

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2022-23 Comparison of Faculty Salaries

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

Based on data from the Fall 2022 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				173,200	66			116%		95%		50%			152,300	4
Associate Professor	96,100	7	6.5	98,700	69	97%	78%	66%	88%	82%	11%	10%				
Assistant Professor	82,000	2	2.6	83,100	47	99%	67%	56%	84%	73%					80,800	7
Instructor																
All Ranks ¹	92,900	9	5.7	121,700	182	76%	76%	81%							106,800	11
All Ranks Weighted by UO FTE Distribution ²	92,900			95,200		98%		66%								
CLASSICS																
Professor	120,300	4	8.4	155,100	98	78%	98%	104%	81%	85%	28%	37%				
Associate Professor	85,400	1	0.1	100,400	69	85%	69%	67%	78%	84%		12%			105,800	5
Assistant Professor				82,600	45			55%		73%					76,600	6
Instructor																
All Ranks ¹	113,300	5	6.7	121,900	212	93%	92%	81%							89,900	11
All Ranks Weighted by UO FTE Distribution ²	113,300			144,100		79%		100%								

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 by UO 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

2022-23 Comparison of Faculty Salaries

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

Based on data from the Fall 2022 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																
COMPARATIVE LITERATURE																
Professor	136,200	1	12.1	203,200	79	67%	111%	136%	91%	111%	37%	60%			182,000	2
Associate Professor	90,300	5	9.7	113,800	61	79%	73%	76%	82%	95%		14%			86,000	1
Assistant Professor				92,400	29			62%		81%					87,900	3
Instructor																
All Ranks ¹	98,000	6	10.1	151,900	169	65%	80%	101%							118,900	6
All Ranks Weighted by UO FTE Distribution ²	98,000			128,700		76%		90%								
CREATIVE WRITING																
Professor	148,800	4	10.9	147,100	235	101%	121%	98%	100%	81%	47%	34%			111,000	4
Associate Professor	90,500	3	3.8	96,200	246	94%	74%	64%	83%	80%		11%			106,000	13
Assistant Professor				79,300	153			53%		70%					80,000	24
Instructor																
All Ranks ¹	123,800	7	7.8	111,600	325	111%	101%	75%							91,500	21
All Ranks Weighted by UO FTE Distribution ²	123,800			125,300		99%		87%								

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 by UO 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

2022-23 Comparison of Faculty Salaries

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

Based on data from the Fall 2022 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																
EAST ASIAN LANGUAGES & LITERATURE																
Professor	108,200	6	2.8	164,300	70	66%	88%	110%	73%	90%	19%	42%			169,500	4
Associate Professor	85,100	6	3.6	101,300	67	84%	69%	68%	78%	85%		7%				
Assistant Professor				90,400	40			60%		80%					84,300	3
Instructor																
All Ranks ¹	96,700	12	3.2	123,800	177	78%	79%	83%							133,000	7
All Ranks Weighted by UO FTE Distribution ²	96,700			132,800		73%		93%								
ENGLISH																
Professor	124,700	13	8.7	149,500	519	83%	101%	100%	84%	82%	27%	31%			125,400	2
Associate Professor	91,800	9	8.0	102,700	425	89%	75%	69%	84%	86%	12%	12%			102,500	6
Assistant Professor	77,100	5	3.9	85,400	131	90%	63%	57%	79%	75%					82,100	14
Instructor																
All Ranks ¹	104,900	27	7.6	123,200	1,075	85%	85%	82%							91,600	22
All Ranks Weighted by UO FTE Distribution ²	104,900			122,000		86%		85%								

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 by UO 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

2022-23 Comparison of Faculty Salaries

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

Based on data from the Fall 2022 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 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	146,000	3	16.4	136,700	68	107%	119%	91%	98%	75%	47%	31%				
Associate Professor	88,000	3	10.8	90,600	40	97%	72%	61%	80%	76%		6%			104,600	1
Assistant Professor				82,300	28			55%		73%					83,000	5
Instructor																
All Ranks ¹	117,000	6	13.6	111,900	136	105%	95%	75%							86,600	6
All Ranks Weighted by UO FTE Distribution ²	117,000			113,600		103%		79%								
LINGUISTICS																
Professor	109,300	5	3.7	149,600	141	73%	89%	100%	73%	82%	15%	33%				
Associate Professor	90,700	3	0.8	99,800	70	91%	74%	67%	83%	83%		5%			95,000	3
Assistant Professor				92,500	57			62%		82%					88,800	7
Instructor																
All Ranks ¹	102,300	8	2.6	124,400	268	82%	83%	83%							90,700	10
All Ranks Weighted by UO FTE Distribution ²	102,300			130,900		78%		91%								

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 by UO 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

2022-23 Comparison of Faculty Salaries

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

Based on data from the Fall 2022 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																
PHILOSOPHY																
Professor	133,800	7	6.0	174,200	254	77%	109%	116%	90%	95%	36%	44%			207,700	3
Associate Professor	89,900	3	6.4	108,600	133	83%	73%	73%	82%	91%	6%	13%			129,000	4
Assistant Professor	83,000	2	1.6	88,900	72	93%	68%	59%	85%	78%			81,600	1	84,000	16
Instructor																
All Ranks ¹	114,400	12	5.4	141,800	459	81%	93%	95%					81,600	1	108,000	23
All Ranks Weighted by UO FTE Distribution ²	114,400			143,600		80%		100%								
RELIGIOUS STUDIES																
Professor	124,200	2	6.1	159,200	63	78%	101%	106%	83%	87%	27%	38%			137,000	1
Associate Professor	90,800	3	10.4	102,000	75	89%	74%	68%	83%	85%	9%	12%			115,000	1
Assistant Professor	79,200	1	5.1	83,500	22	95%	64%	56%	81%	74%					84,500	2
Instructor																
All Ranks ¹	100,000	6	8.1	122,000	160	82%	81%	81%							105,300	4
All Ranks Weighted by UO FTE Distribution ²	100,000			118,000		85%		82%								

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 by UO 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

2022-23 Comparison of Faculty Salaries

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

Based on data from the Fall 2022 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																
ROMANCE LANGUAGES																
Professor	126,300	4	7.4	136,800	232	92%	103%	91%	85%	75%	31%	28%				
Associate Professor	88,200	8	11.1	95,200	228	93%	72%	64%	80%	79%	10%	11%			99,800	3
Assistant Professor	75,800	3	4.1	79,100	79	96%	62%	53%	77%	70%					77,900	13
Instructor																
All Ranks ¹	95,900	15	8.7	110,700	539	87%	78%	74%							82,000	16
All Ranks Weighted by UO FTE Distribution ²	95,900			103,100		93%		72%								
RUSSIAN, EAST EUROPEAN, & EURASIAN STUDIES																
Professor				138,100	30			92%		76%		27%			186,600	1
Associate Professor	89,200	2	12.1	98,200	30	91%	73%	66%	81%	82%		10%			83,500	1
Assistant Professor				82,600	14			55%		73%					82,500	1
Instructor																
All Ranks ¹	89,200	2	12.1	111,400	74	80%	73%	74%							117,500	3
All Ranks Weighted by UO FTE Distribution ²	89,200			98,200		91%		68%								

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 by UO 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

2022-23 Comparison of Faculty Salaries

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

Based on data from the Fall 2022 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																
THEATRE ARTS																
Professor	94,500	1	1.1	146,400	228	65%	77%	98%	63%	80%	7%	34%			111,000	4
Associate Professor	85,600	5	9.3	95,600	240	90%	70%	64%	78%	80%		11%			106,500	12
Assistant Professor				79,100	150			53%		70%					80,000	24
Instructor	83,900	1	29.1				68%		104%							
All Ranks ¹	87,000	6	7.9	110,300	309	79%	71%	74%							91,100	20
All Ranks Weighted by UO FTE Distribution ²	87,000			104,000		84%		72%								

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 by UO 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

2022-23 Comparison of Faculty Salaries

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

Based on data from the Fall 2022 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																
BIOLOGY																
Professor	171,700	12	16.7	165,100	659	104%	140%	110%	115%	90%	52%	36%			156,300	8
Associate Professor	108,400	18	4.3	111,300	311	97%	88%	74%	99%	93%	13%	9%			125,000	1
Assistant Professor	92,100	9	3.4	97,100	253	95%	75%	65%	94%	86%					95,700	27
Instructor																
All Ranks ¹	124,100	39	7.9	137,000	1,085	91%	101%	92%							105,900	33
All Ranks Weighted by UO FTE Distribution ²	124,100			124,600		100%		87%								
CHEMISTRY																
Professor	146,900	14	11.9	182,800	777	80%	120%	122%	99%	100%	36%	47%			175,400	16
Associate Professor	102,600	4	2.6	112,700	236	91%	83%	75%	94%	94%	8%	8%			116,400	9
Assistant Professor	93,200	5	4.5	100,000	230	93%	76%	67%	95%	88%					97,900	26
Instructor																
All Ranks ¹	127,500	23	8.7	155,900	1,105	82%	104%	104%							123,600	48
All Ranks Weighted by UO FTE Distribution ²	127,500			152,600		84%		106%								

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 by UO 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

2022-23 Comparison of Faculty Salaries

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

Based on data from the Fall 2022 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	176,700	8	8.2	199,800	489	88%	144%	133%	119%	109%	36%	38%			229,800	4
Associate Professor	132,400	4	17.4	142,700	225	93%	108%	95%	121%	119%	21%	10%			143,300	15
Assistant Professor	106,100	7	4.4	127,600	310	83%	86%	85%	108%	113%					124,300	42
Instructor																
All Ranks ¹	141,400	19	8.7	165,400	1,024	85%	115%	110%							135,900	61
All Ranks Weighted by UO FTE Distribution ²	141,400			161,200		88%		112%								
EARTH SCIENCES																
Professor	132,300	10	8.0	169,600	315	78%	108%	113%	89%	93%	24%	40%			132,500	1
Associate Professor	102,600	9	3.3	110,200	118	93%	83%	74%	94%	92%	14%	8%			106,200	2
Assistant Professor	85,500	2	4.1	97,800	111	87%	70%	65%	87%	86%					100,000	10
Instructor	76,600	1	7.1					62%		95%						
All Ranks ¹	115,100	21	5.6	142,100	544	81%	94%	95%							103,500	13
All Ranks Weighted by UO FTE Distribution ²	115,100			137,300		84%		96%								

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 by UO 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

2022-23 Comparison of Faculty Salaries

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

Based on data from the Fall 2022 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 Natural Sciences																
HUMAN PHYSIOLOGY																
Professor	128,900	5	6.7	170,000	112	76%	105%	114%	86%	93%	24%	38%				
Associate Professor	99,200	3	4.1	112,800	101	88%	81%	75%	91%	94%	10%	15%			107,200	4
Assistant Professor	87,200	5	4.8	90,400	80	96%	71%	60%	89%	80%					87,600	16
Instructor																
All Ranks ¹	106,000	13	5.4	128,500	293	82%	86%	86%							91,500	20
All Ranks Weighted by UO FTE Distribution ²	106,000			126,100		84%		88%								
MATHEMATICS																
Professor	138,500	16	11.2	171,600	991	81%	113%	115%	93%	94%	29%	36%			214,100	6
Associate Professor	102,300	11	7.6	117,100	328	87%	83%	78%	93%	98%	10%	6%			133,900	8
Assistant Professor	89,800	2	4.1	108,500	307	83%	73%	72%	91%	96%					106,600	55
Instructor				59,400	1					40%		38%			59,400	1
All Ranks ¹	121,400	29	9.4	148,700	1,626	82%	99%	99%							119,200	69
All Ranks Weighted by UO FTE Distribution ²	121,400			146,500		83%		102%								

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 by UO 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

2022-23 Comparison of Faculty Salaries

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

Based on data from the Fall 2022 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 Natural Sciences																
PHYSICS																
Professor	164,300	14	12.6	170,500	992	96%	134%	114%	110%	93%	52%	35%			183,400	8
Associate Professor	100,400	7	6.4	118,500	250	85%	82%	79%	92%	99%	8%	9%			110,100	4
Assistant Professor	90,100	4	4.9	104,300	245	86%	73%	70%	92%	92%					96,200	31
Instructor																
All Ranks ¹	134,500	25	9.6	150,900	1,487	89%	109%	101%							113,700	43
All Ranks Weighted by UO FTE Distribution ²	134,500			145,400		93%		101%								
PSYCHOLOGY																
Professor	146,400	13	7.7	175,900	589	83%	119%	118%	98%	96%	37%	43%			167,200	7
Associate Professor	101,200	8	11.4	110,900	231	91%	82%	74%	92%	93%	8%	7%			114,700	10
Assistant Professor	91,600	9	3.2	100,100	170	92%	75%	67%	93%	88%			90,100	3	97,000	30
Instructor																
All Ranks ¹	117,900	30	7.3	147,700	990	80%	96%	99%					90,100	3	111,200	47
All Ranks Weighted by UO FTE Distribution ²	117,900			135,800		87%		95%								

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 by UO 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

2022-23 Comparison of Faculty Salaries

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

Based on data from the Fall 2022 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	126,200	10	5.5	158,900	280	79%	103%	106%	85%	87%	27%	36%	122,400	1	135,300	2
Associate Professor	93,300	2	5.1	105,600	186	88%	76%	71%	85%	88%	10%	9%			97,900	4
Assistant Professor	80,500	7	3.2	91,600	102	88%	66%	61%	82%	81%			77,800	2	86,900	12
Instructor																
All Ranks ¹	105,900	19	4.6	129,300	568	82%	86%	86%					92,700	3	94,700	18
All Ranks Weighted by UO FTE Distribution ²	105,900			128,500		82%		90%								
ECONOMICS																
Professor	201,400	9	12.8	272,900	379	74%	164%	182%	135%	150%	41%	58%			323,000	7
Associate Professor	151,500	5	3.1	185,800	171	82%	123%	124%	138%	155%	13%	21%	178,500	1	245,800	5
Assistant Professor	135,800	8	4.9	154,800	195	88%	110%	103%	138%	137%					149,100	23
Instructor																
All Ranks ¹	166,200	22	7.7	222,000	745	75%	135%	148%					178,500	1	197,700	35
All Ranks Weighted by UO FTE Distribution ²	166,200			210,100		79%		146%								

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 by UO 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

2022-23 Comparison of Faculty Salaries

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

Based on data from the Fall 2022 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	142,300	1	5.1	188,300	150	76%	116%	126%	95%	103%	34%	41%				
Associate Professor	100,600	3	3.1	127,100	83	79%	82%	85%	92%	106%	7%	10%				
Assistant Professor	92,200	2	3.1	111,800	77	82%	75%	75%	94%	99%			91,800	1	105,200	8
Instructor																
All Ranks ¹	104,700	6	3.4	152,900	310	68%	85%	102%					91,800	1	105,200	8
All Ranks Weighted by UO FTE Distribution ²	104,700			132,200		79%		92%								
GEOGRAPHY																
Professor	112,100	3	5.8	160,700	145	70%	91%	107%	75%	88%	7%	38%				
Associate Professor	103,000	3	13.1	103,600	87	99%	84%	69%	94%	86%	15%	8%			96,500	2
Assistant Professor	85,100	5	3.4	91,600	70	93%	69%	61%	87%	81%					89,900	3
Instructor																
All Ranks ¹	97,400	11	6.7	128,200	302	76%	79%	86%							92,500	5
All Ranks Weighted by UO FTE Distribution ²	97,400			113,700		86%		79%								

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 by UO 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

2022-23 Comparison of Faculty Salaries

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

Based on data from the Fall 2022 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																
GLOBAL STUDIES AND LANGUAGES																
Professor	114,400	2	1.6	259,500	1	44%	93%	173%	77%	142%	17%	98%				
Associate Professor	93,200	4	5.6	112,500	3	83%	76%	75%	85%	94%		3%				
Assistant Professor				108,400	10			72%		96%					106,000	1
Instructor																
All Ranks ¹	100,300	6	4.3	120,000	14	84%	82%	80%							106,000	1
All Ranks Weighted by UO FTE Distribution ²	100,300			161,500		62%		113%								
HISTORY																
Professor	141,000	10	9.0	164,800	463	86%	115%	110%	95%	90%	35%	38%			186,700	7
Associate Professor	98,000	13	9.1	108,600	382	90%	80%	73%	89%	91%	14%	13%			132,300	8
Assistant Professor	81,000	1	5.1	88,800	124	91%	66%	59%	82%	78%					87,200	22
Instructor																
All Ranks ¹	115,200	24	8.9	132,900	969	87%	94%	89%							115,800	37
All Ranks Weighted by UO FTE Distribution ²	115,200			131,200		88%		91%								

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 by UO 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

2022-23 Comparison of Faculty Salaries

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

Based on data from the Fall 2022 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																
INDIGENOUS, RACE & ETHNIC STUDIES																
Professor	215,400	1	6.1	177,900	182	121%	175%	119%	144%	97%	80%	37%			154,400	5
Associate Professor	117,000	4	12.4	122,400	176	96%	95%	82%	107%	102%	28%	19%			119,800	5
Assistant Professor	83,000	2	1.6	94,500	144	88%	68%	63%	85%	83%			83,100	1	91,000	24
Instructor																
All Ranks ¹	121,300	7	8.4	134,500	502	90%	99%	90%					83,100	1	104,600	34
All Ranks Weighted by UO FTE Distribution ²	121,300			122,400		99%		85%								
POLITICAL SCIENCE																
Professor	148,000	7	8.8	190,300	378	78%	120%	127%	99%	104%	38%	43%			197,200	6
Associate Professor	101,000	7	9.0	126,200	240	80%	82%	84%	92%	105%	9%	17%			111,300	2
Assistant Professor	89,600	3	4.1	100,100	168	90%	73%	67%	91%	88%					98,700	26
Instructor																
All Ranks ¹	118,400	17	8.0	151,500	786	78%	96%	101%							116,800	34
All Ranks Weighted by UO FTE Distribution ²	118,400			148,000		80%		103%								

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 by UO 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

2022-23 Comparison of Faculty Salaries

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

Based on data from the Fall 2022 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	161,500	6	6.8	183,300	297	88%	131%	122%	108%	100%	48%	45%			211,600	1
Associate Professor	102,300	10	6.4	115,800	175	88%	83%	77%	93%	97%	10%	10%			132,900	2
Assistant Professor	89,400	2	2.1	100,500	127	89%	73%	67%	91%	89%					92,000	18
Instructor																
All Ranks ¹	120,600	18	6.0	146,000	599	83%	98%	98%							101,600	21
All Ranks Weighted by UO FTE Distribution ²	120,600			136,600		88%		95%								
WOMEN'S, GENDER, & SEXUALITY STUDIES																
Professor				148,500	53			99%		81%		31%			170,400	2
Associate Professor	100,300	3	10.2	102,700	68	98%	82%	69%	92%	86%	12%	10%			105,000	1
Assistant Professor	85,800	2	3.6	87,800	45	98%	70%	59%	87%	77%					83,100	10
Instructor				72,000	1			48%		46%					72,000	1
All Ranks ¹	94,500	5	7.5	113,300	166	83%	77%	76%							98,200	13
All Ranks Weighted by UO FTE Distribution ²	94,500			96,700		98%		67%								

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 by UO 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

2022-23 Comparison of Faculty Salaries

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

Based on data from the Fall 2022 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 Dept of the History of Art & Architecture																
HISTORY OF ART & ARCHITECTURE																
Professor	130,100	2	7.1	152,300	90	85%	106%	102%	87%	83%	36%	33%			111,200	1
Associate Professor	86,100	5	3.5	103,400	76	83%	70%	69%	79%	86%	6%	11%				
Assistant Professor	79,100	2	3.1	86,700	43	91%	64%	58%	81%	76%					84,700	8
Instructor																
All Ranks ¹	94,300	9	4.2	121,000	209	78%	77%	81%							87,700	9
All Ranks Weighted by UO FTE Distribution ²	94,300			110,500		85%		77%								

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 by UO 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

2022-23 Comparison of Faculty Salaries

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

Based on data from the Fall 2022 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
DSGN School of Architecture & Environment																
ARCHITECTURE																
Professor	155,900	9	9.6	145,500	106	107%	127%	97%	105%	80%	45%	28%			130,000	1
Associate Professor	100,200	8	13.8	103,600	158	97%	82%	69%	91%	86%	17%	13%			110,100	6
Assistant Professor	78,800	2	2.5	84,600	76	93%	64%	57%	80%	75%			76,500	1	81,000	18
Instructor																
All Ranks ¹	124,300	19	10.6	112,400	340	111%	101%	75%					76,500	1	89,900	25
All Ranks Weighted by UO FTE Distribution ²	124,300			121,400		102%		85%								
HISTORIC PRESERVATION																
Professor				157,300	2			105%		86%		34%				
Associate Professor				105,700	2			71%		88%		15%				
Assistant Professor	85,500	1	3.1	83,000	1	103%	70%	55%	87%	73%						
Instructor																
All Ranks ¹	85,500	1	3.1	121,800	5	70%	70%	81%								
All Ranks Weighted by UO FTE Distribution ²	85,500			83,000		103%		58%								

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 by UO 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

2022-23 Comparison of Faculty Salaries

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

Based on data from the Fall 2022 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 Salary	AAU PUBLIC Peers New Hire FTE
--	---------------	--------	-----------------	-----------------------	----------------------	-------------------------------------	------------------------	--	--------------------------	---	----------------------	------------------------------------	------------------------	-----------------	--------------------------------------	-------------------------------

DSGN School of Architecture & Environment

INTERIOR ARCHITECTURE

Professor																
Associate Professor	101,300	2	17.0				82%		92%		19%					
Assistant Professor	77,900	2	4.1				63%		79%							
Instructor																
All Ranks ¹	89,600	4	10.6				73%									
All Ranks Weighted by UO FTE Distribution ²	89,600															

LANDSCAPE ARCHITECTURE

Professor				153,600	14			103%		84%		27%				
Associate Professor	92,400	3	5.4	112,900	15	82%	75%	75%	84%	94%	12%	18%	145,000		1	
Assistant Professor	77,100	1	3.1	85,500	17	90%	63%	57%	79%	75%			73,500		2	
Instructor																
All Ranks ¹	88,600	4	4.9	115,200	46	77%	72%	77%					97,300		3	
All Ranks Weighted by UO FTE Distribution ²	88,600			106,000		84%		74%								

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 by UO 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

2022-23 Comparison of Faculty Salaries

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

Based on data from the Fall 2022 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 Art & Design																
ART																
Professor	103,100	8	3.0	135,000	199	76%	84%	90%	69%	74%	17%	27%			116,800	3
Associate Professor	82,300	6	4.9	93,900	133	88%	67%	63%	75%	78%	9%	10%				
Assistant Professor	70,800	3	2.4	79,000	85	90%	58%	53%	72%	70%			74,500	1	78,700	17
Instructor																
All Ranks ¹	90,100	17	3.6	110,400	417	82%	73%	74%					74,500	1	84,400	20
All Ranks Weighted by UO FTE Distribution ²	90,100			110,600		81%		77%								
PRODUCT DESIGN																
Professor	115,800	2	1.1	155,200	31	75%	94%	104%	78%	85%	15%	41%			202,500	1
Associate Professor	97,500	4	6.4	93,900	38	104%	79%	63%	89%	78%	18%	5%			107,900	2
Assistant Professor	75,000	2	5.6	86,100	31	87%	61%	58%	76%	76%					90,100	2
Instructor																
All Ranks ¹	96,500	8	4.9	110,500	100	87%	79%	74%							119,700	5
All Ranks Weighted by UO FTE Distribution ²	96,500			107,300		90%		75%								

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 by UO 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

2022-23 Comparison of Faculty Salaries

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

Based on data from the Fall 2022 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	150,100	4	5.9	193,600	209	78%	122%	129%	101%	106%	34%	41%			175,000	1
Associate Professor	108,700	8	6.5	132,900	213	82%	88%	89%	99%	111%	16%	18%			121,300	13
Assistant Professor	89,000	3	4.1	105,600	143	84%	72%	71%	91%	93%					105,400	18
Instructor																
All Ranks ¹	115,800	15	5.8	148,400	565	78%	94%	99%							114,100	32
All Ranks Weighted by UO FTE Distribution ²	115,800			143,600		81%		100%								

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 by UO 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

2022-23 Comparison of Faculty Salaries

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

Based on data from the Fall 2022 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	160,200	7	8.1	151,700	132	106%	130%	101%	107%	83%	43%	32%			182,300	3
Associate Professor	106,800	5	4.5	104,200	109	102%	87%	70%	97%	87%	7%	12%	103,000	1	101,000	5
Assistant Professor	98,800	2	6.1	86,700	83	114%	80%	58%	101%	76%					82,000	18
Instructor																
All Ranks ¹	132,400	14	6.5	119,100	324	111%	108%	80%					103,000	1	97,200	26
All Ranks Weighted by UO FTE Distribution ²	132,400			125,500		105%		87%								
EDUCATION STUDIES																
Professor	145,900	6	3.2	153,900	322	95%	119%	103%	98%	84%	34%	33%			140,700	5
Associate Professor	104,500	1	5.1	104,400	262	100%	85%	70%	95%	87%	6%	12%			107,100	11
Assistant Professor	97,000	3	6.1	85,800	172	113%	79%	57%	99%	76%					83,200	29
Instructor																
All Ranks ¹	127,100	10	4.3	121,300	756	105%	103%	81%							95,500	45
All Ranks Weighted by UO FTE Distribution ²	127,100			128,500		99%		90%								

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 by UO 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

2022-23 Comparison of Faculty Salaries

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

Based on data from the Fall 2022 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	132,100	2	3.1	145,800	76	91%	107%	97%	89%	80%	20%	31%			150,000	2
Associate Professor	107,500	2	1.8	99,600	79	108%	87%	67%	98%	83%	8%	10%			107,500	2
Assistant Professor	97,100	1	4.1	84,500	51	115%	79%	56%	99%	75%					84,100	7
Instructor																
All Ranks ¹	115,200	5	2.8	112,900	206	102%	94%	75%							100,400	11
All Ranks Weighted by UO FTE Distribution ²	115,200			115,000		100%		80%								
SPECIAL EDUCATION & CLINICAL SCIENCES																
Professor	141,500	8	3.7	155,700	99	91%	115%	104%	95%	85%	23%	34%			135,900	4
Associate Professor	112,700	5	2.9	105,300	85	107%	92%	70%	103%	88%	13%	10%	122,400	1	142,500	1
Assistant Professor	96,600	4	4.1	89,800	91	108%	79%	60%	98%	79%					86,100	13
Instructor																
All Ranks ¹	122,500	17	3.6	118,300	275	104%	100%	79%					122,400	1	100,300	18
All Ranks Weighted by UO FTE Distribution ²	122,500			125,400		98%		87%								

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 by UO 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

2022-23 Comparison of Faculty Salaries

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

Based on data from the Fall 2022 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	209,800	2	1.7	194,500	197	108%	171%	130%	141%	107%	22%	42%	234,600	1	223,200	3
Associate Professor	183,200	3	1.9	132,100	117	139%	149%	88%	167%	110%	53%	13%			143,000	3
Assistant Professor	118,400	5	1.9	112,500	118	105%	96%	75%	121%	99%			117,300	2	113,500	18
Instructor																
All Ranks ¹	156,100	10	1.9	155,200	432	101%	127%	104%					156,400	3	130,900	24
All Ranks Weighted by UO FTE Distribution ²	156,100			134,800		116%		94%								

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 by UO 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

2022-23 Comparison of Faculty Salaries

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

Based on data from the Fall 2022 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 Salary	AAU PUBLIC Peers New Hire FTE
Lundquist College of Business																
BUSINESS ADMINISTRATION																
Professor	245,600	12	5.5	297,100	799	83%	200%	198%	165%	163%	16%	45%			270,500	12
Associate Professor	226,500	20	4.5	229,500	517	99%	184%	153%	207%	192%	31%	13%			221,800	20
Assistant Professor	188,900	11	3.3	210,100	740	90%	154%	140%	192%	185%			180,500	1	200,900	74
Instructor				250,000	2			167%		158%					257,000	1
All Ranks ¹	222,200	43	4.4	248,800	2,056	89%	181%	166%					180,500	1	212,700	106
All Ranks Weighted by UO FTE Distribution ²	222,200			243,400		91%		170%								

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 by UO 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

2022-23 Comparison of Faculty Salaries

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

Based on data from the Fall 2022 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
School of Journalism and Communication																
JOURNALISM & COMMUNICATION																
Professor	151,700	11	10.6	162,100	122	94%	123%	108%	102%	89%	42%	38%			155,000	3
Associate Professor	100,000	12	4.4	105,400	127	95%	81%	70%	91%	88%	14%	11%			111,700	3
Assistant Professor	83,300	13	3.3	88,400	82	94%	68%	59%	85%	78%			81,200	3	85,100	15
Instructor																
All Ranks ¹	109,800	36	5.9	122,100	331	90%	89%	82%					81,200	3	98,900	21
All Ranks Weighted by UO FTE Distribution ²	109,800			116,600		94%		81%								

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 by UO 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

2022-23 Comparison of Faculty Salaries

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

Based on data from the Fall 2022 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	199,400	14	13.0	249,100	694	80%	162%	166%	134%	136%	36%	60%			259,800	25
Associate Professor	155,100	5	7.2	159,100	79	97%	126%	106%	142%	133%	15%	-2%			147,900	9
Assistant Professor	136,800	4	2.7	162,400	33	84%	111%	108%	139%	143%			131,600	1	166,600	10
Instructor																
All Ranks ¹	178,900	23	9.9	236,800	806	76%	146%	158%					131,600	1	215,700	44
All Ranks Weighted by UO FTE Distribution ²	178,900			214,500		83%		149%								
LAW--Associate & Assistant Combined																
Professor	199,400	14	13.0	249,100	694	80%	162%	166%	189%	213%	43%	59%			259,800	25
Assoc/Assist Combined	147,000	9	5.2	160,100	112	92%	120%	107%	139%	137%			131,600	1	157,700	19
All Ranks ¹	178,900	23	9.9	236,800	806	76%	146%	158%					131,600	1	215,700	44
All Ranks Weighted by UO FTE Distribution ²	178,900			214,500		83%		149%								

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 by UO 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

2022-23 Comparison of Faculty Salaries

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

Based on data from the Fall 2022 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	81,400	1	0.1	118,500	32	69%	66%	79%	55%	65%	4%	19%				
Associate Professor	75,900	4	10.6	89,600	22	85%	62%	60%	69%	75%	8%	8%			85,000	1
Assistant Professor	66,300	1	1.1	77,200	24	86%	54%	52%	68%	68%					72,800	4
Instructor																
All Ranks ¹	75,200	6	7.3	97,600	78	77%	61%	65%							75,200	5
All Ranks Weighted by UO FTE Distribution ²	75,200			92,400		81%		64%								
MUSIC																
Professor	105,000	14	8.4	131,700	499	80%	85%	88%	70%	72%	19%	27%			150,700	9
Associate Professor	81,700	15	5.0	91,000	303	90%	66%	61%	75%	76%	7%	9%			98,900	13
Assistant Professor	73,700	9	2.7	77,700	162	95%	60%	52%	75%	69%			73,600	3	77,800	39
Instructor																
All Ranks ¹	88,400	38	5.7	109,800	964	81%	72%	73%					73,600	3	93,100	61
All Ranks Weighted by UO FTE Distribution ²	88,400			102,800		86%		72%								

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 by UO 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

2022-23 Comparison of Faculty Salaries

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

Based on data from the Fall 2022 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 Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Overall Rank Avg	AAU PUBLIC Peers Rank vs. AAU PUBLIC Peers Rank	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 (.50 FTE or greater) tenured faculty on sabbatical in 2022-23. 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 Appendices I and III 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 by UO 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.