UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS
2018-19 Comparison of Faculty Salaries
BY SCHOOL/COLLEGE/DIVISION AND RANK WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

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

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<tr>
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1 All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/T Instructor data are for information only and are not included in any overall averages.

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

3 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.
## UNIVERSE OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

### 2018-19 Comparison of Faculty Salaries

**BY SCHOOL/COLLEGE/DIVISION AND RANK WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES**

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

### College of Arts and Sciences

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#### CAS Total

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</table>

1. All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.
2. All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.
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Please see additional notes on "What Information is Available..." page and last page of this report.
### College of Design

#### DSGN Dept of the History of Art & Architecture

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#### DSGN School of Architecture & Environment

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<td>61%</td>
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<td>82%</td>
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<tr>
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</table>

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Please see additional notes on "What Information is Available..." page and last page of this report.
## College of Design

### DSGN School of Art & Design

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<th>UO FTE</th>
<th>AAU Peers Avg Salary</th>
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<th>UO Avg years in Rank</th>
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**Note:**
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UO Office of Institutional Research
IR Analysts
Salary Comparisons
UO AAU 2018-19 AAU Publics
Page 4 of 13

September 2019
### College of Design

#### DSGN Total

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### College of Education

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<tr>
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1. All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

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

3. 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.
### Lundquist College of Business

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<td>176,300</td>
<td>8</td>
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</table>

| All Ranks 1 | 191,600       | 50               | 222,300              | 1,918                      | 86%                                                  | 173%                              | 174%                          |                        |                                | 176,300                         | 8                             | 208,500                          | 212                              |

| All Ranks Weighted 1,2 | 193,600 | 221,000               | 88%                     | 177%                      | 185%                                                             |

| UO FTE Distribution 3 | 191,600 | 213,700               | 90%                     | 177%                      |                                                                 |

---

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3. 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.
### Robert D. Clark Honors College

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<td><strong>92%</strong></td>
<td><strong>92%</strong></td>
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<td>92%</td>
<td>92%</td>
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<td>110,500</td>
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</table>

**Note:** Data for 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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Please see additional notes on "What Information is Available..." page and last page of this report.
## School of Journalism and Communication

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<td>76,000</td>
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<td>104,200</td>
<td>53</td>
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<td>133%</td>
<td>145%</td>
<td>125,000</td>
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| Instructor    | 208,200      | 23     | 8.7                        | 208,200             | 827                                | 75%                     | 142%                                                          | 163%                            | 125,000                        | 188,200               | 142%                           | 163%                   |

| All Ranks 1   | 156,800      | 23     | 8.7                        | 208,200             | 827                                | 75%                     | 142%                                                          | 163%                            | 125,000                        | 188,200               | 142%                           | 163%                   |

| All Ranks Weighted 1,2 | 145,800 | 169,000 | 86% | 133% | 141% | 125,000 | 1 | 188,200 | 53 |

| UO FTE Distribution 3 | 156,800 | 185,200 | 85% | 153% |          |          |          |          |          |

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</thead>
<tbody>
<tr>
<td>Professor</td>
<td>169,900</td>
<td>13</td>
<td>12.8</td>
<td>219,800</td>
<td>706</td>
<td>77%</td>
<td>154%</td>
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<td>23%</td>
<td>62%</td>
<td>207,600</td>
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<td>Assoc/Assist Combined</td>
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<td>110%</td>
<td>146%</td>
<td>141%</td>
<td>125,000</td>
<td>133,900</td>
</tr>
</tbody>
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| All Ranks 1                   | 156,800      | 23     | 8.7                        | 208,200             | 827                                | 75%                     | 142%                                                          | 163%                            | 125,000                        | 188,200               | 142%                           | 163%                   |

| All Ranks Weighted 1,2        | 145,800      | 169,000 | 86% | 133% | 141% | 125,000 | 1 | 188,200 | 53 |

| UO FTE Distribution 3         | 156,800      | 185,200 | 85% | 153% |          |          |          |          |          |

Note: Combined averages for associate and assistant professors are provided to allow comparison with institutions that use only two ranks for Law professors.

1 All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

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3 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.
### School of Music and Dance

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<tbody>
<tr>
<td>Professor</td>
<td>96,200</td>
<td>20</td>
<td>6.3</td>
<td>117,200</td>
<td>538</td>
<td>82%</td>
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<td>71%</td>
<td>75%</td>
<td>23%</td>
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<tr>
<td>Associate Professor</td>
<td>70,900</td>
<td>15</td>
<td>5.6</td>
<td>84,500</td>
<td>360</td>
<td>84%</td>
<td>64%</td>
<td>71%</td>
<td>83%</td>
<td>7%</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>63,300</td>
<td>9</td>
<td>2.0</td>
<td>69,100</td>
<td>193</td>
<td>92%</td>
<td>57%</td>
<td>54%</td>
<td>71%</td>
<td>73%</td>
</tr>
</tbody>
</table>

**All Ranks**

<table>
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<tr>
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<tr>
<td>All Ranks</td>
<td>80,900</td>
<td>44</td>
<td>5.1</td>
<td>97,900</td>
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<td>73%</td>
<td>77%</td>
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</table>

**All Ranks Weighted**

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</tr>
</thead>
<tbody>
<tr>
<td>All Ranks Weighted</td>
<td>77,800</td>
<td>91,700</td>
<td>85%</td>
<td>95,400</td>
<td>80%</td>
<td>80%</td>
<td>80%</td>
<td>80%</td>
<td>80%</td>
<td>80%</td>
</tr>
</tbody>
</table>

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2. All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.
3. 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 Totals

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</thead>
<tbody>
<tr>
<td>Full Professor</td>
<td>135,100</td>
<td>297</td>
<td>9.5</td>
<td>155,900</td>
<td>19,901</td>
<td>87%</td>
<td>122%</td>
<td>122%</td>
<td>154%</td>
<td>101%</td>
<td>156,500</td>
<td>2</td>
<td>149,300</td>
<td>1,037</td>
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<tr>
<td>Associate Professor</td>
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<td>285</td>
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<td>102,300</td>
<td>12,214</td>
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<td>90%</td>
<td>80%</td>
<td>114%</td>
<td>66%</td>
<td>114,000</td>
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<td>721</td>
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<tr>
<td>Assistant Professor</td>
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<td>201</td>
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<td>94,900</td>
<td>7,822</td>
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<td>81%</td>
<td>74%</td>
<td>102%</td>
<td>61%</td>
<td>96,600</td>
<td>47</td>
<td>94,100</td>
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<td>Instructor</td>
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<td>8.5</td>
<td>155,100</td>
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<td>57%</td>
<td>79%</td>
<td>122%</td>
<td>100%</td>
<td>100%</td>
<td>115,000</td>
<td>7</td>
<td></td>
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</tr>
<tr>
<td>All Ranks</td>
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<td>783</td>
<td>6.3</td>
<td>127,600</td>
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<td>100%</td>
<td>100%</td>
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<td>50</td>
<td>114,400</td>
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<tr>
<td>All Ranks Weighted</td>
<td>109,500</td>
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<td></td>
<td>119,700</td>
<td>91%</td>
<td>100%</td>
<td>100%</td>
<td></td>
<td></td>
<td>114,400</td>
<td></td>
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<tr>
<td>UO FTE Distribution</td>
<td>110,600</td>
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<td></td>
<td>120,700</td>
<td>92%</td>
<td>100%</td>
<td>100%</td>
<td></td>
<td></td>
<td>114,400</td>
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<td></td>
<td></td>
</tr>
</tbody>
</table>

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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

## 2018-19 Comparison of Faculty Salaries

**BY SCHOOL/COLLEGE/DIVISION AND RANK WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES**

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

|---------------|--------|-----------------------------|---------------------------|------------------------------------------|----------------------------------------------------------|--------------------|-------------------------------|----------------------|------------------------------------|-------------------------|

### 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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