

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2021-22 Comparison of Faculty Salaries

BY SCHOOL/COLLEGE/DIVISION WITH 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 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	95,600	125	6.7	116,100	4,660	82%	83%	81%			100,900	154
Weighted Averages	92,800			110,300		84%	82%	82%				
AAU Peers with UO FTE Distribution	95,600			114,400		84%		84%				
CAS Natural Sciences	115,700	201	7.6	142,700	8,645	81%	101%	100%	85,000	1	113,100	283
Weighted Averages	111,300			129,400		86%	98%	96%				
AAU Peers with UO FTE Distribution	115,700			134,800		86%		99%				
CAS Social Sciences	111,400	135	6.8	143,400	4,935	78%	97%	100%	88,800	5	120,000	149
Weighted Averages	112,700			136,100		83%	99%	101%				
AAU Peers with UO FTE Distribution	111,400			134,600		83%		99%				
College of Arts and Sciences (CAS) Total	109,000	461	7.1	136,100	18,240	80%	95%	95%	88,100	6	111,600	586
Weighted Averages	106,900			126,300		85%	94%	94%				
AAU Peers with UO FTE Distribution	109,000			129,300		84%		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	88,100	9	3.2	113,100	218	78%	77%	79%			104,400	5
<i>Weighted Averages</i>	93,500			108,800		86%	83%	81%				
AAU Peers with UO FTE Distribution	88,100			104,200		85%		77%				
DSGN - School of Architecture & Environment	104,500	29	8.9	109,200	360	96%	91%	76%	107,000	1	80,800	8
<i>Weighted Averages</i>	105,600			108,500		97%	93%	80%				
AAU Peers with UO FTE Distribution	104,500			108,400		96%		80%				
DSGN - School of Art & Design	87,500	23	3.5	107,400	507	81%	76%	75%			85,400	15
<i>Weighted Averages</i>	84,400			102,000		83%	74%	76%				
AAU Peers with UO FTE Distribution	87,500			106,600		82%		78%				
DSGN - School of Planning, Public Policy & Mgmt	106,500	17	5.2	141,500	533	75%	93%	99%			132,100	27
<i>Weighted Averages</i>	112,100			139,400		80%	99%	103%				
AAU Peers with UO FTE Distribution	106,500			130,000		82%		95%				

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College of Design (DSGN) Total	98,000	78	5.8	119,800	1,618	82%	85%	84%	107,000	1	109,400	55
<i>Weighted Averages</i>	98,100			116,700		84%	87%	87%				
AAU Peers with UO FTE Distribution	98,000			115,700		85%		85%				
College of Education	115,600	47	4.7	116,400	1,552	99%	101%	81%			94,000	75
<i>Weighted Averages</i>	114,700			113,600		101%	101%	84%				
AAU Peers with UO FTE Distribution	115,600			114,600		101%		84%				
Knight Campus	141,200	8	1.4	149,300	433	95%	123%	104%	155,000	2	111,200	22
<i>Weighted Averages</i>	152,700			141,900		108%	135%	105%				
AAU Peers with UO FTE Distribution	141,200			123,000		115%		90%				
Lundquist College of Business	205,400	47	4.1	237,100	2,016	87%	179%	166%			203,700	81
<i>Weighted Averages</i>	205,200			237,100		87%	181%	176%				
AAU Peers with UO FTE Distribution	205,400			230,800		89%		169%				

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School of Journalism and Communication	108,000	36	6.4	116,300	351	93%	94%	81%			89,600	12
<i>Weighted Averages</i>	<i>108,300</i>			<i>115,800</i>		<i>94%</i>	<i>96%</i>	<i>86%</i>				
AAU Peers with UO FTE Distribution	108,000			115,600		93%		85%				
School of Law	170,700	22	10.2	225,200	807	76%	149%	157%			205,900	27
<i>Weighted Averages</i>	<i>157,000</i>			<i>180,100</i>		<i>87%</i>	<i>139%</i>	<i>134%</i>				
AAU Peers with UO FTE Distribution	170,700			203,800		84%		150%				
School of Music and Dance	82,100	46	5.8	105,300	1,019	78%	72%	74%	60,000	1	87,600	18
<i>Weighted Averages</i>	<i>80,600</i>			<i>97,800</i>		<i>82%</i>	<i>71%</i>	<i>73%</i>				
AAU Peers with UO FTE Distribution	82,100			99,900		82%		73%				
All Schools/Colleges	114,800	745	6.6	143,200	26,036	80%	100%	100%	100,600	10	120,600	876
<i>Weighted Averages</i>	<i>113,300</i>			<i>134,800</i>		<i>84%</i>	<i>100%</i>	<i>100%</i>				
AAU Peers with UO FTE Distribution	114,800			136,200		84%		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 (.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.

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