

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS 2022-23 Comparison of Faculty Salaries

BY SCHOOL/COLLEGE/DIVISION WITH 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 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
All Schools/Colleges												
All Ranks ¹	122,900	734	6.8	149,700	26,004	82%	100%	100%	104,200	25	121,600	1,208
<i>All Ranks Weighted by UO FTE Distribution²</i>	<i>122,900</i>			<i>143,500</i>		<i>86%</i>		<i>100%</i>				
CAS Humanities												
All Ranks ¹	103,200	121	7.1	120,700	4,703	86%	84%	81%	81,600	1	93,700	205
<i>All Ranks Weighted by UO FTE Distribution²</i>	<i>103,200</i>			<i>120,400</i>		<i>86%</i>		<i>84%</i>				
CAS Natural Sciences												
All Ranks ¹	124,000	199	8.0	149,000	8,430	83%	101%	100%	90,100	3	118,100	340
<i>All Ranks Weighted by UO FTE Distribution²</i>	<i>124,000</i>			<i>141,800</i>		<i>87%</i>		<i>99%</i>				
CAS Social Sciences												
All Ranks ¹	120,300	135	6.9	150,800	4,961	80%	98%	101%	105,200	6	121,400	208
<i>All Ranks Weighted by UO FTE Distribution²</i>	<i>120,300</i>			<i>143,300</i>		<i>84%</i>		<i>100%</i>				
College of Arts and Sciences (CAS) Total												
All Ranks ¹	117,400	455	7.4	142,200	18,094	83%	96%	95%	98,300	10	112,400	753
<i>All Ranks Weighted by UO FTE Distribution²</i>	<i>117,400</i>			<i>136,300</i>		<i>86%</i>		<i>95%</i>				

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.

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

BY SCHOOL/COLLEGE/DIVISION WITH 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 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
DSGN - Dept of the History of Art & Architecture												
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%				
DSGN - School of Architecture & Environment												
All Ranks ¹	112,900	28	9.5	112,800	391	100%	92%	75%	76,500	1	90,700	28
All Ranks Weighted by UO FTE Distribution ²	112,900			113,800		99%		79%				
DSGN - School of Art & Design												
All Ranks ¹	92,100	25	4.0	110,500	517	83%	75%	74%	74,500	1	91,500	25
All Ranks Weighted by UO FTE Distribution ²	92,100			108,800		85%		76%				
DSGN - School of Planning, Public Policy & Mgmt												
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%				
College of Design (DSGN) Total												
All Ranks ¹	104,500	77	6.4	125,100	1,682	84%	85%	84%	75,500	2	98,600	94
All Ranks Weighted by UO FTE Distribution ²	104,500			122,600		85%		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.

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

BY SCHOOL/COLLEGE/DIVISION WITH 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 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
College of Education												
All Ranks ¹	125,700	46	4.5	119,200	1,561	105%	102%	80%	112,700	2	97,300	100
All Ranks Weighted by UO FTE Distribution ²	125,700			124,600		101%		87%				
Knight Campus												
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%				
Lundquist College of Business												
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%				
School of Journalism and Communication												
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%				
School of Law												
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%				

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.

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

BY SCHOOL/COLLEGE/DIVISION WITH 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 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
School of Music and Dance												
All Ranks ¹	86,600	44	5.9	108,900	1,042	80%	70%	73%	73,600	3	91,700	66
All Ranks Weighted by UO FTE Distribution ²	86,600			101,500		85%		71%				

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.

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

BY SCHOOL/COLLEGE/DIVISION WITH 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 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
---------------	--------	----------------------	------------------------	-----------------	------------------------	--------------------------	--	------------------------	-----------------	---------------------------------	--------------------------

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.

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.