

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2018-19 Comparison of Faculty Salaries

### BY SCHOOL/COLLEGE/DIVISION WITH WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2018 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU Publics Avg Salary	AAU Publics FTE	UO Avg as % of AAU Avg	UO School Avg vs. UO Avg	AAU Publics School Avg vs. AAU Publics Avg	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
<b>CAS Humanities</b>	90,200	123	6.0	108,600	6,523	83%	82%	85%	83,000	8	93,600	476
<i>Weighted Averages</i>	90,600			102,700		88%	83%	86%				
AAU Peers with UO FTE Distribution	90,200			102,500		88%		85%				
<b>CAS Natural Sciences</b>	112,500	206	7.9	132,000	10,798	85%	102%	103%	95,000	7	115,900	908
<i>Weighted Averages</i>	107,200			119,700		90%	98%	100%				
AAU Peers with UO FTE Distribution	112,500			126,600		89%		105%				
<b>CAS Social Sciences</b>	109,600	146	6.3	130,000	6,118	84%	99%	102%	83,600	12	115,700	437
<i>Weighted Averages</i>	110,300			123,100		90%	101%	103%				
AAU Peers with UO FTE Distribution	109,600			122,200		90%		101%				
<b>College of Arts and Sciences (CAS) Total</b>	105,900	475	6.9	125,000	23,439	85%	96%	98%	86,400	27	110,000	1,821
<i>Weighted Averages</i>	103,800			115,900		90%	95%	97%				
AAU Peers with UO FTE Distribution	105,900			118,400		89%		98%				

Calculations include Professor, Associate Professor, and Assistant Professor ranks only.

Weighted Averages = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

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<b>DSGN Dept History of Art &amp; Architecture</b>	80,200	11	3.8	104,700	260	77%	73%	82%	72,000	1	85,200	9
<i>Weighted Averages</i>	87,900			100,800		87%	80%	84%				
AAU Peers with UO FTE Distribution	80,200			89,200		90%		74%				
<b>DSGN School of Architecture &amp; Environment</b>	104,500	36	9.7	101,000	430	103%	94%	79%	72,500	1	88,100	28
<i>Weighted Averages</i>	100,600			102,500		98%	92%	86%				
AAU Peers with UO FTE Distribution	104,500			106,000		99%		88%				
<b>DSGN School of Art &amp; Design</b>	80,500	26	3.7	97,100	518	83%	73%	76%	68,000	1	83,200	66
<i>Weighted Averages</i>	81,800			93,900		87%	75%	78%				
AAU Peers with UO FTE Distribution	80,500			86,300		93%		71%				
<b>DSGN School of Planning, Public Pol &amp; Mgmt</b>	103,900	18	4.2	130,700	536	79%	94%	102%	80,000	3	117,000	58
<i>Weighted Averages</i>	111,000			129,900		85%	101%	109%				
AAU Peers with UO FTE Distribution	103,900			120,500		86%		100%				

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<b>College of Design (DSGN) Total</b>	94,600	91	6.2	109,500	1,744	86%	86%	86%	75,400	6	96,300	161
<i>Weighted Averages</i>	97,900			108,100		91%	89%	90%				
AAU Peers with UO FTE Distribution	94,600			104,000		91%		86%				
<b>College of Education</b>	116,100	51	4.7	107,500	1,580	108%	105%	84%	87,500	1	97,400	192
<i>Weighted Averages</i>	115,200			106,400		108%	105%	89%				
AAU Peers with UO FTE Distribution	116,100			107,100		108%		89%				
<b>Lundquist College of Business</b>	191,600	50	3.5	222,300	1,918	86%	173%	174%	176,300	8	208,500	212
<i>Weighted Averages</i>	193,600			221,000		88%	177%	185%				
AAU Peers with UO FTE Distribution	191,600			213,700		90%		177%				
<b>Robert D. Clark Honors College*</b>	104,200	15	3.2	118,200	8,965	88%	94%	93%	114,000	1	104,300	644
<i>Weighted Averages</i>	100,800			109,900		92%	92%	92%				
AAU Peers with UO FTE Distribution	104,200			110,500		94%		92%				

\*Data for the Robert D. Clark Honors College peer comparators are based on disciplines represented in the College's faculty, and not the traditional 'Honors College' discipline located within the Humanities.

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<b>School of Journalism and Communication</b>	101,300	34	6.3	105,900	373	96%	92%	83%	76,000	5	104,200	53
<i>Weighted Averages</i>	103,500			107,500		96%	95%	90%				
AAU Peers with UO FTE Distribution	101,300			105,300		96%		87%				
<b>School of Law</b>	156,800	23	8.7	208,200	827	75%	142%	163%	125,000	1	188,200	53
<i>Weighted Averages</i>	145,800			169,000		86%	133%	141%				
AAU Peers with UO FTE Distribution	156,800			185,200		85%		153%				
<b>School of Music and Dance</b>	80,900	44	5.1	97,900	1,091	83%	73%	77%	65,000	1	88,800	107
<i>Weighted Averages</i>	77,800			91,700		85%	71%	77%				
AAU Peers with UO FTE Distribution	80,900			96,200		84%		80%				
<b>All Schools/Colleges</b>	110,600	783	6.3	127,600	39,937	87%	100%	100%	99,300	50	114,400	3,243
<i>Weighted Averages</i>	109,500			119,700		91%	100%	100%				
AAU Peers with UO FTE Distribution	110,600			120,700		92%		100%				

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NOTES:

1. Definitions of faculty included in AAU salary data:
  - a. Regular, full-time (.50 FTE or greater) tenure and tenure track faculty in instructional departments.
  - b. Regular, full-time tenure and tenure track faculty on sabbatical or partial leave without pay in 2018-19. Faculty on leave to perform administrative duties were excluded.
  - c. Faculty with research contracts were not included.
  - d. Only employees with 9-month appointments were included. Employees in 12-month administrative positions were not included.
  - e. Visitors were included only if their salaries are representative of salaries for that department. (The UO data contain no visitors.)
  - f. Faculty with post-retirement appointments were not included.
  - g. Instructor data include only tenured or tenure-track faculty.
2. Endowed Chairs, Department Head stipends, Teaching Awards, and Faculty Excellence Awards were included in UO reported salaries. Inclusion of regularly occurring stipends in faculty salaries varies among AAU peers depending on their data system capabilities.
3. Full-time equivalent salaries were used for all calculations.
4. Average and weighted average salaries were rounded to the nearest 100 after calculations. Percentages were calculated using the rounded amounts.
5. FTEs were rounded to the nearest full number prior to average salary calculations. If a peer institution reported less than .50 FTE in a discipline, data for that instance were excluded. The UO data contain no FTEs less than .50 (see note 1a).
6. Only UO departments reported to the AAU Data Exchange were included.
7. AAU data were selected based on similarity to disciplines at UO, not exact CIP code match. See Appendix I for details.
8. Because of selection criteria, averages in this comparison may differ from averages in other salary comparison reports.
9. See Appendix II for institutions included in this analysis.

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