

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2021-22 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 2021 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	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Overall	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank	UO Rank Differential	AAU PUBLIC Peers Rank	UO New Hire Avg	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg	AAU PUBLIC Peers New Hire FTE
<b>College of Arts and Sciences</b>																
<b>CAS Humanities</b>																
Professor	116,500	50	6.9	146,800	2,075	79%	101%	102%	83%	84%	28%	35%			171,000	17
Associate Professor	84,200	57	7.5	96,300	1,732	87%	73%	67%	81%	84%	9%	10%			120,700	30
Assistant Professor	73,600	18	3.3	81,600	853	90%	64%	57%	80%	75%					84,200	107
Instructor	78,400	1	28.1				68%		81%							
All Ranks <sup>1</sup>	95,600	125	6.7	116,100	4,660	82%	83%	81%							100,900	154
All Ranks Weighted <sup>1,2</sup>	92,800			110,300		84%	82%	82%								
UO FTE Distribution <sup>3</sup>	95,600			114,400		84%		84%								
<b>CAS Natural Sciences</b>																
Professor	142,600	91	10.5	168,300	5,039	85%	124%	117%	102%	96%	38%	39%			190,200	28
Associate Professor	98,700	59	6.5	112,200	1,833	88%	86%	78%	95%	98%	10%	8%			122,500	25
Assistant Professor	87,400	51	3.7	101,400	1,773	86%	76%	71%	95%	93%			85,000	1	102,600	230
Instructor	102,400	3	7.1				89%		106%							
All Ranks <sup>1</sup>	115,700	201	7.6	142,700	8,645	81%	101%	100%					85,000	1	113,100	283
All Ranks Weighted <sup>1,2</sup>	111,300			129,400		86%	98%	96%								
UO FTE Distribution <sup>3</sup>	115,700			134,800		86%		99%								

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.

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<b>College of Arts and Sciences</b>																
<b>CAS Social Sciences</b>																
Professor	143,800	45	8.4	181,200	2,284	79%	125%	126%	103%	104%	41%	46%			205,800	16
Associate Professor	97,100	56	7.7	115,800	1,575	84%	85%	81%	94%	101%	4%	8%			127,400	22
Assistant Professor	92,100	34	3.1	103,700	1,076	89%	80%	72%	100%	95%			88,800	5	106,200	111
Instructor																
All Ranks <sup>1</sup>	111,400	135	6.8	143,400	4,935	78%	97%	100%					88,800	5	120,000	149
All Ranks Weighted <sup>1,2</sup>	112,700			136,100		83%	99%	101%								
UO FTE Distribution <sup>3</sup>	111,400			134,600		83%		99%								
<b>CAS Total</b>																
Professor	135,900	186	9.0	166,700	9,398	82%	118%	116%	97%	96%	37%	41%			189,000	61
Associate Professor	93,400	172	7.2	107,900	5,140	87%	81%	75%	90%	94%	6%	7%			123,200	77
Assistant Professor	86,500	103	3.5	97,500	3,702	89%	75%	68%	94%	90%			88,100	6	99,100	448
Instructor	96,400	4	12.4					84%		100%						
All Ranks <sup>1</sup>	109,000	461	7.1	136,100	18,240	80%	95%	95%					88,100	6	111,600	586
All Ranks Weighted <sup>1,2</sup>	106,900			126,300		85%	94%	94%								
UO FTE Distribution <sup>3</sup>	109,000			129,300		84%		95%								

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<b>College of Design</b>																
<b>DSGN Dept of the History of Art &amp; Architecture</b>																
Professor	121,500	2	6.1	140,000	93	87%	106%	98%	87%	80%	36%	29%				
Associate Professor	80,400	5	2.5	98,300	82	82%	70%	69%	78%	85%	6%	11%			136,400	2
Assistant Professor	73,900	2	2.1	82,900	43	89%	64%	58%	80%	76%					83,000	3
Instructor																
All Ranks <sup>1</sup>	88,100	9	3.2	113,100	218	78%	77%	79%							104,400	5
All Ranks Weighted <sup>1,2</sup>	93,500			108,800		86%	83%	81%								
UO FTE Distribution <sup>3</sup>	88,100			104,200		85%		77%								
<b>DSGN School of Architecture &amp; Environment</b>																
Professor	143,300	9	8.6	140,300	118	102%	125%	98%	103%	80%	44%	28%				
Associate Professor	92,300	14	11.3	100,300	169	92%	80%	70%	89%	87%	15%	14%	107,000	1	80,400	2
Assistant Professor	74,800	6	3.6	79,700	73	94%	65%	56%	81%	73%					81,000	6
Instructor																
All Ranks <sup>1</sup>	104,500	29	8.9	109,200	360	96%	91%	76%					107,000	1	80,800	8
All Ranks Weighted <sup>1,2</sup>	105,600			108,500		97%	93%	80%								
UO FTE Distribution <sup>3</sup>	104,500			108,400		96%		80%								

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<b>College of Design</b>																
<b>DSGN School of Art &amp; Design</b>																
Professor	98,600	10	1.6	133,100	234	74%	86%	93%	71%	76%	13%	30%			175,000	1
Associate Professor	83,500	9	5.1	89,700	171	93%	73%	63%	81%	78%	13%	8%			86,800	2
Assistant Professor	68,700	4	4.6	78,100	102	88%	60%	55%	75%	72%					77,700	12
Instructor																
All Ranks <sup>1</sup>	87,500	23	3.5	107,400	507	81%	76%	75%							85,400	15
All Ranks Weighted <sup>1,2</sup>	84,400			102,000		83%	74%	76%								
UO FTE Distribution <sup>3</sup>	87,500			106,600		82%		78%								
<b>DSGN School of Planning, Public Policy, &amp; Mgmt</b>																
Professor	142,900	3	6.8	185,300	203	77%	124%	129%	102%	106%	33%	42%			222,600	5
Associate Professor	105,000	10	5.4	125,400	191	84%	91%	88%	101%	109%	19%	18%			140,000	6
Assistant Professor	83,100	4	3.6	99,900	139	83%	72%	70%	90%	92%					100,800	16
Instructor																
All Ranks <sup>1</sup>	106,500	17	5.2	141,500	533	75%	93%	99%							132,100	27
All Ranks Weighted <sup>1,2</sup>	112,100			139,400		80%	99%	103%								
UO FTE Distribution <sup>3</sup>	106,500			130,000		82%		95%								

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<b>College of Design</b>																
<b>DSGN Total</b>																
Professor	122,800	24	5.3	151,800	648	81%	107%	106%	88%	87%	27%	33%			214,700	6
Associate Professor	92,000	38	7.1	104,900	613	88%	80%	73%	89%	91%	15%	12%	107,000	1	120,600	12
Assistant Professor	75,200	16	3.7	87,500	357	86%	66%	61%	82%	80%					88,700	37
Instructor																
All Ranks <sup>1</sup>	98,000	78	5.8	119,800	1,618	82%	85%	84%					107,000	1	109,400	55
All Ranks Weighted <sup>1,2</sup>	98,100			116,700		84%	87%	87%								
UO FTE Distribution <sup>3</sup>	98,000			115,700		85%		85%								

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<b>College of Education</b>																
Professor	145,000	18	5.7	149,600	629	97%	126%	104%	104%	86%	36%	34%			173,600	5
Associate Professor	103,800	15	4.3	100,600	533	103%	90%	70%	100%	87%	12%	11%			105,200	13
Assistant Professor	90,300	14	4.0	84,600	390	107%	79%	59%	98%	78%					84,400	57
Instructor																
All Ranks <sup>1</sup>	115,600	47	4.7	116,400	1,552	99%	101%	81%							94,000	75
All Ranks Weighted <sup>1,2</sup>	114,700			113,600		101%	101%	84%								
UO FTE Distribution <sup>3</sup>	115,600			114,600		101%		84%								

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<b><u>Knight Campus</u></b>																
Professor	172,800	1	2.2	187,600	204	92%	151%	131%	124%	108%	1%	44%			156,400	1
Associate Professor	171,100	3	0.9	125,000	114	137%	149%	87%	165%	109%	52%	14%	155,000	2	151,700	3
Assistant Professor	110,900	4	1.6	105,400	115	105%	97%	74%	120%	97%					101,900	18
Instructor																
All Ranks <sup>1</sup>	141,200	8	1.4	149,300	433	95%	123%	104%					155,000	2	111,200	22
All Ranks Weighted <sup>1,2</sup>	152,700			141,900		108%	135%	105%								
UO FTE Distribution <sup>3</sup>	141,200			123,000		115%		90%								

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<b>Lundquist College of Business</b>																
Professor	222,900	12	6.2	282,800	766	79%	194%	197%	159%	162%	9%	44%			277,400	6
Associate Professor	212,100	22	4.0	220,000	538	96%	185%	154%	205%	191%	30%	13%			250,700	5
Assistant Professor	177,700	13	2.6	200,900	712	88%	155%	140%	193%	185%					194,100	70
Instructor				183,000	1			128%		100%					183,000	1
All Ranks <sup>1</sup>	205,400	47	4.1	237,100	2,016	87%	179%	165%							203,700	81
All Ranks Weighted <sup>1,2</sup>	205,200			237,100		87%	181%	176%								
UO FTE Distribution <sup>3</sup>	205,400			230,800		89%		169%								

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<b>School of Journalism and Communication</b>																
Professor	145,400	13	11.5	155,600	125	93%	127%	109%	104%	89%	45%	39%			178,000	1
Associate Professor	93,800	12	3.9	100,300	142	94%	82%	70%	91%	87%	13%	11%				
Assistant Professor	79,400	11	3.2	84,800	84	94%	69%	59%	86%	78%					81,600	11
Instructor																
All Ranks <sup>1</sup>	108,000	36	6.4	116,300	351	93%	94%	81%							89,600	12
All Ranks Weighted <sup>1,2</sup>	108,300			115,800		94%	96%	86%								
UO FTE Distribution <sup>3</sup>	108,000			115,600		93%		85%								

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<b>School of Law</b>																
Professor	187,200	14	13.0	235,800	709	79%	163%	165%	134%	135%	33%	61%			238,400	17
Associate Professor	149,500	5	7.2	148,400	65	101%	130%	104%	144%	129%	18%	1%			166,300	4
Assistant Professor	129,400	3	2.5	146,800	33	88%	113%	102%	140%	135%					140,200	6
Instructor																
All Ranks <sup>1</sup>	170,700	22	10.2	225,200	807	76%	149%	157%							205,900	27
All Ranks Weighted <sup>1,2</sup>	157,000			180,100		87%	139%	134%								
UO FTE Distribution <sup>3</sup>	170,700			203,800		84%		150%								
<b>Associate &amp; Assistant Combined</b>																
Professor	187,200	14	13.0	235,800	709	79%	163%	165%	134%	135%	39%	61%			238,400	17
Assoc/Assist Combined	142,000	8	5.5	147,900	98	96%	124%	103%	143%	132%					150,600	10
All Ranks <sup>1</sup>	170,700	22	10.2	225,200	807	76%	149%	157%							205,900	27
All Ranks Weighted <sup>1,2</sup>	157,000			180,100		87%	139%	134%								
UO FTE Distribution <sup>3</sup>	170,700			203,800		84%		150%								

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

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.

<sup>1</sup>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.

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

<sup>3</sup>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

## 2021-22 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 2021 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	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Overall	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank	UO Rank Differential	AAU PUBLIC Peers Rank	UO New Hire Avg	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg	AAU PUBLIC Peers New Hire FTE
<b>School of Music and Dance</b>																
Professor	99,200	18	7.3	125,500	530	79%	86%	88%	71%	72%	22%	26%			170,300	2
Associate Professor	74,500	18	5.9	88,000	314	85%	65%	61%	72%	77%	8%	9%			89,000	2
Assistant Professor	64,900	10	3.0	75,200	175	86%	57%	52%	70%	69%			60,000	1	75,600	14
Instructor																
All Ranks <sup>1</sup>	82,100	46	5.8	105,300	1,019	78%	72%	73%					60,000	1	87,600	18
All Ranks Weighted <sup>1,2</sup>	80,600			97,800		82%	71%	73%								
UO FTE Distribution <sup>3</sup>	82,100			99,900		82%		73%								

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.

<sup>1</sup>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.

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

<sup>3</sup>UO FTE Distribution = AAU average salary when UO departmental ratios of Professors, Associate Professors, and Assistant Professors are applied to AAU data.

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# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2021-22 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 2021 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	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Overall	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank	UO Rank Differential	AAU PUBLIC Peers Rank	UO New Hire Avg	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg	AAU PUBLIC Peers New Hire FTE
<b>University Totals</b>																
Full Professor	139,800	286	8.6	174,300	13,009	80%	122%	122%	100%	100%	32%	41%			202,800	99
Associate Professor	103,500	285	6.5	114,900	7,459	90%	90%	80%	100%	100%	10%	4%	139,000	3	128,000	116
Assistant Professor	92,200	174	3.3	108,700	5,568	85%	80%	76%	100%	100%			84,100	7	107,000	661
Instructor	96,400	4	12.4	183,000	1	53%	84%	128%	100%	100%					183,000	1
All Ranks <sup>1</sup>	114,800	745	6.6	143,200	26,036	80%	100%	100%					100,600	10	120,600	876
All Ranks Weighted <sup>1,2</sup>	113,300			134,800		84%	100%	100%								
UO FTE Distribution <sup>3</sup>	114,800			136,200		84%		100%								

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.

<sup>1</sup>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.

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

<sup>3</sup>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

## 2021-22 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 2021 AAU Data Exchange (AAUDE) Faculty Salary Survey

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

*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.*

<sup>1</sup>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.

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

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