

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2019-20 Comparison of Faculty Salaries

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

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

	UO Avg	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
College of Arts and Sciences																
CAS Humanities																
Professor	116,600	41	7.4	142,500	2,856	82%	103%	107%	84%	87%	30%	36%	130,000	1	146,900	39
Associate Professor	82,700	58	7.1	94,000	2,448	88%	73%	71%	81%	88%	8%	12%			91,800	56
Assistant Professor	73,600	25	2.6	77,500	1,111	95%	65%	58%	79%	78%			75,800	3	76,100	167
Instructor	77,100	1	26.1	70,000	1	110%	68%	53%	84%	37%					70,000	1
All Ranks ¹	92,100	124	6.3	112,700	6,415	82%	82%	85%					89,400	4	90,000	262
All Ranks Weighted ^{1,2}	92,300			106,600		87%	82%	85%								
UO FTE Distribution ³	92,100			106,700		86%		85%								
CAS Natural Sciences																
Professor	139,400	93	12.0	161,200	6,285	86%	124%	121%	101%	99%	35%	40%	120,000	1	153,200	68
Associate Professor	99,600	56	5.8	108,300	2,330	92%	88%	81%	97%	101%	13%	9%			119,500	44
Assistant Professor	85,500	59	2.7	96,500	2,220	89%	76%	73%	92%	97%			85,700	10	95,800	340
Instructor	96,100	4	5.4				85%		104%							
All Ranks ¹	113,400	208	7.7	136,600	10,835	83%	101%	103%					88,900	11	106,700	452
All Ranks Weighted ^{1,2}	109,800			124,100		88%	97%	99%								
UO FTE Distribution ³	113,400			128,600		88%		103%								

¹All 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.

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

³UO 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

2019-20 Comparison of Faculty Salaries

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

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

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
College of Arts and Sciences																
CAS Social Sciences																
Professor	144,200	50	9.9	172,400	2,839	84%	128%	130%	104%	106%	41%	47%			191,400	32
Associate Professor	98,200	58	7.0	109,800	2,142	89%	87%	82%	96%	103%	7%	8%			117,500	53
Assistant Professor	90,200	39	2.2	98,600	1,221	91%	80%	74%	97%	99%			88,200	5	94,100	202
Instructor																
All Ranks ¹	111,700	147	6.7	136,200	6,202	82%	99%	102%					88,200	5	109,200	287
All Ranks Weighted ^{1,2}	112,600			129,300		87%	100%	103%								
UO FTE Distribution ³	111,700			128,100		87%		102%								
CAS Total																
Professor	135,600	184	10.4	159,400	11,980	85%	120%	120%	98%	98%	37%	42%	125,000	2	160,200	139
Associate Professor	93,400	172	6.7	103,700	6,920	90%	83%	78%	91%	97%	8%	8%			108,700	153
Assistant Professor	84,600	123	2.5	92,400	4,552	92%	75%	69%	91%	93%			84,800	18	90,700	709
Instructor	92,300	5	9.5	70,000	1	132%	82%	53%	100%	37%					70,000	1
All Ranks ¹	107,400	479	7.0	129,900	23,452	83%	95%	98%					88,800	20	103,100	1,001
All Ranks Weighted ^{1,2}	106,200			120,600		88%	94%	96%								
UO FTE Distribution ³	107,400			122,200		88%		98%								

¹All 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.

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

³UO 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

2019-20 Comparison of Faculty Salaries

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

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

	UO Avg Salary	UO FTE	UO Avg in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
College of Design																
DSGN - Department of the History of Art & Architecture																
Professor	117,300	2	4.1	137,400	104	85%	104%	103%	85%	84%	31%	34%			120,300	4
Associate Professor	82,400	3	6.4	92,800	103	89%	73%	70%	80%	87%	9%	11%			81,700	2
Assistant Professor	72,100	4	3.9	78,600	52	92%	64%	59%	78%	79%					78,800	10
Instructor																
All Ranks ¹	85,600	9	4.8	107,900	259	79%	76%	81%							89,600	16
All Ranks Weighted ^{1,2}	92,000			104,800		88%	82%	84%								
UO FTE Distribution ³	85,600			96,400		89%		77%								
DSGN - School of Architecture & Environment																
Professor	137,200	11	9.4	136,200	136	101%	122%	102%	99%	84%	40%	29%			137,700	4
Associate Professor	92,000	17	12.6	98,100	195	94%	82%	74%	90%	92%	16%	14%			91,800	8
Assistant Professor	73,500	7	2.2	79,400	111	93%	65%	60%	79%	80%			74,000	2	79,000	13
Instructor																
All Ranks ¹	102,500	35	9.5	105,100	442	98%	91%	79%					74,000	2	92,500	25
All Ranks Weighted ^{1,2}	102,800			106,200		97%	91%	85%								
UO FTE Distribution ³	102,500			106,300		96%		85%								

¹All 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.

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

³UO 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

2019-20 Comparison of Faculty Salaries

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

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

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
College of Design																
DSGN - School of Art & Design																
Professor	93,300	6	1.1	126,200	213	74%	83%	95%	67%	77%	5%	29%			125,000	1
Associate Professor	87,100	13	6.3	87,700	182	99%	77%	66%	85%	82%	18%	8%				
Assistant Professor	67,100	7	3.2	77,300	100	87%	59%	58%	72%	78%					74,500	13
Instructor																
All Ranks ¹	83,100	26	4.3	102,200	495	81%	74%	77%							78,100	14
All Ranks Weighted ^{1,2}	83,100			98,600		84%	74%	79%								
UO FTE Distribution ³	83,100			93,800		89%		75%								
DSGN - School of Planning, Public Policy & Management																
Professor	133,600	3	4.8	178,400	197	75%	118%	134%	96%	109%	26%	44%			191,000	4
Associate Professor	104,000	8	4.5	119,400	186	87%	92%	90%	101%	112%	18%	15%			130,400	9
Assistant Professor	84,100	6	2.9	98,800	155	85%	75%	74%	91%	99%					103,000	25
Instructor																
All Ranks ¹	102,200	17	4.0	135,100	538	76%	91%	102%							118,700	38
All Ranks Weighted ^{1,2}	108,600			134,600		81%	96%	108%								
UO FTE Distribution ³	102,200			122,500		83%		98%								

¹All 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.

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

³UO 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

2019-20 Comparison of Faculty Salaries

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

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

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
College of Design																
DSGN Total																
Professor	122,900	22	6.0	145,900	650	84%	109%	110%	89%	90%	27%	34%			147,800	13
Associate Professor	92,100	41	8.6	100,400	666	92%	82%	75%	90%	94%	16%	11%			109,100	19
Assistant Professor	74,000	24	3.0	86,000	418	86%	66%	65%	80%	87%			74,000	2	87,800	61
Instructor																
All Ranks ¹	94,900	87	6.4	114,000	1,734	83%	84%	86%					74,000	2	100,500	93
All Ranks Weighted ^{1,2}	97,800			112,600		87%	87%	90%								
UO FTE Distribution ³	94,900			107,900		88%		86%								

¹All 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.

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

³UO 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

2019-20 Comparison of Faculty Salaries

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

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

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
College of Education																
Professor	146,600	15	4.9	146,100	633	100%	130%	110%	106%	90%	37%	36%			182,700	12
Associate Professor	105,200	17	4.5	97,700	565	108%	93%	73%	103%	91%	15%	11%	100,000	1	109,600	20
Assistant Professor	88,400	17	2.4	82,700	443	107%	78%	62%	95%	83%			87,000	4	80,900	71
Instructor																
All Ranks ¹	112,100	49	3.9	112,300	1,641	100%	99%	84%					89,600	5	98,300	103
All Ranks Weighted ^{1,2}	115,200			110,800		104%	102%	88%								
UO FTE Distribution ³	112,100			107,300		104%		86%								

¹All 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.

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

³UO 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

2019-20 Comparison of Faculty Salaries

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

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

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<u>Knight Campus</u>																
Professor	170,000	1	0.2	186,700	185	91%	151%	140%	184%	99%	-27%	49%	170,000	1	180,700	3
Associate Professor	200,000	1	0.1	121,200	110	165%	177%	91%	217%	64%	80%	14%	200,000	1	144,400	2
Assistant Professor	110,000	1	0.3	103,000	118	107%	98%	77%	119%	55%			110,000	1	99,000	12
Instructor																
All Ranks ¹	160,000	3	0.2	145,300	413	110%	142%	109%					160,000	3	118,800	17
All Ranks Weighted ^{1,2}	160,500			139,600		115%	142%	112%								
UO FTE Distribution ³	160,000			137,000		117%		110%								

¹All 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.

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

³UO 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

2019-20 Comparison of Faculty Salaries

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

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

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<u>Lundquist College of Business</u>																
Professor	215,200	11	6.0	274,000	777	79%	191%	206%	155%	168%	4%	48%			264,100	6
Associate Professor	210,400	19	3.6	210,300	543	100%	187%	158%	205%	197%	30%	10%			218,300	25
Assistant Professor	176,300	22	1.6	197,000	676	89%	156%	148%	190%	198%			175,100	8	194,300	99
Instructor				208,000	6			156%		110%					179,600	2
All Ranks ¹	197,000	52	3.3	230,600	1,996	85%	175%	173%					175,100	8	202,100	130
All Ranks Weighted ^{1,2}	201,400			229,600		88%	179%	183%								
UO FTE Distribution ³	197,000			218,100		90%		174%								

¹All 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.

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

³UO 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

2019-20 Comparison of Faculty Salaries

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

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

	UO Avg Salary	UO FTE	UO Avg in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
Robert D. Clark Honors College																
Professor	135,000	5	5.5	147,700	3,114	91%	120%	111%	97%	91%	36%	37%			139,900	36
Associate Professor	93,900	4	3.1	98,600	2,351	95%	83%	74%	92%	92%	17%	12%			104,700	42
Assistant Professor	74,200	1	2.1	82,700	970	90%	66%	62%	80%	83%					81,800	144
Instructor																
All Ranks ¹	112,500	10	4.2	119,900	6,435	94%	100%	90%							95,500	222
All Ranks Weighted ^{1,2}	102,800			111,700		92%	91%	89%								
UO FTE Distribution ³	112,500			121,500		93%		97%								

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.

¹All 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.

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

³UO 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

2019-20 Comparison of Faculty Salaries

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

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

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<u>School of Journalism and Communication</u>																
Professor	139,000	13	10.6	151,200	128	92%	123%	114%	100%	93%	36%	40%	160,000	1	200,300	2
Associate Professor	98,300	11	5.7	98,200	142	100%	87%	74%	96%	92%	16%	12%			85,000	1
Assistant Professor	79,800	13	2.1	81,700	99	98%	71%	61%	86%	82%			77,300	2	83,800	9
Instructor																
All Ranks ¹	106,100	37	6.2	112,200	369	95%	94%	84%					104,800	3	103,300	12
All Ranks Weighted ^{1,2}	107,500			112,500		96%	95%	90%								
UO FTE Distribution ³	106,100			111,000		96%		89%								

¹All 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.

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

³UO 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

2019-20 Comparison of Faculty Salaries

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

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

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
School of Law																
Professor	183,800	14	13.5	229,000	698	80%	163%	172%	133%	140%	32%	63%			222,600	11
Associate Professor	147,800	8	4.8	145,000	76	102%	131%	109%	144%	136%	21%	3%			132,200	4
Assistant Professor	124,000	4	1.2	141,200	38	88%	110%	106%	134%	142%			127,000	2	142,600	9
Instructor																
All Ranks ¹	163,500	26	8.9	217,000	812	75%	145%	163%					127,000	2	177,600	24
All Ranks Weighted ^{1,2}	153,500			174,700		88%	136%	140%								
UO FTE Distribution ³	163,500			189,600		86%		152%								
Associate & Assistant Combined																
Professor	183,800	14	13.5	229,000	698	80%	163%	172%	133%	140%	39%	64%			222,600	11
Assoc/Assist Combined	139,800	12	3.6	143,700	114	97%	124%	108%	142%	138%			127,000	2	139,400	13
All Ranks ¹	163,500	26	8.9	217,000	812	75%	145%	163%					127,000	2	177,600	24
All Ranks Weighted ^{1,2}	153,500			174,700		88%	136%	140%								
UO FTE Distribution ³	163,500			189,600		86%		152%								

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

¹All 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.

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

³UO 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

2019-20 Comparison of Faculty Salaries

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

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

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
School of Music and Dance																
Professor	101,000	19	7.0	120,900	523	84%	90%	91%	73%	74%	25%	26%			152,100	7
Associate Professor	73,100	16	4.9	86,500	346	85%	65%	65%	71%	81%	7%	11%	84,500	2	85,300	8
Assistant Professor	65,400	11	1.9	71,600	210	91%	58%	54%	71%	72%			66,300	3	71,200	31
Instructor																
All Ranks ¹	82,800	46	5.0	100,300	1,079	83%	73%	75%					73,600	5	86,000	46
All Ranks Weighted ^{1,2}	80,900			94,500		86%	72%	75%								
UO FTE Distribution ³	82,800			97,200		85%		78%								

¹All 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.

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

³UO 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

2019-20 Comparison of Faculty Salaries

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

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

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
University Totals																
Full Professor	138,600	284	9.4	163,000	18,688	85%	123%	122%	150%	87%	32%	42%	145,000	4	163,600	229
Associate Professor	102,600	289	6.3	107,000	11,719	96%	91%	80%	111%	57%	9%	6%	117,300	4	118,000	274
Assistant Professor	92,600	216	2.4	99,300	7,524	93%	82%	75%	100%	53%			103,500	40	97,700	1,145
Instructor	92,300	5	9.5	188,300	7	49%	82%	141%	100%	100%					143,000	3
All Ranks ¹	112,800	789	6.4	133,100	37,931	85%	100%	100%					108,100	48	110,200	1,648
All Ranks Weighted ^{1,2}	112,700			125,200		90%	100%	100%								
UO FTE Distribution ³	112,800			125,100		90%		100%								

¹All 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.

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

³UO 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

2019-20 Comparison of Faculty Salaries

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

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

UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU Peers Avg	UO Rank Avg vs. UO Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers 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 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.

¹All 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.

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

³UO 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.