

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2022-23 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 2022 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 Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>College of Arts and Sciences</b>																
<b>CAS Humanities</b>																
Professor	125,000	50	7.4	153,700	2,083	81%	102%	103%	84%	84%	29%	36%			128,800	29
Associate Professor	89,800	58	7.7	99,900	1,753	90%	73%	67%	82%	83%	9%	11%			103,700	51
Assistant Professor	78,600	13	3.5	83,400	867	94%	64%	56%	80%	74%			81,600	1	81,400	125
Instructor	83,900	1	29.1				68%		104%							
All Ranks <sup>1</sup>	103,200	121	7.1	120,700	4,703	86%	84%	81%					81,600	1	93,700	205
All Ranks Weighted by UO FTE Distribution <sup>2</sup>	103,200			120,400		86%		84%								
<b>CAS Natural Sciences</b>																
Professor	151,300	92	10.9	175,400	4,924	86%	123%	117%	101%	96%	37%	39%			180,600	50
Associate Professor	105,500	64	6.5	117,400	1,800	90%	86%	78%	96%	98%	10%	7%			124,900	53
Assistant Professor	93,200	43	4.0	106,200	1,706	88%	76%	71%	95%	94%			90,100	3	103,400	237
Instructor	76,600	1	7.1	59,400	1	129%	62%	40%	95%	38%					59,400	1
All Ranks <sup>1</sup>	124,000	199	8.0	149,000	8,430	83%	101%	100%					90,100	3	118,100	340
All Ranks Weighted by UO FTE Distribution <sup>2</sup>	124,000			141,800		87%		99%								

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<b>College of Arts and Sciences</b>																
<b>CAS Social Sciences</b>																
Professor	151,300	49	8.0	190,100	2,328	80%	123%	127%	101%	104%	37%	45%	122,400	1	204,700	31
Associate Professor	105,600	54	7.8	122,100	1,571	86%	86%	82%	96%	102%	6%	10%	178,500	1	135,400	30
Assistant Professor	97,700	32	3.6	107,100	1,062	91%	79%	72%	99%	94%			82,600	4	101,000	147
Instructor				72,000	1			48%		46%					72,000	1
All Ranks <sup>1</sup>	120,300	135	6.9	150,800	4,961	80%	98%	101%					105,200	6	121,400	208
All Ranks Weighted by UO FTE Distribution <sup>2</sup>	120,300			143,300		84%		100%								
<b>CAS Total</b>																
Professor	144,400	191	9.2	174,300	9,335	83%	117%	116%	97%	96%	36%	41%	122,400	1	173,800	110
Associate Professor	100,300	176	7.3	112,900	5,124	89%	82%	75%	92%	94%	6%	8%	178,500	1	119,200	134
Assistant Professor	92,700	88	3.8	101,000	3,635	92%	75%	67%	94%	89%			85,300	8	97,300	509
Instructor	80,300	2	18.1	65,700	2	122%	65%	44%	100%	42%					65,700	2
All Ranks <sup>1</sup>	117,400	455	7.4	142,200	18,094	83%	96%	95%					98,300	10	112,400	753
All Ranks Weighted by UO FTE Distribution <sup>2</sup>	117,400			136,300		86%		95%								

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<b>College of Design</b>																
<b>DSGN Dept of the History of Art &amp; Architecture</b>																
Professor	130,100	2	7.1	152,300	90	85%	106%	102%	87%	83%	36%	33%			111,200	1
Associate Professor	86,100	5	3.5	103,400	76	83%	70%	69%	79%	86%	6%	11%				
Assistant Professor	79,100	2	3.1	86,700	43	91%	64%	58%	81%	76%					84,700	8
Instructor																
All Ranks <sup>1</sup>	94,300	9	4.2	121,000	209	78%	77%	81%							87,700	9
All Ranks Weighted by UO FTE Distribution <sup>2</sup>	94,300			110,500		85%		77%								
<b>DSGN School of Architecture &amp; Environment</b>																
Professor	155,900	9	9.6	146,600	122	106%	127%	98%	105%	80%	47%	28%			130,000	1
Associate Professor	98,500	13	12.4	104,400	175	94%	80%	70%	90%	87%	16%	13%			115,100	7
Assistant Professor	79,300	6	3.2	84,700	94	94%	65%	57%	81%	75%			76,500	1	80,200	20
Instructor																
All Ranks <sup>1</sup>	112,900	28	9.5	112,800	391	100%	92%	75%					76,500	1	90,700	28
All Ranks Weighted by UO FTE Distribution <sup>2</sup>	112,900			113,800		99%		79%								

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<b>College of Design</b>																
<b>DSGN School of Art &amp; Design</b>																
Professor	105,600	10	2.6	137,700	230	77%	86%	92%	71%	75%	14%	29%			138,300	4
Associate Professor	88,400	10	5.5	93,900	171	94%	72%	63%	81%	78%	13%	9%			107,900	2
Assistant Professor	72,500	5	3.7	80,900	116	90%	59%	54%	74%	71%			74,500	1	79,900	19
Instructor																
All Ranks <sup>1</sup>	92,100	25	4.0	110,500	517	83%	75%	74%					74,500	1	91,500	25
All Ranks Weighted by UO FTE Distribution <sup>2</sup>	92,100			108,800		85%		76%								
<b>DSGN School of Planning, Public Policy, &amp; Mgmt</b>																
Professor	150,100	4	5.9	193,600	209	78%	122%	129%	101%	106%	34%	41%			175,000	1
Associate Professor	108,700	8	6.5	132,900	213	82%	88%	89%	99%	111%	16%	18%			121,300	13
Assistant Professor	89,000	3	4.1	105,600	143	84%	72%	71%	91%	93%					105,400	18
Instructor																
All Ranks <sup>1</sup>	115,800	15	5.8	148,400	565	78%	94%	99%							114,100	32
All Ranks Weighted by UO FTE Distribution <sup>2</sup>	115,800			143,600		81%		100%								

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<b>College of Design</b>																
<b>DSGN Total</b>																
Professor	132,800	25	6.0	159,300	651	83%	108%	106%	89%	87%	30%	32%			138,500	7
Associate Professor	96,200	36	7.9	111,000	635	87%	78%	74%	88%	93%	14%	13%			118,100	22
Assistant Professor	79,000	16	3.5	91,400	396	86%	64%	61%	80%	81%			75,500	2	87,700	65
Instructor																
All Ranks <sup>1</sup>	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 <sup>2</sup>	104,500			122,600		85%		85%								

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<b>College of Education</b>																
Professor	147,500	23	4.9	152,700	629	97%	120%	102%	99%	84%	31%	33%			149,600	14
Associate Professor	109,000	13	3.5	103,800	535	105%	89%	69%	99%	87%	10%	11%	112,700	2	107,400	19
Assistant Professor	97,200	10	5.1	86,700	397	112%	79%	58%	99%	76%					83,600	67
Instructor																
All Ranks <sup>1</sup>	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 <sup>2</sup>	125,700			124,600		101%		87%								

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<b><u>Knight Campus</u></b>																
Professor	209,800	2	1.7	194,500	197	108%	171%	130%	141%	107%	22%	42%	234,600	1	223,200	3
Associate Professor	183,200	3	1.9	132,100	117	139%	149%	88%	167%	110%	53%	13%			143,000	3
Assistant Professor	118,400	5	1.9	112,500	118	105%	96%	75%	121%	99%			117,300	2	113,500	18
Instructor																
All Ranks <sup>1</sup>	156,100	10	1.9	155,200	432	101%	127%	104%					156,400	3	130,900	24
All Ranks Weighted by UO FTE Distribution <sup>2</sup>	156,100			134,800		116%		94%								

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<b>Lundquist College of Business</b>																
Professor	245,600	12	5.5	297,100	799	83%	200%	198%	165%	163%	16%	45%			270,500	12
Associate Professor	226,500	20	4.5	229,500	517	99%	184%	153%	207%	192%	31%	13%			221,800	20
Assistant Professor	188,900	11	3.3	210,100	740	90%	154%	140%	192%	185%			180,500	1	200,900	74
Instructor				250,000	2			167%		158%					257,000	1
All Ranks <sup>1</sup>	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 <sup>2</sup>	222,200			243,400		91%		170%								

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<b>School of Journalism and Communication</b>																
Professor	151,700	11	10.6	162,100	122	94%	123%	108%	102%	89%	42%	38%			155,000	3
Associate Professor	100,000	12	4.4	105,400	127	95%	81%	70%	91%	88%	14%	11%			111,700	3
Assistant Professor	83,300	13	3.3	88,400	82	94%	68%	59%	85%	78%			81,200	3	85,100	15
Instructor																
All Ranks <sup>1</sup>	109,800	36	5.9	122,100	331	90%	89%	82%					81,200	3	98,900	21
All Ranks Weighted by UO FTE Distribution <sup>2</sup>	109,800			116,600		94%		81%								

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<b>School of Law</b>																
Professor	199,400	14	13.0	249,100	694	80%	162%	166%	134%	136%	36%	60%			259,800	25
Associate Professor	155,100	5	7.2	159,100	79	97%	126%	106%	142%	133%	15%	-2%			147,900	9
Assistant Professor	136,800	4	2.7	162,400	33	84%	111%	108%	139%	143%			131,600	1	166,600	10
Instructor																
All Ranks <sup>1</sup>	178,900	23	9.9	236,800	806	76%	146%	158%					131,600	1	215,700	44
All Ranks Weighted by UO FTE Distribution <sup>2</sup>	178,900			214,500		83%		149%								
<b>Associate &amp; Assistant Combined</b>																
Professor	199,400	14	13.0	249,100	694	80%	162%	166%	134%	136%	43%	59%			259,800	25
Assoc/Assist Combined	147,000	9	5.2	160,100	112	92%	120%	107%	139%	137%			131,600	1	157,700	19
All Ranks <sup>1</sup>	178,900	23	9.9	236,800	806	76%	146%	158%					131,600	1	215,700	44
All Ranks Weighted by UO FTE Distribution <sup>2</sup>	178,900			214,500		83%		149%								

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

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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

## 2022-23 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 2022 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 Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>School of Music and Dance</b>																
Professor	103,400	15	7.8	130,900	531	79%	84%	87%	69%	72%	19%	27%			150,700	9
Associate Professor	80,500	19	6.2	90,900	325	89%	66%	61%	73%	76%	6%	9%			97,900	14
Assistant Professor	73,000	10	2.5	77,600	186	94%	59%	52%	74%	68%			73,600	3	77,300	43
Instructor																
All Ranks <sup>1</sup>	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 <sup>2</sup>	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.

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<sup>2</sup>All 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 AND RANK WITH SALARY COMPRESSION, 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 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 Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>University Totals</b>																
Full Professor	149,100	293	8.6	182,500	12,958	82%	121%	122%	100%	100%	32%	42%	178,500	2	188,000	183
Associate Professor	109,600	284	6.7	119,800	7,459	91%	89%	80%	100%	100%	9%	4%	134,600	3	127,300	224
Assistant Professor	98,200	157	3.6	113,400	5,587	87%	80%	76%	100%	100%			92,200	20	104,900	801
Instructor	80,300	2	18.1	157,900	4	51%	65%	105%	100%	100%					129,500	3
All Ranks <sup>1</sup>	122,900	734	6.8	149,700	26,004	82%	100%	100%					104,200	25	121,600	1,208
All Ranks Weighted by UO FTE Distribution <sup>2</sup>	122,900			143,500		86%		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.

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<sup>2</sup>All 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 AND RANK WITH SALARY COMPRESSION, 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 in Rank	AAU PUBLIC Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Avg	UO Rank Overall	AAU PUBLIC Peers Overall Rank	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC New Hire Avg Salary	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 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.*

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