

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2020-21 Comparison of Faculty Salaries

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

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

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU 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	94,000	128	6.2	111,300	4,914	84%	82%	81%	73,300	3	91,300	200
<i>Weighted Averages</i>	93,700			105,700		89%	82%	82%				
AAU Peers with UO FTE Distribution	94,000			106,200		89%		82%				
CAS Natural Sciences	116,300	209	7.5	136,700	9,007	85%	101%	100%	98,100	8	107,400	365
<i>Weighted Averages</i>	111,800			124,500		90%	98%	96%				
AAU Peers with UO FTE Distribution	116,300			129,600		90%		100%				
CAS Social Sciences	114,300	143	6.9	137,100	5,146	83%	99%	100%			106,400	204
<i>Weighted Averages</i>	114,300			130,600		88%	100%	101%				
AAU Peers with UO FTE Distribution	114,300			131,000		87%		101%				
College of Arts and Sciences (CAS) Total	109,700	480	7.0	130,200	19,067	84%	95%	95%	91,300	11	103,000	769
<i>Weighted Averages</i>	107,800			121,200		89%	94%	94%				
AAU Peers with UO FTE Distribution	109,700			123,600		89%		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.

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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DSGN - Dept of the History of Art & Architecture	82,100	9	4.8	104,700	259	78%	71%	77%	73,000	1	81,500	9
<i>Weighted Averages</i>	91,600			102,200		90%	80%	79%				
AAU Peers with UO FTE Distribution	82,100			90,500		91%		70%				
DSGN - School of Architecture & Environment	103,800	34	9.9	104,300	428	100%	90%	76%			95,000	12
<i>Weighted Averages</i>	103,300			105,300		98%	90%	81%				
AAU Peers with UO FTE Distribution	103,800			106,100		98%		82%				
DSGN - School of Art & Design	83,900	26	4.9	100,200	519	84%	73%	73%	63,000	1	83,200	14
<i>Weighted Averages</i>	84,900			96,100		88%	74%	74%				
AAU Peers with UO FTE Distribution	83,900			91,000		92%		70%				
DSGN - School of Planning, Public Policy & Mgmt	105,900	17	4.2	134,700	561	79%	92%	98%			106,600	41
<i>Weighted Averages</i>	110,800			134,900		82%	97%	104%				
AAU Peers with UO FTE Distribution	105,900			125,000		85%		96%				

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College of Design (DSGN) Total	95,900	86	6.7	112,800	1,767	85%	83%	82%	68,000	2	97,500	76
<i>Weighted Averages</i>	98,600			111,300		89%	86%	86%				
AAU Peers with UO FTE Distribution	95,900			106,800		90%		82%				
College of Education	114,800	50	4.4	110,800	1,693	104%	100%	81%	102,000	1	91,700	114
<i>Weighted Averages</i>	115,500			109,000		106%	101%	84%				
AAU Peers with UO FTE Distribution	114,800			108,200		106%		83%				
Knight Campus	136,600	6	0.8	142,400	439	96%	119%	104%	110,600	3	128,200	22
<i>Weighted Averages</i>	162,900			136,300		120%	143%	105%				
AAU Peers with UO FTE Distribution	136,600			117,800		116%		91%				
Lundquist College of Business	205,100	49	4.0	229,000	2,120	90%	179%	167%			209,900	127
<i>Weighted Averages</i>	207,300			229,000		91%	182%	177%				
AAU Peers with UO FTE Distribution	205,100			219,700		93%		170%				

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School of Journalism and Communication	108,600	38	6.6	111,700	373	97%	95%	82%	110,000	1	90,600	22
<i>Weighted Averages</i>	107,000			111,400		96%	94%	86%				
AAU Peers with UO FTE Distribution	108,600			113,100		96%		87%				
School of Law	166,800	24	9.9	213,000	818	78%	145%	156%			189,600	35
<i>Weighted Averages</i>	156,600			172,200		91%	137%	133%				
AAU Peers with UO FTE Distribution	166,800			186,500		89%		144%				
School of Music and Dance	83,900	46	5.8	100,100	1,104	84%	73%	73%	63,000	1	86,500	40
<i>Weighted Averages</i>	82,800			93,600		88%	73%	72%				
AAU Peers with UO FTE Distribution	83,900			95,200		88%		73%				
All Schools/Colleges	114,900	779	6.5	136,800	27,381	84%	100%	100%	92,000	19	115,000	1,205
<i>Weighted Averages</i>	114,200			129,300		88%	100%	100%				
AAU Peers with UO FTE Distribution	114,900			129,600		89%		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 2020-21. 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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