

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2019-20 Comparison of Faculty Salaries

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

Based on data from the Fall 2019 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU 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
CAS Humanities	92,100	124	6.3	112,700	6,415	82%	82%	85%	89,400	4	90,000	262
<i>Weighted Averages</i>	92,300			106,600		87%	82%	85%				
AAU Peers with UO FTE Distribution	92,100			106,700		86%		85%				
CAS Natural Sciences	113,400	208	7.7	136,600	10,835	83%	101%	103%	88,900	11	106,700	452
<i>Weighted Averages</i>	109,800			124,100		88%	97%	99%				
AAU Peers with UO FTE Distribution	113,400			128,600		88%		103%				
CAS Social Sciences	111,700	147	6.7	136,200	6,202	82%	99%	102%	88,200	5	109,200	287
<i>Weighted Averages</i>	112,600			129,300		87%	100%	103%				
AAU Peers with UO FTE Distribution	111,700			128,100		87%		102%				
College of Arts and Sciences (CAS) Total	107,400	479	7.0	129,900	23,452	83%	95%	98%	88,800	20	103,100	1,001
<i>Weighted Averages</i>	106,200			120,600		88%	94%	96%				
AAU Peers with UO FTE Distribution	107,400			122,200		88%		98%				
DSGN - Dept of the History of Art & Architecture	85,600	9	4.8	107,900	259	79%	76%	81%			89,600	16
<i>Weighted Averages</i>	92,000			104,800		88%	82%	84%				
AAU Peers with UO FTE Distribution	85,600			96,400		89%		77%				

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.

UO FTE Distribution = AAU average salary when UO departmental ratios of Professors, Associate Professors, and Assistant Professors are applied to AAU data.

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DSGN - School of Architecture & Environment	102,500	35	9.5	105,100	442	98%	91%	79%	74,000	2	92,500	25
<i>Weighted Averages</i>	102,800			106,200		97%	91%	85%				
AAU Peers with UO FTE Distribution	102,500			106,300		96%		85%				
DSGN - School of Art & Design	83,100	26	4.3	102,200	495	81%	74%	77%			78,100	14
<i>Weighted Averages</i>	83,100			98,600		84%	74%	79%				
AAU Peers with UO FTE Distribution	83,100			93,800		89%		75%				
DSGN - School of Planning, Public Policy & Mgmt	102,200	17	4.0	135,100	538	76%	91%	102%			118,700	38
<i>Weighted Averages</i>	108,600			134,600		81%	96%	108%				
AAU Peers with UO FTE Distribution	102,200			122,500		83%		98%				
College of Design (DSGN) Total	94,900	87	6.4	114,000	1,734	83%	84%	86%	74,000	2	100,500	93
<i>Weighted Averages</i>	97,800			112,600		87%	87%	90%				
AAU Peers with UO FTE Distribution	94,900			107,900		88%		86%				
College of Education	112,100	49	3.9	112,300	1,641	100%	99%	84%	89,600	5	98,300	103
<i>Weighted Averages</i>	115,200			110,800		104%	102%	88%				
AAU Peers with UO FTE Distribution	112,100			107,300		104%		86%				

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Knight Campus	160,000	3	0.2	145,300	413	110%	142%	109%	160,000	3	118,800	17
<i>Weighted Averages</i>	160,500			139,600		115%	142%	112%				
AAU Peers with UO FTE Distribution	160,000			137,000		117%		110%				
Lundquist College of Business	197,000	52	3.3	230,600	1,996	85%	175%	173%	175,100	8	202,100	130
<i>Weighted Averages</i>	201,400			229,600		88%	179%	183%				
AAU Peers with UO FTE Distribution	197,000			218,100		90%		174%				
Robert D. Clark Honors College*	112,500	10	4.2	119,900	6,435	94%	100%	90%			95,500	222
<i>Weighted Averages</i>	102,800			111,700		92%	91%	89%				
AAU Peers with UO FTE Distribution	112,500			121,500		93%		97%				
<i>*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.</i>												
School of Journalism and Communication	106,100	37	6.2	112,200	369	95%	94%	84%	104,800	3	103,300	12
<i>Weighted Averages</i>	107,500			112,500		96%	95%	90%				
AAU Peers with UO FTE Distribution	106,100			111,000		96%		89%				
School of Law	163,500	26	8.9	217,000	812	75%	145%	163%	127,000	2	177,600	24
<i>Weighted Averages</i>	153,500			174,700		88%	136%	140%				
AAU Peers with UO FTE Distribution	163,500			189,600		86%		152%				

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School of Music and Dance	82,800	46	5.0	100,300	1,079	83%	73%	75%	73,600	5	86,000	46
<i>Weighted Averages</i>	<i>80,900</i>			<i>94,500</i>		<i>86%</i>	<i>72%</i>	<i>75%</i>				
AAU Peers with UO FTE Distribution	82,800			97,200		85%		78%				
All Schools/Colleges	112,800	789	6.4	133,100	37,931	85%	100%	100%	108,100	48	110,200	1,648
<i>Weighted Averages</i>	<i>112,700</i>			<i>125,200</i>		<i>90%</i>	<i>100%</i>	<i>100%</i>				
AAU Peers with UO FTE Distribution	112,800			125,100		90%		100%				

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NOTES:

- Definitions of faculty included in AAU salary data:
 - Regular, full-time (.50 FTE or greater) tenure and tenure track faculty in instructional departments.
 - 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.
 - Faculty with research contracts were not included.
 - Only employees with 9-month appointments were included. Employees in 12-month administrative positions were not included.
 - Visitors were included only if their salaries are representative of salaries for that department. (The UO data contain no visitors.)
 - Faculty with post-retirement appointments were not included.
 - Instructor data include only tenured or tenure-track faculty.
- 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.
- Full-time equivalent salaries were used for all calculations.
- Average and weighted average salaries were rounded to the nearest 100 after calculations. Percentages were calculated using the rounded amounts.
- 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).
- Only UO departments reported to the AAU Data Exchange were included.
- AAU data were selected based on similarity to disciplines at UO, not exact CIP code match. See Appendix I for details.
- Because of selection criteria, averages in this comparison may differ from averages in other salary comparison reports.
- See Appendix II for institutions included in this analysis.

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