³	92,500			113,700		81%		94%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2021-22 Comparison of Faculty Salaries

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

Based on data from the Fall 2021 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	AAU PUBLIC Peers New Hire FTE
CAS Social Sciences																
GLOBAL STUDIES																
Professor	114,100	1	2.1	151,200	5	75%	99%	106%	84%	97%	23%	49%				
Associate Professor	87,900	5	9.7	80,800	13	109%	77%	56%	88%	79%	8%	-5%				
Assistant Professor	78,200	1	3.1	88,600	12	88%	68%	62%	88%	93%					107,400	1
Instructor																
All Ranks ¹	90,300	7	7.7	95,700	30	94%	79%	67%							107,400	1
All Ranks Weighted ^{1,2}	94,500			109,200		87%	83%	81%								
UO FTE Distribution ³	90,300			92,000		98%		76%								
HISTORY																
Professor	134,400	8	10.2	159,300	457	84%	117%	111%	99%	102%	35%	39%			172,500	3
Associate Professor	93,700	14	8.3	103,700	404	90%	82%	72%	94%	101%	13%	12%			110,100	7
Assistant Professor	78,700	2	3.6	86,100	120	91%	69%	60%	88%	91%					93,400	14
Instructor																
All Ranks ¹	106,000	24	8.5	127,400	981	83%	92%	89%							108,200	24
All Ranks Weighted ^{1,2}	103,900			118,600		88%	92%	88%								
UO FTE Distribution ³	106,000			120,800		88%		100%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2021-22 Comparison of Faculty Salaries

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

Based on data from the Fall 2021 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg	AAU PUBLIC Peers New Hire FTE
CAS Social Sciences																
INDIGENOUS, RACE & ETHNIC STUDIES																
Professor	186,200	1	5.1	159,800	162	117%	162%	112%	138%	103%	71%	32%			163,800	4
Associate Professor	104,600	5	9.5	114,100	174	92%	91%	80%	105%	112%	24%	17%			108,600	5
Assistant Professor	76,800	2	2.1	90,000	142	85%	67%	63%	86%	95%					84,600	16
Instructor																
All Ranks ¹	107,800	8	7.1	122,400	478	88%	94%	85%							102,100	25
All Ranks Weighted ^{1,2}	125,900			123,300		102%	111%	91%								
UO FTE Distribution ³	107,800			113,800		95%		94%								
POLITICAL SCIENCE																
Professor	136,800	7	7.8	184,900	363	74%	119%	129%	101%	119%	37%	45%			230,000	3
Associate Professor	94,300	7	8.0	121,100	247	78%	82%	85%	94%	118%	9%	16%			125,000	1
Assistant Professor	83,700	3	2.8	97,900	165	85%	73%	68%	94%	103%			82,000	1	104,000	10
Instructor																
All Ranks ¹	109,900	17	7.0	146,000	775	75%	96%	102%					82,000	1	132,500	14
All Ranks Weighted ^{1,2}	106,600			137,300		78%	94%	102%								
UO FTE Distribution ³	109,900			143,300		77%		119%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2021-22 Comparison of Faculty Salaries

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

Based on data from the Fall 2021 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg	AAU PUBLIC Peers New Hire FTE
CAS Social Sciences																
SOCIOLOGY																
Professor	146,600	6	5.8	173,400	315	85%	128%	121%	109%	111%	44%	43%			132,200	1
Associate Professor	96,300	8	6.9	111,900	168	86%	84%	78%	96%	109%	10%	11%			124,300	3
Assistant Professor	84,400	4	2.4	95,900	130	88%	74%	67%	95%	101%			85,000	1	104,000	13
Instructor																
All Ranks ¹	110,400	18	5.5	140,100	613	79%	96%	98%					85,000	1	109,200	17
All Ranks Weighted ^{1,2}	111,100			129,500		86%	98%	96%								
UO FTE Distribution ³	110,400			128,900		86%		107%								
WOMEN'S, GENDER, & SEXUALITY STUDIES																
Professor				144,800	47			101%		93%		28%				
Associate Professor	93,600	3	9.2	105,300	74	89%	82%	73%	94%	103%	12%	13%			128,800	2
Assistant Professor	80,100	2	2.6	87,300	41	92%	70%	61%	90%	92%					94,900	7
Instructor																
All Ranks ¹	88,200	5	6.5	112,200	162	79%	77%	78%							102,400	9
All Ranks Weighted ^{1,2}	86,900			114,200		76%	77%	85%								
UO FTE Distribution ³	88,200			98,100		90%		81%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2021-22 Comparison of Faculty Salaries

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

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	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg	AAU PUBLIC Peers New Hire FTE
DSGN Dept of the History of Art & Architecture																
HISTORY OF ART & ARCHITECTURE																
Professor	121,500	2	6.1	140,000	93	87%	106%	98%	90%	90%	36%	29%				
Associate Professor	80,400	5	2.5	98,300	82	82%	70%	69%	80%	96%	6%	11%			136,400	2
Assistant Professor	73,900	2	2.1	82,900	43	89%	64%	58%	83%	87%					83,000	3
Instructor																
All Ranks ¹	88,100	9	3.2	113,100	218	78%	77%	79%							104,400	5
All Ranks Weighted ^{1,2}	93,500			108,800		86%	83%	81%								
UO FTE Distribution ³	88,100			104,200		85%		86%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2021-22 Comparison of Faculty Salaries

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	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg	AAU PUBLIC Peers New Hire FTE
DSGN School of Architecture & Environment																
ARCHITECTURE																
Professor	143,300	9	8.6	141,800	98	101%	125%	99%	106%	91%	44%	29%				
Associate Professor	93,200	9	11.8	100,400	150	93%	81%	70%	93%	98%	15%	14%	107,000	1	80,400	2
Assistant Professor	75,800	1	3.9	80,200	57	95%	66%	56%	85%	85%					82,400	5
Instructor																
All Ranks ¹	116,000	19	9.9	109,900	305	106%	101%	77%					107,000	1	81,800	7
All Ranks Weighted ^{1,2}	106,200			109,300		97%	94%	81%								
UO FTE Distribution ³	116,000			118,900		98%		99%								
HISTORIC PRESERVATION																
Professor				145,800	2			102%		94%		29%				
Associate Professor	86,700	1	5.1	103,800	3	84%	76%	72%	87%	101%	6%					
Assistant Professor	79,900	1	2.1				70%		89%							
Instructor																
All Ranks ¹	83,300	2	3.6	120,600	5	69%	73%	84%								
All Ranks Weighted ^{1,2}	83,300			126,400		66%	74%	94%								
UO FTE Distribution ³	83,300			51,900		161%		43%								

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

Based on data from the Fall 2021 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years	AAU PUBLIC Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg	AAU PUBLIC Peers New Hire FTE
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DSGN School of Architecture & Environment

INTERIOR ARCHITECTURE

Professor																
Associate Professor	94,600	2	16.0				82%		95%		19%					
Assistant Professor	72,700	2	3.1				63%		81%							
Instructor																
All Ranks ¹	83,600	4	9.6				73%									
All Ranks Weighted ^{1,2}	83,600						74%									
UO FTE Distribution ³	83,600															

LANDSCAPE ARCHITECTURE

Professor				131,800	18			92%		85%		24%				
Associate Professor	88,600	2	7.1	98,100	16	90%	77%	68%	89%	96%	13%	14%				
Assistant Professor	73,700	2	4.6	77,800	16	95%	64%	54%	83%	82%				74,000		1
Instructor																
All Ranks ¹	81,200	4	5.9	103,700	50	78%	71%	72%						74,000		1
All Ranks Weighted ^{1,2}	81,200			104,100		78%	72%	77%								
UO FTE Distribution ³	81,200			88,000		92%		73%								

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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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

2021-22 Comparison of Faculty Salaries

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

Based on data from the Fall 2021 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg	AAU PUBLIC Peers New Hire FTE
DSGN School of Art & Design																
ART																
Professor	96,300	8	2.0	131,100	206	73%	84%	91%	71%	84%	16%	29%			175,000	1
Associate Professor	77,400	5	4.9	90,000	142	86%	67%	63%	77%	88%	9%	8%			89,600	1
Assistant Professor	67,300	2	4.6	77,900	75	86%	59%	54%	75%	82%					74,700	10
Instructor																
All Ranks ¹	86,100	15	3.3	107,900	423	80%	75%	75%							84,300	12
All Ranks Weighted ^{1,2}	81,200			101,300		80%	72%	75%								
UO FTE Distribution ³	86,100			110,300		78%		91%								
PRODUCT DESIGN																
Professor	108,100	2	0.1	147,500	28	73%	94%	103%	80%	95%	15%	41%				
Associate Professor	91,100	4	5.4	88,400	29	103%	79%	62%	91%	86%	18%	7%			84,000	1
Assistant Professor	70,000	2	4.6	78,500	27	89%	61%	55%	78%	83%					93,000	2
Instructor																
All Ranks ¹	90,100	8	3.9	104,900	84	86%	78%	73%							90,000	3
All Ranks Weighted ^{1,2}	90,700			107,000		85%	80%	79%								
UO FTE Distribution ³	90,100			100,700		89%		83%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2021-22 Comparison of Faculty Salaries

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

Based on data from the Fall 2021 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	AAU PUBLIC Peers New Hire FTE
DSGN School of Planning, Public Policy, & Mgmt																
PLANNING, PUBLIC POLICY, & MGMT																
Professor	142,900	3	6.8	185,300	203	77%	124%	129%	106%	119%	33%	42%			222,600	5
Associate Professor	105,000	10	5.4	125,400	191	84%	91%	88%	105%	123%	19%	18%			140,000	6
Assistant Professor	83,100	4	3.6	99,900	139	83%	72%	70%	93%	105%					100,800	16
Instructor																
All Ranks ¹	106,500	17	5.2	141,500	533	75%	93%	99%							132,100	27
All Ranks Weighted ^{1,2}	112,100			139,400		80%	99%	103%								
UO FTE Distribution ³	106,500			130,000		82%		108%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2021-22 Comparison of Faculty Salaries

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

Based on data from the Fall 2021 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg	AAU PUBLIC Peers New Hire FTE
College of Education																
COUNSELING PSYCHOLOGY & HUMAN SERVICES																
Professor	161,700	4	11.1	147,700	156	109%	141%	103%	120%	95%	53%	31%				
Associate Professor	101,300	6	4.1	102,700	121	99%	88%	72%	101%	100%	10%	12%			99,300	4
Assistant Professor	90,300	4	3.6	85,600	76	105%	79%	60%	101%	90%					85,800	9
Instructor																
All Ranks ¹	115,400	14	6.0	118,900	353	97%	101%	83%							89,900	13
All Ranks Weighted ^{1,2}	120,100			113,900		105%	106%	84%								
UO FTE Distribution ³	115,400			110,700		104%		92%								
EDUCATION STUDIES																
Professor	138,300	5	2.9	151,300	302	91%	120%	106%	102%	97%	27%	35%			180,100	3
Associate Professor	107,300	2	7.6	100,900	244	106%	93%	70%	107%	99%	15%	12%			109,800	3
Assistant Professor	90,600	3	5.1	84,200	173	108%	79%	59%	101%	89%					81,600	24
Instructor																
All Ranks ¹	117,800	10	4.5	118,000	719	100%	103%	82%							94,300	30
All Ranks Weighted ^{1,2}	113,400			114,200		99%	100%	85%								
UO FTE Distribution ³	117,800			121,100		97%		100%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2021-22 Comparison of Faculty Salaries

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

Based on data from the Fall 2021 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg	AAU PUBLIC Peers New Hire FTE
College of Education																
EDUCATIONAL METHODOLOGY, POLICY & LEADERSHIP																
Professor	123,300	2	2.1	145,600	72	85%	107%	102%	91%	93%	20%	34%			163,900	2
Associate Professor	100,300	2	0.8	96,600	84	104%	87%	67%	100%	94%	8%	11%			106,700	6
Assistant Professor	90,600	1	3.1	80,800	52	112%	79%	56%	101%	85%					82,800	14
Instructor																
All Ranks ¹	107,600	5	1.8	109,600	208	98%	94%	76%							96,700	22
All Ranks Weighted ^{1,2}	105,700			109,700		96%	93%	81%								
UO FTE Distribution ³	107,600			113,000		95%		94%								
SPECIAL EDUCATION & CLINICAL SCIENCES																
Professor	146,500	7	5.7	150,300	99	97%	128%	105%	108%	96%	34%	35%				
Associate Professor	106,900	5	4.6	100,400	84	106%	93%	70%	107%	98%	15%	9%				
Assistant Professor	90,200	6	3.8	86,900	89	104%	79%	61%	101%	92%					92,400	10
Instructor																
All Ranks ¹	116,700	18	4.7	114,100	272	102%	102%	80%							92,400	10
All Ranks Weighted ^{1,2}	116,200			114,500		101%	103%	85%								
UO FTE Distribution ³	116,700			115,300		101%		96%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2021-22 Comparison of Faculty Salaries

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

Based on data from the Fall 2021 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg	AAU PUBLIC Peers New Hire FTE
Knights Campus																
KNIGHT CAMPUS																
Professor	172,800	1	2.2	187,600	204	92%	151%	131%	128%	120%	1%	44%			156,400	1
Associate Professor	171,100	3	0.9	125,000	114	137%	149%	87%	171%	122%	52%	14%	155,000	2	151,700	3
Assistant Professor	110,900	4	1.6	105,400	115	105%	97%	74%	124%	111%					101,900	18
Instructor																
All Ranks ¹	141,200	8	1.4	149,300	433	95%	123%	104%					155,000	2	111,200	22
All Ranks Weighted ^{1,2}	152,700			141,900		108%	135%	105%								
UO FTE Distribution ³	141,200			123,000		115%		102%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2021-22 Comparison of Faculty Salaries

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

Based on data from the Fall 2021 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg	AAU PUBLIC Peers New Hire FTE
Lundquist College of Business																
BUSINESS ADMINISTRATION																
Professor	222,900	12	6.2	282,800	766	79%	194%	197%	165%	181%	9%	44%			277,400	6
Associate Professor	212,100	22	4.0	220,000	538	96%	185%	154%	212%	215%	30%	13%			250,700	5
Assistant Professor	177,700	13	2.6	200,900	712	88%	155%	140%	199%	212%					194,100	70
Instructor				183,000	1			128%		118%					183,000	1
All Ranks ¹	205,400	47	4.1	237,100	2,016	87%	179%	165%							203,700	81
All Ranks Weighted ^{1,2}	205,200			237,100		87%	181%	176%								
UO FTE Distribution ³	205,400			230,800		89%		191%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2021-22 Comparison of Faculty Salaries

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

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	UO Avg Salary	UO FTE	UO Avg in Years	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	AAU PUBLIC Peers New Hire FTE
School of Journalism and Communication																
JOURNALISM & COMMUNICATION																
Professor	145,400	13	11.5	155,600	125	93%	127%	109%	108%	100%	45%	39%			178,000	1
Associate Professor	93,800	12	3.9	100,300	142	94%	82%	70%	94%	98%	13%	11%				
Assistant Professor	79,400	11	3.2	84,800	84	94%	69%	59%	89%	89%					81,600	11
Instructor																
All Ranks ¹	108,000	36	6.4	116,300	351	93%	94%	81%							89,600	12
All Ranks Weighted ^{1,2}	108,300			115,800		94%	96%	86%								
UO FTE Distribution ³	108,000			115,600		93%		96%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2021-22 Comparison of Faculty Salaries

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

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School of Law																
LAW																
Professor	187,200	14	13.0	235,800	709	79%	163%	165%	139%	151%	33%	61%			238,400	17
Associate Professor	149,500	5	7.2	148,400	65	101%	130%	104%	150%	145%	18%	1%			166,300	4
Assistant Professor	129,400	3	2.5	146,800	33	88%	113%	102%	145%	155%					140,200	6
Instructor																
All Ranks ¹	170,700	22	10.2	225,200	807	76%	149%	157%							205,900	27
All Ranks Weighted ^{1,2}	157,000			180,100		87%	139%	134%								
UO FTE Distribution ³	170,700			203,800		84%		169%								
LAW--Associate & Assistant Combined																
Professor	187,200	14	13.0	235,800	709	79%	163%	165%	196%	237%	39%	61%			238,400	17
Assoc/Assist Combined	142,000	8	5.5	147,900	98	96%	124%	103%	149%	149%					150,600	10
All Ranks ¹	170,700	22	10.2	225,200	807	76%	149%	157%							205,900	27
All Ranks Weighted ^{1,2}	157,000			180,100		87%	139%	134%								
UO FTE Distribution ³	170,700			203,800		84%		169%								

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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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2021-22 Comparison of Faculty Salaries

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School of Music and Dance																
DANCE																
Professor				119,200	29			83%		76%		21%				
Associate Professor	70,500	4	11.4	89,400	14	79%	61%	62%	71%	87%	9%	7%				
Assistant Professor	60,000	2	3.1	79,100	18	76%	52%	55%	67%	83%			60,000	1		
Instructor																
All Ranks ¹	67,000	6	8.6	100,600	61	67%	58%	70%					60,000	1		
All Ranks Weighted ^{1,2}	65,300			97,100		67%	58%	72%								
UO FTE Distribution ³	67,000			86,000		78%		71%								
MUSIC																
Professor	99,200	18	7.3	125,900	501	79%	86%	88%	73%	81%	21%	27%			170,300	2
Associate Professor	75,600	14	4.4	87,900	300	86%	66%	61%	76%	86%	8%	9%			89,000	2
Assistant Professor	66,200	8	3.0	74,800	157	89%	58%	52%	74%	79%					75,600	14
Instructor																
All Ranks ¹	84,300	40	5.4	105,600	958	80%	73%	74%							87,600	18
All Ranks Weighted ^{1,2}	81,300			97,800		83%	72%	73%								
UO FTE Distribution ³	84,300			102,400		82%		85%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2021-22 Comparison of Faculty Salaries

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

Based on data from the Fall 2021 AAU Data Exchange (AAUDE) Faculty Salary Survey

UO Avg Salary	UO FTE	UO in Rank	AAU PUBLIC Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg	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 (.50 FTE or greater) tenured faculty on sabbatical in 2021-22. 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 include
 - 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.

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.